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The  
FACTS

### Meaning of Favoritism

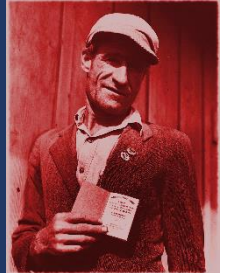
How does the **BCTGM** deal with favoritism?

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BAKERS UNION LOCAL 57

BCTGM Local Union No. 57

# Union **YES!**



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## How does the **BCTGM** deal with favoritism?

The **BCTGM** and its more than 67,000 members believe all workers should be treated with **dignity, justice, and respect.**

Fairness is a must, and **all workers** should be **treated fairly.** Company rules and policies must be reasonable and, most important, applied fairly. This how we work in our union shops.

In the event that **BCTGM members** feel they have been mistreated, every **BCTGM contract** has a **grievance and arbitration clause.** Our members are **respected and rewarded** for their **hard work** and for their years of **loyal service.**



## Meaning of Favoritism And it's simply **NOT fair** to anyone!

*Pronunciation: fey-ver-i-tiz-uhm; Synonyms: discrimination, partiality, partisanship, prejudice, bias, inequality, unfairness, nepotism*

"I bought this for the boss, so I don't have to work today." "I got the boss this!" "You know how I'm the boss' favorite!" Sound familiar?

**Favoritism** is the **unfair treatment** of a person or group on the basis of prejudice. It is the inclination to favor some person or group. It is the practice among those with power or influence of favoring relatives or friends, especially by giving them jobs.

**Statistics:** Workers resent few things more than favoritism. It breeds in non-union workplaces. It generates the feeling that it doesn't matter how one performs on the job, and that it is who you know, rather than what you do, that determines who receives perks and promotions.

throw up their hands and take on a "why bother" attitude. Favoritism may be isolated to the behavior of a finite set of supervisors,

**A Union Contract ensures all workers are treated fairly and are rewarded for their skills, hard work, and service**

Or it may actually be encouraged by a company's employee development or mentoring program. One thing is certain: a Union contract ensures all workers are treated fairly and rewarded for their skills, hard work, and years of service with a company.

Get all the facts about the **BCTGM Union** and how it **will benefit you and your family.**

Vote for **fairness, equality, and justice!**



The end result is decreased morale, which can result in reduced productivity, as employees

**Vote UNION YES!**