



## SETC-Teamsters Affiliation Frequently Asked Questions



### **Why are the leaders of SETC and Teamsters Local 2010 recommending affiliation?**

Public workers and our Unions face unprecedented challenges and attacks on our wages, rights and benefits. Standing alone as a small independent, SETC lacks the resources needed to build real member power and to represent our members most effectively. Joining forces with the Teamsters would increase our power exponentially - creating a powerhouse Union in California skilled trades and higher education, prepared to meet the challenges ahead, and defend and improve our wages, benefits and rights at work.

### **What would our merged Union look like?**

Together, SETC and Teamsters could unite 2,500 skilled trades members in higher education, 22 CSU campuses and a majority of UC campuses, and more than 15,000 Teamster members in higher education. And our Union would be backed by the power of 1.4 Million Teamsters throughout the United States and Canada, including 250,000 in California.

### **How does the Affiliation Agreement guarantee skilled trades leadership and autonomy?**

- All SETC members immediately become full Teamster members
- SETC maintains structure as SETC/Skilled Trades Division of Local 2010
- Skilled Trades Director oversees skilled trades representation
- Three full-time skilled trades Union Representatives
- Dedicated Skilled Trades Fund
- Local 2010 Bylaws will be amended to incorporate the above skilled trades rights.

### **What is Teamsters Local 2010's record bargaining contracts for skilled trades workers?**

In less than a year, Local 2010 showed skilled trades members at UCLA and UCSD the great benefits of Teamster power, **winning 5-year contracts with guaranteed wage increases of 30.4% (UCLA) and 22.88% (UCSD), plus lump-sum bonuses of \$2000+ for most workers** upon ratification, along with improvements to our contract language.

Local 2010 accomplished these gains by building unprecedented member power. Backed by Teamster resources, we put together a comprehensive strategic plan and waged a highly effective contract campaign that showed the University of California the sort of power they have not seen before. We united our members to take workplace action, won public support through the press, and gained backing from elected officials and community groups.

### **What is Local 2010's record enforcing contracts and workplace rights for skilled trades members?**

Local 2010 has a well-earned reputation for providing the highest level of representation to its members. Our stewards are well-trained and work closely with our full-time Union

Representatives to provide the best representation around. We organize our members to take action together on key workplace issues.

At UCLA and UCSD, we have already won numerous grievances, including saving members' jobs, stopping unfair terminations and suspensions against our members. We have stood together against management's attempts to change our work rules. All these victories were made possible by standing together and taking action, utilizing the enormous resources of the Teamsters Union.

Local 2010 has committed to provide three full-time Union Representatives to skilled trades (instead of the one currently in place) to work with stewards providing top-flight representation to our members.

**Will we still have our own stewards as Teamsters?**

Yes, but now our stewards will receive proper training and support from the Union. Teamsters Local 2010 conducts four steward trainings per year. Stewards work closely with full-time professional Union Representatives who handle grievances and other representational matters.

**Do Teamsters have other skilled trades members in the public sector?**

Yes, the Teamsters represent nearly 54,000 Skilled Trades and Maintenance Workers for public entities all across the United States, including more than 5,000 Skilled Trades Teamsters here in California, and 850 skilled trades members in Local 2010.

**What sort of political power would we have as Teamsters?**

Teamster political clout was critical in Local 2010 winning fair contracts, and could help in upcoming reopener bargaining for CSU as well as future contract campaigns.

We would benefit from the Teamsters' robust and successful political program. Through the CTPAC, the Teamsters have some of the best full-time lobbyists in California, who have been very successful in passing legislation benefitting our members and all working people. We are also successful in opposing bad legislation aimed at hurting our members' rights, such as the current attempts to expand PEPPRA to take away more of our retirement rights.

Local 2010 has a strong political program that involves members directly in taking our issues to elected officials through regular member lobby visits. Because of our strong relationships with pro-worker elected officials, we have been successful in winning their strong support for our contract campaigns. For example, over 35 state legislators signed a letter to UC President Napolitano urging her to settle a fair contract with the Teamsters.

