



TEAMSTERS UNION

Proudly Serving Members in British Columbia
and Yukon Territory, Since 1936

**Drivers and Warehouse
Employees** in the
Teamsters Union

enjoy more ***BENEFITS,***
HIGHER WAGES
and ***JOB PROTECTION***

TEAMSTERS, LOCAL 31
UNITED TO PROTECT - COMBINED TO ACHIEVE



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WHO WE ARE

“Experienced, Accessible and Professional”

The Teamsters Union represents 1.4 million members in North America, including 125,000 members in Canada. In British Columbia, the Teamsters Union represents employees in almost every profession, from the movie industry to the public services.

The Teamsters Union is focused on local representation. We provide our union membership with accessible full-time local Union Representatives who are assigned to your workplace.

The head office of Teamsters, Local Union No. 31 is located on Annacis Island in Delta, BC. Also, the Union maintains offices throughout B.C. and the Yukon Territory. Once certified by the Labour Board to be your union representative, the Teamsters will assign a full-time Business Agent to represent you in collective bargaining and at the workplace.

Being a member of Local 31 will provide you with professional and experienced union representation, industry leading collective bargaining, astute grievance handling, arbitrations, access to union in-house lawyers and legal WCB Advocates, Education and Scholarships.

Teamsters, Local Union No. 31, is constantly helping workers unionize. The Director of Union Organizing, Ben Hennessy, will be your permanent union contact throughout the unionization process. After being granted a certification, the Union will assign a professional contract negotiator to assume representation responsibilities.

The Teamsters provide full-service representation and are committed to building a respectful workplace by developing union committees and Shop Stewards. Our service ensures experience, accessibility and professionalism. We look forward to representing you and your co-workers.





THE UNION ADVANTAGE

How our members benefit

UNION	NON - UNION
✓ Wages, benefits and working conditions are protected by a legal contract and negotiated by a union professional.	✗ You don't have a legally binding contract. Your Employer can change your wages, health and pension benefits, and working conditions unilaterally.
✓ Members provide contract proposals for negotiations. You and your colleagues vote on the negotiated contract and decide whether or not to approve it.	✗ The Employer is not obligated to disclose wage information. And can use favouritism to administer office policies.
✓ Teamsters negotiate regular raises for everyone, including better health care and pensions. Members can plan their financial future.	✗ If you want a raise, you must plead your case to an HR, Supervisor or Manager. Raises are not regular, and the financial future is uncertain.
✓ If you are unjustly disciplined, unions provide due process using the powerful tool of the Grievance Procedure subject to the Labour Code.	✗ If you are unjustly disciplined, you are on your own and are subject solely to the Employer's policies.
✓ Union members can grieve job misclassifications and wrongful job competition results.	✗ Employees do not have access to Arbitration or the Grievance Procedure to challenge job misclassifications or wrongful job competition results.
✓ The Union negotiates a structure to move part-time employees into full-time positions.	✗ Employers may use part-time employees indefinitely—no upward employment mobility.
✓ If you don't like something at work, you and your co-workers have the power and resources to change it.	✗ If you don't like something at work, you are powerless and at management's mercy.



THE COLLECTIVE AGREEMENT

A Vital Minimum

THE COLLECTIVE AGREEMENT, A VITAL MINIMUM
WRITTEN BY: J.F. "SPIKE" EDWARDS, PRESIDENT, 1988 - 1992

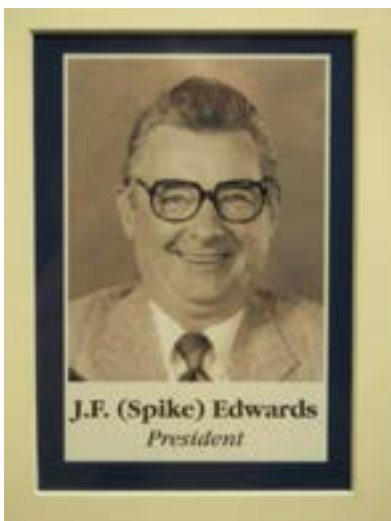
The Collective Agreement isn't a gift that falls out of the sky. Each one of our Collective Agreements was wrenched from the employer inch at a time. They are the result of sometimes long, courageous and difficult battles. Since each battle was fought by workers as a group, the Collective Agreement belongs to us all.

Because the Agreement belongs to workers as a group, and not to each isolated individual, no person has the right to allow it to be violated or its effect to be minimized. Any worker, who allows an article of the Collective Agreement to be violated, even in part, alleging that he alone is involved, and he is the only one to suffer, is making a serious mistake; his inaction hurts everyone's rights.

