

TEAMSTERS JOINT COUNCIL 7 PUBLIC SECTOR INDUSTRY MEETING NO ON PROP 22 THURSDAY, SEPTEMBER 24, 2020

THE MEETING WILL START AT 6 PM

ANNOUNCEMENTS

- ALL ATTENDEES HAVE BEEN MUTED.

- <u>PLEASE RENAME YOURSELF & ADD YOUR</u> <u>LOCAL UNION</u> (CLICK ON THE THREE DOTS IN THE SMALL BLUE BOX AT TOP OF YOUR PICTURE BOX).

- ASK QUESTIONS OR MAKE COMMENTS USING CHAT. WE WILL TRY AND RESPOND.

- EMAIL TEAMSTERSNOON22@GMAIL.COM WITH QUESTIONS OR REQUESTS TO GET INVOLVED IN THE NO ON 22 CAMPAIGN.

- MORE INFORMATION WILL BE COMING AFTER THE TRAINING!



OPENING REMARKS: **ROME ALOISE** PRESIDENT, JOINT COUNCIL 7

WELCOME!







PUBLIC SERVICE WORKERS SAY NO ON PROP. 22: THE BILLIONAIRE POWER GRAB

JASON RABINOWITZ

SECRETARY-TREASURER, TEAMSTERS LOCAL 2010

DIRECTOR, IBT PUBLIC SERVICES DIVISION







PROP 22: THE BILLIONAIRE POWER GRABTHAT THREATENS <u>OUR TEAMSTER JOBS</u>

- The Teamsters have fought against misclassification since deregulation in the 1980s.
- Last year we passed AB5, the strongest law in the US to combat misclassification.
- The gig economy companies didn't like it. so they spent millions to get Prop 22 on the ballot.
- Prop 22 exempts Uber, Lyft, DoorDash, Instacart and other gig companies from ALL labor laws that protect workers.
- This includes delivery drivers.
- They are pushing Prop 22 to create an UNDERCLASS of workers who don't have protections in the law and eliminate their responsibility to pay for unemployment, workers' comp, social security, Medicare, payroll taxes, and more.
- If they win, the door will be wide open for gig companies to expand unchecked and unregulated, threatening union jobs in EVERY industry.

WHAT DOES PROP 22 DO?

- ELIMINATES CORE WORKERS RIGHTS WE'VE ALL FOUGHT FOR.
- Eliminates company responsibility to contribute to Social Security, Medicare, Unemployment Insurance, Workers Comp and other social safety net programs.
- Allows companies to hire people as "independent contractors" if they are delivering packages to up to 12 customers in a 50-mile radius in one day.
- Those workers will have no rights, no health care or pension and make less than minimum wage. How can our employers compete?



WHAT DOES PROP 22 DO?

- <u>Creates an unfair advantage</u> for_companies that don't follow labor laws, threatening private and public sector union jobs.
- <u>Shifts the burden to taxpayers</u> and strains state and local budgets.
- <u>Strips away local control on workers' rights</u> minimum wages, other rights do not apply locally.

WHAT'S AT STAKE: EMPLOYEE VS '' INDEPENDENT CONTRACTOR''

"Independent Contractor"

- ✓ NO MINIMUM WAGE
- ✓ NO SICK DAYS
- ✓ NO WORKERS' COMP
- ✓ NO PAID FAMILY LEAVE
- ✓ NO UNEMPLOYMENT BENEFITS
- ✓ NO RIGHT TO ORGANIZE

WHAT'S AT STAKE?

- GROWTH of a business model that threatens good jobs and the middle class
- <u>AT RISK:</u> Union jobs in hospitality, construction, retail, public transit, delivery, entertainment and many other industries
- <u>RACE TO THE BOTTOM</u>: Lowers standards on wages, health care and retirement
- <u>BARRED FROM A UNION</u>: Hundreds of thousands of workers will be left without basic protections in the law or any opportunity to organize



PROP 22: BILLIONAIRE CORPORATIONS TRYING TO BUY A LAW TO CHEAT WORKERS

- ✓ Uber (valuation \$50 billion)
- ✓ Lyft (valuation \$25 billion)
- ✓ Instacart (valuation \$8 billion)
- ✓ Doordash (valuation \$13 billion)
- ✓ Postmates (valuation \$2.5 billion)
- Together, these companies have contributed almost \$200 million...so far
- Prop. 22 now the most expensive ballot initiative in California history



UNION MEMBERS WILL MAKE THE DIFFERENCE!

