COLUMBIA GAS WORKERS UNITE

APRIL 2024

IT'S TIME TO SIGN

We'll be on the ground all of April as we continue to ramp up the organizing efforts.

Our movement to unionize is growing. Forming our Union is our best chance to:

- Guarantee employee input on new wage tiers and fair, transparent promotions,
- Challenge unfair discipline by winning just cause employment and a grievance process, and
- Bargain about the impact of cameras and other company policies on your work life.

We're coming together because forming a Union will positively impact these and all the ongoing changes happening at Columbia Gas. But to even have a vote on whether we can form our Union, we first need as many of us as possible to sign an authorization card. Remember, signing an authorization card **does not** mean a vote to unionize; it just means we want to have an election so we all can cast our votes. **Sign your card by May so that you don't have to wait any longer to have the chance to vote for a union.**

If you're ready to get involved, if you still need to sign your card, or you want to learn more, join us at one of these upcoming meetings!

UPCOMING MEETINGS

	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, 12-2pm
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. to 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.

TOP 5 REASONS TO JOIN A UNION

THERE ARE SO MANY REASONS TO BE PART OF A UNION. HERE ARE JUST SOME OF THE BIGGEST AND BEST.

Job security

Being in a Union means you have a team that has your back, whether it's when bargaining a new contract or when times get tough. Guaranteeing seniority means your position is better protected the longer you stay on the job.

Predictable promotions

As a Union, we can bargain for a guaranteed, incremental and predictable path to promotion for ourselves as workers. It's called automatic progression, and it means you can tell, based on your hiring date, when your next promotion will come and the difference in pay you'll receive. UWUA members are already doing this in Ohio!

Just Cause and the Right to Arbitrate Discipline

As a non-union employee you are an at-will employee. That means that Columbia Gas can discipline or terminate you at will and you have no recourse. UWUA members at Columbia Gas and every other employer with whom we have a contract have just cause employment and the right to arbitrate grievances . As a result, UWUA members can challenge unfair disciplines and terminations and have the issue of whether the Company had just cause to issue the discipline decided by neutral arbitrator. And by the way, the UWUA pays 100% of the costs of the arbitration and the member's representation during the grievance process.

Work-life balance

The right to have a life beyond work is one of the founding principles of the American labor movement. For generations, workers have come together to ensure that they have the freedom to enjoy family time, to take leave when sick or injured, and go on vacation once in a while. Most people don't even know it, but it was Unions that invented the weekend!

Weingarten rights

Weingarten rights are one of the best kept secrets of Unionized workers. When you're part of a Union, federal law protects you in case you are called in for a disciplinary hearing, or even a meeting you reasonably think could become a disciplinary action. In these circumstances, you're permitted to have a Union representative with you to protect your interests. Imagine that kind of protection at work!

BOO-HOO-HOO!!

COLUMBIA GAS EXECUTIVES ARE SOOOOO SAD WE'RE HAVING PIZZA AT OUR UNION MEETINGS

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

When workers form a Union, it's normal for the boss to throw a temper tantrum!

WHAT DO BOSS TEMPER TANTRUMS LOOK LIKE?

First, they whine about the Union talking to employees. Then they demand we come into work when a Union meeting is planned – even if we weren't scheduled to work! They'll even spend money that should be in our paychecks to hire Union-busters.

It's one big tantrum. But the good news is we don't have to listen!

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 wouldn't have a lot to cry about. [1]

The fact is, when we earn more, they keep less. 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.

SURVEILLANCE UPDATE

UWUA representatives met again on March 19 and 20 to bargain about the Company's proposed telematics system. No agreement was reached, so the parties are meeting again April 11 and 12. We will keep you updated.

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