

Questions & Answers:

- **Q. What is a Union?**

A. A union is a non-profit, democratic membership organization that has the legal right to negotiate with an employer over wages, benefits, and working conditions.

- **Q. How long has CSEA SEIU Local 2001 been representing school bus workers?**

A. CSEA has been around for more than 50 years. We represent more than 1000 school bus drivers, monitors and mechanics around the state.

- **Q. Can the company discipline me for union activity?**

A. Under federal law, you are protected when you engage in union activities. Management cannot threaten you, interrogate you about the Union, or promise you special treatment in exchange for voting no. If the boss does anything that feels like discrimination or retaliation for union activity, keep a record and notify a union organizer immediately.

- **Q. What happens if the company loses the contract? Can the Union still represent us?**

A. Yes. This just happened in New London (STA to First Student) and in Hartford (Specialty to Autumn) and the drivers and monitors still have their union.

- **Q. How do you begin to form a union?**

A. First, meet with a union organizer and he or she will explain the whole process. A majority will need to demonstrate – usually by signing a card – that they want union representation. The cards are given to the Labor Board and the Board will schedule an election. Alternately, the company can voluntarily agree to “recognize” your union and agree to set bargaining dates.

- **Q. Can the Union force us to go on strike?**

A. A decision to strike would be made by you and your coworkers.

- **Q. Who decides what goes into our union contract?**

A. You and your co-workers decide your priorities, form a negotiations committee, and vote on any tentative agreement reached by the committee.

- **Q. When do we pay dues?**

A. After your contract is negotiated and voted up by the members.

- **Q. What are the dues and what are the initiation fees?**

A. The dues are \$7.50 a week for most of our ten-month bus workers (no dues are taken out when you are not working). Our union does not have initiation fees.