COLUMBIA GAS WORKERS UNITE

DECEMBER 2023

BREAKING NEWS

UWUA WINS HISTORIC CONTRACTS

UWUA OHIO MEMBERS AT DOMINION ENERGY WIN LOWER MEDICAL PREMIUMS

Local G-555 members in Ohio successfully bargained to **lower medical plan premiums by 6.83%.** That win began in January 2020, and members maintain that lower rate in the current contract through 2027.

This was an unprecedented win for the local. Dental and vision premiums are also frozen, so members won't see an increase in those plan premiums either.

DELTA GAS MEMBERS SECURE UP TO 45% IN WAGE GAINS

Workers at Delta Gas in Kentucky had big reasons to celebrate following the October 2023 ratification of their first UWUA contract. Effective November 1, base wages rose anywhere from 5% to 45%, with over half of the unit seeing a bump of at least 15% on the contract's first day. The unit's 97 workers will see additional compounded increases of 9% through guaranteed wage increases over the contract's 3.5-year term. What a win!

FRONTLINE UPDATE

Workers at UWUA have been hard at work connecting with fellow employees and talking about the issues that matter most to them. Our initial round of meetings were a rousing success, with workers from around the state showing up in droves to share concerns and voice enthusiasm for coming together as a Union.

Now, we're connecting with individual workers, making calls and having the important one-on-one conversations. While we all hold different positions and may have different thoughts or questions on the Unionizing process, it's clear that we have every reason to come together as a Union.

To everyone who's already involved, thank you. And for anyone still looking to get involved, it's not too late! Call Deirdre **(484-678-8896),** Valerie **(202-412-5258),** or J.J. **(330) 631-1751** today!

Learn more at ColumbiaWorkersUnite.org

"Being a UWUA member brings a lot of job security. I know that I can't just be fired on a whim. Beyond that peace of mind, I also have the right to have a Union representative with me during any conversations between me and my employer. The bottom line is the Union has my back.

— Chad Martin Local 175

WHY WE'RE ORGANIZING

JOB SECURITY LIKE WE'VE NEVER HAD BEFORE

In a typical non-Union workplace, the employer holds all the cards. They're the boss, and they're happy to wield their power over workers. Usually in these workplaces, profits for the owners come before the health, safety, training, and wellbeing of workers. Oftentimes, the needs of workers aren't even considered.

When a worker in a non-Union workplace speaks up about our needs as workers or runs into a conflict with a supervisor, we're in trouble. Employers have wide latitude to discipline employees – even dismiss them – over a confrontation, an allegation, or a misunderstanding.

All of that changes when we come together and Unionize. As Union members, we'll have the right to have someone with us from our Union at any disciplinary meetings. These are known as our Weingarten Rights. Under Section 7 of the National Labor Relations Act, Union members have the right to have a representative present during a disciplinary proceeding. And it doesn't even need to be an explicit disciplinary proceeding. As Union members, we'll have the right to request a representative at any meeting we reasonably believe could lead to disciplinary action.

With our Weingarten Rights, we can request a Union steward, business agent or officer, or fellow employee to accompany us to a suspected disciplinary meeting. And in that meeting, our representative is entitled to provide advice and assistance.

