VOLUSIA COUNTY WORKERS UNION

WWW.VCWU.ORG

YOUR RIGHTS

AS YOU ORGANIZE FELLOW VOLUSIA COUNTY EMPLOYEES

Volusia County employees are coming together through AFSCME to win a voice in the services we provide and in our future on the job. When we have a seat at the table we will have the right to negotiate a host of workplace issues, including wages, leave, safety and other important matters.

The Law: Florida Statue 447.03

Employees' right of self-organization.— Employees shall have the right to self-organization, to form, join, or assist labor unions or labor organizations or to refrain from such activity, to bargain collectively through representatives of their own choosing, and to engage in concerted activities, for the purpose of collective bargaining or other mutual aid or protection.

WHY ARE WE COMING TOGETHER AS A UNION?

We work in public service because you care about your community. We can do more for our neighbors, our families, and each other if we speak with one voice. When we organize as a union, we gain the strength to make real change. Together, we speak with one voice that no one can ignore — not our bosses, not the people we serve, and not our elected officials at any level.

WHY ARE UNIONS IMPORTANT?

When workers form unions, we gain power in the workplace by having a unified voice to address workplace issues. As a union, we have been able to make some changes to improve our working conditions— changes like implementing mandatory break times, stopping scheduling changes, reinstating unfairly fired co-workers, and addressing various safety concerns at different worksites. Now, with the right to collectively bargain, we can negotiate with the Volusia County over our wages, working conditions, and other important matters. Some of the rights we have through our union include participating under concerted activity, the right to representation, and the right to participate in Labor Management Committees.

WHAT IS COLLECTIVE BARGAINING?

A committee of our co-workers — chosen by us — sits down and hammers out an agreement known as a "union contract" on every issue of concern to our bargaining unit. The committee sits at the bargaining table as equals with management.

WHAT IS A LABOR MANAGEMENT COMMITTEE?

Labor Management Committees or Meet and Confer is where workers come together to collectively bring issues to the employers attention and seek resolution to these issues. This can include concerns about safety and other working conditions.

WHEN CAN I TALK TO MY CO-WORKERS ABOUT OUR UNION?

While at work you can talk casually about the union in circumstances where you can talk about other non-work related activities such as last weekend's trip, your kids football game or your favorite place to grab coffee. You can organize (asking co-workers to join the union) while on lunch, breaks, before and after work.