

UNITED STEELWORKERS

USW

UNITY AND STRENGTH FOR WORKERS

United for a Better Life





WELCOME TO THE USW!

We are the United Steelworkers, one of the largest unions in North America. We have a proud tradition of representing private and public sector workers in nearly every industry, with 850,000 active and retired members in the U.S., Canada, and the Caribbean. For more than 80 years, we've been fighting for fair wages, safe working conditions, and a voice on the job for all workers. Welcome to our union family.



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UNION **U-SW** LABEL
3657





WHAT IS A UNION?

You are the union! A union is an organization through which you and your coworkers can come together to make improvements in your workplace. Millions of union members from all backgrounds join together in unions to negotiate for higher wages, better benefits, and improved working conditions.

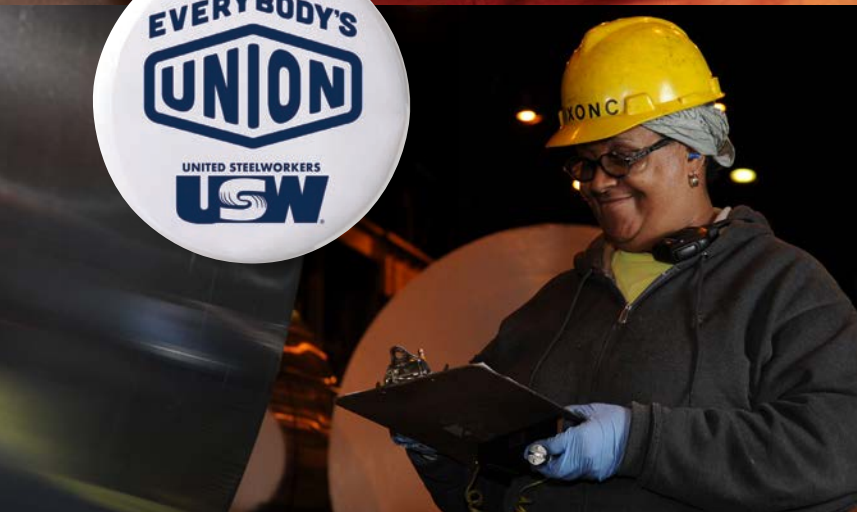


WE ARE EVERYBODY'S UNION.

Steelworkers are the backbone of our economy, and our work is everywhere.

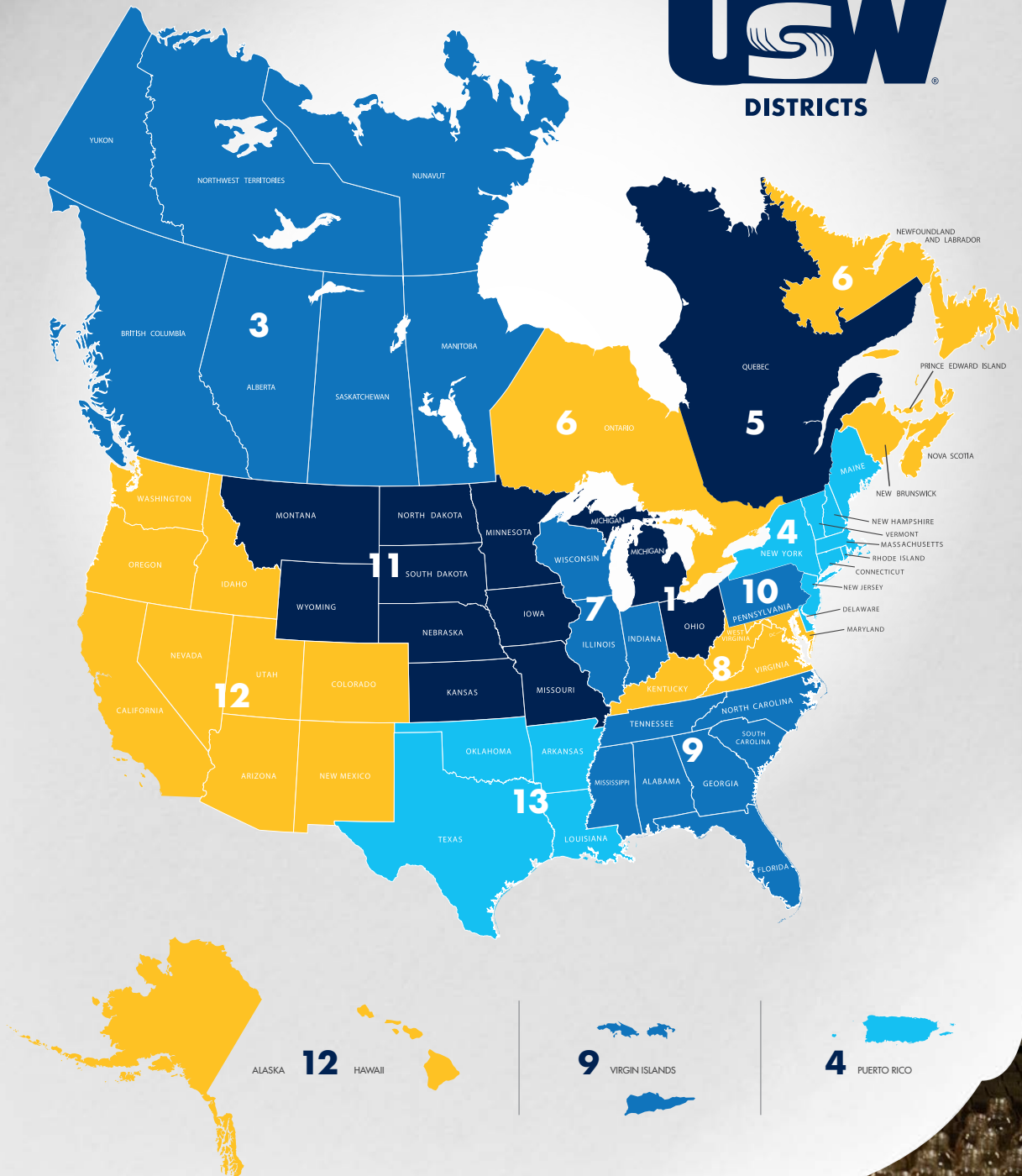
We slurry and smelt aluminum. We make glass and mine metals. We produce paper, provide high-quality health care, and educate the next generation. We manufacture tires, cement, and steel. In banks, universities, oil refineries, utility companies, chemical plants, and beyond, USW members provide the goods and services that strengthen our communities.

