



SUMMER 2018

Teamster

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KING'S ECONOMIC DREAMS REMAIN UNFULFILLED

We recently marked the 50th anniversary of the tragic assassination of the Rev. Martin Luther King Jr., a man who stands forever tall as one of the greatest leaders in U.S. history.

On the anniversary of his death, I was in Memphis, where King was murdered, with my fellow Teamsters, other union members, civil rights leaders and social justice activists to remember the life of a man who was an icon not only for African-Americans, but all who faced injustice, including the working poor.

Many may not know that King was in Memphis at that time because he was advocating for striking Memphis waste workers who faced unsafe working conditions and low pay. Two months earlier, two city sanitation workers had died when the vehicle they worked on malfunctioned and killed them.

In 2016, two of the 1968 strikers came to the Teamsters' 29th International Convention to tell their stories about how they and this union stood together in an effort to bring dignity and respect to the workplace.

One of those gentlemen, Alvin Turner, died last September. But the lessons he shared with thousands of union brothers and sisters that day still resonate. The Teamsters will continue the fight for justice in Memphis and across the nation going forward.

The Memphis strikers did eventually prevail in their fight. But the struggle for sanitation workers, both in Memphis and elsewhere, continues. Half a century later, the Teamsters are standing with waste workers fighting for workplace safety, because these jobs are still the most dangerous in the nation. This union and our members are still fighting for a living wage. And we're still fighting for dignity and respect on the job.

Now is the time for elected officials to listen to the demands of working people. It's time to fulfill King's final clarion call for economic justice.

James P. Hoffa



RETIREMENT SECURITY THREATENED BY DELAY, INACTION

Joint Select Committee Must Put Aside Party Politics to Find Pension Solution

On March 14, the members of the Joint Select Committee on Solvency of Multiemployer Pension Plans convened for its initial meeting, pledging to work together to find a bipartisan solution to the pension crisis.

The Teamsters Union supports this goal and has also called for a commitment by the legislators to report a bill as soon as possible, and not wait until the November deadline.

"It was encouraging to hear a commitment by the members to put aside party politics and work toward a solution," said Teamsters General President Jim Hoffa.

The retirement security of as many as 1.5 million active and retired workers could be at risk if pension legislation is not passed soon.

"We hope that this spirit of bipartisanship will translate into real results far before the November deadline. They cannot allow politics to stand in way of addressing the pension crisis—an issue that crosses party lines," Hoffa said.

The committee, which is comprised of eight senators and eight members of the House evenly divided by party, will work toward reporting a bill to solve the pension crisis.



The Teamsters Union supports the passage of the Butch Lewis Act of 2017 (H.R.4444/S.2147) which was introduced in Congress last November by Sen. Sherrod Brown (D-Ohio) and Rep. Richard Neal (D-Mass.) and has received bipartisan support.

"The joint select committee already has a strong starting point in the Butch Lewis Act," Hoffa said. "This legislation offers a real solution that protects retirement security without cutting the pensions that millions of active and retired workers have earned."

For more information, visit teamster.org.



Workers at DHL Express Overwhelmingly Approve New National Contract

Workers at DHL Express have overwhelmingly voted to approve a new national master agreement that provides historic salary and standard-of-living protections through significant annual wage increases, benefit contribution increases and a strong cost-of-living adjustment clause.

The Teamsters negotiated wage increases totaling \$5 per hour over five years with full retroactivity to April 1, 2017. These are record annual hourly increases for full-time DHL Teamsters.

In addition, the agreement provides contribution increases totaling up to \$6 per hour to maintain and protect current health care and pension benefits. Workers also ratified more than 28 riders.

"This is a historic agreement, especially given the challenging issues we faced in negotiations due to the changing delivery environment and the fact that we have more than 28 riders, and numerous health, welfare and pension funds,"



said Bill Hamilton, Director of the Teamsters Express Division and International Vice President

"This contract reflects the hard work and dedication of our DHL Teamsters covered by the agreement. This agreement also reflects the fact that when the parties come to the table with the idea to protect and improve the lives of working men and women around America, great milestones can be achieved," Hamilton said.

Part-time workers will also receive meaningful raises. Both the driving and non-driving rates will see hourly increases of between 50 cents and \$1 per year in the agreement, another major goal of the DHL Teamsters and the union committee.

The national contract covers more than 2,800 Teamsters—drivers, clerical workers and gateway employees. Workers voted in late February.

UNANIMOUS CONTRACT

Contract with Southern Glazer's Wine and Spirits Includes the Teamster Pension

Locals 79 and 947 recently ratified a three-year statewide contract for drivers at Southern Glazer's Wine and Spirits in Fort Myers and Jacksonville, Fla.

