

What is a “permanent replacement”?

If the Union called you out on strike over economic demands, the company could permanently replace you.

A “permanent replacement” is just what it sounds like. If employees strike over pay or benefits, a company has a right to hire permanent replacements to keep the business running.

“Consequently, where employees have engaged in an economic strike, the employer may hire permanent replacements whom it need not discharge even if the strikers offer to return to work unconditionally.” *United Site Services of California, Inc.*, 369 N.L.R.B. No. 137 (2020)

At the end of an economic strike, the company does not have to let the permanent replacements go to give the strikers their jobs back. The strikers have to sign a list and hope that one day a position they are qualified for will become available. This could take years. *Adams Bros. Manifold Printing*, 17 NLRB 974 (1939).

Is the Teamsters’ Union in your best interest?

Get the Facts Before You Decide!