



THE NATIONAL WORKERS UNION

FIGHTING FOR A BETTER FUTURE



	Associate member	Full member (not in bargaining unit)	Full member (in bargaining unit)
Entrance Fee	\$10.00	\$10.00	\$10.00
Contribution rate	\$1.00 a week	\$36.00 a month	1.5% of basic rate of pay
Can we take up individual matters?[*]	Yes	Yes	Yes
How much will it cost?	10% of settlement. Win nothing, pay nothing	Free - included in membership contribution	Free - included in membership contribution
Can we take up collective matters?[*]	No	No	Yes
How much will it cost?	-	-	Included in membership contribution

[*] The Industrial Relations Act sets out what **Rights** and **Interests** issue are and also limits what matters Unions can take up.

A **Rights** issue is one affecting the rights that a worker already has. These rights would be in either the Contract of Employment or the law, such as minimum wages, maternity rights, and the right not to be unfairly dismissed.

An **Interest** matter is one which would involve negotiating improvements in pay and conditions of employment. The legal position is that only where a union is recognised can this be enforced by law.

National Workers' Union
43 Fifth Street
Barataria
Trinidad & Tobago
Tel: 675-1267 Fax: 662-0496
E-mail: headoffice@workersunion.org.tt
Web page: workersunion.org.tt



JOIN THE UNION

FEEL THE STRENGTH



Feeling exploited ... under paid ... pushed around ... ignored?

Then you must be a worker!

Just think about it. Who decides if you get a job, what pay you get, if you have any vacation, if you get fired.

It's simple: the employer ... your boss.

This is nothing new. Workers and employers have never been equal. That's why workers have always formed and joined trade unions.

It's the only way we can get a voice ... get some power with which to fight back and look after OUR interests.

So what are the benefits of joining a Union?

Higher Pay

There's no doubt about it. Wherever workers are organised, pay is higher. This is one of the main reasons why workers join trade unions - and why employers resist!

Better Vacation

Far too many workers get as little as ten days vacation a year - and some get nothing at all. Vacation is a right we say. And we look for a minimum of 15 days a year.

Equal Pay

It is well known that women workers get paid less than men. The reason is that traditional "women's work" is valued less and paid less. We believe in equal pay for work of equal value. Don't ask your employer about this. They are happy with low pay for all workers and even lower pay for women workers.

Pension Rights

Far too few workers have Pensions. This is not a 'perk' but a right! Pensions are deferred wages that workers have to live on when they retire. Fighting for Pensions is an important struggle for workers and their trade unions.

Workplace Safety

The International Labour Organisation (ILO) highlights the depressing fact that worldwide, over 6000 workers are killed at work every day. Workplace safety is essential for all workers. But given a choice between profits and safety what will employers do? It takes a Union to fight for safety at work. And all the evidence is that union organised workplaces are safer.

Job Security

No job, no money. How to buy food, pay the rent, feed the family? Job security is vital for all workers. Far too many employers think that by sending a worker home for a few days every few months stops them getting continuity of employment. Not so! But real job security and can only be won by getting union recognition.

Discrimination and Harassment

Being bullied at work? Being harassed because you're a woman? You have the right to a safe and comfortable working environment. Being harassed is not part of the job. It's nasty, but you can do something about it through your Union.



The National Workers' Union and you ...

Individual cases

Individual workers come to us when they have a problem at work - usually when they have been dismissed. We believe that workers have the right to representation - which is why our contributions are only \$1 a week for Associate Membership. From the Ministry of Labour right up to the Industrial Court the NWU is there for you!

Getting organised

Workers get their real strength through being organised and getting "recognition". Then the employer has to start negotiating a Collective Agreement and improving your pay and conditions of employment.

And that's what it's all about - workers using their collective strength to win what they are entitled to.



ORGANISE TO WIN

In order to get recognition, it is necessary to get more than 50% of the workers in a workplace to join the Union and to stay members for more than eight weeks.

The National Workers' Union makes this as easy as possible. Just \$10 Entrance Fee and \$1 a week - \$20 and you're an Associate Member of the Union which is enough for us to start organising.

Being a member-centred democratic Union we make sure that our members are fully involved in drawing up the proposals for their Collective Agreements and have the final say on what is accepted. After all, it's YOUR Collective Agreement.



YOUR RIGHTS

You have the right to join a Union and be active in your Union.

You do not need the employers permission and they cannot stop you.

But because employers, generally, don't like Unions then you have to be careful.



Ask us for advice on how to organise your workplace.