COLUMBIA GAS WORKERS UNITE

MARCH 2024

ORGANIZING EFFORTS RAMP UP

The first step in forming our Union is signing an authorization card to express our interest in a Union election. Signing a card **does not automatically mean you're in a Union** – it doesn't even mean you will vote for a Union. It simply means you recognize that we should have a free and fair election so everyone can vote their conscience.

These cards are anonymous, meaning no matter what management says, they won't get a hold of your card. But the cards do tell the National Labor Relations Board (NLRB) that we're ready to vote.

Organizing efforts are ramping up between now and early May. We understand you face a lot of workplace issues due to the company and we want to put the Union to work for you!

Ready to sign, get more involved, or get some more information? Join us at Ziggy's Pub & Restaurant at 193 Park Avenue in Amherst on the Mezzanine Level, April 27 from 12 to 2 p.m.

UPCOMING MEETINGS

Columbus: Ohio AFL-CIO, 500 S Front St, Columbus, OH 43215, April 6, 4 - 5:30 p.m.	**Three Rivers:** American Legion Post 23, 705 Court St., Portsmouth, 45662, April 27, 11:30 a.m. - 1:30 p.m.	**North Pointe:** Ziggy's Pub & Restaurant, Mezzanine, 193 Park Ave, Amherst, April 27, 12-2 p.m.
Muskingum Valley: 630 Main, 630 Main St, Zanesville, OH 43701, April 27, 11 a.m. - 1 p.m.	**Three Rivers:** Ross County American Legion Post 62, 53 W Main Street, Chillicothe 45601, April 27, 3:00 p.m.- 5:00 p.m.	**Springfield:** VFW Post 6435, 1237 E Main Street, Springfield 45503, May 4, 3:30 p.m. - 5:30 p.m.
Lake Erie: VFW Post 5645 315 Walnut Strret, Findlay 45840, May 4, 11 a.m. - 1 p.m.	**Heartland:** Brown Derby Roadhouse, 3985 Park Ave West, Ontario, 44906, May 4, 1 p.m. - 3 p.m.	**Columbus:** VFW Post 4719, 75 W Johnstown Rd, Gahanna, 43230, May 11, 3 p.m. - 5 p.m.

UNION Q&A

GOT QUESTIONS ABOUT THE UNION? WE HAVE ANSWERS!

Q: I'm concerned my wages will go down when I join the Union. How will my paycheck be impacted?

A: The UWUA has **never** negotiated a first contract with a reduction in wages and benefits. In Kentucky and Georgia, two recent first contracts for UWUA members in the gas industry resulted in substantial wage and benefit increases. The bottom line is UWUA members vote on whether they want to accept the contract that was negotiated.

Q: I just received a bonus this year. Will I still get this bonus when we organize?

A: UWUA members at Columbia Gas received the same bonus as non-Union employees this year, and ALSO negotiated guaranteed annual wage increases. Union employees have a say in their wages and benefits. For non-Union employees, the company decides.

Q: I'm concerned dues will be high. How much will I be paying?

A: The UWUA is a democracy. Workers are the Union, and our dues will be decided by a secret ballot vote of the membership. Also, no dues are paid until a majority of members vote on and accept an agreement with the company.

For example, one Columbia Gas local voted to make dues $55 a month, but we can decide what works for us! Locals all have different dues depending on their needs. Our dues will be set at a rate we agree on.

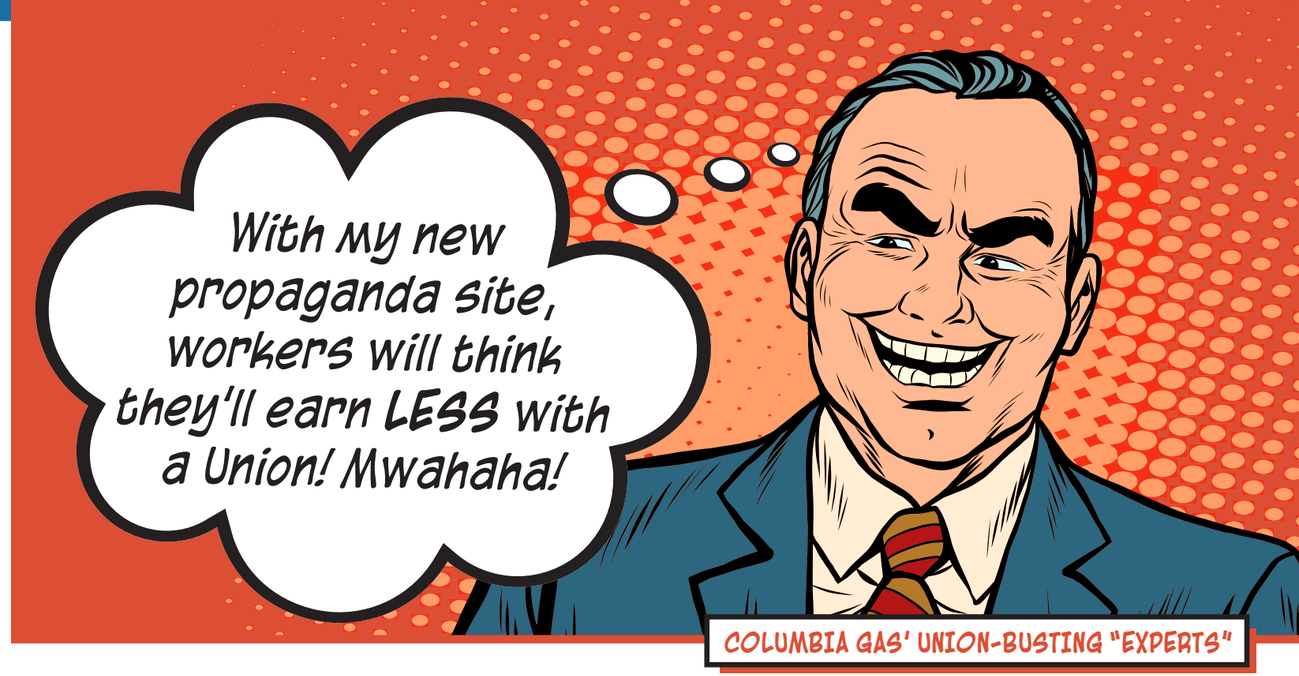
What other questions do you have about the Union? Call **Deirdre (484-678-8896)** **Valerie (202-412-5258)** or **J.J. (330) 631-1751** to learn more!

