

## Who benefits from seniority?

In a unionized company, seniority often determines job assignments, overtime assignments, who gets first pick of available vacation days, and who gets laid off. Senior colleagues typically get preferred treatment.

Unions often negotiate for a “super-seniority” clause, which grants top seniority to union officials and stewards, no matter when they were actually hired.

In layoffs, colleagues with “super-seniority” remain on the job over fellow colleagues, including colleagues with greater seniority.

Do you want the union handpicking people to be ahead of you? Think about whether this kind of system puts your current job at risk.