



**UNION women make more. It's a fact.**

**32%**

Women who belong to a union in California make on average 32.7% more than women without a union. They are also more likely to have paid leave and stronger protections against discrimination and sexual harassment in the workplace.



## **DO YOU EXPERIENCE INEQUALITY AT SIEMENS?**

As women, we face unique challenges in the workplace.  
It's time to stand together and demand change!

### Union women are empowered at work:

#### Workplace Inequality

We deserve fair treatment and equal opportunities for growth and advancement.

#### Equality & Fairness

Unions ensure fair treatment and equal opportunities for everyone in writing with a negotiated contract.

#### Low Wages

We work the same jobs as men, yet our wages are too often lower. It's time for fair pay for all. Despite our hard work, pay increases are rare and not enough.

#### Fair Wages

Unions require that pay is equal for the same job, regardless of gender. We deserve regular, fair raises to keep up with the cost of living.

#### Lack of Opportunity

Many women at Siemens don't feel that we get the training and opportunities needed to advance in our careers.

#### Training and Advancement

With a union contract, we can negotiate for more training programs and clear paths for career advancement. We deserve the chance to grow and succeed.

#### Poor tools, poor rules

Every worker deserves access to the tools and protective equipment necessary to do their job safely and effectively. No woman should ever feel unsafe or uncomfortable at work. It's also time to put an end to harassment and create a safe environment for all.

#### Protecting ALL workers

Through collective bargaining, we can ensure that we receive the tools and protective clothing we need to do our jobs safely. Unions provide support and protection for victims of harassment, ensuring a safe and respectful workplace.

**2X**

Union members earn more than twice the income of nonunion households. This number is even higher in Latina, Black and immigrant households.

**95%**

Union members are 95% more likely to have employer-provided health care benefits and paid sick leave than nonunion workers.



[www.siemensworkersUNITED.org](http://www.siemensworkersUNITED.org)