



BEING A COSTCO TEAMSTER IS AN EXECUTIVE MEMBERSHIP

Management loves having us push the concept of Executive Membership onto customers, but what they don't like to admit is that as nonunion workers, we're stuck with a basic Gold Membership. Like the Gold Membership, we may enjoy some benefits that look similar to what Costco Teamsters get — but those benefits are not guaranteed, not legally enforceable, and can be taken away or changed at any time.

The Costco "employee handbook" is not a contract. It can be rewritten whenever the company wants, without bargaining, without feedback, and without any obligation to maintain standards. Nonunion workers miss out on important protections and benefits that only Costco Teamsters have secured through collective bargaining.

GOLD-LEVEL STANDARDS ARE NOT ENOUGH

The Costco Teamsters National Master Agreement is the Executive Membership for the job.
It's a legally binding contract that guarantees:

- **Just cause standards for discipline**
- **A grievance procedure concluding with disputes decided by an impartial arbitrator to challenge unfair treatment**
- **Job security and seniority protections**
- **Scheduling stability & guaranteed minimums for hours**
- **Predictable lump sum of paid sick/personal leave**
- **Negotiated wages and benefits**
- **A defined-benefit pension providing guaranteed retirement income**
- **Employer contributions to your 401(k)**

WITH A TEAMSTERS CONTRACT, WORKPLACE STANDARDS STOP BEING EMPTY PROMISES AND START BEING ENFORCEABLE RIGHTS — THE DIFFERENCE BETWEEN A BASIC NONUNION GOLD MEMBERSHIP AND TEAMSTERS EXECUTIVE MEMBERSHIP.

GET YOUR UPGRADE!