

Our industry employers  
show that **IBEW 353**  
electricians earn  
double the earnings  
of our unrepresented  
brothers and sisters  
working for  
non-union.



[ibew353.org/organize](https://ibew353.org/organize)

## Earn More Per Hour

**UNIONIZED PAINTER**  
**\$49.51 PER HR.**

**UNIONIZED BRICKLAYER**  
**\$56.65 PER HR.**

**UNIONIZED LABOURER**  
**\$51.09 PER HR.**

**UNIONIZED ELECTRICIAN**  
**\$64.23 PER HR.**

**NON-UNION ELECTRICIAN**  
**\$32.00 PER HR.**

**WE FIGHT FOR YOUR  
PAY RAISE EVERY YEAR**



## Myths & Facts About Unions



**Working For Everyone**

# Myths & Facts About Unions

**Myth:** Unions are outside special-interest groups.

**Fact:** Workers are the union. A union is a democratic organization of working people standing up for their rights on the job and in society. Unions bring people together in the community and to stand up for issues that matter to all working people.

**Myth:** Unions mean more conflict in the workplace.

**Fact:** Unions can make the workplace a more harmonious place to work. A union contract allows the company and workers to sit down as partners and discuss problems as they come up. Without a union, workers' lives are often in more turmoil because they have to deal with more favouritism and less economic security.

**Myth:** Unions force workers out on strike often.

**Fact:** Ninety-seven percent of contract negotiations are settled without a strike. Workers vote whether or not to strike. Since 1990 Local 353 has successfully negotiated our contract with a no strike and no lock out clause. We have found contract negotiating to be an effective method of collective bargaining and eliminating the need to go on strike.

**Myth:** Companies close due to unions.

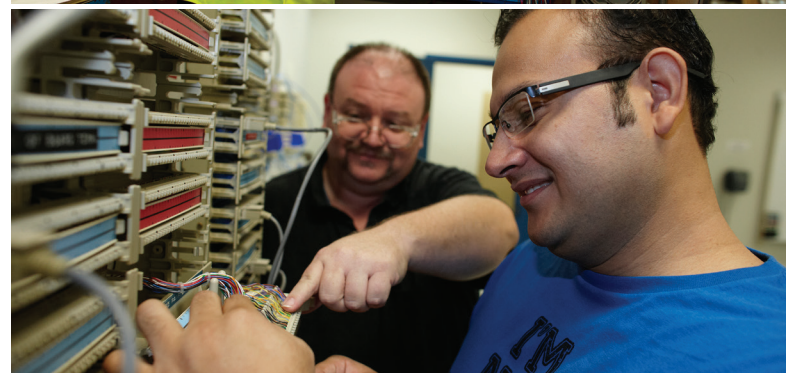
**Fact:** According to Cornell University scholar Kate Bronfenrenner, only 1 percent of newly organized companies close. Companies typically close for economic reasons. The vast majority of companies are nonunion. Employers illegally threaten workers who form a union by saying the shop will close. Some companies, like to keep this myth alive. Studies have shown that unions help decrease employee turnover and increase efficiency and profits.

**Myth:** Unions just want workers' dues.

**Fact:** Money that workers pay in dues goes back into running the organization. Unions are not for profit organizations. The improvements workers win in pay, benefits and fair treatment through their unions are far greater than the cost of dues. The amount of dues is set by the membership.

**Myth:** Unions used to be effective, but they're not anymore.

**Fact:** Unions are still by far the best way for working people to win economic security and have a voice on the job. The numbers tell the story: Union members, on average make 25 percent more in wages than workers who don't have a union. Union members are much more likely to have a defined-benefit pension plan and health care than workers without unions. Unions also curb discrimination on the job, keep the workplace safe and give workers a much needed voice.



**To find out more of the benefits of organizing and how to start the process call IBEW Local 353 at 416-510-3530 toll free 1-888-510-3530 or 416-510-5258**

**Speak to a Membership Development Representative**

**ALL ENQUIRIES ARE STRICTLY CONFIDENTIAL**