



Temporary workers voted to join our Union in 2013 and were able to win a long list of rights and benefits they didn't have before.

All temporary employees who meet the eligibility condition of the 4-hours/work-week minimum, and perform duties similar to those of other classified employees, will be entitled to rights and benefits under the collective bargaining agreement which include the following:

- Must be paid *at minimum* Step 1 of the contractual salary range for the appropriate classification
- Overtime pay for work over 40 hours performed by "non-exempt" employees and holiday pay for work required on recognized holidays
- A written list of duties consistent with the classification provided in advance of start date
- 15 minute rest periods for every 4 consecutive hours of work

- 5% "bilingual differential" for employees required to have and recruited for bilingual skills, \$1 per hour "high work differential" for work performed 20+ feet above ground/water, and continuation of "night shift differential"
- Protections of the grievance procedure to enforce contract provisions that are applicable to temp workers under this collective bargaining agreement
- Cost of living increases consistent with those received by non-temp employees

Union progress made at the bargaining table, in the legislature, and at our work-sites as exemplified above is only possible with member support!

Signing up to become a member grants SEIU-represented employees voting privileges to elect Union leadership, ratify contracts, and approve bargaining contracts. Additionally, members qualify for financial discounts and advantages that can be found at: seiu503.org/members/member-rewards/

As a member, Union dues amount to less than \$2 for every \$100 you earn.

