

# IHX UNION FAQ

WE JOINED THE UNION! WHAT HAPPENS NEXT?

## 1 When do I become a bargained for employee? Also, what does that mean?

Now! IHX workers voted to join our union, CWA, and became bargained for employees after AAA certified the union election. This means that together, we negotiate contracts with our employer and enforce our contractual rights.

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## 2 Can I get a copy of my union contract?

Yes. We joined an established union workforce, Purple Mobility, whose members voted for the current contract. This means we can see exactly what we won by voting for the union. The contract lasts from 2024-2028. [Click here to see the contract.](#)

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## 3 When do I move over to the union bargained for pay scale and benefits?

We will move into the union bargained for scale within roughly 30-60 days of the AAA certification of the bargaining unit. [Click here to see the pay scale.](#)

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## 4 Are there other new rights I have as a union member?

Yes! Here are a few new rights we have on the job:

1. **The right to file grievances.** A grievance procedure is a formal process you can use if you believe your rights have been violated at work. You are allowed to file a grievance over being placed on a step of discipline, a contractual violation, or a change in working conditions.
2. **The right to union representation.** If you're called into an investigatory or disciplinary meeting, you have the right to ask for a union rep and you cannot be punished for it. To exercise this right, ask for a union representative before or during the meeting. The employer has 3 options:
  - Grant the employee's request and delay the interview until a representative is available,
  - Deny the request and immediately end the interview, or
  - Allow the employee to choose whether to proceed with the meeting without a representative or to end the interview.