- When union voters read the ballot measure title and summary, they're confused. About 1/3 of our members are undecided.
- When members have a little more information on what the measure means, we see HUGE shifts.
- If we get the truth out to our co-workers, Union members can make the difference and defeat Prop. 22!



CONFIDENTIAL POLLING : A SNEAK PEEK AT MESSAGING THAT WORKS Our best messaging accomplishes three things:

- Shows Prop. 22 is funded by Uber/Lyft to cheat workers and eliminate basic protections.
- 2) Highlights how wealthy corporations are trying to get out of paying their fair share for things we all need, like unemployment insurance.
- FOR MEMBERS: This measure is a threat to ALL union jobs, especially the jobs of essential workers.



WHAT'S AT STAKE? PUBLIC SERVICES

- <u>If jobs in core Teamster industries are</u> <u>undermined, our Union will be weaker.</u>
- <u>Straining the safety net and taxing public budgets</u>

 poverty wages and no benefits means drivers
 have to rely on government assistance.
- Less tax revenue for government services
- <u>Gig companies want to expand to public sector</u>, transportation, school bus drivers, admin jobs, skilled trades, waste collection – public sector union jobs at risk

What Public Sector Teamsters Need to Know About PROP 22

Billion-dollar corporations like Uber and Lyft wrote Proposition 22 (Prop 22) and paid to put it on the ballot to boost their own profits. Prop 22 strips workers of basic protections like minimum wage, overtime, paid sick leave, workers compensation, unemployment, and the right to join together in unions.

Prop 22 is a triple threat to Teamster public employees:

- Any job could be turned into a "gig" job or contracted out to gig companies just to cut costs — including those at public agencies. Companies that employ "gig" workers don't currently pay for worker's compensation or unemployment insurance, Social Security, disability benefits or Medicare. If Prop 22 passes, they'll never have to.
- 2 Rich corporations are shifting their burden to already strained public budgets to take care of workers when they are sick, injured, and unemployed – the federal government spent \$250 billion of pandemic relief funds to cover unemployment for gig workers because Uber and Lyft didn't pay into the system. That's less money for our contracts, and this will get much worse if Prop 22 passes.
- 3 We'll have to fight to stop UPS and every other Teamster employer from turning our jobs into dead-end "gig jobs" if Prop 22 passes. The Teamsters will be weaker than ever even if your job is still okay.

Uber and Lyft are spending over \$180 million to buy a new law that takes away our rights. Don't be fooled by their slick ads!



For more information, contact or go to www.ibt.io/No22







WHY PUBLIC SECTOR WORKERS SHOULD VOTE YES ON PROP 15

DAVE HAWLEY

PRESIDENT TEAMSTERS LOCAL 137

DIRECTOR, JOINT COUNCIL 7 SAVE OUR JOBS & SERVICES

TALKING TO CO-WORKERS, FAMILY & FRIENDS

Why I'm VOTING NO on Prop 22 and why I think you should, too.

TAKEACTION

WHY I'M VOTING NO ON PROP 22

I. Start the conversation – Tell your story

• What challenges are you facing, especially in your work lives? Issues: unemployed, job insecurity, lack of safety, furloughs, family members at risk, etc.

Ex: It's a really hard time for me and my family right now. Corporations are getting richer at our expense and they want create more jobs with lower pay and benefits.

2. Why this election matters to Teamsters. <u>Why we have to VOTE</u> <u>NO on 22</u>

- Greed of gig companies threaten our jobs "gig work" has no benefits, rights
- My job is threatened by Gig Companies
- Make corporations pay their fair share.

Ex: This election and Voting No on 22 is critical to protecting my job for the future. Billionaires & wealthy corporations should not be profiting from breaking the law refusing to give their workers benefits and rights. My job is at risk if Prop 22 passes.



What can we do to defeat Prop 22 and save our jobs?

- Take the Pledge to Vote NO
- Post and pass out flier at work and talk to coworkers
- Get 10 co-workers, family and friends to Vote NO
- Volunteer to help your Local get out the vote!





FOR MORE INFORMATION

GET INVOLVED IN THE FIGHT TO SAVE OUR JOBS PLEASE TAKE YOUR PHONE OUT AND DO THIS NOW!

QUESTIONS CAN ALSO BE SENT TO TEAMSTERSNOON22@GMAIL.COM



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THANK YOU FOR JOINING US!!