

Why It's Good To Be A Union Member

Unions are advocates for working people. Strong unions equate to a strong middle class. We at Hawaii Government Employees Association have a history of negotiating fair wages and working conditions for our members.

IT IS IMPORTANT TO KNOW THAT UNION DUES PROVIDE YOU:

- **A contract** with the employer detailing your rights and benefits as a public worker (log in to hgea.org to view your contract).
- **A negotiations team** for contracts and arbitration
- **Representation** in complaints, investigations and grievances
- **Legislative monitoring and lobbying** for employee rights and to guard against takeaways
- **Member discounts, events, education and training**

UNIONS FIGHT FOR:

- Better wages
- Retirement benefits
- Safe working conditions
- Fair treatment of workers

Why should you care? As a public worker, your salary, working conditions and benefits can be improved or taken away by our elected senators and representatives. It's necessary to remember that legislators work with a limited budget that must be spread among many competing needs. Lawmakers ultimately decide whether your negotiated pay increases get funding because they must pass funding bills to cover the costs. We, as HGEA, are strong when we stand together. When you hear elected officials complain about collective bargaining costs, please speak up and remind them that public workers are important and that your family and ultimately, our community, will benefit when lawmakers fund collective bargaining agreements. We are #HGEAStrong.

Since 1934, HGEA has brought our members a better quality of life and fair wages. The following is a **brief history** of achievements HGEA has hard fought for and won for Hawaii's public workers:



5 DAY 40 HOUR WORK WEEK



OVERTIME PAY



PAID VACATION AND SICK DAYS



PAID HOLIDAYS



STATE SUBSIDIZED MEDICAL AND DENTAL



COLLECTIVE BARGAINING



FINAL AND BINDING ARBITRATION



RETIREMENT SYSTEM