



**Union Strong**

# When the Union Disappears...

**Workers are virtually powerless. Everything is up for grabs.  
Without a Union...**

**We become unprotected, at-will employees:**

Say goodbye to job security.

Without a union and a contract to back us up, we can be fired or demoted at the whim of our supervisor without due process. If you're fired, your only recourse is to hire your own attorney—or fight on your own.

**Our health-care coverage is at risk:** We will no longer have a union that ensures our health plans are affordable and sufficiently funded.

Our employer will be free to follow private-sector employers, who without negotiation shift costs to their workers, who typically make annual contributions of more than \$1,000 for an individual plan and over \$5,000 for a family plan.

**We can no longer count on a secure retirement:** Private-sector employers have largely killed off traditional pensions.

Profiteers want to convince public sector employers to replace their traditional pensions with risky 401(k) plans, which require you to manage your account and decide how much to invest. Your 401(k) investments are subject to the uncertainty of the stock market.

In contrast to 401(k) plans, traditional pensions are designed to provide you with a steady retirement income based on your years of service and salary.

Today, the country faces a looming retirement crisis as millions of Americans with 401(k) accounts do not have enough savings for their retirement. Many of the elderly are now working beyond their targeted retirement date.

**We're no longer guaranteed a safe workplace:**

Unions force employers to meet federal, state and local safety codes and regulations. That protection is gone.

**We now must negotiate alone for our raises and promotions:** We no longer have a union to bargain for our raises, new benefits and workplace protections.

**Our benefits package is not safe:** Our union fights for city contributions to fund our benefits.

Forget about that help.

DC 37's popular benefits package includes union-negotiated funding improvements for our health-care coverage, a prescription drug plan, support for job training and education, pension counseling, dental work, legal services, personal counseling, assistance for home purchases, a death benefit, audiology service and vision service.

When employers don't have unionized workers, they can freely shift costs to their employees and diminish or eliminate their benefits.

**Our civil service protections could be eroded:** Our union preserves civil service protections through legislation and bargaining. With the weakening or elimination of civil service, cronyism is likely to increase. Career advancement will no longer be governed by objective evaluation.

**We lose political power:** Our union looks after the interests of members by supporting worker-friendly elected officials and legislation.

The elimination of unions opens the way for right-wing interests to gut government services and strengthen their economic and political power.



**Unions are her target**

**Tracie Sharp**, is the president of the powerful State Policy Network, which is at the center of a deeply-funded nationwide campaign by a right-wing network to destroy public employee unions and slash funding for government services.

In a 2016 fund-raising letter, Sharp said the network wants to "defund and defang" public-employees, thereby delivering a "mortal blow" to them.

SPS and its network of more than 60 public policy institutions and think tanks want "to break the back of the coercive power of government unions" and weaken progressive groups, she says.



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