



## YOUR UNION ADVANTAGE

**You are not alone:** UFCW Local 2013 has 14,000 members in New York, New Jersey, and Connecticut in a wide variety of sectors including warehouses, grocery distribution, home health and assisted living facilities, as well as porters and supers in residential buildings throughout the Tri-State Area.

**Taking back power:** Unions counter-balance the unchecked power of employers. Without a union, management has the complete authority to make all decisions. **Unions give workers a voice on the job about respect, safety, security, pay, benefits and other working conditions.** That helps workers, employers and customers. Unions fight for legislation that help working people, their families and their communities. .

**Our Contract:** One thing that separates workers who have union representation from those who do not is that we have a legally-binding contract stating what we are entitled to at our job and what the employer can and can't do

**Right to representation at disciplinary meetings:** As union members we have the right to demand a Union representative, this can be a steward, officer or staff representative, anytime you meet with management for disciplinary purposes. (This is a law called Weingarten Rights)

**Grievance procedure:** With a Union **you should not be terminated without cause.** You are not an “at will employee”. Union contracts provide due process and fairness in the workplace.

### *Other benefits:*

- **Free college benefits:** Since 2015 UFCW has partnered with Eastern Gateway Community College (EGCC) to provide members and their families an opportunity to earn a degree or college credit at no out of pocket cost. This is an online college program.
- **Scholarships:** UFCW offers a variety of scholarships for members and their families to help with the costs of college attendance.
- **Free language classes:** UFCW offers all its members free online language courses in English, Spanish, French, German, and Mandarin. We may be able to offer in person English as a second language classes
- **AFL-CIO Employee Federal Credit Union:** As a member you also have access to the AFL-CIO credit union. This credit union has many benefits, such as lower rates on loans, no ATM fees at most physical banks, and 100% financing on auto loans.
- **National Child Identification Program:** UFCW has partnered with the National Child Identification Program to provide free child ID kits so that UFCW members have a way to store vital information about their children and grandchildren in case of an emergency.

- **Discounts:** Members are eligible for UFCW discounts on many products and experiences from movie tickets and theme parks to quality lawyers and car rentals. For a complete listing look at the Union Plus member benefits pamphlet or go to [unionplus.org/ufcw](http://unionplus.org/ufcw)