



TRANSPORT WORKERS UNION OF AMERICA
AFL-CIO
LOCAL 527

Information on our organizing process for workers looking for fairness, consistency, and a voice in the work place. This document specifically addresses those employees who work for government contractors under the Service Contract Act.

- You have a **lawful** right to self-organize, assist and/or join a labor organization, to bargain collectively and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection. These rights can be found in Section 7 of the **National Labor Relations Act (NLRA)** and employers are prohibited from interfering with employees who exercise their right to organize as set forth in the NLRA.
- **The National Labor Relations Board (NLRB)** is the federal government agency that enforces the provisions in the act (NLRA). An employer who engages in activities which prevents you from exercising your right to

organize as set forth in the NLRA is violating the law. Employees who are subject to such activities can file **Unfair Labor Practice (ULP)** charges at the regional NLRB office in your area. That employee should also inform the union working with your group who may file those charges for you and protect you until that charge is fully resolved.

- Employers who have contracts with a federal government agency with the principal purpose of performing a service for that agency through the use of service employees, and whose contract value exceeds \$2500 dollars, are subject to the **Service Contract Act (SCA) of 1965**. The SCA sets certain minimum standards for employers to follow in regards to **wages** (set forth in an **area wage determination** for the various employee job classifications) **benefits**, and **safety**.

The SCA also governs the actions of successor contractors during re-bid periods and awards in regard to wages, benefits, and safety, and the employees performing the services **if** there is a Collective Bargaining Agreement in place.

- Issues and concerns that most employees have – the cost of health & welfare, promotions, layoffs, job classifications, upgrading, harassment, safety, pay structures, cost of living, company policies and procedures – **are mandatory negotiating subjects** by law (the NLRA) when the majority of your coworkers elect to be represented by TWU Local 527.
- Employees who work for service contractors on Fort Gordon, Fort Lee, Fort McCoy, Kings Bay Submarine Base, Patrick Air Force Base, and the Kennedy Space Center who are also members of the Transport Workers Union generally earn higher wages and receive higher company contributions to

their Health & Welfare and 401K plans than called for in their area wage determinations.

Those employees are also not employees at will (hired and fired at the discretion of the employer) and enjoy a legitimate grievance procedure. The grievance procedure can be used to enforce the language and provisions written in their Collective Bargaining Agreements with their employers.

Not every employer engages in an anti-union campaign or communicates and produces antiunion propaganda; however, listed below are some of the propaganda being used by some employers, the media, and certain employees when employees show interest in joining a union.

- 1. The exercise of your **lawful right** to self-organize, assist and/or join a labor organization, to bargain collectively and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection **will lead to layoffs** and/or other negative outcomes.*

Truth: Communications, verbal or written, of this nature by the employer is a **violation** of the National Labor Relations Act (NLRA) and should be reported to the Union and the National Labor Relations Board **immediately**. It is the Union's job to ensure you can exercise your rights without such threats and/or retaliation. It is the NLRB's job to enforce the NLRA which gives you the right to engage in the stated activity.

PLEASE NOTE: It is **vital** such threats be communicated to the Union as soon as possible. Waiting to report such incidents or not reporting them at all hurts the Union's ability to address such matters in a positive and efficient manner. In particular, should a layoff occur in response to the exercising of rights under the NLRA, how quickly and efficiently we respond to the threat can greatly impact the Union's ability to secure the most favorable outcome(s).

2. This company won't work with a Union.

Truth: If 50% plus one (1) of your coworkers who are qualified (non-management types) to vote and join the Transport Workers Union vote *yes* in an election conducted by the National Labor Relations Board, the **law** (NLRA) requires your employer to recognize the Transport Workers Union as your sole representative and bargain with the Transport Workers Union in good faith regarding wages, benefits, and other conditions of employment.

3. Unions are not allowed on military Installations.

Truth: TWU Local 527 has been representing employees who work for Government Service Contractors on Fort Gordon, Fort Lee, and Fort McCoy for twenty years.

4. Unions cannot strike on a federal Installation.

Truth: This governs unions whose members are Department of the Army Civil Service employees who are mostly members of the American Federation of Government Employees (AFGE). Service Contract employees who work for a private company places this issues under the National Labor Relations Act (NLRA) and other laws which **do not limit your ability to strike**.

Striking, although one of the last options used by labor organizations, is a protected right written in the NLRA, which also places limitations and qualifications on the exercise of that right. In a Collective Bargaining Agreement (CBA) between an employer and a labor organization (Union) there is usually a No Strike/No Lockout clause, which states that the Union agrees not to strike against the Company, and the Company agrees not to lockout its employees during the life of that CBA. If that CBA expires before a new agreement is in place that clause may no longer be binding on either party.

5. Union dues may go to politicians and/or political campaigns.

Truth: Union dues or fees are spent on activities related to collective bargaining, contract administration and/or grievance adjustments. In some cases, dues or fees may be spent on organizing. Union members who wish to support politicians who back working family and labor issues make contributions separately and voluntarily to their **Political Action Committee** (typically called COPE). These politicians receive donations regardless of party affiliation. **Union Dues are not used for this purpose.**

6. Contract negotiations begin with a blank slate.

Truth: It has been the experience of Unions in the Service Contract Act arena that negotiations begin at the wages, benefits, safety rules and other working conditions that are in place when organizing efforts and/or contract negotiations begin.

If you vote yes for the Union.

- a. If you and your coworkers choose TWU Local 527 as your union, you will help us understand what your concern's and issues are by documenting them in writing and indicating the priority in which you want them to be addressed.

You will also select representatives (CBA Committee) from among your coworkers who will meet with us to help incorporate those ideas into a written proposal to the company. The purpose of that proposal is to address your issues and concerns at the bargaining table.

Members from that group will be selected as part of the Union Bargaining Team and will sit at the bargaining table with company representatives.

Lastly, you and your coworkers will have the final say on accepting any agreement. You will also be able to **vote** yes or no after reviewing the tentative agreement.

- b. The TWU Local 527 has a long standing practice of not requiring the payment of dues until the first Collective Bargaining Agreement (CBA) is ratified by you. Once your CBA is in place, dues, the amount which is two times your hourly rate of pay per month, will be collected via payroll deduction or by hand.
- c. You are not locked into being represented by the Union even after initially voting yes for it. The inability to reach an agreement with the employer (usually over an extended period of time) has been the reason that a few previously organized employees decertified from a union.

If you have questions or concerns.

The President of Local 527 can be reached using the information below. If you have a question or concern do not hesitate to contact him. You can also use the Information Request Form on the website – www.twulocal527.org.

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