

A UNION LABOR CONTRACT PROTECTS YOU

A Teamsters labor contract protects you against:

- Arbitrary work rules and regulations;
- Reprisals from day to day disagreements;
- Unjust discipline, suspensions and discharge;
- Unsafe and hazardous working conditions;
- Favoritism and discrimination in promotions, transfers, shift assignments, and layoff.

UNITED ■ POWERFUL ■ EFFECTIVE

**“You have nothing to fear but fear
itself!”**

Franklin D. Roosevelt

YOU ARE THE UNION

- You know the conditions under which you want to work;
- You know the benefits you would like to receive for your efforts;
- You know what constitutes a full paycheck for you and your family;
- You determine the contents of your collective bargaining agreement; and
- You vote on your contract in true democratic fashion.

Put an end to Fear!

VOTE TEAMSTERS

Teamsters Local Union No. 364
Bob Warnock, III
President
(574) 234-6031 or (574) 674-5231

YES, it's the law!

The U.S. Government protects your right to join the **Teamsters**.



No matter what the industry, no matter what the size of your company, you can join the **Teamsters**.

To find out more, turn the page →

or call:

Teamsters Local Union No. 364
2405 East Edison Road
South Bend, IN 46615

(574) 234-6031 or (574) 674-5231

YOUR RIGHTS

JOIN THE TEAMSTERS TODAY!

We're not the best because we're the biggest—we're the biggest because we're the **BEST!**

We negotiate the *best*.

- Possible wages;
- Insurance benefits;
- Job security;
- Seniority rights;
- Grievance procedure.

All for you and your family.

We represent employees in all types of industries including:

- Trucking
- Construction
- Manufacturing
- Health care
- Warehouse
- Office clerical
- Route sales delivery
- Public safety
- Public sector

. . . to mention a few.

“SECTION 7. Employees shall have the right to self-organization, to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection . . .”

What this means

- It means that employees have the legal right to help organize, to join and to support a union of their own choosing. This includes such activities as signing a union card, attending union meetings, wearing union buttons, passing out union literature and talking to other employees.
- It states that employees have the legal right to deal with their employer as a group, rather than individually.
- It says that employees have the legal right to join together and work as a team in order to gain their desired goals so long as these actions violate no other laws.
- It does **not** mean that employees have the right to carry on union activity to interfere with their jobs. (For this purpose, break time and lunch time are not considered as working hours.)

YOUR PROTECTION

“SECTION 8. (a) It shall be an unfair labor practice for an employer—

(1) to interfere with, restrain, or coerce employees in the exercise of the rights guaranteed in Section 7;

(3) by discrimination in regard to hire or tenure of employment to encourage or discourage membership in any labor organization . . .”

What this means

- It means that employees are supposed to have a **FREE CHOICE** in deciding whether or not they want to use their right to organize. *Anything that an employer does to interfere with this free choice is against the law.*
- It means that employers who get “nose trouble” during an organizing are breaking the law. An employer is not supposed to question employees, or even find out about how employees feel, who signed cards, which employees are pushing the union, who attended meetings, what went on at meetings, etc. It is none of their business.
- It means that an employer is not supposed to make any promises of raises, promotions or other benefits in order to influence employees in the exercise of their rights.
- It means that an employer cannot take away, or threaten to take away, any benefits which you already have because of your union activity.
- It means that it is illegal for an employer to penalize an employee in any manner because of his union activity or belief. This includes such things as cutting out overtime, transferring to a less desirable job, suspension or discharge. (If an employer does any of these things and it is proven that it was done because of union activity, he must reinstate the employee to his former position without loss of seniority and pay him for all lost wages, plus 6% interest).