

Our Rights and Protections as Teamster Members

Every democratic organization has a set of rules them members set up so everyone knows what their rights and responsibilities are. The Teamsters have a Constitution and Local Union By-Laws which protects members' rights. It guarantees all Teamsters democracy, freedom of speech and a voice in the decisions affecting their Union.

Once we join the Teamsters, we immediately gain these rights as Teamster members:

- ❖ **We** elect our own Union Stewards and Negotiating Committee for our workplace. These representatives are our co-workers, they will support and protect us on the job.
- ❖ **We** elect our Local Union Officers, including the Secretary-Treasurer, President, Vice President, Recording Secretary and three (3) Trustees, who make up our Local Union Executive Board. They will then manage the Local Union's day to day business.
- ❖ Our elected negotiation committee will talk to us to determine what **we** would like to see in our contract proposal. Based on what we decide, our Negotiation Committee will prepare the final proposals to present to the Company.
- ❖ Our Negotiating Committee will update us on the progress of the negotiations, and talk with us throughout negotiations to discuss what new proposals should be presented to the Company.
- ❖ When our Negotiating Committee reaches a tentative agreement with the Company, **we** vote by secret ballot on whether we want to accept the contract. ***There is no contract unless a majority of the members who vote are in favor of accepting one.***

As Teamsters, these rights are guaranteed!