

## What the Teamsters Don't Tell You...

### If you join the Teamsters, you will be subject to their Constitution

#### Membership

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 strike or lockout;



This is the Teamsters membership obligation required of all members.

Source: IBT Constitution, 2021, Page 7

If you choose to hand over your rights to the Teamsters, they will be the “exclusive bargaining representative” with “full and exclusive power to execute agreements with the employer.”

The Teamsters also have **final authority** in presenting, processing and adjusting any **grievance or dispute** arising under any **collective bargaining agreement**.



The Teamsters may **decline to process a team member's grievance** or dispute if they **decide it lacks merit**.



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 provisions of Article XII, relating to area, multi-area, national, company wide, or industry wide contracts, shall supersede any provision of this Section.

Source: IBT Constitution, 2021, Page 119

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## Art. XIX, Sec. 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.
- (2). Violation of oath of office or of the oath of loyalty to the Local Union and the International Union.
- (3). Breaching a fiduciary obligation owed to any labor organization by any act of embezzlement or conversion of union's funds or property.
- (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.
- (6). Disruption of union meetings, or assaulting or provoking assault on fellow members or officers, or failure to follow the rules of order or rulings of the presiding officer at meetings of the Local Union, or any similar conduct in, or about union premises or places used to conduct union business.
- (7). Crossing an authorized primary picket line established by the member's Local Union or any other subordinate body affiliated with the International Union.

The Teamsters have a right to discipline members for a range of infractions including:



Violating the oath of loyalty to the Local Union and the International Union.



Crossing picket lines in the event of a strike.

Source: IBT Constitution, 2021, Page 146

**Ask a Teamsters organizer  
for their Constitution and Bylaws.  
Make sure you have the facts.**

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