

# UNIONS VS. EMPLOYEE ASSOCIATION



## NASCOE ASSOCIATIONS



### HOW ARE UNIONS FORMED?

Unions are typically formed in response to poor working conditions or low wages and are designed to give workers a collective voice in negotiations with their employers. They negotiate collective bargaining agreements that cover issues such as wages, benefits, and working conditions. Unions are typically run by **elected officials** and may have paid staff to assist with their operations.



### WHAT IS AN ASSOCIATION?

An Association is a group of individuals or businesses that come together to achieve a common goal, and that goal could be anything within our job. Associations have employees that volunteer time to achieve those many goals. Goals as in better wages, software, and benefits that we may not have had in the past.



### WHAT CAN UNIONS DO?

A Union is an organization that represents workers in collective bargaining with employers, and members of a union have the legal right to engage in collective bargaining with an employer. The employer is also legally obligated to bargain with the union.

## ASSOCIATIONS CAN'T STRIKE!

Since June 12, 1962, NASCOE has exclusive rights to represent all county office employees in consultations and negotiations with management of FSA and USDA under the Labor Management Relations Agreement. Employees covered by this agreement do not have any rights to individually or collectively to strike, cease work, or otherwise interfere by concerted action, in any way at any time with the expeditious accomplishment of assigned work.



## Want more information?

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