

JOSH ZIVALICH
President

ROLY PIÑA
Sec.-Treasurer



AFFILIATED WITH THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

Teamsters Local Union 769

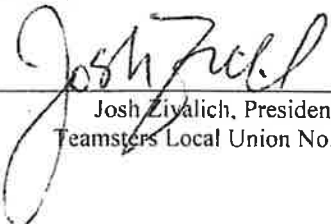
12365 WEST DIXIE HIGHWAY
NORTH MIAMI, FL 33161
Phone: (305) 642-6255
1 800 397-6656 (Outside Dade County)
Fax: (305) 891-5896
teamsterslocal769.org

OFFICIAL TEAMSTERS LOCAL 769 DOCUMENTS TEAMSTERS GUARANTEE TO THE WORKERS AT SYSCO

1. We will use the full resources and skills of our Local 769 and International Union in an effort to negotiate higher pay, affordable benefits and better working conditions at Sysco in Miami.
2. We will work with Sysco workers in Miami to negotiate the best possible Union contract with the Company which will be effective when workers vote for it.
3. If you are unjustly or illegally terminated, the Union provides you representation at no cost. This is covered by your dues. (Teamsters Local Union No. 769 has a labor side law firm on retainer.)
4. The Teamsters will never back down from fighting for Sysco workers and are willing to take on the Company to make positive change.
5. We are committed to provide the necessary attention and follow up to all the members.
6. A strike can **ONLY BE DECIDED BY WORKERS THROUGH A VOTE**. Union officials and representatives cannot decide if workers go on strike. You vote, you decide.
7. No Union Dues will be deducted until your contract is voted on. Your union dues will be calculated in accordance with the Union Constitution and By-Laws, if you earn more than \$11.00 dollars per hour, your dues will be 2.5 times your hourly rate. Initiation fees will be waived for newly organized workers.
8. We will never charge you any fees for not attending meetings, or for not showing up in any Union activity.
9. As a member, when you are off work because you are sick or injured for more than a month, you can freeze your Union dues by taking a withdrawal card.
10. The Teamsters are committed to protect all the workers, regardless of their immigration status.
11. Like most organizations, the Teamsters have a Constitution – we **GUARANTEE YOU** that our Constitution will never be used in any way that hurts any worker at Sysco in Miami. Our Constitution is open for all to see and can be found at:

<https://teamster.org/sites/teamster.org/files/IBT-Constitution-2011.pdf>

I guarantee to fully adhere to these commitments and to carry them out fully this 23rd day of January, 2019, City of Miami-Dade County, of Florida.



Josh Zivalich, President
Teamsters Local Union No. 769