

WELLS FARGO WORKERS UNITED-CWA

DISPATCH



"If you think that the morning huddles about unions are one-sided and filled with misinformation, then you are 100% correct. Upper management is just trying to brainwash us."

-Scott Keehn, Senior Premier Banker, Fairfax Branch, Wilmington, DE



"Wells Fargo has already publicly announced that it will bargain in good faith with us when we form a union. So what are we waiting for? Let's do it! Workers who have a union have better pay, benefits, more job security, better overall working conditions, and so much more!"

-Corrine Jefferson, Personal Banker, Daytona Beach, FL Branch

"I don't know anyone who has ever gotten their problem fixed by submitting it to Loudspeaker or filing an ethics complaint. In fact, doing that usually results in us getting into trouble. I voted yes to form a union because we need a REAL voice at work to solve our problems."

-Ediliz Garcia, Teller, Apopka, FL



Get in Touch & Stay in the Know!

Ready to organize? Have questions? Experiencing an issue at work? Just curious about what we're doing? Reach out!

Visit [BetterBanks.org/organize](https://betterbanks.org/organize) or scan the QR Code.



SCAN ME

Visit [BetterBanks.org/ceopay](https://betterbanks.org/ceopay) or scan the QR Code.

If you make \$20 per hour, it would take you over 697 years to make the \$29 million our CEO Charlie Scharf makes in one year. If you want to know how long it would take you, scan this QR Code. ➔

We think workers deserve more for the work we do every day. We're fighting to ensure we all have a fair cut of the profits we make for the bank. It seems like that \$29,000,000 could be better spent, don't you think?



Common **MYTHS**

Companies like Wells Fargo use the same “union-busting” playbook to spread misinformation and sow confusion. Luckily for you, we don’t mind setting the record straight! Watch out for these “common myths”:



MYTH “Union workers aren’t getting their raises or bonuses.”

TRUTH Union branches have continued to get their annual raises, merit raises, incentive compensation, and other benefits (like the “random” \$1000 bonus they gave a few months ago).

MYTH “The union is a third party.”

TRUTH The union is us! When you and I come together for the wages and working conditions we deserve, that’s the union! Union decisions are made democratically—by members. We will be a part of a larger union of workers, but WE decide what we want in our union contract and vote on that contract. We are the union!

MYTH “Organizing a union will make you lose your benefits.”

TRUTH Organizing a union will secure the benefits we have so they can’t be taken/changed. We will build on the benefits we have and gain even more through our union contract.

MYTH “You can get more from sitting down and talking individually with us.”

TRUTH Sitting down individually has resulted in each new CEO choosing to work us harder, take away resources, and not give us fair raises. It’s only now, after we are standing together, that they suddenly pretend to listen. Now that we are standing together, they can’t ignore us anymore. If unionizing didn’t work, they wouldn’t care or try to stop us.

MYTH “With a union, your scheduling will be worse and you won’t get Saturday support.”

TRUTH We will continue working with our branch manager, and our scheduling will remain the same, including flexibility and accommodations, until we negotiate something better.

MYTH “If you organize a union, you will have to pay dues immediately.”

TRUTH No one pays a penny in dues until after we bargain, vote on, and approve our union contract. Only after we vote to approve our contract will dues kick in. Dues are only \$1.30 per hundred dollars you earn. That’s it! Union members have a voice in how our dues are spent to keep our union strong.

MYTH “The union will make you go on strike.”

TRUTH The only way we can strike is if we—Wells Fargo workers—vote to strike. Most CWA contracts are bargained successfully without even the threat of a strike.

At the end of the day, ask yourself what is Wells Fargo’s motivation for providing you with misinformation vs. what you and your fellow workers stand to gain by joining together and demanding better.



LEARN MORE AT UNIONBUSTINGPLAYBOOK.COM

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"After I got involved with our new union, I got connected with so many new people at Wells Fargo from all across the country who feel the same way I do. It is so exciting!"

-Melissa Torres, Personal Banker, Sierra Vista, AZ

"We voted Yes to form a union at our branch because our compensation is not adequate or fair for the value that we bring to Wells Fargo and our customers. We are the only employees at the bank who have an in-person relationship with the millions of customers we have. We deserve a voice and a say over how we are treated at work."

-Joel Esquibel, Senior Premier Banker, Eldorado Branch, Albuquerque, NM



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WATCH: Hear From Wells Fargo Workers Who Have Organized Their Union!

SCAN ME!



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I've been with Wells Fargo for years, and I love my job, but I also know that upper management doesn't care about us. So my branch unionized because we need to have each other's backs.

-Sherry Feely, Teller, Apex, NC Branch

There Is **POWER** in a **UNION**



HOW UNIONS BENEFIT WORKERS

Together, as a union, workers at Wells Fargo can bargain collectively for changes that will make work better for everyone. Union members work together to negotiate and enforce a contract with the company that guarantees things like regular raises, affordable health care, job security, work-life balance, and a stable schedule.

Our branch and operations managers have very little influence over our raises or working conditions. Top executives are the real decision-makers over these big issues. **If we want to make big improvements, we need to come together as a union to win the changes we deserve.**

Here is what we are fighting for and how having a union can help:

HIGHER AND FAIRER PAY

On average, union workers make **\$191 more per week** than their nonunion counterparts. With a union contract, your minimum raises are guaranteed in writing!

BETTER BENEFITS

With a union, we can negotiate a more secure retirement plan and a more affordable healthcare plan with better coverage.

BETTER STAFFING

With a union contract, your team can improve staffing levels depending on our needs, not just what corporate dictates using its “staffing model.” **In the union branches, additional employees have been hired that were previously denied.**

A VOICE ON THE JOB

Wells Fargo is spreading the illusion they are listening to our concerns through programs like Loudspeaker, but **HR is there to protect the company, not us.**

Having a union means we will have a true voice, and our concerns will not be swept under the rug. By standing united, we have more power to make sure our concerns are addressed and improvements can be made.

JOB SECURITY

Without a union, Wells Fargo can fire you and your coworkers at will, for any (or no) reason. Charlie Scharf has signed off on mass layoffs and branch closures without any consideration to your financial security.

With a union, you have something called “just cause,” which means you are protected from arbitrary and unfair terminations. Your union has your back and works to protect you against unfair discipline and firing.

READ MORE AT [BETTERBANKS.ORG/WFWU](https://betterbanks.org/wfwu)