

SOLIDARITY



THE NEWSLETTER FOR TEAMSTERS LOCAL 24 GENERAL DIE CASTERS WORKERS

ISSUE 1

REMEMBER WHAT WE'RE FIGHTING FOR:

- MAJOR WAGE INCREASES
- BETTER, MORE AFFORDABLE HEALTH CARE
- STRONGER RETIREMENT PLAN
- RECALL RIGHTS FOR OUR LAID OFF BROTHERS AND SISTERS
- FAIR SCHEDULES – OVERTIME AFTER 8 HOURS – BETTER BREAKS
- IMPROVED BENEFITS – HOLIDAY PAY, SICK PAY, PAID PERSONAL DAYS
- STRONG HEALTH AND SAFETY LANGUAGE – SAFETY COMMITTEE
- FAIRNESS, JUSTICE, RESPECT AND DIGNITY

KNOW YOUR RIGHTS

LEGAL PRINCIPLE – YOUR EMPLOYER MUST BARGAIN WITH THE TEAMSTERS OVER THESE ISSUES – FAILURE TO DO SO IS A VIOLATION OF FEDERAL LABOR LAW.

- ✓ No promotional position should be filled without bargaining;
- ✓ No employee should have his/her hours changed without bargaining;
- ✓ No employee should be warned, counseled, disciplined or terminated w/o bargaining;
- ✓ No one hired w/o bargaining over the person who should fill the position;
- ✓ No employee should be laid off without bargaining;
- ✓ No health and welfare, or other fringe benefits should be denied w/o bargaining;
- ✓ No positions outside the bargaining unit should be filled w/o bargaining;
- ✓ No work location, assignment, classification or any other aspect of employment should be changed without bargaining;
- ✓ No discipline imposed without affording the employee *Weingarten* rights;
- ✓ No changes in the method and manner by which work is being performed may be made without bargaining;
- ✓ No introduction of any new work techniques without bargaining;
- ✓ No subcontracting, closures, relocation or any changes in the workplace should be made without bargaining.

PLEASE REPORT ANY OF THE ABOVE VIOLATIONS TO YOUR NEGOTIATING COMMITTEE MEMBERS OR TO YOUR TEAMSTERS LOCAL 24 OFFICIALS