**How will Union Dues work? I've heard Teamster dues are slightly higher.**

Teamster dues are slightly (about a quarter percent) higher. The resources and power we gain from Teamster membership far outweigh the slight increase. Plus, the Teamsters have agreed to delay any increase until our next raise, so our pay will not go down due to the change in dues. Following affiliation, members of SETC bargaining units will continue to pay dues or fair share fees at the current SETC-United rate of 1.2%, until the first contractual wage increase following the effective date of this affiliation, at which time dues or fair share fees shall adjust to the Teamster rate of 1.44%.

**I've heard that Local 501 and other hostile Unions are preparing to raid our members. Would we be protected from raids as Teamsters?**

Yes, as part of Teamsters Local 2010, SETC members will become entitled to the no-raid protections enjoyed by the Teamsters Union under the Change to Win Federation Constitution and the No-Raid Agreements that the IBT has with most other International Unions. If we stay unaffiliated, we will be vulnerable to raids.

**Will we keep our existing retirement and medical benefits if we affiliate with Teamsters?**

Yes, as with current Teamster members at UC, our benefits will continue to be negotiated through UC Retirement and Health Plans at UC, and CalPERS at CSU. Teamsters 2010 fights hard to defend members' retirement and medical benefits from employer attempts to roll them back. The Teamsters have their own well-managed and well-funded pension and medical plans available in case in the future the members wish to negotiate for them as a supplement to existing benefits.

**Do we have to strike as Teamsters?**

The Teamsters view a strike as a last resort, and the vast majority of Teamster contracts settle without the need for a strike. However, it is important to our power and credibility at the bargaining table that employers know that the Teamsters have the ability to strike where it is necessary to win a fair contract. The Teamsters only strike if the affected members vote to authorize it. When we do go on strike, we set our strategy to minimize the impact on members, while maximizing the impact on the employer's operations through all lawful means.

Additionally the Teamsters maintain funds for strike benefits. Local 2010 created a strike fund of \$1 Million, and will set up an additional Skilled Trades fund to provide strike benefits for skilled trades members. As Teamsters, we also participate in the IBT strike fund, which is funded over \$200 Million.

At UCLA and UCSD recently, the members decided to strike to win their current contracts. The strikes were highly effective, with almost 100% compliance. Supported by thousands of our Teamster brothers and sisters from around the state, as well as the press, community and political leaders, our pickets and our message of fairness had a huge impact on the University. While members gave up between one and three days of pay to strike, we won lump sum payments of much greater value, and guaranteed base-building raises that will benefit our members for the rest of their careers.

**What resources does Teamsters 2010 have that would benefit SETC members?**

Teamsters Local 2010 offers the following resources to its members:

- Staff of 20 full-time professional union representatives, negotiators, trainers and organizers,
- Local Union Legal Department with 3 attorneys plus top Union Firms on retainer,
- Communications Department that maintains outstanding communications with members through website, email, social media and printed materials, as well as outstanding press and media outreach
- Outstanding Steward trainings held four times a year
- Full-time Research Analyst to support bargaining, contract campaigns and organizing
- Two main Union Offices in Southern and Northern California plus satellite offices

- Cutting-edge database systems for organizing and grievance management
- Full administrative and financial/bookkeeping staff
- Robust political action and lobbying program, supported by the California Teamsters Public Affairs Council (CTPAC)
- And full access to IBT resources, including the Strategic Campaigns, Training and Development, Communications, Research, Economics, and Organizing Departments, as well as the Public Services Division.

**What sort of member benefits will we receive as Teamster members?**

All Teamster benefits will be available to SETC members, including:

- Teamster-paid Life with Dues insurance policy
- Teamster Scholarship programs
- union sponsored, no annual fee credit card
- home owner's insurance
- on-line banking
- competitive-rate mortgages and personal and home equity loans
- a discount drug program for both active members and retirees
- retiree medical insurance
- term life insurance, accident insurance and car insurance
- supplemental life insurance
- discounts on car rentals, computer equipment, and vacation packages.