

# What difference can the **TEAMSTERS** make?

## UNION:

- Your wages, benefits and working conditions are protected by a legally-binding **contract**.
- You decide what goes in your contract. Then **you and your co-workers vote** on whether or not to approve it.
- In the campaign for your **Teamster contract**, wage increases, health care and other benefits are all negotiated.
- If you are unfairly disciplined or fired without just cause, the union is there for you. The Teamsters' powerful **grievance procedure** and our representatives and labor attorneys will fight for your rights every step of the way.
- If you don't like something at work, **you and your co-workers have the power** and resources to change it.

## NON-UNION:

- **You don't have a contract.** Your bosses can change your wages and working conditions as they see fit.
- **You have no voice** and you don't know how much anyone else earns. Bosses play favorites to keep workers in line.
- If you want a raise, **no one has your back.** You have to plead your case to a manager or supervisor.
- If you are unfairly disciplined or fired without just cause, you're out of luck. Without Teamsters representation, **you are an at-will employee.** This means you're subject solely to policy and can be fired at any time for any reason.
- If you don't like something at work, you and your co-workers are powerless. **You are at the mercy of management.**



**VOTE YES  
FOR THE  
TEAMSTERS!**