

We Have a Date!

We will be voting on Friday, August 13 and Monday, August 16 for our Teamster election. Times and locations will be announced. Soon, we'll have the opportunity to make a decision that will affect our futures in a profound way and give us a voice on the issues that matter most to us:

- *Receive fair wages and better benefits that reflect the skills and training we have;*
- *Improved safety;*
- *Paid time and one half for working more than eight hours a day or 40 hours per week;*
- *Enjoy breaks and lunches that workers are entitled to receive;*
- *Paid for all time worked in the service of the employer, and*
- *To be treated with respect, dignity and fairness.*

We've been working for several months to get to this point – now all of us need to continue to stand together so we can win the respect we deserve. Together, we're ***DRIVING FOR RESPECT!***

For more information about our campaign to form a union with the Teamsters, call Charlie Stephenson at **(202) 528-5788** or John Palmer at **(202) 439-7370**.

Also, visit www.teamster.org/kagwest

Join the Teamster KAG West text message group now and get Teamster campaign updates sent directly to your phone! Just text "**KAGWEST**" to **86466** today!



COMPANY'S CAMPAIGN OF

DECEPTION

Pacify, Brainwash, And Scare Tactics

During every union organizing drive companies engage in the same behavior in order to crush your right to form a union. Much of this is orchestrated by high-priced law firms, also known as union busters. The company will spend thousands and thousands of dollars in an effort to defeat your right to a voice in the workplace. Below you will find a few of many of the most common tricks and ploys.

PACIFICATION TACTICS

1. Give you a raise.

*Pacification Date*_____

2. Entertain you and your family with picnics & BBQ's.

*Pacification Date*_____

3. Offer supporters management jobs.

*Pacification Date*_____

4. Offer to fix problems never addressed before.

*Pacification Date*_____

5. Give us a second chance.

*Pacification Date*_____

6. Bring back a respected supervisor.

*Pacification Date*_____

7. Send letters to your house, from the boss.

*Pacification Date*_____

8. Fire the most hated supervisor.

*Pacification Date*_____

SCARE TACTICS

1. Threaten to close the business.

*Scare Tactic Date*_____

2. Threaten that you could lose everything in negotiations.

*Scare Tactic Date*_____

3. Portray our Union as outsiders.

*Scare Tactic Date*_____

4. Threaten you with layoffs and job cuts.

*Scare Tactic Date*_____

5. Dues, Strikes, Fines, and Assessments.

*Scare Tactic Date*_____

6. No more open door policy.

*Scare Tactic Date*_____

7. Hold one on one meetings.

*Scare Tactic Date*_____

8. Hold captive audience meetings.

*Scare Tactic Date*_____

9. Discredit organizing committee and organizers.

*Scare Tactic Date*_____

10. Show violent films about the Teamsters.

*Scare Tactic Date*_____

11. Discuss corruption in the Teamsters.

*Scare Tactic Date*_____

12. Discuss Union official's salaries.

*Scare Tactic Date*_____

13. Discuss charges against Union officials.

*Scare Tactic Date*_____

These are only a few of many tactics that the company will use to defeat your attempt to form a union. Keep track of the dates and see for yourself.