

Who is Better Off?

The union may claim you will get so much more if they are voted in, but how does what you have actually compare to SYGMA Southern California's union contract?

401(k) vs. Pension?

	SYGMA NorCal (Union Free)	SYGMA SoCal (Teamsters Represented)
Retirement Plan	<p>Company 401(k) Plan:</p> <ul style="list-style-type: none"> * Automatic 3% contribution; * Contribution Match of \$0.50 on the dollar, up to 6%. * You keep the contribution and the match. * Transferable if you leave. 	<p>Teamsters Pension:</p> <ul style="list-style-type: none"> * Max 2,080 hours/ calendar year. * Average \$2.01-\$2.49 per hour. * Five-year vesting period. If you leave before 5 years, you get \$0. * Only transferable to a Company with the same Teamster pension.

Paid Time Off?

	SYGMA NorCal (Union Free)	SYGMA SoCal (Teamsters Represented)
Vacation	<ul style="list-style-type: none"> * 0-4 years = 80 hours * 5-9 years = 120 hours * 10-24 years = 160 hours * 25+ years = 200 hours * 2 colleagues allowed off per day, priority for dates by hire date. 	<ul style="list-style-type: none"> * 0-5 years = 80 hours * 6-10 years = 120 hours * 11+ years = 160 hours * Approved by union seniority; * Scheduled by Dec. 15 for the next year or subject to availability.
Holidays	7 days annually	6 days annually

While no one can predict the results of good-faith bargaining, your current benefits are already better than SYGMA SoCal's union contract – and you don't pay dues or have to follow union rules!

Get the Facts!