



Local 310 ~ District 11

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NOTICE TO ALL LOCAL 310 MEMBERS

A question has arisen as to whether Local 310 has a “no-rat” or other policy that in any way discourages members from making complaints about workplace discrimination or harassment. The short and plain answer to that question is, **absolutely not**. In fact, the members of this local have many avenues of relief, and they are encouraged to use them. If you believe that you have suffered discrimination or harassment at work, you can file a grievance pursuant to Article XII, Section 9 of the collective bargaining agreement, the contract’s anti-discrimination clause. You may also use any of the procedures spelled out in the company’s harassment and discrimination policies. You can also file a complaint with the Local Union Civil Rights Committee under the USW Human Relations Procedural Manual for Local Unions. You can file a charge with the Iowa Civil Rights Commission. You are also free to file a charge with the U.S. Equal Employment Opportunity Commission. You can use any or all of these procedures if you believe that you have been subjected to employment discrimination or harassment. Information about these procedures is available to everyone. Copies of the collective bargaining agreement and the company policies are widely available, and the USW Human Relations Procedural Manual for Local Unions has been distributed to all members. Additionally, the company and the union, together with the Iowa Civil Rights Commission, have arranged for upcoming educational workshops on these issues, which should help answer any questions that you might have about workplace discrimination and harassment. We look forward to seeing you there. <http://www.state.ia.us/government/crc>

Local 310 Executive Board