



POWER

LET'S GET IT IN WRITING!

RIGHT NOW, THE COMPANY HAS ALL THE POWER.

The company can reduce your pay.
The company can cut your benefits.
The company can make your working conditions more difficult.

UNLESS WE

**COME TOGETHER
IN A UNION!**

The company doesn't want you to stand together. It wants to keep calling all the shots. But a written Teamster contract gives us a seat at the table and a way to fight for better wages, benefits and working conditions.

FACTS ABOUT THE TEAMSTERS

- Teamsters represent workers in transportation, health care, schools, warehouses, construction, public safety and many other industries.
- Teamster members can elect their local leaders and have a voice in deciding contract priorities.
- Workers vote on whether to accept a negotiated contract. Major decisions belong to the members.

VOTE "YES" FOR TEAMSTERS!



WHY JOIN THE TEAMSTERS?

THE COMPANY HAS A VOICE. SO SHOULD YOU.

THIS IS ABOUT MORE THAN A PAYCHECK.

A decent wage matters. So do reliable benefits, safe working conditions, fair schedules, job security and some respect when you walk through the gate.

A union lets workers stand together and bargain collectively instead of leaving every important decision to the boss.

WHAT WE FIGHT FOR

BETTER PAY

Wages, overtime and raises you can negotiate together.

STRONG BENEFITS

Health care, retirement and time with your family.

FAIR TREATMENT

Clear rules, representation and respect on the job.

A REAL VOICE

A say in your contract and the issues that affect you.

FROM AIRLINE PILOTS TO ZOOKEEPERS!

1.3 MILLION TEAMSTERS. MANY JOBS. ONE UNION.



HOW THE PROCESS WORKS

YOU ARE THE UNION.

- 01** A group of workers who want to improve wages, hours and working conditions contacts the Teamsters.
- 02** The union makes authorization for representation cards available to employees.
- 03** When enough employees sign cards, the union may petition the NLRB for an election.
- 04** The NLRB reviews the petition and determines whether an election should be held.
- 05** Workers vote in the union representation election.
- 06** If a majority of the votes cast support the Teamsters, the NLRB may certify the union as bargaining representative.
- 07** Employees develop their priorities and participate in choosing a bargaining committee.
- 08** Union representatives and the employee committee prepare a negotiating strategy.
- 09** Union representatives and the committee bargain with the employer.
- 10** The tentative agreement goes to members for a vote. If rejected, the parties return to negotiations.

YOU SELECT THE COMMITTEE.
YOU VOTE ON THE CONTRACT BEFORE IT IS IMPLEMENTED.

THINGS ARE NOT WHAT THEY SEEM!

MANAGEMENT WILL PLAY TRICKS WITH YOU!

BEWARE OF A WOLF IN SHEEP'S CLOTHING!

Behind the smiles and promises of unity, management may use a variety of tactics to discourage workers from joining the Teamsters. Mandatory meetings and constant messages can suddenly appear when workers begin organizing.

Let's face the truth: the company profits because of your hard work. When more is expected from you, it's fair to expect a real voice over wages, benefits and working conditions.



Remember, the company thrives because of your hard work, and it's not right for anybody to take advantage of your dedication. A Teamster contract puts negotiated wages, benefits and working conditions in writing. Management promises are easily made and easily broken.

Don't let anybody pull the wool over your eyes or take advantage of your dedication. Stand up, take control and build a better future in your workplace.

LET'S GET IT IN WRITING!

BEWARE OF COMPANY T.I.P.S.

T.I.P.S.

YOUR EMPLOYER MAY NOT:

- T** **THREATEN**
workers for organizing or supporting a union.
- I** **INTERROGATE**
workers coercively about union activity or support.
- P** **PROMISE**
benefits to discourage support for a union.
- S** **SPY**
on workers because of protected union activity.

THE LAW PROTECTS YOU

- The right to help form or join a union without retaliation.
- The right to talk with coworkers about organizing during non-working time, subject to lawful workplace rules.
- The right to distribute union materials during non-work time in non-work areas, subject to applicable law.
- The right to attend union meetings and show lawful union support.

KNOW YOUR RIGHTS. PROTECT EACH OTHER.

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DON'T BE INTIMIDATED.

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TAP TO SIGN A CARD



YOU WILL HEAR A LOT OF LIES FROM MANAGEMENT

HERE ARE THE FACTS

- 01 Almost all union contracts are settled without a strike. A strike is not called unless you and your coworkers vote to do so.
- 02 A union contract puts wages, benefits, and working conditions in writing.
- 03 You and your coworkers run your union. You elect leaders, set priorities, and vote on contracts.
- 04 Union dues are 2.5 times your hourly rate per month. They support bargaining, legal help, education, and organizing.
- 05 Management promises are easy to make and easy to break. A Teamster contract makes rights enforceable.
- 06 A union contract provides a written guarantee of the terms of employment and fair treatment on the job.

VOTE TEAMSTERS. FOR A BETTER FUTURE.



KNOW YOUR RIGHTS.

FEDERAL LAW PROTECTS WORKERS WHO STAND TOGETHER.

