**Teamsters Representation Frequently Asked Questions**

**When does the current Teamsters affiliation end?**

April 2022 or at the end of valid MOU if in place at time, unless we switch over earlier.

**Who decides if we switch to full Teamsters?**

You do! The Board will make a recommendation, but members will vote on whether to move forward.

**What’s the process for switching over to full teamsters?**

Steps:

1. The board will vote whether to recommend the transfer of jurisdiction.

2. SRMA Membership meeting to discuss and answer questions (April 6th)

3. Municipal Employee Relations officer holds a secret ballot election to the question of sole representative. The majority of ballots cast is what wins.

4. PERB (Public Employee Relations Board) will certify Teamsters as the recognized employee organization.

**Will dues go up?**

Local 856 shall continue to receive the sum of 1.5 times the hourly base of pay per member, per month for all members. The rate does not increase.

**What happens to SRMA?**

We will remain an entity with our board, structures, and funds. This benefits us if we ever want to break away from teamsters, because we will already have an alternate option.

**What if we want to remove ourselves from Teamsters later?**

Through the same process outlined above, we can switch back to SRMA or other options.

**Are there different retiree/medical benefits as part of joining Teamsters?**

The rates and benefits remain the same…  
-As affiliates of teamsters, we were already able to vote in their national and regional elections and go to their conferences - with a member discount given at several businesses nationwide once we are full union members. See [those discounts here.](https://www.unionplus.org/?gclid=CjwKCAiAvaGRBhBlEiwAiY-yMO20FA0STDSj9dx_mG0T8IuBfVuLXSkTn6QMGI7P3HucKuBfLzypqhoCeBUQAvD_BwE) You will get a membership card that you can use to get your discounts or prove your membership if needed.  
-People that retire no longer have to pay dues as you have to have to be currently employed in order to be a member.

**Who will be the union stewards once we are Teamsters?**

Board members will remain as structured but also be considered "first stewards". Others may be able to become stewards also (by classification or location).

**What are the benefits of being a teamster?**

The Teamsters Union is strong because of the participation of many of its 1.4 million members. Teamsters provides us representation full time in terms of disciplinary processes, fact findings, negotiations for pay, working conditions, benefits, etc. We will part of local union number 856.

**What can the Teamsters Union help us with?**

Changes from contract to contract, but generally:

* Wages, hours, and fringe benefits
* Health and safety
* Non-discrimination
* Contract length
* Discipline
* Seniority
* Dues collection
* Union security
* Grievance procedures
* Arbitration

**How are my Teamsters due used?**

Most of your dues, 78 percent, stay with your local union to fund activities that give workers more power at the bargaining table, in the statehouse and in the community. Some of these activities include:

* Organizing expenses
* Office equipment and regular administration expenses
* Attorneys to assist in negotiations, grievances, and arbitration
* Training
* Research into companies and industries to gather information for negotiations and organizing
* Accountants to analyze the company’s books