

## Who can help me with a problem at work?

As a member of SEIU-UHW, there are a number of people here to help when you have a question or concern on the job. Here are some examples:

Your **union steward** is an SEIU-UHW member leader who represents members day-to-day with on the job issues and provides information and opportunities for members to be involved in the union. Each worksite has multiple stewards who were elected by their co-workers to represent them. Your SEIU-UHW steward or area leader is your first stop for questions or concerns at your worksite.

Your **union representative** is a staff person working full-time with members at specific facilities to help solve problems and plan for the future. They often help lead negotiations for new contracts, or help train stewards in solving everyday work issues.

Your **Executive Board (EBoard)** and **Executive Committee (EComm) leaders** are union members elected by you as your representatives in SEIU-UHW's leadership body. The SEIU-UHW EBoard sets the vision and program of the union, and our EComm is a subset of EBoard which works to implement the decisions of EBoard.

Some facilities also have a **Contract Specialist**, if designated in their union contract. Your Contract Specialist (CS) is a co-worker who takes on the CS role as their job for a one-year term. They act as a steward at your facility, help members understand and enforce the union contract, and work to implement the union program and goals.

## What is a union contract?

A contract is a legally binding agreement that you and your co-workers negotiate with your employer. Our union contracts spell out all agreements between workers and our employer, including wages and benefits such as health insurance, holidays, sick leave, vacation, and personal time, and covers important issues like scheduling, hours, and working conditions. Contracts also provide healthcare workers with a strong voice on the job to advocate for patients and clients, ensure proper staffing levels, and resolve problems at work.

## How is a union contract negotiated?

All members have a say in deciding the priorities for contract negotiations with their employer through meetings, discussions, and surveys. Members then elect a group of co-workers to serve on a bargaining team. The bargaining team puts together contract proposals based on member priorities and negotiates with the employer, with the help of an experienced union representative. Once the team and employer have agreed to a series of "tentative agreements," members vote to accept or reject them.

## What are union dues?

All members pay union dues that provide the resources needed to win better contracts, provide excellent representation, and negotiate contracts with better wages, benefits and working conditions. Our dues also pay to help build our strength in the healthcare industry by organizing new workers to raise standards everywhere, defend safe staffing and workloads, and provide legal advice and protection for members.