



INTERNATIONAL UNION OF OPERATING ENGINEERS • AFL-CIO

# LOCAL 399

**LIVE BETTER • WORK BETTER • JOIN A UNION!**

The International Union of Operating Engineers (IUOE) Local 399 currently represents over 10,000 Skilled Maintenance Employees in Illinois and Indiana. We are part of the IUOE which has 123 Local Unions throughout the United States and Canada totaling approximately 450,000 members.

In a time of high unemployment and uncertain economic conditions, the right to retain your job is critical to you and your family. It is important to know that you **CAN** be fired or laid off without just cause. However, employees who are protected by collective bargaining agreements are not at will employees, which means that they **CANNOT** be terminated without proof of just cause. This provides Union members with a level of security that non-union workers do not enjoy.

The National Labor Relations Act (NLRA) guarantees the right of employees to organize and bargain collectively with their Employers.

Under the NLRA, **you have the right to:**

- Obtain information regarding unionization of your workplace.
- Form, join or assist a Union.
- Negotiate with your employer concerning wages, hours and other terms and conditions of employment.

**It is illegal to terminate an employee for joining a Union. It is your right under the law to seek Union representation.**

Once you and your co-workers select a union to act as your collective bargaining representative, your Employers and the Union are required to bargain in good-faith. Any agreement reached between the Union and the Employer must be ratified by you and your co-workers before it can go into effect. No one at the job site will pay any Union dues or initiation until the collective bargaining agreement is ratified by the group.

Belonging to a Union gives you a voice in your workplace and allows you to better protect yourself and your family. Please feel free to reach out to the Local 399 Organizing Department to discuss your options to organize your workplace.

Click here to learn more about Local 399



## **CONTACT LOCAL 399'S ORGANIZING DEPARTMENT**

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