



TEAMSTERS 31

STRENGTH • POWER • UNITY



**NEGOTIATING
INDUSTRY
LEADING
CONTRACTS**



WORKERS MAKE MORE IN THE TEAMSTERS UNION...

The diagram is an example of wages, benefits, pension and general work conditions earned by drivers and warehouse Teamsters at a similar food delivery company signatory to Local 31. All conditions were negotiable and advanced by collective bargaining and now are locked into a term within the collective agreement. For clarity regarding pension and benefits, the employees are participants in the Teamsters National Pension Plan and Teamsters National Health Plan, which are 100% funded by employers at no cost to employees.

WAREHOUSE EMPLOYEES	DRIVERS
\$35.88 per hour	\$36.87 per hour
\$4.55 per hour Pension Plan	\$4.55 per Pension Plan
\$1.85 per hour Health Plan	\$1.85 per hour Health Plan
100-hours Sick Time Renewed Yearly and Unused Paid-Out	
\$1.96 per hour Shift Diff. Pay	\$1.96 per hour Shift Diff. Pay
120-hours Bank O/T	120-hours Bank O/T
\$160-per year Boot Allowance	\$160-per year Boot Allowance
5-weeks paid vacation	5-weeks paid vacation
Fair Job Bid Procedure	Fair Job Bid Procedure
Grievance Procedure	Grievance Procedure
\$48.14 per hour total package	\$50.58 per hour total package

Members of the Teamsters Union employed as drivers, and warehouse employees in the food delivery industry consistently earn higher wages, the best health benefits, pensions, and more. The reason why Union members make more is that they can collectively bargain with employers. Collective Bargaining is the best way for workers to make significant gains in their employment by using the group bargaining power of their co-workers as opposed to negotiating as one person. A company will take concerns more seriously from a group of employees as opposed to a single person. The model of combining resources to apply pressure and strength is commonly used by organizations who use it as a tool to acquire more assets and protect the assets they already have. The same idea of combining applies to workers as well. The above chart is a perfect example of employees combining to improve their interests. As a non-union employee, you miss out on all the Labour Code advantages. At this moment, you can take the rights you deserve by joining the Union and gain more through collective Bargaining and Union protection. The employer will take you more seriously with legal representation.

You can confidentially scan the QR Code with your phone to apply to become a Teamsters member for free.

