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Take The First Step Toward A Better Tomorrow!

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Local 262 represents **all** types
of workers. Why not **you**?

Why join Local 262 RWDSU/UFCW?

Local 262 has negotiated successful contracts for workers in all industries for over 40 years! Local 262 has fought and been successful in fighting for worker rights through grievance arbitration and unfair labor practice charges. Our staff has years of experience in fighting for worker rights. We are part of the RWDSU, an organization that fights for peoples rights all over the United States, that is over 100,000 members strong!

Can a worker be terminated by their employer for trying to join a Union...NO!

Local 262, with the help of the RWDSU, has successfully had people reinstated with full back pay and interest for wrongful terminations all because they wanted to join a union.

Does your employer have to recognize the Union...YES!

Under the National Labor Relations Act, if the majority of the people vote in favor of the Union, the employer is legally required to negotiate in good faith with the Union on a written contract covering wages, hours, and other working conditions.



Can an employer threaten to fire, lay off, discipline, or harass workers because they support the Union...NO!

Under the National Labor Relations Act Section 8, if the employer commits any of these offenses they are in violation of the law, and Local 262 would file unfair labor practice charges against your employer for committing these violations.

Do you know the difference between being an at will employee to a just cause employee?

An **at will** employee is someone who is not a member of a Union and is at the will of the company, by being an at will employee, your employer can terminate you for just the way you look! For example, in the state of Iowa, a dentist fired his assistant for the way she looked, she took him to court for discrimination and the Iowa supreme court ruled that the termination was legal and if she was part of a Union, it would have violated her **just cause** provisions of a Union contract, thus the termination would have been a violation of her rights.

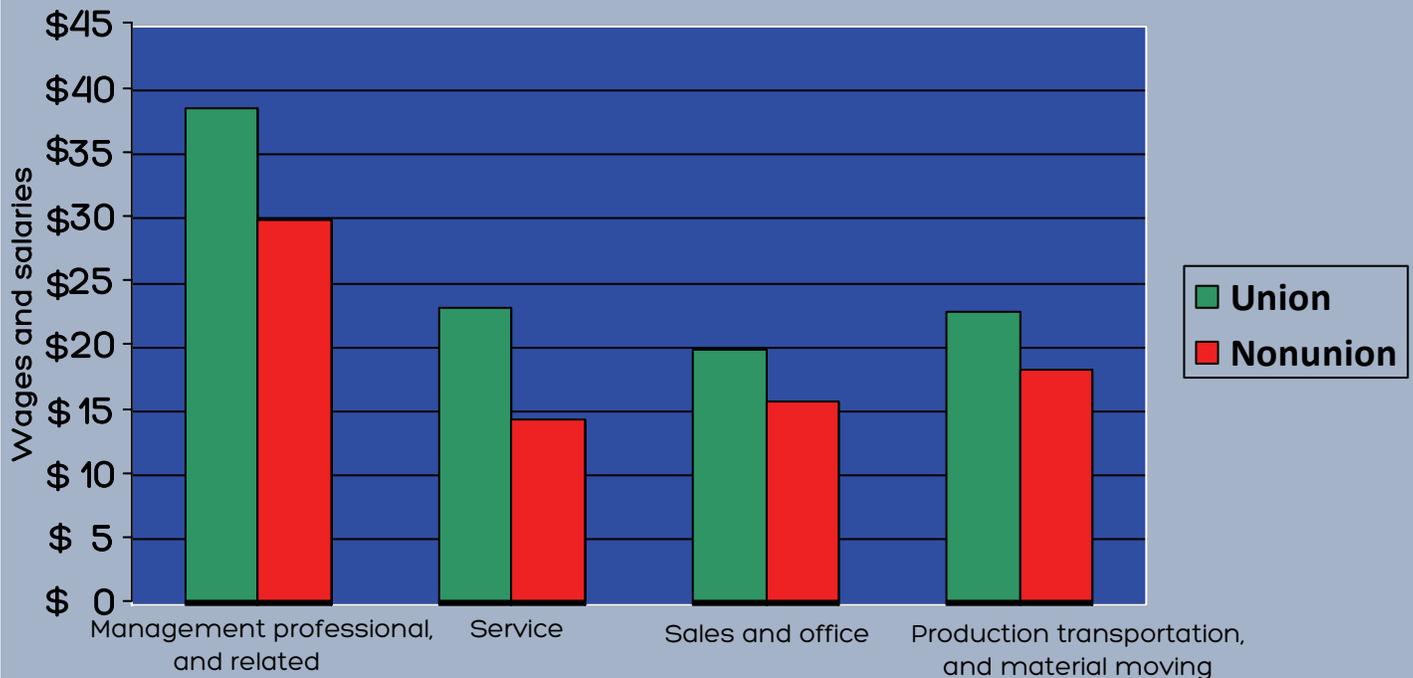
Did you know your employer is not obligated to negotiate wages, benefits, or working conditions as an at will employee?

If you join Local 262, your employer will be obligated to sit down and negotiate all these issues or they would be in violation of National Labor Relations Act. Local 262, with the help of the RWDSU, has negotiated living wages for all their members with quality health care insurance. Along with paid sick days, paid vacation days, and holiday pay.



STANDING UP FOR WORKING PEOPLE

Wages and salaries by bargaining status and occupational group, state and local government workers, December 2011



Union workers tend to make better wages and benefits than non-union workers. For reference look at the graph above.

**WORKERS
RIGHTS
ARE
HUMAN
RIGHTS!**

Being part of Local 262 of the RDWSU makes you part of a large organization that stands up for workers rights. Call and find out more: 908-298-8824.

**ALL CALLS ARE
CONFIDENTIAL.**