

**CONSTITUTION
of the International Brotherhood of
Teamsters**

**This Would Be Your
Constitution, Too**

**ARTICLE II
Jurisdiction, Membership and Eligibility to
Office.**

Section 2(a). Any person shall be eligible to membership in this organization upon compliance with the requirements of this Constitution and the rulings of the General Executive Board. Each person upon becoming a member thereby pledges their honor; to faithfully observe the Constitution and laws of the International Brotherhood of Teamsters, and the Bylaws and laws of the Local Union; to comply with all rules and regulations for the government of the International Union and the Local Union; to faithfully perform all duties as assigned to the best of his or her ability and skill; to conduct himself or herself at all times in such a manner as not to bring reproach upon the Union; to take an affirmative part in the business and activities of the Union and accept and discharge their responsibilities during any authorized strike or lockout; that they will not divulge to nonmembers the private business of the Union unless authorized to reveal the same; to never knowingly harm a fellow member . . . and at all times to bear true and faithful allegiance to the International Brotherhood of Teamsters and the Local Union.

**Loss Of Freedom Under
International Union

No Freedom of Speech**

Section (e). All contracts hereafter renewed or entered into pertaining to such form or similar form of employment shall likewise be subject to such approval or disapproval of the Local Union and International Union. If, in the judgment of the Local Union or International

**Your Freedom
And
Your Wages**

Union, such employment contract will constitute a reduction in the union wage scale then prevailing for such service without “owner equipment,” the same shall not be approved by the Local Union, and such persons shall be ineligible to membership or, if members, shall cease to work under such conditions or be subject to suspension or expulsion by the Local Union or International Union.

Can You Afford to Not Work?

Section 2(i). No member seeking to resign from membership in any Local Union may do so except by submitting such resignation in writing to the Secretary-Treasurer of the Local Union. Any member who resigns before paying all dues, assessments, fines, and other financial obligations owing to any subordinate body shall be obligated to pay such obligations to the former Local Union. All members acknowledge that any obligations owing at the time of resignation shall be collectible by the Local Union in any appropriate forum. This shall not relieve any member of any obligation to comply with any other provision of this Constitution regarding acquisition or maintenance of membership in good standing.

**Can't Afford To Stay In The Union?
They Still Get Your Money!**

ARTICLE VI

General President—Duties and Powers

Section 2(a). The General President shall have the authority to interpret the Constitution and laws of the International Union, including the authority to interpret the Bylaws of subordinate bodies, and to decide all questions of law thereunder between meetings of the General Executive Board.

**Loss of Your Freedom:
The Union President Tells
You What The Rules Are**

Section 2(b). When the General President makes a decision or orders a subordinate body to observe the laws, and the subordinate body refuses, the subordinate body shall be subject to suspension or revocation of charter by the

General Executive Board or imposition of Trusteeship by the General President. This provision shall also apply to decisions and orders of the General Executive Board.

ARTICLE X
Revenues, Bonding, Examination and Audits of Subordinate Bodies, and Disposition of Assets

Section 2. Whenever the net assets of the International Union, except the Washington, D.C. real properties, run below twenty million dollars (\$20,000,000.00) the General Executive Board shall levy an assessment of one dollar (\$1.00) per member per month on all Local Unions, until such net assets reach twenty-five million dollars (\$25,000,000.00). Any Local Union failing to pay the assessment shall not be entitled to any benefits of the International Union

Do You Want Your Money To Go To Washington D.C.?

Section 3(a). Each Local Union shall pay to the General Secretary-Treasurer the sum of two dollars and fifty cents (\$2.50) or an amount equal to fifteen percent (15%) of the amount of initiation fee or reinitiation fee collected, whichever is greater.

That's Your Money!

Section 3(d)(i). [D]ues for members employed in an industry in which there is a legal right to strike, other than members employed as flight attendants or pilots in the airline industry, shall be increased by one-half times the hourly earnings rate; thereby establishing a minimum dues rate of two and one-half (2.5) times the hourly earnings rate.

Your Money:
No Maximum Dues Limit
An Automatic Increase In Dues With Your Earnings

. . . Dues shall be adjusted whenever an increase in hourly earnings, flight pay at base rate, or monthly guaranteed salary is provided in a collective bargaining agreement, to become effective the first day of the second calendar month following the month in which the increase is implemented.

Section 4. All per capita tax due the International Union and chartered subordinate bodies shall have priority over any other bills or obligations of the Local Union. The order of priority shall be as follows: (1) International Union; (2) Joint Councils; (3) State Conferences; and (4) other chartered subordinate bodies.

**That's Your Money
and
The Union determines how
to spend it**

Section 5. . . . Any member who shall be three (3) months in arrears in the payment of dues, fines, assessments, or other charges, shall automatically stand suspended at the end of the third (3rd) month, and shall not be entitled to any rights or privileges of membership. Local Unions may provide suspension, expulsion, or other penalty for a lesser period of arrearage. Any member who has been automatically suspended for failure to pay dues and other charges shall be under a continuing obligation to pay dues during the period of the suspension. Payment of dues shall not restore good standing status if fines and other charges due are not paid. In addition to requiring the payment of delinquent dues, the Local Union may adopt a Bylaw provision requiring the payment of a reinitiation fee for entitlement to the rights and privileges of membership. The Local Union Executive Board shall have the power to waive, or reduce, on a non-discriminatory basis the payment of delinquent dues, assessments, and/or reinitiation fees. Per capita tax shall be paid on all delinquent dues and/or reinitiation fees collected.

**The Union Can Fine You
Fees And Fines With No
Benefits**

Section 11. Where the books of a Local Union have been examined and audited and arrearages to the International Union or to any subordinate body thereof for per capita tax are found, the same must be paid immediately.

