



# Pennsylvania Conference of Teamsters

Strength in Numbers 95,000

William Hamilton, President & Eastern PA Legislative Coordinator – Joseph Molinero, Sec.-Treasurer & Western PA Legislative Coordinator – Tim O'Neill, Consultant – Dan Grace, Trustee & Legislative Advisor – Robert Baptiste, Esq. Legal Advisor

## LEGISLATIVE ACTION ALERT

# ATTENTION

## PUBLIC SECTOR MEMBERS

# \$7.25 PER HOUR

## THIS MAY WELL BE YOUR FUTURE PAY RATE

- Q. DO YOU HONESTLY BELIEVE YOU RECEIVE THE WAGES AND BENEFITS FROM YOUR EMPLOYER BECAUSE THEY LIKE YOU?
- A. NO! YOU RECEIVE GOOD WAGES AND BENEFITS BECAUSE YOU WORK UNDER A UNION CONTRACT, NOT BECAUSE YOUR EMPLOYER LIKES YOU.

TEAMSTER MEMBERS PAY UNION DUES SO THAT THEY CAN PROVIDE THE UNION WITH THE NECESSARY REVENUE TO FIGHT FOR GOOD WAGES AND BENEFITS AND PROTECT THE COLLECTIVE BARGAINING AGREEMENT YOU WORK UNDER. IF YOUR UNION COLLAPSES BECAUSE IT CAN NOT AFFORD TO KEEP THE DOORS OPEN, YOU WILL INEVITABLY NO LONGER BE WORKING UNDER A COLLECTIVE BARGAINING AGREEMENT AND WILL BECOME AN AT-WILL-EMPLOYEE.

**At-will employment** is a term used in U.S. labor law for contractual relationships in which an employee can be dismissed by an employer for any reason (that is, without having to establish "just cause" for termination), and without warning. Furthermore, without a collective bargaining agreement wages, benefits, sick leave, etc. are at the discretion of the employer. Current federal laws dictate that the employer must at least pay you **\$7.25 per hour**.

There is nothing in the law that requires the employer to cover your benefits such as health & welfare and pension coverage, sick time and vacation. These benefits are solely negotiated by your union under a forcible collective bargaining agreement.

**Is supporting your union by paying dues beneficial? You decide.  
What's in your wallet???**

These Legislative Action Alerts will be posted on the PA Conference of Teamsters web site at [www.pacfteamsters.com](http://www.pacfteamsters.com) Go to the home page and click on the black box titled Legislative Action Alert Bulletins. Please share our web site address and these alerts with your officers, agents and stewards.

