

TOOLKIT FOR

Florida Public Sector Teamsters





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The Teamsters Public Services and Health Care Division is one of the largest and fastest-growing divisions in the union. Whether in the public sector, health care, or nonprofit services, these Teamsters are unsung everyday heroes. We work in cities and counties; public schools and universities; as law enforcement, firefighters, and other emergency service workers; in hospitals and blood banks; and in dozens of other jobs. From A to Z, the American Red Cross to San Diego Zoo, the more than 260,000 members of the Public Services and Health Care Division support the lives of people across North America.

Teamsters public service workers keep our cities, counties, hospitals, and schools running every day. When we stand together in our union, we have the strength to demand respect and just compensation for our important work.

Learn more about the Teamsters Public Services and Health Care Division:



Our Rights Under the PERC

To protect workers from the illegal tactics many employers use to stop you from organizing, the Public Employee Relations Commission (PERC) gives workers rights:

- ☒ The right to join or help organize a union without being harassed or punished by our employer.
- ☒ The right to have meetings at lunchtime or break time in non-work areas on company property without being harassed or punished by our employer.
- ☒ The right to talk about the union, distribute union materials, or ask our co-workers to join the union on non-work time (including lunch and breaks) in non-work areas (break rooms, locker rooms, etc.).
- ☒ The right to go to union meetings and wear union buttons—in most cases—without interference from our boss or supervisors.
- ☒ The right to hold demonstrations and rallies about the union or about work problems.

When we support the union or engage in any of these activities, federal law protects us from harassment by our employer. This means our employer may not:

- ✗ Fire, discipline, lay off, or cut our hours for supporting the union.
- ✗ Spy, or pretend to spy, on our union activities.
- ✗ Threaten or question us about the union.
- ✗ Deny us the right to participate in forming a union.
- ✗ Pressure us not to join a union.



ORGANIZING IS OUR RIGHT.
LET'S SECURE OUR FUTURE WITH A UNION CONTRACT.

ROADMAP TO WINNING *a Teamsters Contract*

1. Form a representative organizing committee amongst workers from all departments.
2. Establish majority union support.
3. Maintain supermajority union support.
4. Election Day – Vote YES for Teamsters representation.
5. Bargaining committee is elected amongst workers to help negotiate the contract.
6. Bargaining surveys are circulated to establish priorities for contract negotiations.
7. Contract is negotiated.
8. Workers vote to accept the contract.
9. If contract is ratified, workers are now covered by a Teamsters contract.



STRAIGHT FACTS

On Union Dues

- **NO INITIATION FEE**

You will NOT pay any initiation fee when you become Teamsters. This is because you will be a newly organized unit. Any new hire that starts after you and your co-workers become Teamsters may be assessed an initiation fee based on local union bylaws.

- **DUES ARE ___ TIMES OUR BASE HOURLY RATE, PER MONTH**

The Teamsters dues rate is your hourly base rate, multiplied by ___, assessed monthly. In some cases, local membership may have added an additional assessment. You will be notified if this applies to you.

- **YOUR DUES STAY AT THE LOCAL LEVEL**

Unlike other unions, the overwhelming majority of Teamsters dues – at least 78 percent – stays with your local union for direct services and support to our members.

- **DUES ARE SET AND APPROVED BY THE MEMBERS**

Teamsters dues rates based upon hourly rates of pay are set and approved by the membership. Dues increases are rare and must be voted on by the members.



TEAMSTERS

REAL UNION, REAL POWER

WHAT TO EXPECT DURING *Teamsters Contract Negotiations*

- During negotiations, you have the opportunity to sit down with the company to discuss improvements **YOU** want.
- Once the contract has been negotiated, **YOU** and your coworkers will have the opportunity to vote by a secret ballot on the contract.
- The company wants to maintain complete control of the workforce. This is wrong – and why you need a union.



Having a **STRONG TEAMSTER CONTRACT** means that **YOU** will have a say in your future and get a legally binding contract with improved wages, better benefits, and safe working conditions!

THE JUST CAUSE STANDARD



NOTICE

Did management adequately warn workers of the consequences of their conduct?

REASONABLE RULE

Was management's rule reasonably related to efficient and safe operations?

INVESTIGATION

Did management investigate before issuing discipline?

OBJECTIVITY

Was the investigation fair and free from bias?

PROOF

Did the investigation produce substantial evidence or proof of wrongdoing?