The Collective Agreement is not a "Catalogue of Privileges" that can be dropped on a whim. It expresses the minimum working conditions the employer must meet. If we allow it to be bypassed, even in the slightest, the employer will quickly take advantage of our laziness and curtail our rights. Give them an inch and the employer will take a mile.

In Solidarity,

J.F. "Spike" Edwards,
President



What is a Collective Agreement?

A collective agreement is a written contract between the employer and a union that outlines many of the terms and conditions of employment for employees in a bargaining unit. The terms and conditions are reached through collective bargaining between the employer and the union. The kinds of terms and conditions covered by a collective agreement typically include wages and benefits, as well as terms and conditions of employment that relate to e.g., job postings; obligations and responsibilities of the employer and the employee.



HOW TO FORM A UNION

Preliminary Steps for Certifying Unorganized Bargaining Units

- 1-** The first step in the certification process is to obtain signed Union Application Cards from the majority of employees at the workplace. The application information is confidential to the Union and the BC Labour Relations Board. Within five (5) business days, the BCLRB will conduct an electronic secret-ballot vote. The Union will be certified to represent the employees when the majority of voters vote in favour of the Union.
- 2-** Employees do not pay Union Dues or Initiation Fees or any fee whatsoever to join the Teamsters Union. All costs related to organizing will be paid by the Teamsters, Local 31, including legal counsel, organizing, wages for employees participating in a hearing or collective bargaining.
- 3-** Union Dues will commence after the employees approve of their first union collective agreement by a majority vote. Afterwards, Union Dues will be submitted by the Employer once (1) per month and shall be based upon the employee's negotiated hourly wage being withdrawn at two-and-one-half (2.5) times of the employee's negotiated hourly wage. *Ex. \$20 per hour X 2.5 = \$50 per month.* All Union Dues are tax-deductible, and the Teamsters shall provide tax receipts to members at the beginning of each year.
- 4-** Employees cannot lose any pay or benefits they presently enjoy during the organizing and contract negotiating process. According to section 32 of the **BC Labour Relations Code**, there shall be no changes during the certification period, and the Employer must operate their company as "**Business as Usual.**" Therefore, the Union will bargain above and beyond your current conditions.

When you start a new job, the BOSS makes you sign a contract that protects the company...



Shouldn't you make the boss sign a **UNION** contract that protects you?





EFFECTIVE REPRESENTATION

A better workplace

- 5 – After the employees win their union certification vote, they'll formally elect co-worker(s) to join the Union Negotiating Committee to help the Union Negotiator finalize their contract goals and priorities. The elected committee member(s) shall accompany the union professionals in every negotiating session with management. The Union professionals custom-design your contract to ensure your recommendations fit with your workplace needs and solve your problems, however big or small.
- 6 – When the employees' secret-ballot vote approves the negotiated union contract, the Union Representative at Teamsters, Local 31, shall professionally enforce the collective agreement. The Union shall pay for all legal expenses for the enforcement. In the event a member is wrongfully disciplined or fired, the Teamsters Union can utilize its legal counsel, Arbitrators, and Labour Board Hearings.

Effective Representation

By selecting the services of the Teamsters, employees shall gain Union Representatives at the workplace. The Teamsters will guide you step-by-step through the positive changes. Immediately, the employees can depend on the Teamsters Union to shoulder all legal and labour relation problems with the Employer. In time, employees may utilize training from the Union and be able to resolve grievances too. Ultimately, the certification process will make your workplace better than when the Teamsters Union found it.





JOB PROTECTION

and the BC Labour Code

What Are My Rights and Job Protections?

A Collective Voice

- 1- According to the BC Labour Code, all employees in British Columbia are free to join together and seek union representation to have a **“collective”** voice in determining their wages and other terms and conditions of employment with their employers. This is the essence of collective bargaining and the indisputable protected rights given to each employee.
- 2- No employee is required to disclose their intentions to join a union to any manager, supervisor or owner of a company.
- 3- The Union shall then apply to the BC Labour Relations Board (the Board) to be certified as your bargaining agent to represent the employees in collective bargaining with your employer. Once certified as your bargaining agent, the Union will serve notice to bargain on the employer to start the collective bargaining process. The employer must then meet with the union within ten (10) days, and both parties must bargain in good faith to enter into a collective agreement.

Confidentiality of Membership Evidence

The Board's Regulations provides that the information regarding the membership (signed union card) of any employee in the union is regarded as confidential, and is neither made known to the employer, nor made public in any way.



