



The TEAMSTER Difference

FINANCIAL STRENGTH

Teamsters

- Net Assets = \$100,000,000
- Expenditures for Representational Activities = \$50,000,000
- Political Activities and Lobbying = \$7,000,000
- Teamsters International PAC Fund is the fourth largest of all Unions and eighth largest of all PACs in America

Associations

- Limited in financial resources given their relatively small membership base. Without the support and recognition of an International Headquarters all assets and funding must be drawn from individual association members.
- Associations typically lack dedicated PACs, when PACs exist they are supported by assessments, providing limited ability to support ballot measures and candidates
- Associations typically cannot afford to have full-time lobbyists, campaigners, or organizers that are necessary to mobilizing around legislation and backing key political seats

STAFF & EXPERTISE

Teamsters

- Considerable staff with entire departments with nationally prominent experts – some of the best Public Sector Attorneys in the U.S.
 - ▶ Public Sector Professional Negotiators
 - ▶ Economists and Financial Analysts
 - ▶ Political Action Experts & Lobbyists
 - ▶ Strategic Research Department
 - ▶ Industry Research & Contracts Experts
 - ▶ Retirement & Pension Fund Experts
 - ▶ Communication Professionals
 - ▶ California Teamster Public Affairs Council
 - ▶ & More

Associations

- Inadequately staffed and funded; few, if any, employees and little in-house labor relations expertise
- No comparable departments and no comparable expertise
- Legal firms are sometimes hired, but lack the ability to develop relations with the City, County and State which are integral to labor relations.
- Conflicts of interest arise when representing members to an employer given that Association leadership are also employees

LEADERSHIP & REPUTATION

Teamsters

- One of world's most prominent unions, founded in 1903
- 1.4 million members
 - ▶ More than 450 Local Unions
- Public Services Division
 - ▶ 260,000 Public Employees Represented
 - ▶ 3,000 of which are in Local 856

Associations

- Little or no name recognition, based upon size of group
- Associations are led by coworkers who are employees of the Agency/Department

NEGOTIATIONS

Teamsters

- Skilled professional negotiators
- In-house legal staff and four law firms on retainer to assist with negotiations
- Dedicated full-time staff to handle day-to-day representational needs
- Aggressively & effectively fought to block privatization of correctional work
- U.S. and International Allies
- Solidarity and support of other established public and private sector trade unions

Associations

- Inexperienced-employee negotiators
- Associations typically hire attorneys to represent them costing the membership hundreds of dollars per hour
- Grievance backlogs typically exist for Associations given the lack of full-time staff
- Rarely hire actuaries, obtain comprehensive salary surveys or conduct workload studies