

Know the Facts

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August 31, 2020

Union Rules 1199C Will Expect You to Obey

If 1199C wins the right to represent you, *you would be expected to comply with two (2) new sets of rules PLUS current Einstein policies and practices.*

These new rules would come from:

1. District 1199C's By-Laws
2. The labor contract that would be negotiated between Einstein and 1199C.

You will have more monthly debts to pay as an 1199C union member.

Costs for Union Members (1199C By-Laws, Article XIII, Section 5)

“Every member shall share in the cost of maintaining and operating the Union...”

“Every member shall be obligated to pay assessments to the Union...”

1199C would expect you to pay as much as \$53.70 per month.

With that money, instead of paying 1199C, you could:

- Pay your mobile phone bill or utility bills
- Take 21 SEPTA trips
- Buy a tank of gas
- Get groceries
- Save it for future needs

Flip the page to read more 1199C rules that may affect you!

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The union and any 1199C member could file charges against you for not obeying the union's rules. If 1199C finds you GUILTY of any of its rules and regulations, punishment by the union could include a fine or your suspension or expulsion from the union.

Example 1: Let's say 1199C represents you and the union calls a strike. If you decide that you can't afford to lose pay for an unknown number of days during the strike and chose to cross the picket line to work, the union can fine and discipline you.

Example 2: You decide to lead or participate in an employee effort to get rid of the union because it's not following through on its campaign promises. 1199C could discipline and fine you for being disloyal to the union.

See below.

Charges Against Union Members **(1199C By-Laws, Article XV, Sections 1 and 2)**

"A member shall have the right to bring a complaint against another member ... for any of the reasons set forth in these By-Laws or the National Union Constitution."

"The following shall be included among the grounds for filing...complaints: disloyalty of a member to the Union; ... conduct calculated to bring the Union into disrepute; violation of the Union By-Laws and/or National Union Constitution; ... scabbing, strikebreaking or violation of wage or work standards..."

"The Union may dismiss the complaint, impose a reprimand, a censure and/or fine.... It also may recommend a greater fine and/or suspension..."

**Ask yourself: do you really want another bill to pay
and more rules to follow?**