

UE Local 111 Accomplishments

- ☐ **Grievance victories.** Rehiring and back pay for employees unjustly fired. Write-ups removed, evaluations revised, assignments changed, and more.
- ☐ **Pay increases** through action at city councils in 2022 and after meeting with several city council members and Mayor Bobby Dyer, we secured \$32 Million in extra wage increases resulting in historic Step Pay Plan and raising minimum wage to \$15 per hour.
- ☐ **Expanded rights to organize** by working with members to document management abuse of rights and training workers on their rights.
- ☐ **Meet and confer sessions.** Regular meetings with city council members Periodic meetings with the Mayor and department management on worker issues.
- ☐ **Changed state law** working with other allies unions and community partners over the last 20+ years, we have successfully lobbied the state legislature to repeal the ban on public sector collective bargaining. in 2006 UE brought the United Nations to meet with public workers, ultimately issuing a ruling that the ban on public sector collective bargaining was a fundamental human rights violation.

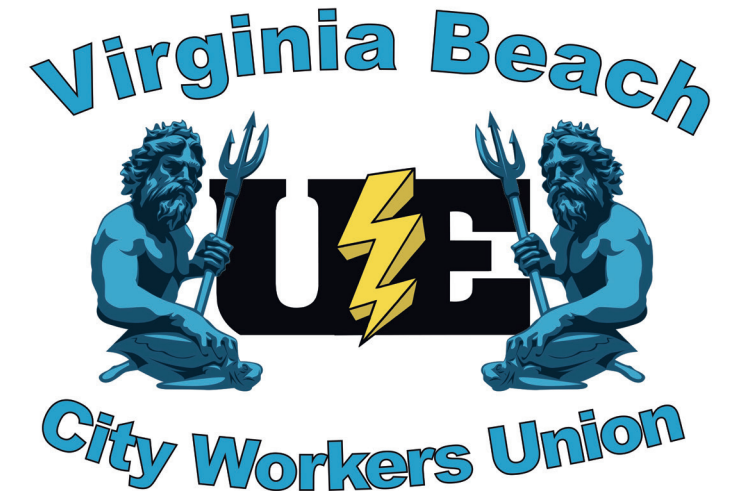


What Will I Get By Joining UE Local 111?

- ☐ **Representation** and real help if you face discipline or unfairness.
- ☐ A **Voice at Work** to raise employee concerns and fight for change.
- ☐ A **Voice at the City Council** on issues that impact city employees.
- ☐ **Solidarity** and support from workers statewide and nationwide.
- ☐ **A National Newspaper** and state newsletters to keep you informed.

UE Local 111
Virginia Beach City Workers Union
Terry Green, Chair, phone 757-409-0845

Email: vbcityworkers0@ueunion.org
Learn more at <http://locals.ueunion.org/111>



We are an organization that fights every day to improve the lives of public workers across our city and our state. Our immediate goals are better wages and working conditions and protection from unfair treatment. Our medium-term goal is collective bargaining rights for public employees.

UE local 111, the Virginia Beach City Workers Union, is a member-run organization made up of thousands of city workers. We are city employees in sanitation, streets, water, sewer, fleet maintenance, stormwater, human services, general maintenance, libraries and parks.

We are also part of a national union that represents public workers across dozens of cities in VA, NC and nationwide. With every new member, our fight for better jobs for public workers gets stronger.



Our History

We were founded shortly after the Waste Management stand down in August of 2020. We stood in solidarity with all city workers to win COVID hazard pay.

Workers from Public Works and Public Utilities then began weekly meetings, agreeing to demand an entire new pay scale. **A majority** of workers in those departments signed onto a petition, which was delivered with a rally at a City Council meeting in November 2020.



On MLK Day in January of 2022, we launched a full scale budget campaign mobilizing hundreds of city workers to several rallies at City Council meetings and speaking at budget hearings. We demanded recognition of years-of-service in a Step Pay Plan and to raise the minimum wage for city workers up from \$11.50 to \$15 per hour -- **and WON!** We met with Mayor Dyer and Vice Mayor Rosemary Wilson who issued a budget reconciliation letter supporting our demands.

In summer of 2023 we launched a grassroots community engagement campaign before the November city council elections. We made endorsements of candidates that supported collective bargaining. After speaking at churches, hosting rallies, door knocking and working the polls, we secured a new majority on council that supported us!

It is Your Right To Join UE 111

Executive Orders by Virginia governors and statements by attorneys general established that employees “who decide to join a union will be respected to the full extent of the law.” Your legal and constitutional rights also permit you to:

- Talk to co-workers about the union and problems at work.
- Participate in union activities to help solve problems at work.
- Distribute information and hold meetings at lunch and breaks.



It's Easy to Join

Call us at (757) 409-0845 or email us at vbcityworkers@ueunion.org, and we'll get you a sign-up form. Dues are set at biannual convention by members like you and can be automatically deducted from your paycheck. By joining UE 111 you strengthen the efforts of thousands of Virginia public employees who have united to win improvements and secure fairness on the job.

What are Dues?

Union dues in UE are among the lowest dues in the country. We keep our dues low because we don't payout big executive salaries to officers or staff - we believe that if you are paid like the boss, you think like the boss. Staff cannot make more than the highest paid member of the union.

Dues are typically **2.5 hours of the average wage a month** for a full time worker (part time workers pay half dues), and are set by your local union. For example, if the average wage is \$18 per hour, dues will be \$45.00 per month.

When Do Union Dues Start?

You will not pay union dues until a union contract is signed. No union contract will be signed until you vote on it. No UE dues are spent on endorsing political parties candidates or political parties.

Why Pay Union Dues?

By joining the union, and agreeing to pay union dues you are helping set up your own worker-controlled "war chest" to have resources to organize your co-workers to take on the boss and win improvements.

The boss has resources to keep you down, shouldn't you have resources to push back? A large portion of dues collected stay with your local union so that you can run your own affairs. All dues collected by city workers in Virginia Beach will go directly to a Treasurer, who is a city worker union member that you elect, who will open a local bank account.