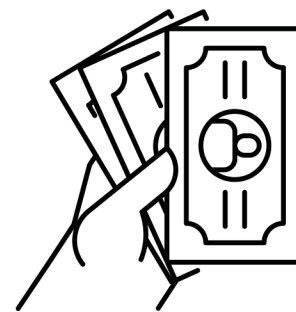


What are we unionizing for anyway?



Improved pay and guaranteed increases

On average, unionized workers make 15-20% more than non-union workers who do similar work. Additionally, by having a contract in place (like high level execs already enjoy) your minimum raises are guaranteed in writing (and not maxed out!). Currently, raises are determined by an unfair ranked system and not guaranteed, even when Wells Fargo is doing well!



Better staffing



For the last several years, Wells Fargo has been severely eliminating staff in and out of branches, despite objections by employees, customers, and front-line management. With a union contract, your team can improve staff levels depending on your needs, not just what corporate dictates using its algorithm. In the branches that have unionized, additional employees have been hired that were previously denied.

Secure retirement

After dedicating years to a company and its success, employees deserve to be able to retire in dignity. However, with Wells Fargo's 401k match program, many employees find themselves heading toward an uncertain future or having to supplement their income because they don't make enough to contribute. With a union contract, we can negotiate for retirement security, including arranging a pension plan that recognizes our years of hard work.



Job Security



Currently, Wells Fargo is an "at-will" employer which means managers do not need a reason to terminate or discipline you. In 2024 alone, Wells Fargo has set aside almost \$1 billion to pay for layoffs. With a union contract in place, management would have to have "just cause" to terminate or discipline you.

Consistent and Defined Job Roles

When you accepted your job, you were given an overview of what your position would entail. However, with the decrease in staff and branches, Wells Fargo has had employees take on the work of other roles without adjusting our compensation. Your employment should not change without your consent, and it should come with an appropriate increase. With your union, you can make sure that happens.



A Voice on the Job



Wells Fargo has had a number of scandals over the years that have directly resulted from the refusal to listen to their front-line employees' concerns and ideas. Even with programs such as Loudspeaker as well as direct management and HR escalations, employees have found that their input is disregarded or dead in the water. A union ensures that concerns are raised to an appropriate level so they can be resolved and not just dismissed. Just imagine if we had a union prior to 2016, many of the worst scandals would never have happened in the first place.

Your team's needs prioritized!

A union contract can cover things large or small. Anything that affects your work life such as sick time, dress code, benefits and costs, work policies, automation concerns, and more can be negotiated in the contract. With a union, your team's needs are front and center because YOU are at the helm.



Head to [BetterBanks.org](https://www.betterbanks.org) for more info!

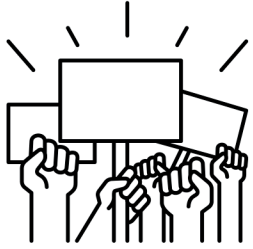
Should I be worried?



The Truth about Unionizing

Often during an anti-union campaign, there is a lot of misinformation told to employees. Let's set the record straight!

Will I have to strike?



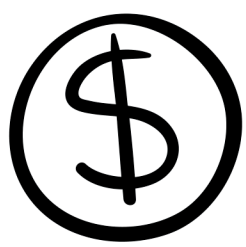
You may be told at some point that you or your team will be forced to strike. This simply is not true. A strike can only be authorized by a majority vote of your team and no one can force you to strike, it would be illegal to do so. If your team felt like a strike was necessary, in addition to strike pay, there are resources to cover housing, grocery, and bill costs.

Can I lose my benefits?

Some managers may be coached by anti-union law firms to tell employees that they could lose benefits or pay by unionizing (it's an illegal threat to say you will lose benefits, that violates the National Labor Relations Act). But without a union, Wells Fargo can reduce and take away benefits now. And it already has. They took away our pension years ago. And are forcing thousands of long-term remote workers to move and return to the office or lose their jobs. But with a union, the only way to get less would be if a majority of employees (us) vote to approve a contract that reduces our compensation. Would you vote to have less than you have now?



How about dues?



Despite what you may be told, you don't pay any dues until you successfully negotiate a contract and vote to adopt it (just ask the people who have already unionized at WF). Union dues for most CWA Local unions are 1.3% of wages (or \$1.30 per \$100) and members vote on any changes to that cost and how those dues are spent. During negotiations, you still have full access to resources you need to negotiate successfully. This is possible because existing CWA members, who work at other companies and already have their union contract, chose to have some of their dues go to support our union organizing effort!

Will CWA take over if I vote yes?

No! CWA is simply the larger, more established union that is helping us establish Wells Fargo Workers United and enabling us to grow. This will make our union negotiations much more effective because we have access to CWA's resources such as attorneys, researchers, professional negotiators, a strike fund, etc. instead of starting from scratch. CWA members are workers just like us, only working at a different company, who have already negotiated and ratified their own union contracts for their shops. CWA members select their negotiators or steward for their own shop. Since your union is YOU and your team, only you will select your team's negotiators or steward.



Will anything really change?



Absolutely! In the branches that have unionized so far, staffing levels have been increased in response to employees standing together. Additionally, when there have been workplace concerns about the treatment of employees, they have been able to address those concerns quickly and effectively to prevent further issues. Once a contract is in place, employees will also see improvement in the areas they chose to negotiate.

Wells Fargo isn't *really* required to negotiate with us, are they?

Actually, they are! Under the National Labor Relations Act, employers are required to bargain in good-faith. This means that it is illegal for them to refuse to negotiate with employees or to do so with the intent of delaying or preventing them from reaching a contract. Even though there will always be compromise during negotiations, they're required to be making a real effort.



Still have questions? No problem, you deserve answers!
Reach out to betterbanks.org or a unionized branch today!