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## What is collective bargaining?

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

## Why is having a contract important?

A contract means that management cannot simply decide on its own to make changes such as cutting wages and benefits, firing employees, playing favorites, or changing schedules and holidays. Contracts also guarantee that there is a grievance and arbitration procedure that protects members if the employer violates the agreement.

We return to the bargaining table the week of August 12! Stay tuned for more information about how agreements are reached and how your involvement can help us win a fair contract!

**STRONGER TOGETHER!**

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