

FREQUENTLY ASKED QUESTIONS ABOUT THE UNION

Q. What is a Union?

A. A union is a group of individuals who join together to form an organization which represents them regarding work and employment issues.

There are many ways to have a voice in our union. Beyond voting for officers or on contracts, members serve on contract committees and negotiating committees, attend chapter meetings, participate in political and legislative campaigns, and more.

Q. What does the union do?

A. The 4Cs negotiates wages and benefits, represents you if problems arise on the job, works with you to advocate for the issues that affect you and your family, provides professional development, social opportunities, and much more.

Q. Do union meetings occur at my school?

A. Chapter meetings are held on each campus several times each year. Contact your Chapter Officers for a schedule.

Q: Should I be a member?

A. Joining the union will not cost you additional money, since non-members are required to pay an "agency fee" which is equal to union dues.

More important reasons to join are that only union members have a voice in union affairs and a vote in union decisions. Only union members may vote to ratify a union contract, vote for union representatives or run for union office, receive union publications and updates, and have access to member-only benefits.

Q. How do I join the 4Cs?

A. To become a member fill out a membership form and return it to the union office. You may have received one from the campus personnel office. A membership form is included in this packet and it is also available on the 4Cs website: www.the4cs.org.

Q. I'm not sure if I'm a member. How can I find out?

A. Look at your pay stub. At the bottom is an area called "After-Tax Deductions." Under this it will say either "ComColFac" or "ComColAdm" followed by a "D" for dues or "F" for fees. If it's a "D", you are a union member.

Q. What is a Contract?

A. A contract spells out agreements between you and your employer including, but not limited to: wages, benefits, holidays, sick days/personal time, work schedules, and grievance resolution.

Q. Who decides to accept or reject a contract?

A. All union members vote on whether to ratify a negotiated agreement.

As a state employee union, the 4Cs uses a binding arbitration process to decide any issues that are not resolved through negotiations. 4Cs Contracts, whether reached through negotiations or arbitration, are subject to approval by the state legislature.

Q. Where do I get a copy of our Contract?

A. Management should give you a copy of the contract when you are hired. It is also available at the 4Cs website: www.the4cs.org.

Q. Who do I contact if I need help or more information?

A. Start by contacting your local Chapter Officers or Delegates. You may also contact the union Staff Organizer assigned to your campus. Names, phone numbers, and e-mail links are all available on our website: www.the4cs.org or call the union office at 860.296.5172.



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FAQS - UNION

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