

## **THE FACTS ABOUT UNION REPRESENTATION**

- ✓ Under U.S. law, union representation is based on **majority status**. If a majority of LVR employees vote in favor of a union, the union becomes the **legal representative** of ALL employees.
- ✓ If that happens, the union will enjoy **exclusive representation**—meaning that BMWED will represent all LVR employees and will have the legal right to negotiate with Wabtec on your behalf, even if you vote against union representation and even if you disagree with them.
- ✓ Electing a union means that Wabtec **will have to first negotiate with the union** before making any changes to the terms or conditions of your employment, including positive changes to your compensation and benefits. You lose the ability to **deal directly** with Wabtec on these topics.
- ✓ If the union is elected, the union wins the right to **negotiate** with Wabtec. Negotiations are a slow process. The average time to reach an initial agreement is **500 days**. And Wabtec is **not required** to agree to ANY union proposals.
- ✓ Having a union means that you will be **legally bound** by any agreement the union negotiates—regardless of whether you support the union or agree with the contract terms.
- ✓ Joining a union means you will have to **pay membership dues** that go toward paying the salaries of union officers, making political contributions, and covering union expenses (like rent and travel).
- ✓ Being a union member means that you have to follow the **union's bylaws**, whether you agree with them or not. You could be forced to pay **union fines** if you don't follow them.