

## Frequently Asked Questions

### Where can I find information on upcoming events?

Check out our discord and emailed newsletter for all upcoming events and bargaining updates. If you are not currently part of the discord please ping one of the organizing committee and we'll get you an invite.

### What are Weingarten Rights?

Weingarten Rights allow you to have a union representative (a Steward) present during any meeting or interview that you believe could result in disciplinary action. Invoke your rights and contact a Steward immediately if these concerns appear.

### What are union dues?

Union dues are collected from members to fund the union and empower us to advocate for ourselves. The amounts are voted on per local. The union is a non-profit; all dues go back into the membership.

### How much are union dues?

Union dues vary by local and are between 1.3 - 2.0% of base pay nationally. Irvine, Austin, and remote employees will be 1.3% of base pay. Boston employees will be 1.6% of base pay. There are no dues on bonuses or overtime.

### When do we start paying union dues?

*We do not pay any dues until we ratify our contract.* That means that we get to vote on whether our contract (including any wage increases) is "worth" the cost of dues. We do not pay a cent in dues until a majority of us vote to say "This contract, including wage increases, is worth it."

### What do dues fund?

Dues fund all efforts of organizing and bargaining. That includes:

- Negotiation of contracts to improve our wages, benefits, and work conditions. Collective bargaining support is provided by CWA's field staff of 200 who work throughout the United States, Puerto Rico and Canada. Additionally, dues pay the salaries of WoW team members on days when they represent us at the bargaining table.
- Enforcing contracts, presenting grievances, and covering legal fees.
- Research into employer finances and employment and compensation trends in the industry to empower negotiations and protect members' interests.
- Helping organize unrepresented workers so they gain power and a voice in the industry.
- Lobbying for legislation at the local, state and national level that will improve our workplace and protect our right to organize.

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- Mobilization activities to help us attain our bargaining goals, support legislation we favor, and strengthen ties between our union and the communities where we live.
- Educational programs and publications for union members, activists, stewards, and elected officers.

### Who can I talk to directly about any situations, concerns, or further questions?

Reach out to any member of the Organizing Committee and we'll get you the answers or assistance that you need. If we provide what you need, we'll find someone who can. You can message us directly on slack or check the discord for those tagged as Organizing Committee members and send us a message.

### How can I help?

The easiest way to help is to stay aware and be visible. Wearing red on Thursdays, changing your slack icons to our WoWGG icons, putting a WoWGG emoji in your slack status, regularly checking for union emails and the union discord, and participating in surveys and union events are all great ways to show support! Your engagement is the cornerstone of everything our team will be able to accomplish. Our collective passion for our job and belief in our team is what gives the union its power.