

Q.If I sign a card does that mean I am voting for the union at that point?

A.The National Labor Relations Act requires "a showing of interest" in order to be eligible for a union election. That "showing" is determined by a signed authorization card that states you want to be represented by the IBEW. Once sufficient interest is verified and a petition filed the NLRB will schedule an election within 40 days

Q.When the petition is filed my understanding is that NCR can longer make any changes to my pay until the vote has been completed. What does that mean? If I am due my annual performance review and merit increase will that be held back due to the vote?

A.When the petition is filed, "status quo" goes into effect. What that means is the conditions you work under at the time of petition have to be maintained. If you are entitled to a review and merit increase, a bonus, or an anniversary addition to your vacation etc. then you will receive them. Status Quo remains in effect until you conclude your contract negotiations.

Q.During the last organizing campaign NCR claimed that the union did not have the best interest of the CE's in mind but that they were only interested in our money. How do you respond to that?

A.The IBEW is a non-profit organization. Any money collected by way of dues goes to representing the membership. If we have 500 members then we need enough money to represent 500 members if we have 1000 then we need enough for 1000 so your money is not what the IBEW needs but rather the strength that your CE's will give us in our constant struggle to maintain a middle class way of life.

Q.If the IBEW is a non-profit organization what do my dues pay for exactly?

A.There are both locally and nationally elected union representatives whose full time job is to negotiate and enforce contracts, lobby on issues that affect our members, attorney fees used to represent members whose rights have been infringed upon where resolution could not be reached in the grievance procedure. Any member in good standing is eligible to run for elected offices. Every three years for local elections and every five years for national elections.

Q.Typically how much are union dues?

A.It varies form local to local. In local 2222 the dues are 1% of your base pay plus

\$16.00 per month. The only way dues can be changed is by a majority vote of you the members. You will not pay dues until you accept your first contract. There will be no retroactive dues or initiation fees.

Q. When the union is voted in does everyone need to be a member?

A. In the northeast workplaces that are union are considered "closed shops" and everyone pays dues.

Q. How will being a union member affect my relationship with my manager on a daily basis?

A. The unions goal is to resolve all issues as simply as possible. If you can resolve your differences with your manager on a one on one basis and it doesn't affect the rest of the work group then that would be our goal. However if you cannot reach resolution you will have the option of having your union representative advocate for your rights. If you get along with your manager the day before you vote in the union then there is no reason that you can't get along with him the day after you vote in the union.

Q. What does a shop steward do and how is he selected?

A. A steward is responsible to make certain that the contract is being followed at the work place, acts as the CE's advocate with local management, and keeping the workforce informed on union issues of concern to all the members. In the IBEW the local Business Manager has the right to appoint stewards but in the case of new members will take the advice of the new members on who would be the appropriate steward. The number of stewards is based on several factors; total number of CE's, shifts, geographic locations etc.

Q. Will we have representation on the Locals Executive Board?

A. Yes each work group has a representative on the Executive Board

Q If we had an IBEW contract would NCR have been able to implement the "Motor Vehicle Tax" or the "Changes in Overtime Payment"?

A. No. IBEW contracts have language detailing the terms of employment and any changes to those terms would be a violation of the contract and therefore not allowed.