**LABOUR
RELATIONS
BOARD**
BRITISH COLUMBIA

Phone: 604-660-1304

Website: www.lrb.bc.ca

The boss's promises are
TEMPORARY



A union contract is
IN WRITING



THE LABOUR CODE

Prohibited Conduct



“ Every employee is free to join the trade union of their choice and participate in its lawful activities, and these rights shall not be interfered with. ”

Ben Hennessy,
Director of Union Organizing
Teamsters, Local Union No. 31



LOCAL 31

- 4— According to sections 5, 6, 9, and 14 of the BC Labour Code, an employer or person acting on behalf of an employer shall not interfere with the formation or administration of a trade union, take disciplinary action against an employee or otherwise discriminate against an employee for seeking to join a union or participate in the formation of a union.
- 5— Management is forbidden by law from harassing, interrogating, or otherwise discriminating against anyone who favours forming a Union at your workplace. Teamsters, Local 31 has a strong reputation for filing charges against management and employers who violate these workers' rights.
- 6— A breach of these provisions of the Code shall be the subject of a complaint of unfair labour practice filed by a trade union. The Code empowers the Board to hear and determine complaints of this kind and provide appropriate remedies, including reinstatement and full back-pay. The Board conducts hearings into severe breaches of conduct within three (3) business days after the Union applies.

Freeze in Working Conditions

No change during the Certification Process

According to Section 32 of the Labour Code, when the application for certification is pending, an employer must not increase or decrease pay rates or alter a term or condition of employment of the employees affected by the application without the Board's written permission. The parties must meet in collective bargaining to negotiate wages, benefits, and enhancements to the employees' working conditions.



WHY IT PAYS TO BE UNIONIZED WITH THE TEAMSTERS

Higher Wages

On average, Teamster members earn ***\$8.42 an hour or 33% percent more*** than non-unionized employees. The advantages of unionization are substantially more significant for women, part-time employees and lower-paid occupations.

Greater Equality

Compensation in Teamsters unionized workplaces is more equitable than a non-union workplace with an overall focus on transitioning employees from part-time to full-time status. The Teamsters Union is generally recognized for enhancing equality for all employees across North America.

Pensions and Benefits

Teamster members have access to workplace pensions and health benefits. Union members that are part of the National Pension Plan and Benefits Plan have better pension and health benefits overall than any other workgroup, including other unionized workers.

Job Security and Tenure

Teamsters are more likely to be full-time, permanent employees and tend to make their employment a career. Teamster collective agreements provide fair and equitable ways to protect jobs or move ahead into more desirable classifications and job postings.

Health and Safety

Teamsters tend to be safer and are more likely to report health and safety violations and minor no-lost time injuries because of adequate training, awareness and less fear of reprisal, making workplaces safer overall.

Predictable Hours

Teamster contracts set predictable schedules, standard hours of work, overtime and shift premiums.

Training and Education

Training and education are a significant priority for unions, included as a requirement through contracts and extensively provided by unions themselves. Members have access to the Teamsters Industry Advancement Fund to improve their personal job assets within their workplace.

Transparency and Equitable Due Process

Common wage scales set wages, and grievance and arbitration procedures provide for due process over disputes.

Union Democracy

The Teamsters is a democratic organization. It affords the membership the right to vote for their union leadership. Also, every member has the right to run for office. Our democracy applies in the workplace, too, as members are voted to the bargaining committee and shop stewards and can vote on enhancements to collective agreements.

Advocacy and Political Action

Unions have paved the way in improving conditions for all workers, levelling the playing field, so that non-union employers have to compete with them to attract workers.



EDUCATION AND SCHOLARSHIPS

Health benefits and pension



“There's nothing more rewarding than seeing our children succeed and the Teamsters Union is proud to present scholarships that afford the best possible future for our children.”

Stan Hennessy
President

Education

Education is a cornerstone, and the Teamsters Union's significant investment in education has provided our members and their children the opportunity to have a greater, brighter future. Through the education grants, funds and scholarships, the Teamsters Union has given our members and their family's mobility to claim a more rewarding life.

Teamsters National Benefits and Pension Plan

The Teamsters health benefits and pension plan is one hundred percent (100%) funded by employers. Members receive the greatest coverage and contributions amongst any unionized workforce. All contributions are invested back into the plans, which makes the Teamster plans continually greater.



TEAMSTERS, LOCAL 31

UNIONIZE MY WORKPLACE

Contact Ben Hennessy, Director of Union Organizing
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JUSTICE, DIGNITY, AND A VOICE IN THE WORKPLACE



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