

Slide 1




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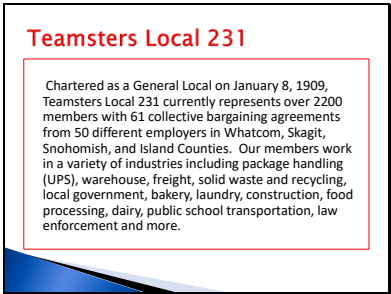
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Slide 2




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Slide 3




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Slide 4

**What is a Union?**

- A group of 2 or more workers who join together to equal the playing field with the employer.

Who are we?

- Employees standing together to achieve better wages, benefits and working conditions.
- When workers stand together, we have power; that power makes the Middle Class a reality and not just a dream.

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Slide 5

**History of the Teamsters**



**1910:** This Teamster is feeding his horse during the rush of a busy day. Early Teamsters bargained for a noontime feeding of their horses. The horse team has to be kept in good shape so the Teamster could earn a paycheck.

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Slide 6

**1934:** The Teamsters strike in Minneapolis, known as "labor's turning point", involved more than 10,000 workers and lead directly to the enactment of pro-labor legislation such as the National Labor Relations Act.



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Slide 10

### Thank A Shop Steward!



- Shop Stewards are the leadership of their workplace. Teamster Stewards work long hours to make sure the members have a voice and an advocate on the job.

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Slide 11

### What does your Union do for-with you?




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Slide 12

### What does your Union do for-with you?

- Negotiate Contracts
- Enforce Contracts
- File grievances
- Defend you in disciplinary actions
- Keep you informed: Website, meetings, mailers and shop visits
- Organize new groups
- Support and defend fair Labor Legislation

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Slide 13

**WEINGARTEN RIGHTS**

**Know your Rights:**  
If called to a meeting with management, read the following to management when the meeting begins.

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at this meeting. Until my representative arrives, I choose not to participate in this discussion."

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Slide 14



Management is **not** required to inform you of your Weingarten rights. It is your responsibility to know and assert your rights.

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Slide 15

**Where Do Your Dues Go?**

A small portion of your dues go to the IBT and the Joint Council. The majority of your dues remain in your local to pay for:

- Contract Negotiations
- Organizing
- Communications
- Grievances
- Arbitrations
- Steward Seminars
- Lobbying
- Training and Education
- Community Involvement
- Support Staff
- Business Representatives

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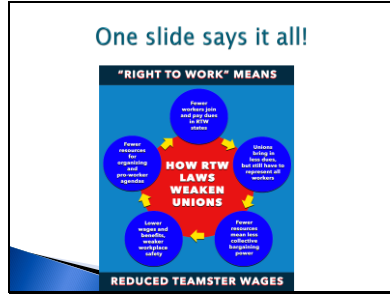
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Slide 19



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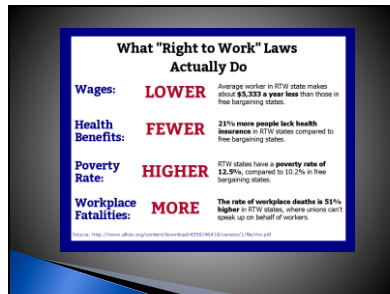
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Slide 20



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Slide 21



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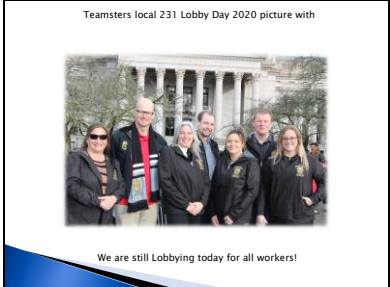
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Slide 22




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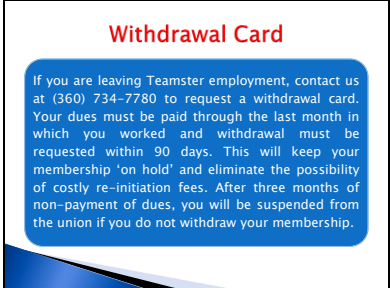
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Slide 23




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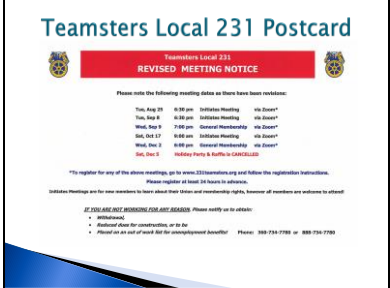
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Slide 24




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Slide 25

**Recap**

- ▶ When in doubt call the Hall 360-734-7780
- ▶ Know your Shop Steward
- ▶ Know your Business Agent
- ▶ Know your Labor Agreement
- ▶ Call to get a Withdrawal Card if you leave Teamster Employment
- ▶ Know your Weingarten Rights
- ▶ Be Active in your Union
- ▶ Visit the website for updates: 231teamsters.org
- ▶ If you move or get a new email address or phone number, call the Hall! That's the only way to communicate with you in a COVID world
- ▶ Vote!

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Slide 26

**TEAMSTER OATH**

Fellow worker, you will now take an obligation that will bind you to the International Brotherhood of Teamsters and this Local Union, and that will in no way conflict with your religious belief or your duties as a citizen.

I, (give name), pledge my honor to faithfully observe the Constitution and the laws of the International Brotherhood of Teamsters and the Bylaws and laws of this Local Union.

I pledge that I will comply with all the rules and regulations for the government of the International Union and this Local Union.

I will faithfully perform all the duties assigned to me to the best of my ability and skill.

I will conduct myself at all times in a manner as not to bring reproach upon my Union.

I shall take an affirmative part in the business and activities of the Union and accept and discharge my responsibilities during any authorized strike or lock out.

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Slide 27

I pledge not to divulge to non-members the private business of this Union, unless authorized to reveal the same.

I will never knowingly harm a fellow member.

I will never discriminate against a fellow worker on account of race, color, religion, sex, age, physical disability or national origin.

I will refrain from any conduct that would interfere with the Union's performance of its legal or contractual obligations.

I will at all times bear true and faithful allegiance to the International Brotherhood of Teamsters and this Local Union.

**Pledge**

(A) To all of this I pledge—my sacred word and honor—to observe and keep the same—as long as I remain—a member of the International Brotherhood of Teamsters.

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