UNDER THE NLRA, YOU CAN:

- ▶ Help form, join or support a union, or choose not to participate.
- ▶ Talk with coworkers about pay, benefits, hours, safety and working conditions.
- ▶ Act together to improve conditions and bring group concerns to management.
- ▶ Discuss organizing on nonworking time; distribution rules depend on time and place.
- ▶ Seek representation in bargaining over pay, hours and other working conditions.

THE BOSS CANNOT:

- ▶ Fire, discipline or threaten you because of protected union activity.
- ▶ Threaten to close your workplace or take away benefits because workers support a union.
- ▶ Coercively question workers about union support or spy on protected activity.
- ▶ Offer or promise benefits to pressure employees to reject a union.
- ▶ Retaliate because a worker files an NLRB charge or gives evidence.

The law also protects workers who choose not to support a union. NLRA coverage is not universal: different rules apply to some public-sector, railroad, airline and other workers.

OFFICIAL NLRB: READ YOUR RIGHTS

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YOUR RIGHTS. OUR FUTURE.

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TAP TO SIGN A CARD

WHAT TO EXPECT FROM MANAGEMENT

DON'T FALL FOR THE PLAYBOOK.

01 SUPERVISOR PRESSURE

A sudden interest in your problems. The boss starts asking what workers are thinking.

05 DIVIDE AND CONQUER

One shift, department or group gets played against another.

02 LOVE LETTERS

Letters, emails and texts tell workers how much management "appreciates" them.

06 MEMOS, MEMOS, MEMOS

An avalanche of notices tries to drown out what workers are saying.

03 LOVE OFFERINGS

A surprise perk or special attention appears just as organizing gathers steam.

07 "WE ARE PARTNERS"

Executives suddenly ask for feedback they never asked for before.

04 UGLY UNION LETTERS

Messages say the union is an outsider, wants dues or will force a strike.

08 GROUP MEETINGS

Workers hear prepared anti-union arguments at work. Ask about current rules for required attendance.

WHY DID THE BOSS START LISTENING NOW?

35 THINGS THE BOSS CAN'T DO!

FROM 35 EXAMPLES TO THE RULES YOU NEED TO KNOW.

THREATS & FEAR

- ▶ Threaten to fire, lay off or punish workers for protected organizing.
- ▶ Threaten to close or move the operation because employees support a union.
- ▶ Threaten loss of hours, overtime, benefits or opportunities as retaliation.

PUNISHMENT & FAVORITISM

- ▶ Fire, demote, transfer, isolate or deny recall because of union activity.
- ▶ Apply discipline or assignments to punish union supporters.
- ▶ Discriminate in overtime, schedules or desirable work based on protected activity.

BRIBES & FALSE PROMISES

- ▶ Promise or grant benefits to persuade workers to abandon union support.
- ▶ Withhold planned improvements because employees are organizing.

QUESTIONING & SURVEILLANCE

- ▶ Coercively ask who signed a card or how workers plan to vote.
- ▶ Spy on union activity or create the impression workers are being watched.
- ▶ Unlawfully photograph or film peaceful protected organizing activity.

MEDDLING IN YOUR CHOICE

- ▶ Pressure employees to oppose the union or organize an employer-backed campaign.
- ▶ Provide unlawful assistance to a favored union or anti-union effort.
- ▶ Interfere with lawful discussions or distribution during protected nonwork time.

RETALIATION AFTER THE FACT

- ▶ Punish workers for making a protected group complaint or filing an NLRB charge.
- ▶ Change work rules or assignments to target organizing supporters.
- ▶ Use threats or promises to influence the representation vote.

IF IT HAPPENS, WRITE IT DOWN!

Context matters. Report the facts to your Teamster organizer and the NLRB.



WRITE IT DOWN. DON'T WAIT.

REPORT OF CONVERSATION WITH MANAGEMENT

If a supervisor or company representative talks to you about the union, threatens someone, promises favors, or asks about organizing, write down what happened as soon as you can. Use exact words if you remember them.

YOUR NAME

DEPARTMENT / SHIFT

SUPERVISOR OR COMPANY PERSON

WITNESSES

WHERE

DATE / TIME

WHAT EXACTLY WAS SAID OR DONE?

Make a copy or take a photo and give it to your Teamster organizer promptly.

NLRB: HOW TO ENFORCE YOUR RIGHTS

WE HAVE STRENGTH IN NUMBERS



NOW LET'S GET TO WORK.

YOUR WORK. YOUR VOICE. YOUR UNION.

THE NEXT STEP IS YOURS.

Talk with your coworkers. Ask questions. Find out what a Teamster contract could mean for your workplace. And when you are ready, show your support.

SIGN AN AUTHORIZATION CARD.

An authorization card tells the Teamsters you want representation. Cards can help establish support for an NLRB election petition or a request for voluntary recognition.



SCAN TO SIGN

Signing this card is not a dues-deduction authorization.

**ALREADY ON YOUR PHONE?
TAP HERE TO SIGN THE CARD.**

WANT THE STRAIGHT FACTS FROM THE SOURCE?

NLRB: EMPLOYEE RIGHTS

NLRB: ELECTION PROCESS

NLRB: EMPLOYER RULES

TEAMSTERS: WHO WE ARE

General NLRA information for most private-sector employees. Ask an organizer about your workplace.

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STAND TOGETHER. BE A TEAMSTER.

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