

WELCOME TO AFSCME 1343's ORIENTATION



Welcome to the orientation for AFSCME 1343. The name of the union you are eligible to join is AFSCME. This stands for American Federation of State, County and Municipal Employees. There are more than 1.6 million members across the United States. Our Local, number 1343, represents around 300 workers in Vermont and New Hampshire.

AFSCME 1343 and the City of Burlington

Since this is Burlington, that's what this presentation is about



Here are some basic things regarding your new positions that we feel are important.



The Union Contract Helps Protect you in Your Job

In the State of Vermont you can be terminated at any time with no reason unless you have an employment contract or agreement which prevents this sort of arbitrary action. The AFSCME Collective Bargaining Agreement (CBA) is such a contract.



The only real advantage you have in NOT being a Union member is the money you are saving by not paying membership dues. The protections and wage increases the union is able to provide to members are well worth the small amount you pay in dues.

Union Stewards

The union steward is the contact point for all AFSCME union members in your workplace. The steward is elected by members in your department and should contact you soon after you begin working.



Weingarten Rights

The steward is who you should contact if there is a problem at work, especially one with your supervisor or management. If management wants to talk to you alone and you feel the conversation might result in you being disciplined, you have the right to ask for your steward to be at the meeting. If, during a meeting with management, you start to think the meeting could end up in a reprimand or other discipline, you have the right to stop the meeting and ask for your steward. This is covered under what are known as your Weingarten rights

Do not ever quit your job on the spot. If you quit or put forward a resignation, the Union usually cannot help you get your job back.

If you feel that you have been the victim of unfair treatment in the workplace, do not leave the job site in anger or protest. The rule is:
Work now, grieve later. Get in touch with your steward.

Additionally, if you feel you are being put into an unsafe situation, the procedure to follow is outlined in the contract. In the latter situation, call your steward immediately. If the steward is not available, please call one of the Local's officers and they will get another steward to fill in.

The Union will use its utmost ability in protecting your job. However, being a Union member does not make you bulletproof (invulnerable). There are some circumstances which are so extreme, there is little the Union can do.

Examples of this would include physical violence against anyone while on duty or Management having solid proof of financial malfeasance. There are no second chances in situations like these.

It is at your Steward's discretion whether the action of a grievance is necessary or not. If you believe the City shorted you twenty cents on your last paycheck, that is not a legitimate basis for a grievance. You are free to file a grievance on your own behalf, but you will have limited (if any) support from the Union on a meritless grievance.

Union meetings are held once a month, usually the last Monday of the month. If you have not received a ZOOM invitation, please email the current Treasurer.

Union dues usually increase yearly by \$0.25 per week at the beginning of the year



There are some AFSCME union materials online at the City of Burlington website in the Human Resources section. You will find the current [CBA](#) there. Please take the time to take a look at it.

There should also be a [link to an introductory leaflet](#) providing reasons to join AFSCME 1343.

Join the union? Here's a link:

- Here is a link to an online application to join the union:
- <https://www.afscme93.org/afscme-council-93-membership-card>

We also have a paper application if you prefer that. Please ask your steward for one or [email the local](#). You can sign up now or anytime. After you sign up and once you are past the 90 day probation period, dues will be automatically deducted from your paycheck.

Thanks for your time!

