

# 36 REASONS TO THANK A UNION



1. **Weekends without work**
2. **All breaks at work**, including your lunch breaks
3. **Paid vacation**
4. **FMLA** - Family & Medical Leave Act
5. **Sick leave**
6. **Social Security**
7. **Minimum wage**
8. **Civil Rights Act/Title VII** – prohibits employer discrimination
9. **8-hour work day**
10. **Overtime pay**
11. **Child labor laws**
12. **OSHA** - Occupational Safety & Health Act
13. **40-hour work week**
14. **Workers' compensation**
15. **Unemployment insurance**
16. **Pensions**
17. **Workplace safety standards and regulations**
18. **Employer health care insurance**
19. **Collective bargaining rights for employees**
20. **Wrongful termination laws**
21. **Age Discrimination in Employment Act of 1967 (ADEA)**
22. **Whistleblower protection laws**
23. **Employee Polygraph Protection Act (EPPA)** – prohibits employers from using a lie detector test on an employee
24. **Veteran's Employment and Training Services (VETS)**
25. **Compensation increases and evaluations** (raises)
26. **Sexual harassment laws**
27. **ADA** - Americans With Disabilities Act
28. **Holiday pay**
29. **Employer dental, life, and vision insurance**
30. **Privacy rights**
31. **Pregnancy and parental leave**
32. **Military leave**
33. **The right to strike**
34. **Public education for children**
35. **Equal Pay Acts of 1963 & 2011** – requires employers pay men and women equally for the same amount of work
36. **Laws ending sweatshops in the United States**