



Toll-free: 1-877-855-8066  
www.regionaleliteunion.org

## *It's not just a job we wanted, we wanted a VOICE @ Work!*

To: Regional Elite Ground Service Employees:

On behalf of the unionized employees at Pinnacle, I am excited to add the full support of our local for your organizing drive with the United Steelworkers. My name is Keith Dandridge, President of USW Local 09-736. I can honestly say, our workplace issues are much better addressed since we joined the United Steelworkers. We are disappointed and angry to hear that Regional Elite management is attacking your union drive using our contract. We had hoped that they would stay focused on the issues that effect the employees at REAS. Since they have insisted on using our contract, then I feel I must respond to their accusations.

We are very pleased to see that REAS provides benefits for part-time employees. The great thing about a union contract is that you are able to build upon what you have. The benefits that you receive now will be the building blocks for your contract. Every contract is different because it is based on the priorities of the employees. Your priorities may be different than ours. Our contract gave us what we wanted most . . . a Voice @ Work. Our USW contract gave us the protection we needed from management.

I want to share with you some of the reasons that ground crew workers at Pinnacle decided to form a union:

- We wanted to be treated with dignity and respect from management.
- We wanted our years of loyal service to count through Seniority Rights -- for job bidding, vacation, etc.
- We wanted a guarantee that our wages and benefits would increase on a regular basis.
- We wanted to protect part-time workers from being forced to work beyond their scheduled hours.

Our USW contract gave us all these things and more. Just as we know your USW contract will help you get the things you need for your workforce.

We recently negotiated our second contract during some of the toughest economic times in recent history. Still, our union made significant improvements. It's hard to make a comparison of just wages and benefits. Our members set our priorities for bargaining, just as you will. What may be a priority for your group may not be an issue for us. Since we formed a USW local union we have only moved forward in our wages, benefits and working conditions. **Our new contract was approved by the membership by over 75%!**

Are our contract benefits for part-time workers what we want it to be? No! We will continue to strive to make improvements for our members so that they may have a better life. Along with increasing our members' wages and benefits, we also really value having a true Voice @ Work. By this I mean that before we organized everyday issues such as uniforms, safe equipment, proper training, arbitrary disciplines and termination went unaddressed by our management. Now with USW representation and a contract we have the leverage to get fast results.

In addition, our local union and Pinnacle management have forged a good working relationship so we can address and resolve workplace issues in a positive manner. This all improves the bottom line for us, Pinnacle, and the customers we serve.

If you're satisfied with your wage and benefits package, then form a union so you have the power and leverage to improve health and safety, job training, and providing safe working equipment. The most important benefits of being union is having a Voice @ Work protected by a USW contract.

Good Luck!

Sincerely,  
Keith Dandridge  
President, USW Local 09-736

# Compare the USW difference!

ISSUE	Regional Elite	Pinnacle USW Local 09-0736
EMPLOYEE-ELECTED BARGAINING REPRESENTATIVES	No	YES
CONTRACT vs. HANDBOOK	At-Will Employment	Contractual Employment
RIGHT TO REPRESENTATION DURING DISCIPLINE	No	YES
GRIEVANCE PROCESS WITH MEDIATION	No	YES
DISCIPLINE/DISCHARGE (Employment at Will)	Boss Decision Final! NO APPEAL!	<u>Just Cause Only</u> Can Be Appealed!
ANNUAL WAGE INCREASES	RE decides when, and how much	YES, Negotiated by union members
PERFORMANCE BONUS PLAN	No	YES
SUCCESSORSHIP LANGUAGE (protects employees when company changes ownership)	No	YES
JOB BIDDING/PROMOTIONS	RE decides	Fair job bidding procedure
ATTENDANCE PROGRAM	RE decides	Negotiated by Union members
MANDATORY OVERTIME FOR FOR PART-TIME EMPLOYEES	YES	NO
EMPLOYEE SAFETY COMMITTEE	??	YES
RIGHT TO REFUSE DANGEROUS WORK UNTIL SAFE	??	YES
ADEQUATE TRAINING ON EQUIPMENT	No	YES

There is more to your employment than just wages and benefits -- having a USW contract gives union workers a

**VOICE @ WORK**

