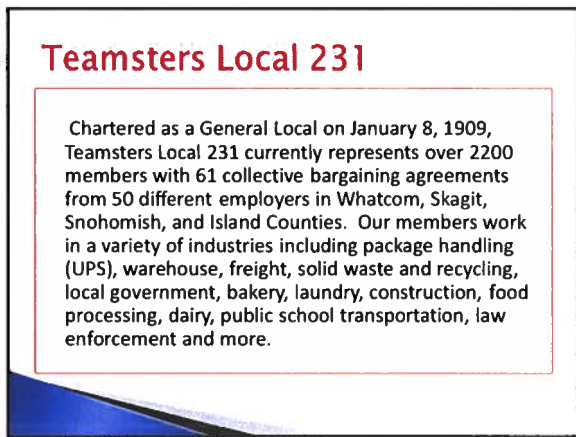
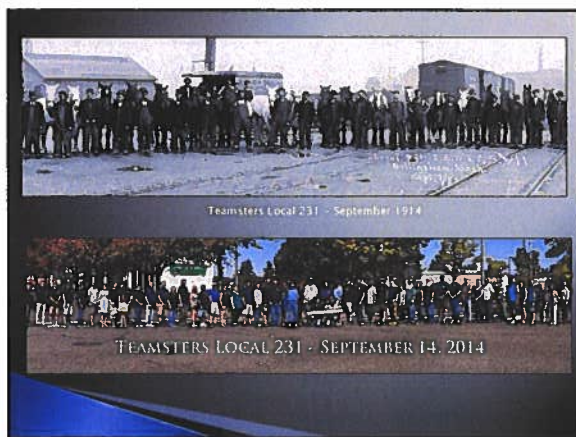




1



2



3

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.

4

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.

5


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



6



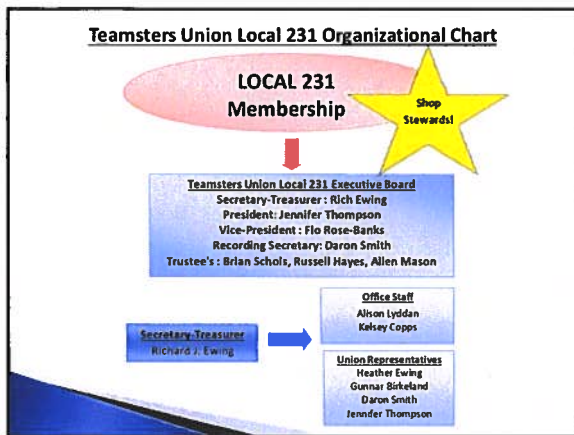
LABOR UNIONS:
 THE FOLKS WHO BROUGHT YOU THE WEEKEND.
 CHILD LABOR LAWS, OVERTIME,
 MINIMUM WAGE, INJURY PROTECTION,
 WORKMENS COMPENSATION INSURANCE,
 PENSION SECURITY, RIGHT TO ORGANIZE . .ETC.



7



8



9

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.

10

What does your Union do for with you?



11

What does your Union do for with you?

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

12

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."

13



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

14

Where Do Your Dues Go?

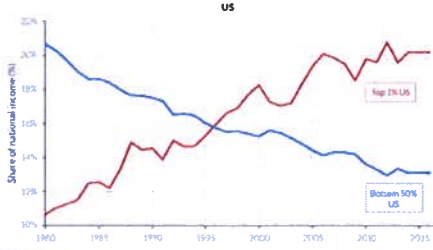
A small portion of your dues go to the IBT and the Joint Council. The majority of your dues remain in your local to pay for:

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

15

INCOME INEQUALITY

Top 1% vs. Bottom 50% national income shares in the US and Western Europe, 1980-2016.
Diverging Income Inequality trajectories

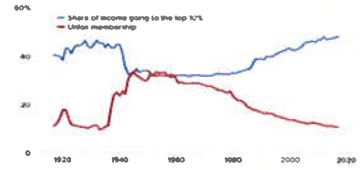


16

As Union membership declines, income inequality rises.

As union membership declines, income inequality rises

Union membership and share of income going to the top 10%, 1917-2017

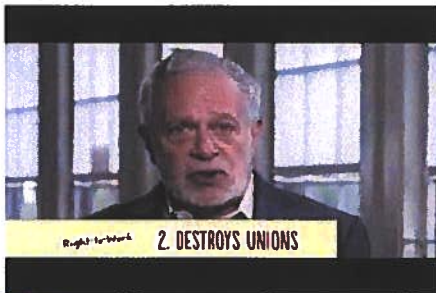


Sources: Data on union density follows the Composite series found in Historical Statistics of the United States, updated to 2017 from annual data. Income inequality data is from the Top 10% Share of Income in the United States, 1913-1992. © Oxford Journal of Economics 15, no. 1 (2000) and updated data from the Top Income Database (updated to 2010)

Knowledge Policy Institute

17

Right to work for less!



18



19

What "Right to Work" Laws Actually Do

Wages:	LOWER	Average worker in RTW state makes about \$5,300 a year less than those in free bargaining states.
Health Benefits:	FEWER	21% more people lack health insurance in RTW states compared to free bargaining states.
Poverty Rate:	HIGHER	RTW states have a poverty rate of 12.9%, compared to 10.2% in free bargaining states.
Workplace Fatalities:	MORE	The rate of workplace deaths is 51% higher in RTW states, where unions can't speak up on behalf of workers.

Source: http://www.ifta.org/sites/default/files/1158/1164/1174/mcrv18_061714.pdf

20

D.R.I.V.E.

- ▶ Democrat
- ▶ Republican
- ▶ Independent
- ▶ Voter
- ▶ Education

Drive is a PAC set up by the IBT to help promote working family policy issues.

21

Teamsters local 231 Lobby Day 2020 picture with



We are still Lobbying today for all workers!

22

Withdrawal Card

If you are leaving Teamster employment, contact us at (360) 734-7780 to request a withdrawal card. Your dues must be paid through the last month in which you worked and withdrawal must be requested within 90 days. This will keep your membership 'on hold' and eliminate the possibility of costly re-initiation fees. After three months of non-payment of dues, you will be suspended from the union if you do not withdraw your membership.

23

Teamsters Local 231 Postcard

Teamsters Local 231
2021 MEMBERSHIP PAYMENT SCHEDULE

Please bring this card to your meetings or payments by check, money order, or cash. Don't forget to get a receipt on the back of your check or money order and attach it to the back of this card.

Thu, Jan 14	9:00 am	Initiation Meeting	via Zoom*
Fri, Mar 5	6:00 pm	Initiation Meeting	via Zoom*
Wed, Mar 10	6:00 pm	General Membership via Zoom**	
Thu, Mar 11	6:00 pm	Initiation Meeting	via Zoom**
Thu, Jun 3	6:00 pm	General Membership via Zoom**	

*To register for any of the above meetings, go to www.231teamsters.org and follow the instructions.
**Must register at least 21 days in advance.

Don't forget to bring: **Photo Identification Card - 2x2in size and 1/2" thick**

Initiation Meetings are for new members to learn about their rights and membership rights, however, all members are invited to attend.

IF YOU ARE NOT REGISTERING FOR ANY MEETING, PLEASE NOTIFY US BY EMAIL:
membership@231teamsters.org
 or call: **360-734-7780 or 800-734-7780**

24

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!

25

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.

26

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.

27
