

# Today

Hi Margo, I'm hoping to switch my schedule so I can pick up my kids from school in the afternoons.

Sure Tom. I'm sure we can figure something out to make this work.

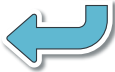
# With a union

Hi Margo, I'm hoping to switch my schedule so I can pick up my kids from school in the afternoons.

I'd love to help but we'll need to check your union contract. It likely includes rules about scheduling assignments and seniority that we will have to follow.



Scan the QR code to find out more,  
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**Today, we have the flexibility to support you when life happens. With a union, the labor contract dictates how we respond. And it may not give you the flexibility you need.**

# Frequently asked questions

## **Q Will our relationship change if we have a union?**

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**A** Yes. In a unionized environment, leaders and employees would need to strictly follow any rules in the labor contract and some things would need to be discussed with a union delegate (steward or representative) rather than directly with each other. We would always rather solve problems by working directly with you than through a third-party.

## **Q If the labor contract says I can't go to my manager about certain matters who would I go to?**

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**A** Your union delegate (or steward) would be your union representative on a day-to-day basis and make decisions for you about work-related matters during negotiations.

## **Q Who would my union delegate be?**

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**A** Union delegates are employees from the bargaining unit (a unionized employee group) who act as the day-to-day union representative. Sometimes a union rewards internal union supporters with a position of a delegate. They may even get special treatment and perks for helping to organize their fellow employees. This may be why some employees are pushing so hard to unionize.

Sometimes, a union delegate may be elected by employees, but the union delegate generally still gets perks. These special privileges may be paid time off to engage in union business, all-expenses-paid trips to union conferences, meals and swag. Union delegates also usually have access to a lot of information you may consider personal, like your Social Security number, pay rate, retirement contributes, disciplinary actions, home address, signature and personal contact information.