

What Is a **SHOP STEWARD?**

A Shop Steward is a Costco Teamster chosen by their co-workers to represent them on the job. Stewards are the first line of defense when it comes to enforcing the union contract, protecting members' rights, and making sure management plays by the rules established in the collective bargaining agreement.

WHAT SHOP STEWARDS DO:

ENFORCE THE CONTRACT

Inform members what's in the Teamsters National Master Agreement — unlike the "employee handbook," the Agreement is something we make sure Costco follows.

REPRESENT WORKERS

Be an advocate for co-workers during write-ups, investigations, and discipline.

PROTECT RIGHTS

Ensures Costco follows the terms and conditions in the collective bargaining agreement and honors "just cause" standards and due process — not at-will treatment.

SOLVE PROBLEMS

Raises issues with management and works to resolve them early in the process.

BUILD POWER

Serves as a visible union presence in the workplace, connects Teamsters, shares information, and keeps the bargaining unit strong.

Why **SHOP STEWARDS MATTER at COSTCO**

Costco Teamsters don't need to face management or HR alone. With a steward, workers have someone on the floor who knows the contract, knows their rights, and knows how to use them. Shop stewards are chosen by their co-workers and answer to the membership — not management and not HR.



The **BOTTOM LINE:**

A shop steward means Costco Teamsters enjoy stronger protections, have fewer abuses, and experience a workplace where Costco workers don't get pushed around!