The USW is organized into 12 districts across the U.S. and Canada. Each district collaborates with local unions and the International to assist members in addressing various needs, including bargaining support, educational opportunities, and contract enforcement.



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UNITED STEELWORKERS
USW
 DISTRICTS



LIFE'S BETTER IN A UNION

We are stronger together than we are alone. Unions allow us to speak with one voice to address the things most important to us on the job and build power for working people. The difference is clear.



UNION MEMBERS EARN HIGHER WAGES

On average, a worker covered by a union contract earns up to 20 percent more than peers with a similar background in a non-unionized workplace.

UNION MEMBERS WORK IN SAFER WORKPLACES

That prevent death, illness, and injury to workers.

UNION MEMBERS RECEIVE BETTER BENEFITS

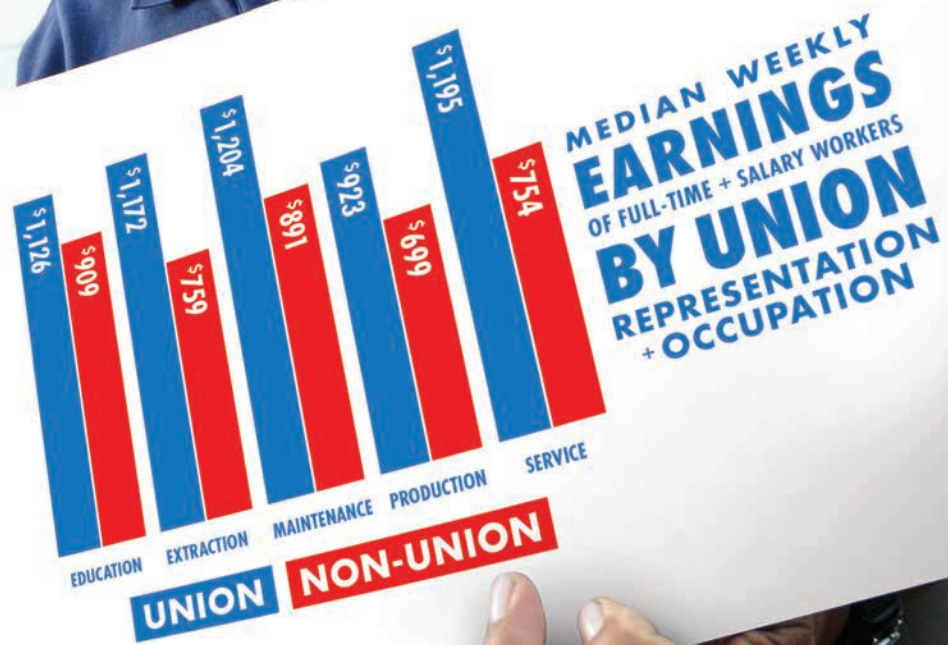
96 percent of workers covered by a union contract have employer-sponsored health care benefits, compared to 69 percent of non-union workers. Union members are also more likely than non-union members to have retirement benefits.





