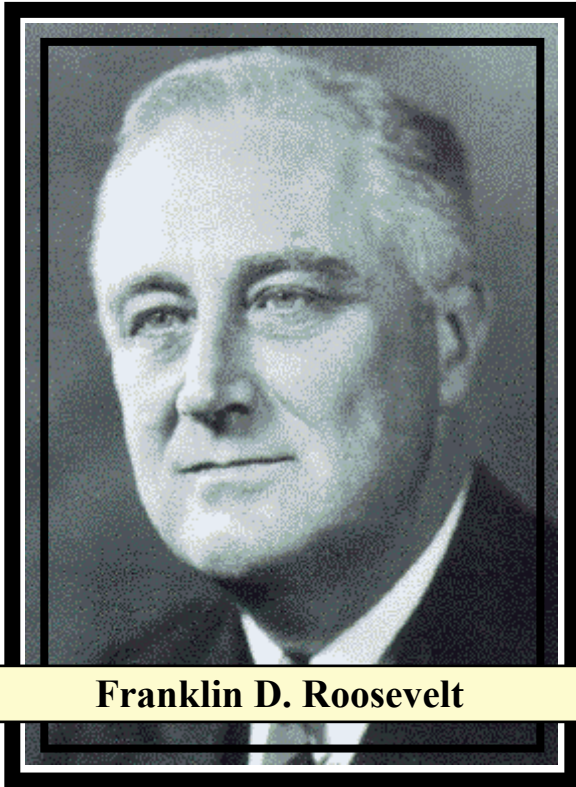


**A Union Organizing Guide  
For Community School  
District Support Staff  
From Laborers' Local Union #566  
"Iowa's Best Support Staff Union"**



**All Aboard!**

*“The only thing we have  
to fear is fear itself!”*



Franklin D. Roosevelt

*“If I went to work....the  
first thing I would do  
would be to join a Union!”*



What does it mean when  
you sign a.....

# **Union Authorization Card?**

Signing a union authorization card may seem a little intimidating at first. What is it? What does it mean? Will it cost me something? Who sees it?

A Union Authorization Card is used by the Union to prove to the Public Employment Relations Board (PERB) that you want to have a secret ballot election in your workplace. After a certain % of workers sign cards, the Union will show them to PERB along with a request for an election. Your employer will never see these cards and the only way anyone will ever know that you signed a card is if YOU tell them. These cards are **ONLY** used to determine if you want an election. They **DO NOT** make you a Union member, now or ever. They **DO NOT** cost you or force you to do anything. We **DO NOT** trick people into signing them or becoming union members. And no, you **DO NOT** have to give us your social security number. So don't delay any longer, sign and return your card today!!!!

# UNION ORGANIZING



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Talking about organizing a union can be a scary thing for many workers. Some may be worried that they might lose their jobs. Others may simply be afraid of something they don't really understand. And some folks are afraid they won't be able to afford to pay dues or that the union will make them do something they don't want to.

First of all, Iowa's public employees have a legal right to form, join and participate in a union where they work without fear of threats or intimidation from their employers. In fact, Iowa even has an entire agency, the Iowa Public Relations Board (PERB) whose job it is to ensure that your rights to form a union are protected. Besides, as school district support staff you work every day beside teachers who ARE already represented by a union and no one is firing them for being union members. In fact, you may have noticed that the teachers get treated better by management BECAUSE they have a union. Laborers' Local Union #566 has engaged in several community school district organizing drives and we have NEVER had anyone be fired by a school district for trying to form a union.

Strength  
Justice  
Power

**Another big issue is always dues. Will it cost me? How much will it cost me? Can I be forced to pay dues? The answers are simple. Our public employee dues are \$25 per month, or \$300 per year IF you decide to become a member. We do not try to force anyone to pay dues who does not want to be a member because honestly, if you don't want us, we probably don't want you. Our members are here because they want to be. Dues are only charged to folks who sign up to be a member after we have bargained the first contract and then only dues paying members are allowed to participate.**

**Too often because people are afraid to lose their jobs it causes them to miss out on the best job protection in the world.....having a Union. Laborers' Local Union #566 is committed to representing the hard working folks at our community schools. We will be there for you whenever you have questions about not only the Union, but any other job related issues. We will be there until you decide the time is right to form a union in your workplace and more importantly we will continue to be there after you have won your Union and signed the agreement.**

**Many of you may still be afraid but there really is nothing to fear but fear itself. In fact, your biggest fear should be going to work each day without the protection that only comes from having a legally binding Union Agreement with your employer. We urge you to attend a meeting or call and ask us your questions. Ask a teacher or any other union member about their own union and find out the facts about what having a Union can do for you!**



# UNDERSTANDING UNION CONTRACTS

**A union contract, or the collective bargaining agreement (CBA) is a legally binding contract between the employer and the employees. It is different from the “contract” that you sign each year with the district. The annual “contract” that individuals sign with their district is merely a statement of intent and provides no real protection for employees.**

**A union contract spells out wages and working conditions for employees but unlike an employee handbook, management can’t simply change a Union Contract whenever they want to. Having a Union Contract and a Union to back you up can provide you with the peace of mind that only comes from knowing that your job and working conditions are safe and cannot be changed on the whims of a new principal or superintendent.**

**What exactly will be in your contract can only be determined by you and your co-workers during contract bargaining with the district. But to get an idea of what other CSD support staffers may be getting by having a union we encourage you to visit the PERB website and follow the information on the next page.**

# **Iowa Public Employment Relations Board Website**

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The site can be accessed by searching for Iowa PERB or by going directly to <http://iowaperb.iowa.gov/>

After accessing this site we encourage you to look at Iowa Chapter 20 Text. These are the laws that spell out your specific right as a public employee in Iowa to form a Union where you work.

To find out more about contracts and view any of the public employee Union Contracts in the state of Iowa simply click on the bar marked Contracts on the left hand side of the page. From there you will be able to view either the professional (teachers) or support Union Contracts by clicking the download button beside the corresponding district.

We encourage you to view the teachers' agreement for your district as well as the support staff agreements for districts in your area and of similar size throughout the state. This will also be very important when you are deciding what to put in our first agreement with your district!

Remember while you are viewing these Agreements that these are legally binding documents between Unions and School Districts. The protections in them cannot be taken away unless the union members there decide to bargain them away. And that **GUARANTEE** is the power behind every union contract. Get the only real insurance a worker can have in their workplace; **HELP FORM A UNION TODAY !!!!!!!**

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**Iowa's CSD Support Staff**  
**UNION Covering**  
**93 Iowa Counties!**



*No Justice*

*No Peace*