

# ORGANIZING PROCESS

## WHAT TO EXPECT



01

### UNIONIZING IS NOT FOR THE WEAK **IT REQUIRES A STRONG ADVOCATE**

An advocate who is willing to quietly engage their co-workers as a leader. A leader for the movement of social justice. It takes patience, persistence and perseverance and most importantly, the backing of a team and a family. That's where Teamsters 987 comes in. We're on your side.



### TEAMSTERS 987 SERVES **MANY INDUSTRIES**

02

Outside of work, call or email a Teamster 987 organizer. They will advise you as to whether this your industry or workplace is within the appropriate jurisdiction.

03

### ORGANIZATION STRATEGY **CORE COMMITTEE**

When your Teamsters Union 987 organizer has given the go-ahead, a group of trusted co-workers will gather to discuss their desire to bring a union to their workplace. This will be the core committee that plans and executes the organization strategy along with the Teamsters organizer.



### GET THE GO-AHEAD **GATHER TO DISCUSS**

04

The group will then discreetly (outside of work) find other co-workers that work in varying job roles, and in some cases, in different departments, to make sure they are reaching enough interested employees.

**05**

## STRICTLY CONFIDENTIAL THE MEMBERSHIP CARD

Depending on the plan the Teamsters Union 987 organizer and committee have set forth, there will likely be a petition or membership cards that circulate (again, outside of work). These membership cards are strictly confidential, meaning employers are never allowed to see them.



## FILE THE MEMBERSHIP CARDS AND APPLICATION

**06**

When a certain percentage of employees in the unit have signed, your Teamsters Union 987 organizer will then file the signed membership cards with the appropriate labour board (depending on your industry, either the Canadian Industrial Labour Board or the Alberta Labour Relations Board) along with an application for certification.

**07**

## ANONYMOUS AND CONFIDENTIAL VOTE

When a certain percentage of employees in the unit have signed, your Teamsters 987 organizer will then file the signed membership cards with the appropriate labour board (depending on your industry, either the Canadian Industrial Labour Board or the Alberta Labour Relations Board) along with an application for certification.



## NEGOTIATE THE BEST DEAL POSSIBLE

**08**

Once the bargaining unit has received certification, it's time to go to work to set up a collective bargaining agreement. This will involve a committee of employees, the employer and your Teamsters Union 987 Business Agent sitting down to negotiate the best deal possible for you.