

# IBEW<sup>®</sup>

...the *right* choice



## What is a Contract?

A signed agreement between the Company and your local union voted on and approved by you, the employees, that describes the terms and conditions of employment and can provide for:

### **DIGNITY:**

Empowers employees self-esteem for a job well done.

### **FAIRNESS:**

Eliminate discrimination and create an atmosphere of equal treatment.

### **CONDITIONS:**

Job security, pay security, personal rights, fair treatment, safety and health, etc.

### **BENEFITS:**

Improved insurance, hospitalization, sick leave, pension, etc.

### **GRIEVANCE AND ARBITRATION PROCEDURE:**

An orderly system requiring the employer to go through successively higher steps to find satisfactory solutions to an employee's problem.

### **JOB SECURITY:**

Ensure that only with just cause will any employee be terminated or disciplined.

IBEW*Yes*.RG



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**GRIEVANCE AND ARBITRATION PROCEDURE**

**JOB SECURITY**

**IBEW** *Yes*  **RG**



**IBEW***Yes.***RG**

**ARE YOUR  
WORKING RIGHTS  
PROTECTED?**



**IBEW***Yes.***RG**

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