



## Are you Myth Informed?

It's recently come to the union's attention that some of our UTEMP members have been given misinformation about their rights and the role of the union. We are **YOUR** union and we would like to set the record straight

# MYTHS AND FACTS UTEMP

### 1. MYTH: UTEMP workers are “not really in the union.”

**FACT:** Anyone employed by UTEMP in a non-confidential job is a member of USW Local 1998's Casual Unit. While you're working, you are a member in good standing in the union and have all the rights under the Casual contract. (There are a small number of UTEMP positions which are not in the union because the work involves access to confidential labour relations information. If you're not sure which kind of role you're in, ask your supervisor, or check your paystub to see if union dues are being deducted.) You can find a copy your contract here: [usw1998.ca](http://usw1998.ca)

### 2. MYTH: UTEMP pay union dues, but “the union won't do anything for you.”

**FACT:** The union represents all of our members and we're here to help. You can contact the union any time with questions about your contract and your rights, concerns about your working conditions, health and safety issues, or anything else.

### 3. MYTH: UTEMP hours don't count towards conversion to staff-appointed status.

**FACT:** There is language in the Casual contract about converting to a continuing, staff-appointed job after you've worked a certain number of months in the same position (Article 2:02). Sometimes, a UTEMP position gets extended. After you've worked 420 hours, the department where you're working may choose to hire you directly rather than through UTEMP. If it's all the same position, and it continues long enough to meet the threshold for conversion, the UTEMP hours and the departmental hours both count towards conversion.

### 4. MYTH: Union dues are high for casual, temporary and part-time workers.

**FACT:** Union dues are based on a percentage of wages. Dues are 1.45% of wages plus 2 cents an hour towards the organizing fund. There is a cap of not more than 2.5 times a members' average hourly earnings.

### 5. MYTH: UTEMP workers are second-class members of the union.

**FACT:** A member is a member is a member. Our Local has five different bargaining units and all of our members are encouraged to get involved in your union. You can come to union meetings and events, get involved in our committees, take union courses and have access to union discount programs. Make sure you're getting our e-newsletter, so you know what's going on and can get involved.