UNION MEMBERS HAVE A VOICE ON THE JOB

And a seat at the table in the decisions that impact their jobs and workplaces. The protections of a union allow workers to advocate for better working conditions without the fear of retaliation from their employer.



WE'RE STRONGER TOGETHER

Having a union allows us to collectively bargain with our employer.

Collective bargaining is the legal process where a labor union and employer negotiate a contract that covers the terms and conditions of employment. These include wages, hours of work, paid time off, benefits, and protections against unfair treatment or discharge.

A union contract is a legally binding document that protects your rights and provides a grievance and arbitration procedure if the employer violates the agreement.



HOW ARE UNION DUES USED?

Union dues give the United Steelworkers the power to fight for your rights. Dues are an investment that returns to the membership through good contracts, quality education, and a wide range of union services.

44¢ goes to **YOUR LOCAL** so that you benefit from education programs and bargaining services.

3¢ goes to **ORGANIZING**, which helps give workers the same chance to have a voice in their workplace.

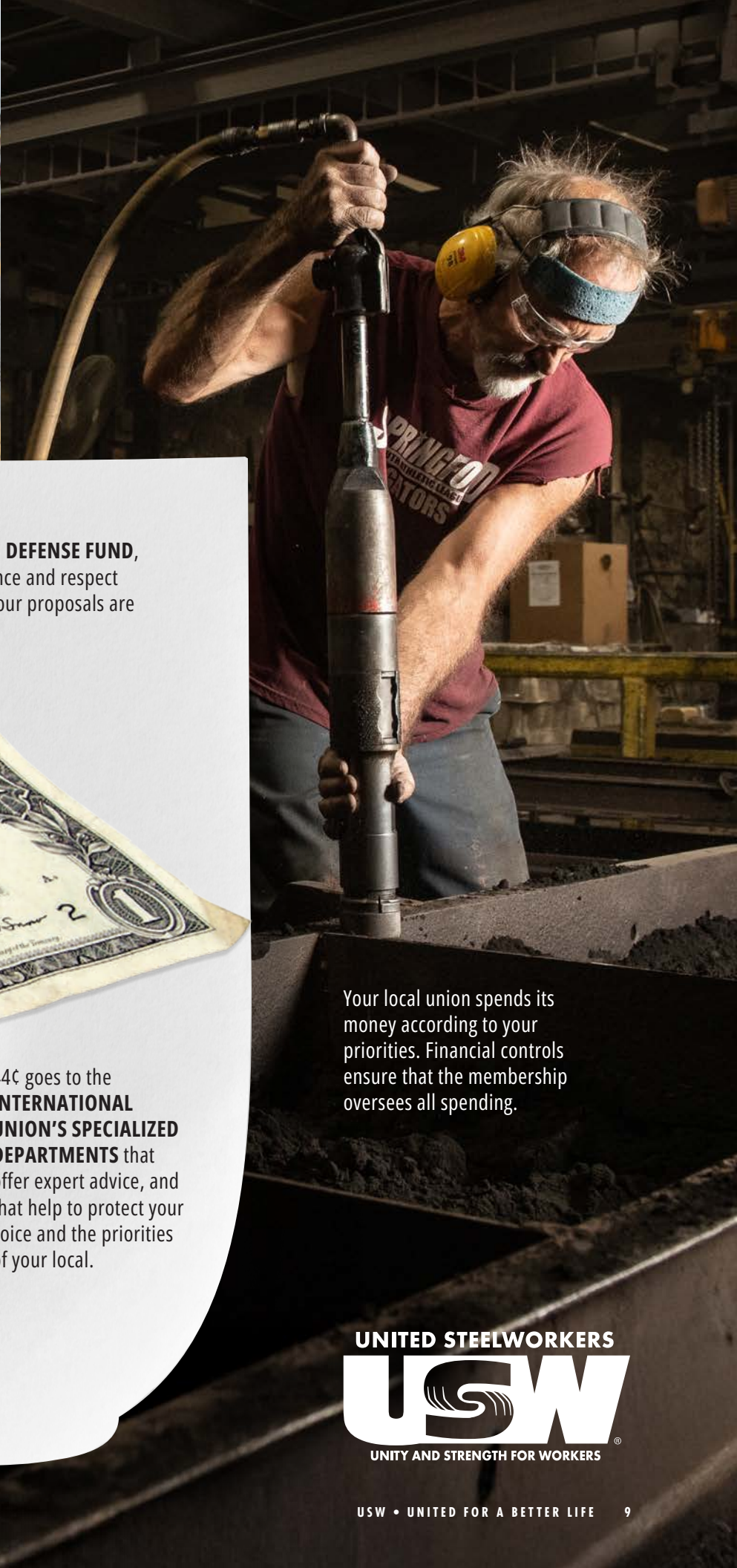
44¢

3¢



1¢

1¢ goes to **LEGISLATIVE ACTION** on issues that affect your job, economic security and issues of social justice.



7¢

7¢ goes to the **STRIKE AND DEFENSE FUND**, which gives us more influence and respect at the bargaining table, so our proposals are taken seriously.



1¢

1¢ goes to **EDUCATION** and programs that train members on a variety of topics.

44¢

44¢ goes to the **INTERNATIONAL UNION'S SPECIALIZED DEPARTMENTS** that offer expert advice, and that help to protect your voice and the priorities of your local.

Your local union spends its money according to your priorities. Financial controls ensure that the membership oversees all spending.

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HOW CAN I GET INVOLVED?

STEP 1

ATTEND YOUR LOCAL UNION MEETING

Many local unions have Facebook pages and websites where they post upcoming meetings and ways to get involved. You can also reach out to your steward or local president for more information.



STEP JOIN A COMMITTEE

2

THE USW HAS SEVEN CONSTITUTIONALLY MANDATED COMMITTEES.

Talk to your local union leadership about getting involved if you're interested in serving on a committee in your local.



SAFETY AND HEALTH COMMITTEE

Safety and Health Committees are the eyes and ears for our members' well-being. Members of the Safety and Health Committee work to make their workplaces safe for themselves, their coworkers, and for the families who count on them.



