

ROADMAP

TO JOINING THE COSTCO TEAMSTERS NATIONAL MASTER AGREEMENT

1. Form a representative organizing committee consisting of Costco workers from all departments.

3. Petition for an election and file with the National Labor Relations Board or demand recognition from Costco.

6. Vote YES to join the Western Conference Teamsters Pension Plan and secure guaranteed retirement income for life. A **YES** vote also automatically brings your store under the Costco Teamsters National Master Agreement.

9. Work under the protection of a Teamsters contract that delivers job security, strong wages, great benefits, and real respect on the job.

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2. Establish majority union support at your Costco location.

4. Maintain majority union support at Costco.

5. Election Day – vote YES for Teamsters representation at Costco.

7. Be covered by the Costco Teamsters National Master Agreement, joining more than 18,000 Costco workers nationwide and growing.

8. Designate shop stewards. Shop stewards are co-workers who know and enforce the contract, help protect your rights, and make sure management follows the rules.

10. Have a voice in bargaining the next Costco Teamsters National Master Agreement in 2027, to keep winning better wages, benefits, and working conditions.
WE ARE STRONGER TOGETHER!