EQUAL TREATMENT

Were the rules, orders, and penalties applied evenly and without discrimination to all workers?

PENALTY

Was the penalty reasonably related to the seriousness of the offence and the past record?

*Without the **"JUST CAUSE" STANDARD** that comes with a Teamsters contract, you will remain an at-will employee. This means that the boss can discipline whoever they want, whenever they want, however they want.*

PREPARE FOR **UNION BUSTING**

Your employer WILL run an intense anti-union campaign and you will get sick of it — but standing strong and seeing past it to your goal of bargaining a Teamsters contract will be worth it! Here is what to expect:

- **CAPTIVE AUDIENCE MEETINGS**
Mandatory "forced" meetings full of misinformation, lies and scare tactics. The goal is to confuse and scare workers. *Illegal in several states*
- **ONE-ON-ONE MEETING**
Management will drill it down to a personal level. The goal is to lean on relationships. They will say, "We do not need a union."
- **RIDE-ALONG**
Management is in your truck/personal space all day. Their goal is to dive deeper into your personal life and get to know you and your family.
- **BAD ACTORS**
Bring in anti-union workers from other facilities and well-liked supervisors who have retired or transferred. These "company pets/favorites" will be instructed to work alongside you and your co-workers daily. The goal is to have one-on-one conversations, spread false information, pit workers against each other, divide/disrupt the workplace, and then snitch to management what they heard and learned.
- **ANTI-UNION LITERATURE AND CONTENT IN COMMON AREAS**
Management wants as much misinformation out there as possible on dues, strikes, third-party, bargaining, Teamsters constitution. The goal is to confuse workers with an overload of misinformation.
- **SCARE LETTER TO YOUR HOME**
Management wants to instigate issues in your home. The goal is to get your spouse concerned that forming a union will negatively affect any family security currently in place.



Do not let anyone treat you like a child or question your intelligence to know the facts! To successfully form your union unfortunately you will have to push through anti-union attacks.
ARE YOU READY?

SCARE TACTICS

FROM YOUR EMPLOYER

Your employer may deploy a variety of anti-union tactics to keep workers from forming a union. Below are some of the most common methods you may encounter during your organizing campaign.

- **They will say collective bargaining is "risky"** and you could get more, less, or the same in a union contract. This is not true. The Teamsters want to help you improve your compensation and ensure you have safe working conditions. We negotiate industry-leading contracts, and we are ready to do the same for you.
- **They will say the union will force you to strike.** This is not true. Workers can only go on strike if you and your co-workers vote to do so. 98 percent of Teamsters contracts are ratified by our members without a strike.
- **They will say the union is "a third party"** and you don't want someone coming in to be a go-between for you and management. This is not true. You and your co-workers ARE the union. You negotiate your contract. You vote on your contract. You ensure the contract is enforced.
- **They will say the Teamsters have a constitution that has rules and regulations that are bad for workers.** This is not true. The Teamsters do have a constitution, but its sole purpose is to guide the International Union's work in serving the interests of our members. The constitution supports workers' rights and is voted on by members. You can read the Teamsters' constitution on Teamster.org, where it is publicly available.



YOUR EMPLOYER WILL SAY A LOT OF THINGS TO KEEP YOU FROM JOINING A UNION. YOU DESERVE THE VERY BEST – AND THE ONLY WAY TO IT IS WITH A TEAMSTERS CONTRACT.

THE TEAMSTER *Guarantee*

Teamsters representation comes with a strong set of guarantees for workers, such as:



A guarantee that there will be no initiation fee during the organizing and bargaining process.



A guarantee that all workers regardless of membership status will be treated with dignity and respect and will benefit from the contract gains.



A guarantee that workers from the bargaining unit will be invited to participate in bargaining.



A guarantee that the Teamsters will provide the highest quality negotiators, legal counsel, researchers, and other resources as needed to aid the workers in getting a strong contract.



A guarantee that once a tentative agreement is reached, all due paying members will be given a detailed explanation of the agreement, have an opportunity to ask questions, and only workers will vote to accept or reject the agreement.

Workers have a legal right to form a union and your company is legally required to bargain in good faith with a representative of your choosing. Your employer is trying to keep you from forming a union so they can maintain power over you and your co-workers.



VOTE TEAMSTERS



**For more information on the Teamsters, visit
us online at teamster.org or on social media.**



@Teamsters

If you have any questions or concerns, contact Teamsters organizers: