

## HOW TO FORM A UNION AT YOUR WORK

Although every workplace is different and the needs of workers vary, there are some basic steps involved in winning a union voice on the job. Here's how it happens...

To begin organizing a union at your workplace there's a simple starting point before going through the steps listed below contact Local 483 and we will meet with you and interested co-workers to answer your questions and help you develop a comprehensive organizing plan.

### **Step 1: Build an Organizing Committee**

An organizing committee representing all major departments and all shifts and reflecting the racial, ethnic and gender diversity in the workforce is established. Organizing committee training begins immediately. Committee members must be prepared to work hard to educate themselves and their co-workers about the union and to warn and educate co-workers about the impending management anti-union campaign. The organizing committee must be educated about workers' right to organize and be ready to stand together to build a stronger voice at work.

**Step 2: Identify the issues in your workplace** ... and make sure you know who everyone is that could potentially form a union with you in your workplace. Along with their coworkers, the organizing committee develops an idea of the improvements you are organizing to achieve and a plan to win them. The goal is always to keep what you like about your work and improve what needs to change.

### **Step 3: Sign-Up Majority on Union Cards**

Your co-workers are asked to join Laborers Local 483 and support the changes you want to see by signing cards. The goal is to sign-up a sizable majority in order to have a strong and unified voice that can win the changes everyone wants.

### **Step 4: Win the Union Election**

The signed cards are used (and required) to petition the state or federal labor board to be officially recognized. When you and you coworkers win union recognition, the employer must bargain with you.

### **Step 5: Negotiate a Contract**

The organizing campaign does not let up after an election victory. The real goal of the campaign, a union contract (the document the union and the employer negotiate and sign, covering everything from wages to how disputes will be handled), is still to be achieved. Workers must act together, stay strong and stay unified in order to pressure the employer