usw.to/hse

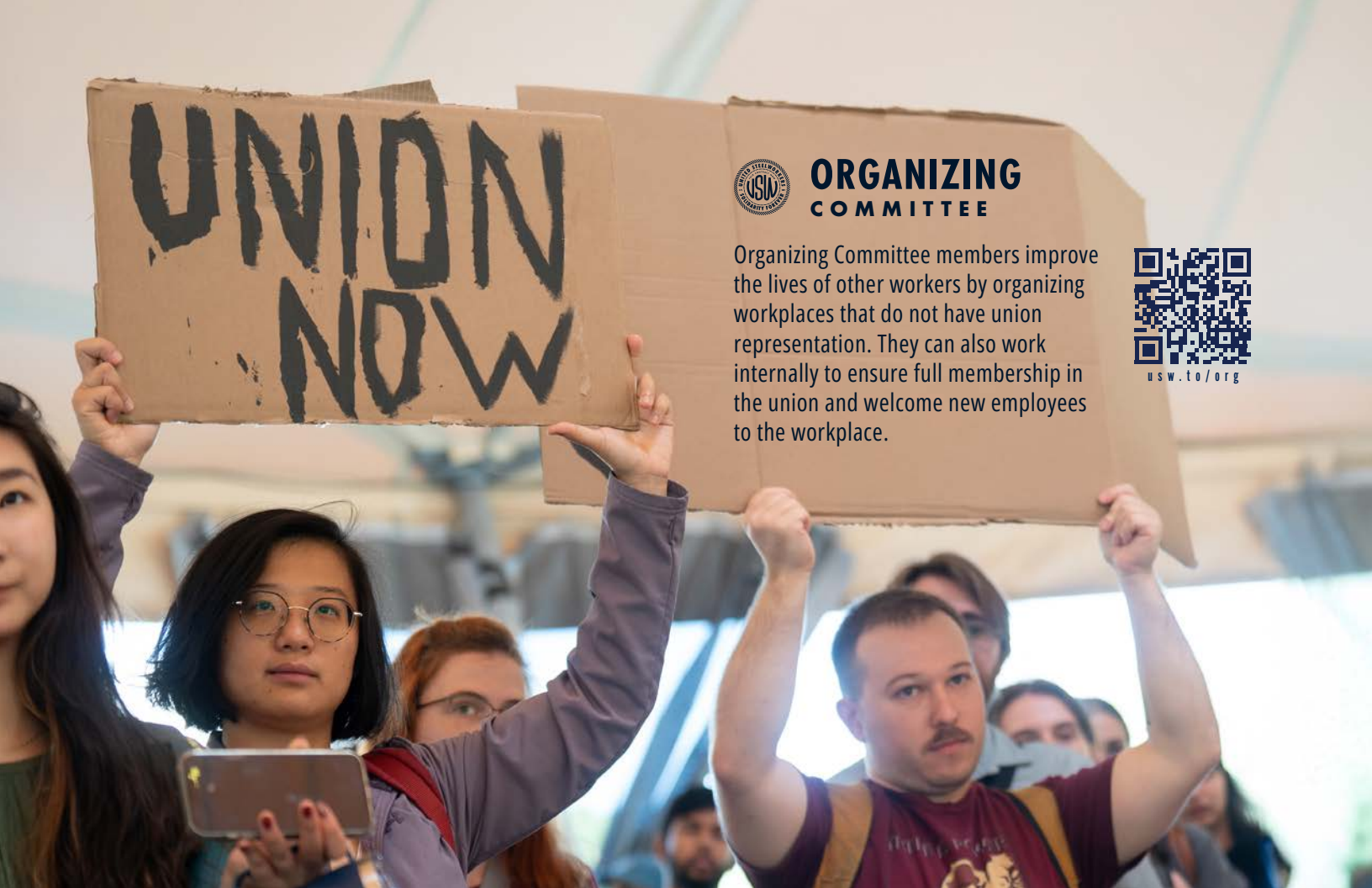


WORKERS' COMPENSATION COMMITTEE

Workers' Compensation Committees provide guidance to members who experience work-related injuries or have questions about health care benefits.



usw.to/hs-ad



ORGANIZING COMMITTEE

Organizing Committee members improve the lives of other workers by organizing workplaces that do not have union representation. They can also work internally to ensure full membership in the union and welcome new employees to the workplace.



usw.to/org



WOMEN OF STEEL COMMITTEE

Women of Steel (WOS) is an activist arm of the USW that provides all female-identifying members with opportunities to learn and lead. WOS activists play a variety of roles, from serving on their local committees to spearheading community engagement to mentoring their union sisters.



usw.to/wos





CIVIL AND HUMAN RIGHTS COMMITTEE

Civil and Human Rights Committees work to ensure all feel welcome in the workplace and connect with our communities around issues of social and economic justice. Committee members are also trained on how to build solidarity and resolve disagreements between coworkers.



usw.to/chr



VETERANS OF STEEL COMMITTEE

Veterans of Steel is a member-driven resource for USW members who served or are serving our country. Committee members support U.S. and Canadian veterans in the union and communities where they live, provide educational resources, and advocate for veterans' issues at the state and federal levels.



usw.to/vos





NEXTGEN COMMITTEE

Our union's Next Generation (NextGen) program empowers new and young workers, ensuring they have the knowledge and skills they need as they become more active in the USW. NextGen members contribute unique insights and perspectives to bolster the USW's existing programs and participate in a range of educational and community-building activities.



usw.to/ng



STEP EXPLORE OTHER OPTIONS

3

There are countless ways to participate in your local union.



EMERGENCY RESPONSE TEAM (ERT)

ERT is a highly trained group of members that supports USW members and their families in times of crisis.



usw.to/ert





usw.to/rapid

RAPID RESPONSE

Rapid Response is the USW's nonpartisan education, communication, and action program that informs members about pending labor and work-related legislation.



POLITICAL ACTIVISM

Political Activism is central to elevating workers' voices in the political process and supporting candidates who have pledged to fight for union values and support us as we make our workplaces better. Our union has supported candidates and legislators from both parties, as long as they support us. Federal law prohibits USW dues dollars from being used for political purposes, which is why our union has established the United Steelworkers' PAC.



