
FACT SHEET

KNOW YOUR RIGHTS UNDER THE SERVICE CONTRACT ACT

The Service Contract Act (SCA) is a **law** that requires contractors who provide services to the federal government to ensure certain minimum working conditions for their workers. The contractors are required to pay wages and benefits comparable to those paid to other workers doing similar work in the area.

The Union Advantage Under the SCA

Union employees have advantages over their non-union counterparts under the SCA. For example, if employees negotiate higher wages and benefits in a union contract, the contractor can be reimbursed by the federal government. The government only reimburses contractors the minimum amounts set in area wage determinations **UNLESS there is a union contract requiring higher pay**. This means there is an incentive for your employer to give you a raise if you have a union; there is much less incentive for them to give you a raise if you have no union because the contractor, not the government, has to pay for it.

Economic Security When Contractors Change

Many employees working for government contractors constantly worry about what will happen when a new company gets the contract. Will wages and working conditions stay the same? Again, union employees under the SCA have a huge advantage. Under the law, the new contractor must abide by the

economic terms of the union contract with the old contractor for at least a year. This means union workers keep their higher wages while bargaining a new contract.

For More Information.....

Widely regarded as America's most democratic union, UE represents many SCA-covered workers, including hundreds of workers at the big USCIS Service Centers in California and Vermont. UE contracts protect workers against unfair treatment in addition to improving wages and benefits. Contact UE for more information about your rights under the SCA and how organizing a union is to your advantage.



UE
SERVICE
CENTER
WORKERS

Fighting for Justice @ USCIS



The Union for Contract Employees
1-800-608-0059 organize@ueunion.org
www.ueunion.org
