

# **KNOW THE FACTS: YOUR UNION AUTHORIZATION CARD**

Costco workers deserve clear, accurate information about **what a union authorization card is and what it means to sign one**. Don't believe what other people tell you. An authorization card is simply a way for workers to come together and decide, democratically, whether they want to be represented by the Teamsters and join the Costco Teamsters National Master Agreement.

## **FACT**

Signing a union authorization card is **NOT** a contract. You are **NOT** agreeing to any new contract terms, and you are **NOT** giving up any rights. The card only shows that workers want the opportunity to vote to form a union.

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Signing a card is **NOT** the same as "joining the union." No one becomes a Teamster unless workers win a secret-ballot election and vote to be covered by the Costco Teamsters National Master Agreement.

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Signing a card is simply a way for Costco workers to stand together and **ask for a vote on joining the Teamsters**. Ultimately, you will join the Costco Teamsters National Master Agreement, which sets strong standards for wages, pension benefits, scheduling, and working conditions.

A union authorization card is about **having a voice and a real choice**. It is the first step toward a democratic vote where Costco workers decide together whether to join the Teamsters and be covered by the national agreement.

**WE BELIEVE COSTCO WORKERS DESERVE STRONG STANDARDS AND REAL REPRESENTATION. SIGNING AN AUTHORIZATION CARD IS HOW WORKERS MOVE THAT PROCESS FORWARD.**

