



# Vote on Union representation for ERS

With the American Federation of Government Employees (AFGE)



**Thursday, May 9th 2019 • 11:00 am to 2:00 pm • PP3 Auditorium 1st floor**

## Voting is by secret ballot

Don't know if you are eligible to vote? Come by and AFGE reps will let you know.

## We have two items on the ballot:

- Should there be a union?
- Should we be in a combined unit with non-professional staff? (Question will only appear on the ballots given to the professional staff, which are ERS employees in a position that requires a specific degree.)

## VOTE UNION YES ON BOTH QUESTIONS

Work conditions at ERS are deteriorating and may continue to deteriorate in the future. We need representation to protect us from further changes in work environment, teleworking, promotion, and job security.

Without a union, we only get what the administration wants to give us. When we have a union, management has to negotiate over every change in terms and conditions of employment. The Civil Service Reform Act says that after the election, management must sit down and bargain with us. What we get at the table, however, is up to us, the future union members.

## Benefits of a Union

- Delay changes to working conditions
- Formal grievance process for employees
- Legal protections
- Lobbying - AFGE lobbyists will work to protect federal benefits.
- Protection from political interference
- **The union is committed to helping with our efforts to block or delay the ERS/NIFA relocation**

*By law, we have the right to form, join, and assist any labor organization (Statute: 7102 & 7114).*

AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES, AFL-CIO

