

# **FACT: Workers who are not union members are at-will employees.**

Currently, you and your co-workers are at-will employees. This means you can be disciplined and/or terminated at any time for any reason, excluding union activity. Management can cut your wages and benefits and change your working conditions at its discretion.

Union members, meanwhile, have a contract that provides job security through progressive discipline and a powerful grievance procedure to prevent management from disciplining and/or terminating employees without just cause. A union contract also protects your wages, benefits and working conditions.

## **Get the facts.**

- » Attend a meeting with Teamster representatives to get clear, concise and accurate information about forming your union.
- » Read more about Teamsters Local 727 and sign up to receive the union's weekly email newsletters at [www.TeamstersLocal727.org](http://www.TeamstersLocal727.org).
- » If you have questions, contact Teamster Organizer Don Leiva at (773) 331-1432 or [donaldo@teamsterslocal727.org](mailto:donaldo@teamsterslocal727.org).

**Stand up & be heard!**



**Join Teamsters 727!**

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*Please be aware that no statement made on this page should be interpreted as a promise of benefits and that everything is subject to the negotiation process.*