

Q: What is the Role of Our Union?

Employers and managers, both in the public and private sectors, treat workers as expenses — even disposable items. They pay as little as possible, extract as much as productivity as possible, divide the workforce and employ coercive discipline. Unions do the following:

- Engage in collective bargaining with management to settle the terms and conditions of employment.
- Take up the individual and collective grievances of the workers with management.
- Work to achieve more say for workers in the management of the affairs of the enterprise that influence the lives of the workers directly.
- Organize demonstrations, strikes, etc. to press the demands of workers.
- Assist and support in the education of workers and their children. Support the recreational activities, health and welfare of their members.
- Represent the workers in various national and international forums.
- Secure legislative protections for workers and the community.

And Remember to Check....

- ✓ Article V, Section 10 of the Time and Leave Rules (part of the citywide contract) provides for up to 18 months leave with pay to recuperate from an assault suffered on the job. Some titles involve contact with the public in circumstances where there can be hostility to our mission.
- ✓ Health & Security Plan Enrollment — Your union enrollment form must be on file with DC 37 Health & Security Plan before you can obtain benefits. Note: You must provide required documents when enrolling your spouse/domestic partner or dependent child; such as marriage certificate, birth certificate etc.
- ✓ Change of beneficiary — You must keep your beneficiary information up to date. If DC 37 cannot find your beneficiaries when you die, no one will be paid. If you designate your spouse as beneficiary and then you get divorced, and you do not change your beneficiary designation, your ex-spouse will receive your death benefit. This has happened many times.
- ✓ Disability — The Disability benefit helps to provide an income when sick leave or similar coverage has been exhausted. It begins when you have used up all your sick leave but not before the 8th day of disability, unless you become hospitalized and have exhausted all sick leave balances. You must be on an approved medical leave and under the care of a licensed physician. Payment is \$200 per 7day week and the maximum disability benefit is 26 weeks.

For information about DC 37 Health & Security Plan benefits, call 212-815-1234 or you can visit the Union's website at www.dc37.net.