

# The Union Difference

One anti-union message that employers often use is that workers and their unions have no power to change things. Don't fall for it. By organizing with the IAM, you and your co-workers will be able to wrestle away some of the unilateral control that MAM currently has over your jobs and livelihoods. MAM workers need a voice and a seat at the table so that real, meaningful change can occur at MAM.

## WITH A UNION

- ☺ Legal Binding Contract—an enforceable contract that governs wages, benefits, hours and working conditions which is renegotiated regularly.
- ☺ Grievance Procedure—a fair, proven means of solving problems between workers and management that both parties must follow.
- ☺ No worker can be fired or disciplined without just cause.
- ☺ Seniority Rights—protections for the workers who have invested the most time at MAM, especially when it comes to managing layoffs.

## WITHOUT A UNION

- ☹ Employee Handbook—a one-way agreement that employees are required to follow but that management can change at any moment for any reason.
- ☹ Open Door Policy—if you have a problem, go to H.R. and cross your fingers. Your concern may or may not be addressed.
- ☹ Any worker can be fired at any time, without just cause or reason!
- ☹ Seniority ??—management chooses who to layoff workers regardless of how many years they've worked at MAM, opening the door to bias and favoritism.

### IAM MAM WEEKLY ALL-STAFF MEETINGS

OPEN TO ALL NON-MANAGEMENT MAM STAFF

**Time:** Thursdays, 6:00—7:00pm

**Location:** BlueJeans virtual platform—for an invitation please:

**DM our Facebook page: IAM MAM UNION or email Anne: [annewiberg@gmail.com](mailto:annewiberg@gmail.com)**

**WEBSITE: [www.iammam.org](http://www.iammam.org)**

**FACEBOOK: [IAM MAM UNION](https://www.facebook.com/IAMMAMUNION)**



For more information, please contact Anne Wiberg, IAM Organizer at  
414-305-8486 or [annewiberg@gmail.com](mailto:annewiberg@gmail.com)

