

Municipal Workers Bill of Rights



(Pictured)The UE 150 Statewide Municipal Council deliberates on the state of conditions faced by city workers across North Carolina and on the struggle in Charlotte, Durham and other cities to improve conditions for municipal workers.

The Council affirmed that the fight for a **Municipal Workers Bill of Rights** to be adopted in every municipality will help to set minimum standards for all city workers on working conditions, pay, benefits and the right of their union organizations to function effectively.

1. The Right to Family-Supporting

Wages. A minimum of \$15 per hour for all workers including part-time, roster and temps. Annual across-the-board general wage increases, eliminating the need for a second or third job.

2. The Property Right to a Job, Due

Process and Just Cause. Civil Service protections and appeal boards should have authority to hear cases and overturn management decisions, without approval by City Manager.

3. The Right to Meet and Confer sessions annually, on a quarterly basis, with city managers and operational department heads, resulting in settlement of issues and an annually renewed, written "Memorandum of Understanding".

4. The Right to Minimum Staffing

Standards established in every department, annually reviewed, in order to protect the lives and health of employees and adequate provision of city services.

5. The right to Union Representation

at all steps of the grievance procedure, including pre-disciplinary hearings.

6. The right for temporary employees to be made permanent after 60 days.

7. The right to public jobs and end

privatization. No contracting out of city jobs or privatization of city services.

8. The right to refuse work that is a risk to health and safety.

Establishment of quarterly meetings of employee chosen safety committee representatives with managers to improve or maintain or construct standards that protect the lives, health, and safety of all workers.

9. The Right to Refuse Excessive Overtime, and be paid daily overtime.

10. The Right to Affordable Health Care Costs, Expanded and Improved Medicare for All - Support HR 1384:

11. The Right to union access to city workers on city property during non work times and locations.

12. The right for workers to use payroll dues deduction to pay union dues.

13. The right to be treated with dignity and respect regardless of job classification.

14. The right to non-discriminatory, fair, and equal treatment in job opportunities and promotions regardless of race, gender, age, national origin, immigration status, sexual orientation, sexual expression, disability, or religion.

15. The right to 30-days written notice of proposed policy changes after meetings with workers in effected departments.

16. The Right to Collective Bargaining

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