

KNOW YOUR RIGHTS

The Law Protects Our Right to Organize with the Teamsters

Our rights to form a **REAL UNION** with the Teamsters are legally protected.

Protected union activity includes speaking to co-workers about joining Local 856, wearing Teamster buttons or stickers, and distributing Teamster literature – as long as they don't cause disruptions at work.

California State Law:

- **Guarantees** our right to form, join and participate in activities of any employee organization we choose (Cal Gov. Code §3502)
- **Prohibits** the County/Department from discriminating or retaliating against workers who exercise their rights, and from encouraging us to favor one union over another Cal. Gov. Code sections 3506 and 3506.5(a),(d).
- **Prohibits** other unions from discriminating or retaliating against employees who exercise our right to support the union of our choice Cal. Gov. Code section 3506.

If your rights are being violated by the County or Probation Department, the Teamsters are committed and prepared to assist you to make sure your rights are respected.

Stand Strong and Let's Make a Positive Change as Teamsters!



Please report any incidences of discrimination or retaliation to:
Vice President Rudy Gonzalez: rudy@ibt856.org or (650) 635-0111 x7718, or
Legal Director Sarah Sandford-Smith: sarah@ibt856.org or (650) 635-0111 x7716.