

1. **QUESTION:**

Without the IBEW, how can employees keep from being fired unjustly?

CORRECT ANSWER:

With your IBEW contract, the only way an employee can be fired is with just cause. An impartial arbitrator can hear the case and decide whether the employer was right or wrong for firing the employee. If they were wrong, the employee receives reinstatement back to their job, and all monies and benefits that he/she would have enjoyed if he/she had not been fired. Remember, Insert State is an "Employment at Will" state. This means that without a union contract, any employer, Company Name included, can terminate any employee at any time, without just cause.

2. **QUESTION:**

Without the IBEW, how can we protect our seniority rights for promotion?

CORRECT ANSWER:

With your IBEW contract, the seniority rights of the current employees for promotions are protected to keep the employer from hiring other people off the street to take the job of the senior people.

3. **QUESTION:**

Without the IBEW, how can we protect ourselves from the abuse of supervisors or management?

CORRECT ANSWER:

With your IBEW contract that provides a grievance procedure, the employee has the right to file a grievance and be protected from management abuse. The IBEW Grievance Procedure GETS RESULTS!

4. **QUESTION:**

Without the IBEW, how can we keep up with the cost-of-living?

CORRECT ANSWER:

With your IBEW contract, you can get a cost-of-living clause so when the cost-of-living goes up, your wages will be increase to keep pace with the cost-of-living.

5. **QUESTION:**

Without the IBEW, how can we get equal pay for equal work performed at Company Name?

CORRECT ANSWER:

With your IBEW contract, if you do the work, you'll get the pay you DESERVE.

6. **QUESTION:**

Without the IBEW, how can employees protect themselves from discrimination at Company Name?

CORRECT ANSWER:

With your IBEW contract, you can wipe out discrimination with a grievance procedure that works. Every employee will have access to an IBEW negotiated grievance procedure.



7. QUESTION:

Without the IBEW, how can an employee be guaranteed he/she will be called back to work after a lay-off?

CORRECT ANSWER:

With your IBEW contract, the Seniority Clause provides that laid-off employees will be called back before hiring any new employees.

8. QUESTION:

Without the IBEW, how can we get our proper wage increase each year?

CORRECT ANSWER:

With your IBEW contract, you can negotiate the proper wage increase for your type of work and the skills involved to do your job.

9. QUESTION:

Without the IBEW, how can we eliminate the favoritism shown to certain employees?

CORRECT ANSWER:

With your IBEW contract, an employee can demand equal treatment and file a grievance to guarantee the right of equal treatment.

10. QUESTION:

Without the IBEW, **how** can we be guaranteed to have the proper job tasks?

CORRECT ANSWER:

With your IBEW contract, employees can insist upon the proper job tasks and if denied, they have the right to file a grievance under the grievance procedure of the contract.

11. QUESTION:

Without the IBEW, how can the employees make sure they still have a job when they return to work from an illness or injury?

CORRECT ANSWER:

With your IBEW contract, you can negotiate provisions to make sure your job is there when you have recovered. Also, provisions are made for light duty or extended medical leave of absence to protect you from termination if you return to work with a medical restriction.

12. QUESTION:

Without the IBEW, how can we make Company Name live up to its promises?

CORRECT ANSWER:

With your IBEW contract, you don't have to rely on the company's empty promises. You get everything in writing in a legal binding contract. You have an effective voice in everything that's written into your contract with Company Name and you vote on it.

