

# Why Unionize?

**With a collective bargaining agreement, **We have rights.**** For instance, management must have *just cause* for any disciplinary action taken against a union employee.

**With a collective bargaining agreement, **We have a voice**** in decisions that affect our jobs, livelihood and our families future. If we disagree with the way we are being treated, we have a grievance process that allows us to settle differences by use of a third neutral party.

**With a collective bargaining agreement, **We bargain**** over wages, health benefits, working conditions and a retirement plan for our future. But, we bargain collectively with the strength that comes from a collective voice. A union's power is based upon active membership.