UNIONIZING: NOW MORE POPULAR THAN EVER

All across America, from utility workers to auto workers to the food service industry, more people are choosing to Unionize. Ask a Union worker why, and the answer is pretty simple.

"Unions have not only your best interests and future in mind when they make decisions or fight for better working agreements, but also those of your family! As a Union member, you can't put a value on that; it's priceless! I also believe that seeing the organizing being done at some larger companies that in the past have not had any representation is another contributing factor. I think a lot of that is due to the stability that Unions provide."

– Mike Stasyk, Local 254 Utility Worker



EXTRA! EXTRA!

COLUMBIA GAS EXECUTIVES THINK WORKERS BORN YESTERDAY

COLUMBIA GAS EXECS THINK THEY CAN FOOL US OUT OF FORMING OUR UNION!

It's an exciting time. Columbia Gas workers are forming our Union so we can win higher pay and better benefits.

But these genius bosses can't let us have any fun. They think they can scare us away from forming our Union.

WHAT KIND OF AN EVIL GENIUS THINKS THIS STUFF WORKS?!

It says a lot that the bosses' best idea is to complain about the Union. It says even more that the worst thing they have to complain about is us having pizza and drinks at our Union meetings.

When the CEO of NiSource, the company that owns Columbia Gas, is making over $10 million with his new raise this year, you'd think they could be more creative.[1]

The truth is, they keep less when we earn more. Now they're panicking.

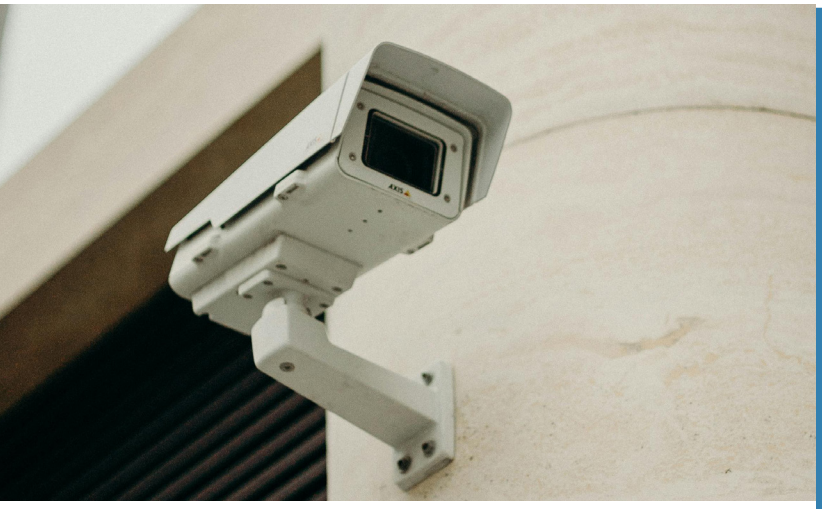
So remember: workers ARE the Union, and we're joining together for more money in our paychecks, not in executives' pockets.

1. https://www.tipranks.com/news/nisource-inc-adjusts-top-executives-compensation-packages

GET ALL THE FACTS AT COLUMBIAWORKERSUNITE.ORG.

Ready to get involved?
Call Deirdre **(484)-678-8896** Valerie **(202)-412-5258** or J.J. **(330) 631-1751** now.

Gas Workers Union
7777 Exchange Street, Suite 11
Valley View, OH 44125



SURVEILLANCE UPDATE

Columbia Gas has continued to push for surveilling workers as they perform their jobs. Talks continued on February 7, and the parties have agreed to come back to the table on March 19 and 20.

QUESTIONS? CALL DEIRDRE (484) 678-8896, VALERIE (202) 412-5258, OR J.J. (330) 631-1751.