

Your union (UFCW 21) is the largest private sector union in the state of Washington, with over 43,000 workers in grocery stores and retail, health care, and other service-sector and industrial jobs.

Our collective voice is what gives workers the power to bargain for better wages, benefits, and working conditions.



Dave Schmitz, President



Diane Zahn, Secretary-Treasurer

Having a Union Makes a Difference

Wages: On average, union members earn about 20% more in wages than non-union workers.

Health benefits: Union members are more likely to receive quality health benefits from their employers.

Retirement security: Union members are far more likely than other workers to have a guaranteed pension.

Other benefits on the job: Union members also have more vacation days, more paid leave, and greater job security.

A voice at work: Union members get to negotiate with management—as equals—over wages, benefits, and other issues.

Representation: As a union member, you have the right to union representation during an investigation that could lead to discipline.

Fair treatment: The “just cause” provision in your union contract means that management must apply discipline in a fair and consistent manner.

Your contract: Your wages, benefits, and working conditions are spelled out in writing in a legally-binding union contract, which is bargained for and voted on by union members.

Get Involved...

We encourage you to get involved and make your union stronger.

Each worksite has a Union Representative — union staff regularly visit your worksite to inform you about what’s happening around the union, and help make sure everyone’s rights are protected.

Each workplace also has one or more stewards. A steward is a union member like you who has been trained to enforce co-workers’ rights in the workplace and speak out on union issues.

New Member Meetings are held immediately after each quarterly **General Membership Meeting**. These meeting times, dates and locations are sent to all members beforehand. This information is also posted on our website at least two week before the meetings take place.

Those who attend a new member meeting during the first 6 months of employment get a \$25 credit on their initiation fee.

Have Questions?

- ⇒ **Ask your steward** or your Union Representative.
- ⇒ **Visit ufcw21.org**
- ⇒ **Benefits Department:** Call 1-800-732-1188, enter 2.
- ⇒ **Questions about union dues:** Call 1-800-732-1188 and ask for Membership Services.
- ⇒ **Other questions:** call the Union office at 1-800-732-1188.

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Your right to union representation

If you're called into a meeting that you think could lead to discipline, stop! Ask for union representation.

You have a right not to be alone.

“ I request a union representative during this meeting. If you accuse me or ask me questions I believe may lead to my discipline, I have a right not to answer those questions and will continue to ask for a union representative until you comply with my request.”

After exercising your rights, call the union office at 1-800-732-1188.

Welcome to
UFCW21
a VOICE for working America



ufcw21.org