

WHY UNION?



STRENGTH IN NUMBERS

Reconn Utility Inspection Technicians are coming together to organize for higher wages, improved working conditions, and more protection at work. Join Recon & USIC workers who have joined the union and improved their lives.

USIC locators in NYC, Long Island and Hudson Valley and Recon Gas Service Technicians in NYC and Westchester joined CWA Local 1101 between 2016 and 2020, winning higher wages and important protections on the job.

Reconn and its parent company USIC use the same anti-union playbook every time workers try to organize. They bring in HR reps and anti-union consultants to try to scare workers out of joining the union. If Recon gives you a raise or makes promises after this encounter ask yourself why they are so dead set on having you stay non-union.

Reconn scare tactic If you join the union Recon could lose the contracts we have and you'll be out of work. You won't have money for holiday gifts.

Fact The USIC and Recon workers mentioned above saw through USIC/Recon's lies, stuck together, and joined the union. When Con Ed threatened to go with a non-union contractor we worked with USIC and NYC elected officials and made sure USIC retained the Con Ed contract in the five boroughs.

Reconn scare tactic If you join the union you'll pay more in dues than you'll get back

Fact USIC union locators in NY earn significantly more than non-union USIC locators in NJ. Top pay for union locators in NY is \$38.02. Recon union workers in NY earn significantly more - top pay is currently more than \$28/hr - than Recon non-union workers.

CWA Local 1101 dues are 1.9% of base wages. CWA 1101 members don't pay dues until a first contract is negotiated, then every member votes the contract up or down. **Who would vote for a contract with wage increases that were less than dues? No-one.**

You have the right to talk to a union organizer. Under the federal National Labor Relations Act it is illegal for USIC or any employer to retaliate against workers for talking about the union, signing a union card, or organizing a union.

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Reconn Gas Service Technicians in NYC & Westchester voted to join CWA 1101 in 2020.

They're in the fourth year of their first contract. They won:

- Just cause protection at work
- Guaranteed raises for the past three years, with top pay currently more than \$28/hr
- Lump sum payments of up to \$4000 based on months of service when the contract was signed in 2021

Joining a union is the first step toward higher wages and improved work conditions. It doesn't happen overnight. First contracts - like Reconn gas service technicians' - are a foot in the door.

Subsequent contracts get stronger. USIC locators are on their third contract and have won more each contract, including:

- significant wage increases
- paid sleep time for on-call
- additional pay for training new employees, holiday and weekend on-call

Our fight to help workers improve conditions goes beyond the bargaining table

CWA 1101 fought to get USIC locators included in NYC prevailing wage law and won in 2019, with locators getting major wage increases as a result. The lowest USIC worker went from \$16/hr to \$31 overnight. Top pay for union locators is now \$38.02/hr. Once NYC locators started getting paid prevailing wage USIC raised the wages of union locators in Long Island and Westchester to prevailing wage level as well.

We fought to get Reconn Gas Service Technicians included in NYC prevailing wage law and on July 1, 2024 the NYC Comptrollers' office agreed with the union and wrote them in. Reconn said they should NOT be included and is fighting that decision right now. Why are they refusing to pay their employees prevailing wage?

**Want to know more? Call Pam Galpern, CWA Local 1101 Organizer
718-510-5528 or email pgalpern@local1101.org**