**The International Union
Doesn't Trust Local 413.
Should you?**

Section 12. Should a Local Union become six (6) months in arrears for per capita tax to the

International Union or any subordinate body, the General Executive Board shall, after proper notice and hearing, either revoke or suspend the charter, or direct merger or division of the delinquent Local. The General Secretary-Treasurer shall notify all Local Unions when two (2) months in arrears, but failure to receive such notice shall not prevent the suspension of the Local Union, should it become three (3) months in arrears. A Local Union which becomes three (3) months in arrears or has been suspended for failure to comply with an order of the General Executive Board, shall have a continuing obligation to pay per capita tax during such period of suspension.

**Even More of Your Money,
If Local Union 413 Can't
Pay the International Union
Right Away**

Section 13. When the charter of a subordinate body is revoked, the subordinate body or its officers shall be required to turn over all books, documents, property, and funds to the General President or a representative, or to the General Secretary-Treasurer of the International Union, and should a subordinate body secede, disaffiliate, or dissolve or be dissolved, or be suspended, or forfeit its charter, then all books, documents, property, and funds shall likewise be turned over to the General President or a representative, or to the General Secretary-Treasurer to be held until such time as the subordinate body may be reinstated or reorganized. If no reinstatement or reorganization occurs within a period of two (2) years such funds shall be transferred to the general fund. However, in no event shall the International Union without its consent become liable for the obligations of a subordinate body which has seceded, disaffiliated, dissolved or been dissolved, or has been suspended, merged, or has forfeited its charter.

**If the Local Union decides
to leave the International
Union, then the
International Union Takes
the Money!**

ARTICLE XIV
Charter Members and Meetings of Local Unions

Section 3. Every member covered by a collective bargaining agreement at their place of employment authorizes the Local Union to act as his or her exclusive bargaining representative with full and exclusive power to execute agreements with the employer governing terms and conditions of employment and to act for him or her and have final authority in presenting, processing, and adjusting any grievance, difficulty, or dispute arising under any collective bargaining agreement or out of their employment with such employer in such manner as the Local Union or its officers deem to be in the best interests of the Local Union, all subject to Article XII and other applicable provisions of the International Constitution relating to such matters. The Local Union and its officers, business representatives, and agents may decline to process any grievance, complaint, difficulty, or dispute if in their reasonable judgment such grievance, complaint, or dispute lacks merit.

The Union Decides Whether Your Grievance is Worth Raising, Not You

ARTICLE XIX
Trials and Appeals

Section 7(b). The basis for charges against members, officers, elected Business Agents, Local Unions, Joint Councils, or other subordinate bodies for which they shall stand trial shall consist of, but not be limited to, the following:

(1). Violation of any specific provision of the Constitution, Local Union Bylaws or rules of order, or failure to perform any of the duties specified thereunder.

You Can Be Tried for Anything

You Can Be Tried for Disagreeing With The Union

(2). Violation of oath of office or of the oath of loyalty to the Local Union and the International Union.

(4). Secession, or fostering the same.

(5). Conduct which is disruptive of, interferes with, or induces others to disrupt or interfere with, the performance of any union's legal or contractual obligations. Causing or participating in an unauthorized strike or work stoppage.

(7). Crossing an authorized primary picket line established by the member's Local Union or any other subordinate body affiliated with the International Union.

Section 8. Any member who (1) knowingly goes to work or remains in the employment of any person, firm, or corporation, whose employees are on strike or locked out, unless he or she has permission of the International Union, the Joint Council, or the Local Union, may be tried by the Executive Board of the Local Union. Any member who (2) knowingly gives or attempts to give, directly or indirectly, any information to any employer on an unfair list or whose employees are on strike or locked out, or whose employees are trying to secure an agreement or an improvement in their working conditions, or whose employees are trying to prevent an increase in hours of labor or a decrease in wages, for the purpose of assisting such employer, or for any gain or promise of gain, or who (3) knowingly goes to work or remains in the employment of any person, firm, or corporation on an unfair list of the International Union without permission from the International Union, the Joint Council, or the Local Union, may be tried in the manner provided for the trial of other offenses. It is recommended that the penalty for violating this Section shall be a fine equal to wages earned while working in violation of this

You Can Be Tried for Leaving, Attempting To Leave, Or Talking About Leaving The Union

You Can Be Tried for Advocating For Yourself

You Will Be Tried for Trying To Work

The Union Can Take Your Wages

Section. For repeated violations, suspension, or expulsion in addition to a fine should be considered.

Section 12. If a Local Union refuses to try its members when charges have been preferred by another Local Union, for any cause whatsoever, the Local Union preferring the charges may then bring the charge before the Executive Board of the Joint Council, where one exists, for trial and decision in the same manner as trials before the Local Union Executive Board. If no Joint Council exists, then the matter shall come within the jurisdiction of the General Executive Board.

Your Elected Union Does Not Control Whether Charges Are Brought

Despite the organizer's nice words and promises, these sections from the Teamsters Constitution prove that all the Teamsters really want is to control you **and your money**.

The provisions quoted above are **only a small part** of the Teamsters' Constitution. The complete document contains hundreds—if not thousands—of conditions, clauses, rules, and regulations that you would be subject to upon joining. Ensure that you read the document before you decide whether to vote for union control. Amy Schneider has a copy.

The whole Constitution is **over 250 pages of fine print**. Think carefully about whether you should subject yourself to all the restrictions on your freedoms in the Teamsters' Constitution. To avoid these restrictions and "fine print" and to continue to have the freedom to make decisions for yourself, vote "No."

VOTE NO