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IBEW Fact Sheet

Dues: All IBEW Local Unions are 501c (5) non-profit organizations, not businesses and are funded by dues that are voted on by the members. IBEW Local 48 monthly dues for Rexel/Platt employees will be \$32.50 a month, plus 1.25% of your gross wages. So, if you make \$20.00 an hour, and work 40 hours per week, your monthly dues would be \$32.50 a month plus \$10 per week.

Dues only begin once employees are working under an IBEW contract, which has been negotiated and voted on by employees.

So, you will have the opportunity to compare the cost of your dues to your new contract before you ever pay anything and before you vote on your contract. The current members of Local 48 are paying your way until you get to a contract, and if your new contract doesn't make up for your dues, you simply vote against it. Because your group is organizing for the first time, there is also no initiation fee. Dues are always taken into consideration when negotiating wages and benefits and it wouldn't make sense to negotiate a contract that doesn't account for this added cost.

Contract: Voting for a union gives you as employees the right to negotiate a legally binding contract covering wages, working conditions, and other items. Each IBEW contract and its proposals are unique, even in a company like Rexel/Platt that would have multiple IBEW contracts. Contracts typically cover wages, hours, benefits, safety, training, and have a grievance procedure to handle problems. **Once something is in a contract, it has the weight of Federal Law, so things like vacation time cannot be suddenly changed by management and dates and amounts of pay increases are spelled out in advance.**

Negotiating: Your negotiating team will be made up of fellow employees and IBEW trained negotiators on one side, and management's team on the other. Negotiating is a give and take process, and no proposal is guaranteed to be accepted. However, when management knows they are dealing with unified employees and trained representatives, it's better for employees than trying one-on-one. IBEW utilizes its existing relationships with regulatory agencies, policy makers, and other stakeholders in the industry to leverage the best possible contracts for our members. **Thousands of groups have been through this process before and despite the doubts management might try and create, these employees have come out ahead with the protections of their new IBEW contract.**

Process: If you decide that being represented by IBEW is the right choice, an IBEW representative will collect signed "authorization cards" from interested employees. These cards mean you want IBEW representation, and they are not given or shown to management. IBEW will then communicate with your coworkers throughout the Beaverton DC and have similar meetings with them. Once a solid majority in the Beaverton DC have signed cards, Local 48 will file paperwork with the US National Labor Relations Board to begin the process of holding a secret ballot election for you to vote on being represented by IBEW. Part of this process includes some legal determinations on the voting group, which may take a little time to process. Once the voting group is finalized, a secret ballot election is held and if a majority of those voting are in favor of IBEW representation, you then have an immediate right to begin the negotiating process. After one year, if you are not happy with how things have been going as part of the IBEW, you can go through the same voting process to remove the union. **Unions are the most democratic institutions there are: they start with a vote, you vote on your contract, you vote for leadership, and if you ever decide to go back to being unrepresented, that is done with a vote as well.**

What to Expect from Management: Rexel/Platt has very good working relationship with IBEW all over their service areas, but that doesn't mean they are just going to give up the complete power they have over you without a fight. **In almost every other place that workers have tried to join the IBEW management responds by trying to scare employees into voting no with things like dues, fines, strikes, and going backwards in negotiations. They will share with you the worst examples they can find where other IBEW Locals did dumb things.** Out of context, those things can look scary. What they will not tell you though is that every single IBEW contract prohibits strikes during the term of the contract, or that for every bad story, there are thousands of workers that are very happy working for a company whose employees are covered by an IBEW contract. They will tell you to trust what you have now and to "ask, learn, talk, decide and vote." **Start by asking yourself a simple question: "Does something need to change for the better at work right now?" If the answer is yes, then joining the hundreds of thousands of workers in the IBEW is the first step.**