

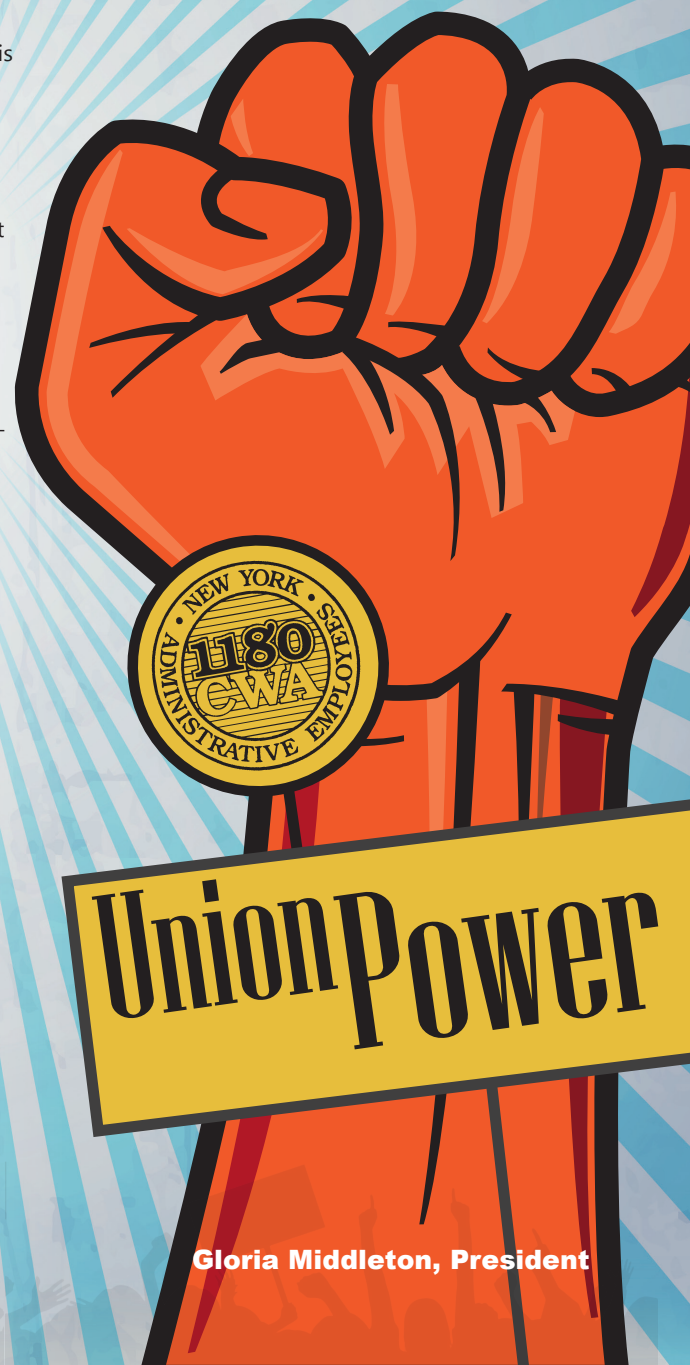
WHY DO YOU NEED A LABOR UNION

35

reasons ... so far

Let's face it, employers and corporations did not feel generous one day and decide to give you two days off every week in order to have a social/personal life. (We now call them weekends). Corporations did not just feel like being nice one day and give their employees paid vacations. CEOs didn't get together in a board room and say, "Let's give our employees more rights at work," or "Maybe there should be laws to limit our power over an employee". Virtually all the benefits and rights you have at work are thanks to labor unions that fought hard and long to achieve them. Many union leaders and members even lost their lives for things we take for granted today. So next time you want to know what your union does for you, read this list for starters.

- Weekends without work
- All breaks at work, including lunch breaks
- Paid vacation
- Family & Medical Leave Act (FMLA)
- Sick leave
- Social Security
- Minimum wage
- Civil Rights Act/Title VII prohibiting employer discrimination
- 8-hour work day
- Overtime pay
- Child labor laws
- Occupational Safety & Health Act (OSHA)
- 40-hour work week
- Workers' compensation (workers' comp)
- Unemployment insurance
- Pensions
- Workplace safety standards and regulations
- Employer health care insurance
- Collective bargaining rights for employees
- Wrongful termination laws
- Age Discrimination in Employment Act of 1967 (ADEA)
- Whistleblower protection laws
- Employee Polygraph Protection Act (EPPA) prohibiting employers from using a lie detector test on an employee
- Veteran's Employment and Training Services (VETS)
- Compensation increases and evaluations (i.e. raises)
- Sexual harassment laws
- Americans With Disabilities Act (ADA)
- Holiday pay
- Employer dental, life, and vision insurance
- Privacy rights
- Pregnancy and parental leave
- Military leave
- Public education for children
- Equal Pay Acts of 1963 & 2011 requiring employers pay men and women equally for the same amount of work
- Laws ending sweatshops in the United States



Gloria Middleton, President