In good times, progress is made over several contracts. But in bad times, the union-negotiated contract makes it difficult and costly for the boss to treat you like workers without rights -- to treat you like non-union workers. Typical USW contracts include:

1. Work Rules Regulating Forced Overtime & Arbitrary Schedule Changes
2. Grievance Procedures with Binding Arbitration
3. Protection from Unfair Discipline
4. Higher Wages in Good Times/Resistance to Cuts in Bad Times/Bonuses
5. Sick Leave
6. Shift Differentials
7. Increased Wages When Duties Change
8. Family Health Care Coverage
9. Pension
10. 401K
11. Life & Disability Insurance
12. Holiday Pay
13. Vacation
14. Seniority Rights
15. Job-Bidding Process
16. Joint Health & Safety Committees that Work

Without A Union, There Is No Negotiation With The Boss—On Anything.

You Become An “At Will” Employee And Can Be Fired Without Cause.