usw.to/union-voter

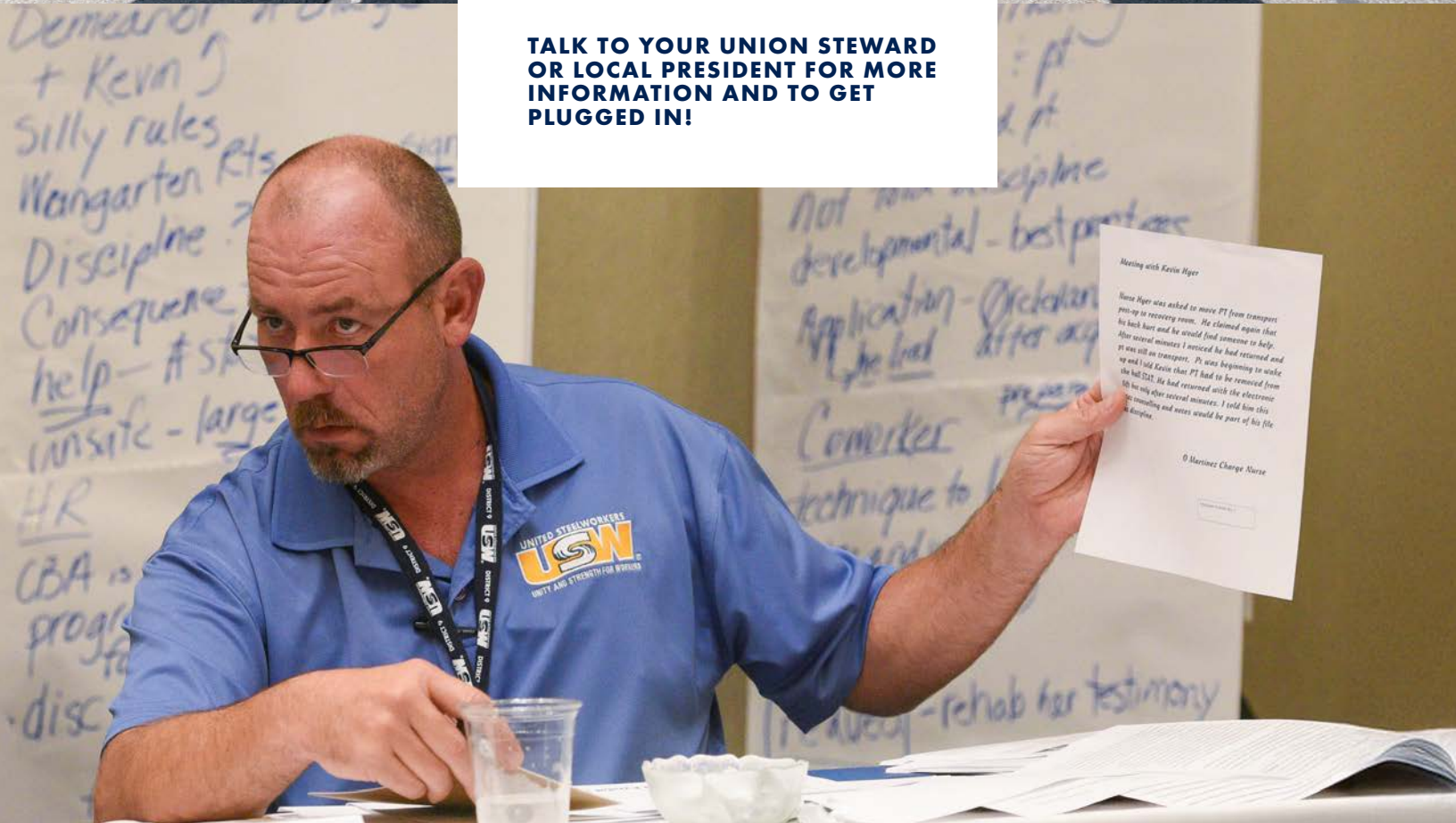




AND MORE

There are also opportunities for members to help address grievances, spearhead communications efforts and more.

**TALK TO YOUR UNION STEWARD
OR LOCAL PRESIDENT FOR MORE
INFORMATION AND TO GET
PLUGGED IN!**





STEP 4 GET EDUCATED

Smarter is stronger, and the USW has the most comprehensive education program in the labor movement. Take advantage of online and in-person trainings and conferences covering a variety of topics, including collective bargaining, labor history, arbitration, grievance handling, and more.

We also offer a host of materials and resources available to locals, as well as a four-year Leadership Scholarship Program that is aimed at developing the union's future leaders.





STEP 5 STAY IN TOUCH

Sign up for updates from the USW!



<http://usw.to/get-updates>



USW.ORG/BLOG



USW.TO/PODCAST



FACEBOOK.COM/STEELWORKERS



INSTAGRAM.COM/STEELWORKERS



YOUTUBE.COM/STEELWORKERS



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