

**NEW
YORK
CITY**

32BJ SEIU

32BJ SECURITY OFFICER UNION DIFFERENCE

NON-UNION SECURITY OFFICERS

vs.

32BJ SECURITY OFFICERS



Poor Healthcare Benefits if Any

vs.

100% Employer-Paid Healthcare

37.8% of NYC Security Officers are without health insurance through their employer or the employer of a household member.

32BJ security members have collectively bargained for **100% employer-paid COMPREHENSIVE healthcare**, including access to thousands of leading doctors with \$0 co-pays. Includes dental and vision.

Unpredictable Schedules

vs.

Fair Scheduling

Non-union officers suffer from **last-minute changes to their schedules**.

32BJ officers in NYC have **fair scheduling protections in their union contract** that require employers to offer consistent schedules.

Fired or Disciplined Without Cause

vs.

Just Cause Protections and Representation

If there is an issue at work, including unjust discipline or termination, **non-union officers are left with few rights** and will be on their own negotiating with their employer.

With a union, officers can only be fired for cause. Officers with 32BJ representation can file grievances and have the union investigate issues that come up at work.

Retirement Security



No Guaranteed Retirement Benefit

vs.



32BJ security officers have bargained for **401k retirement benefits**.

Access to Free Classes and Training



No Access to Free Professional Development Classes

vs.



32BJ officers have access to **hundreds of free classes** to advance their career and comply with training requirements.

Free Legal Fund



No Access to Free Legal Help

vs.



32BJ officers have access to free union legal services to handle issues from immigration law to estate planning.

Bargaining Over A.I.



With no union, employers can unilaterally introduce surveillance and Artificial Intelligence technology into the workplace.

vs.



Through collective bargaining, 32BJ officers have a say in how new technologies like Artificial Intelligence are introduced into the workplace.