

THE TEAMSTERS DIFFERENCE

Costco's so-called "Employee Agreement" is written by management, without any input from us. They control what's in it, when it changes, and whether they even follow it. That's not a voice. That's not power.

When we organize and win a Teamsters contract, we'll have real bargaining rights. Our contract will be legally binding, enforceable, and written by us — not handed down by corporate executives. That's the power of standing together.

COSTCO ONLY UPDATES THE "EMPLOYEE AGREEMENT" WHEN TEAMSTERS WIN AT THE TABLE

That's no coincidence. Every one of these gains came from workers negotiating through the union, not from corporate generosity.

WHAT COSTCO TEAMSTERS HAVE WON:

- \$3/hour total wage increase by February 2027 (top of scale)
- 22% increase in employer-paid pension contributions — now \$2.56/hour
 - Teamsters get both a 401(k) and a pension — real retirement security that pays out no matter what the stock market does.
- Six weeks (240) of paid vacation for 30-year employees.
- Guaranteed extra check payouts — management can't change the rules at will.
- Stronger job protections:
 - Just cause for termination with stricter timelines.
 - No discipline for absences due to natural disasters.
- Greater protections for shop stewards — union reps from the warehouse who enforce the contract daily.
- Seniority protections that prevent favoritism and unfair job loss.
- Limits on camera surveillance to protect worker privacy.

ADDITIONAL WINS FOR WASHINGTON FLEET DRIVERS

- Retroactive pay increases back to September 2024.
- Stronger protections against subcontracting.
- Seniority-based route selection that can't be changed without driver approval.



LET'S HOLD COSTCO ACCOUNTABLE. LET'S WIN A TEAMSTERS CONTRACT.
www.CostcoTeamsters.com