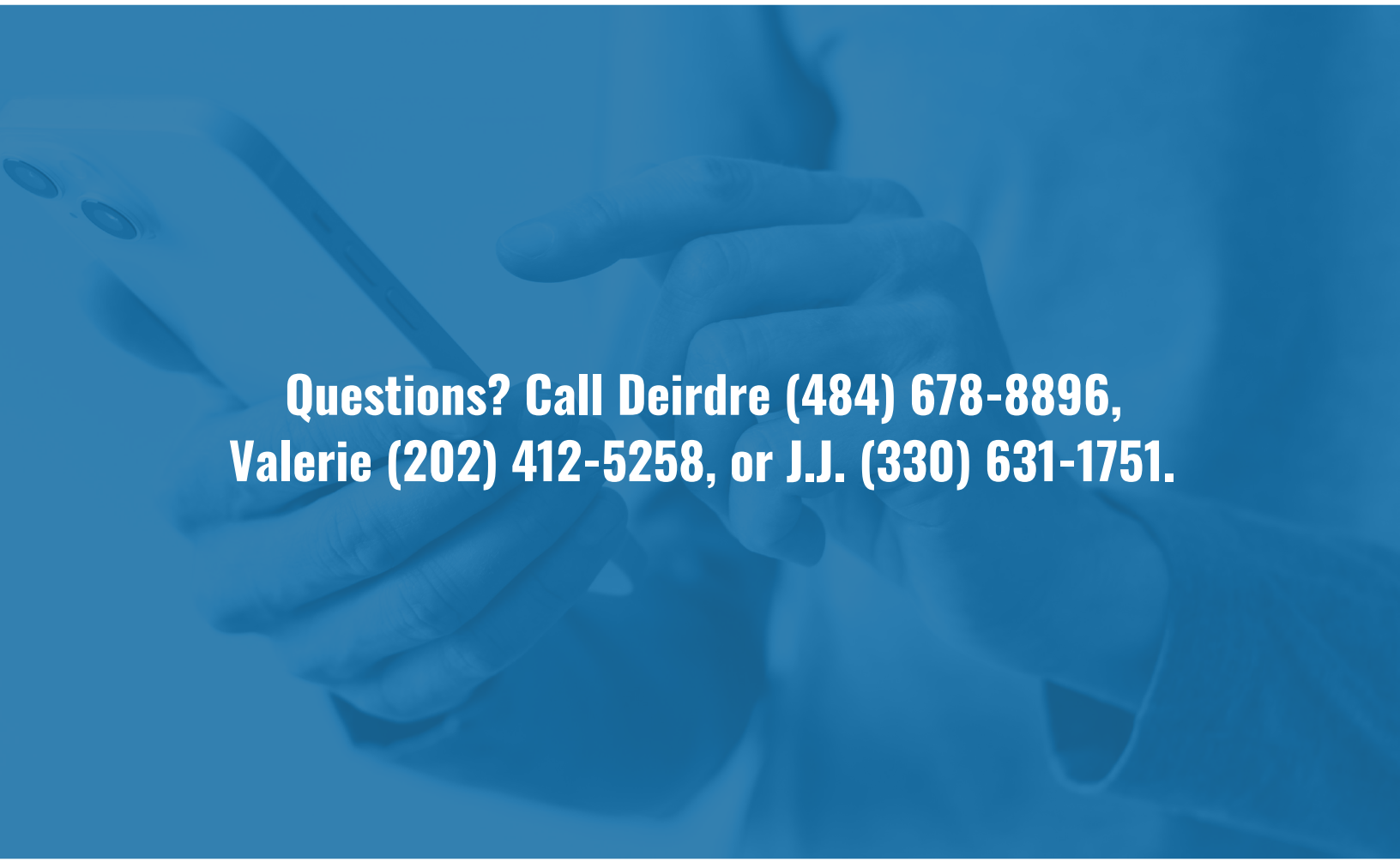
As UWUA members, we'll be well protected. UWUA contracts require that an employer have just cause for discipline. Our Union can therefore challenge any disciplinary action we believe is without just cause. And we'll have the power to take those disputes to binding arbitration before a neutral arbitrator that will require the company to prove it had just cause for its action. The Union pays for the arbitration costs and represents a member who's been disciplined by an employer in the arbitration without out-of-pocket cost to the individual member.

Having representation when we face disciplinary action as workers and having a contract that requires our employer to show just cause for discipline are two of the best workplace protections we can have. But we can only have these and so many other protections by coming together as a Union.

CONTACT

Questions? Concerns? Call Deirdre **(484) 678-8896**, Valerie **(202) 412-5258,** or J.J. **(330) 631-1751.**

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



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