Less than a year after organizing, the contract was ratified on January 27, 2018, proving that having good relationships with other local unions and employers plays a fundamental role in the negotiating process.

"This is a great example of using our relationships with other local unions and employers to get a great first contract!" said John Sholtes, Trustee and Business Agent for Local 79 in Tampa, Fla. "These members followed our lead with adhering to the Teamsters organizing model, and it paid off in the end. They won seniority rights and other protection language, along with a great pension plan too!"

The members from both locations voted unanimously (25-0 in Jacksonville and 21-0 in Fort Myers) for the three-year contract that consists of higher wages, better pensions and health care, an increase in benefits and job security through seniority, among other benefits.

"We were having pay and favoritism issues and we wanted to be union, and a couple of different unions approached us," said Joe Lawson, a driver at Southern Glazer in Jacksonville. "After talking to Donny (Connell, Secretary-Treasurer of Local 947), we knew the way to go was with the Teamsters. And they made the negotiation process so simple and smooth for us. It was a great experience."

Throughout the entire process, the Teamster locals engaged the members on Facebook, by text and emails to keep them informed on the progress of the negotiations and any important news.

"It was a tough battle but being able to negotiate and secure a three-year contract that guarantees the workers health care, retirement, pay raises, new pensions and job security, was worth the fight," Connell said.

"This is a great victory to show unity, a great victory for Teamsters in a right-to-work state and a great victory for Teamsters everywhere," said Russell Payne, President of Local 947. "The teamwork from this joint campaign inspired me."



UPS, UPS Freight Contract Updates

To get the latest UPS and UPS Freight contract updates, sign up for the UPS Rising app where you can also find the current UPS contract and other news.

Download the app by searching "UPS Rising" in the App Store or Google Play. You can also follow the UPS Rising Facebook page for the latest updates.

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GROUNDBREAKING CONTRACT

LOCAL 174 MEMBERS AT APP RATIFY FIRST CONTRACT

In an incredible and hard-won victory, a group of 90 fuel delivery truck drivers at APP/World Fuel Services voted to approve a new three-year agreement with their employer.

The contract victory comes a year after the drivers first voted to join Local 174 in Tukwila, Wash. The group voted unanimously to authorize a strike action on October 1, and gathered to make picket signs for a potential strike on November 12.

The agreement includes a signing bonus, improved health care at a lower cost, additional holidays, improved weekly overtime rules, pension contributions and new provisions requiring the company to pay for necessary certifications for the drivers. Previously, those

certifications were paid for out-of-pocket by the drivers. In addition, the wage structure will be simplified and improved. Every employee under the new contract will receive a wage increase, with an average increase of 6.1 percent.

"The strength of this contract is a direct reflection of the strength of this group of drivers," said Rick Hicks, Secretary-Treasurer of Local 174. "These drivers showed what a great Teamster looks like, even before they became full union members. Now that they have ratified this agreement, they can stand together proudly and take their oath of obligation to become full-fledged members of Local 174. We are glad to have them as members."

"This victory was a team effort," said David Jacobsen, Teamsters Western Region Tankhaul Division Director and the Local 174 senior business agent representing this group of new Teamsters. "This is a great contract we can all be proud of."

The new contract victory is not just groundbreaking in its own right—it's the first organizing victory at APP/World Fuel Services.

"We are thrilled with this outcome," said Darren Foreman, who has worked at APP for over 18 years. "Through this whole process, we had one goal in mind: to become members of Local 174 and get one of Local 174's industry-leading contracts. We did that, and we couldn't be happier."



TEAMSTER POWER AT SYSCO



LOCAL 769 RATIFIES TWO FIRST CONTRACTS

Teamsters expanded their footprint in Florida when 110 Fresh Point drivers and eight Sysco Southeast Florida mechanics ratified first contracts as members of Local 769 in North Miami.

They join 93 Sysco Southeast Florida drivers who ratified the first union contract in the state in April 2017.

Both first agreements provide significant wage increases, strong grievance procedures and job security for members who faced management threats of facility closure, job losses and other reprisals when they first sought union representation.

Sysco is under federal investigation for hundreds of alleged labor law violations in 10 states, including Florida.

"I've worked for 10 years with no raises, so this contract is very good news for us," said Danielle West, a 10-year Sysco Fresh Point driver. "The vacation pay and money for things like our boots is important, too. This why we organized—to have job security and protection. They can't just fire us for no reason. Go Teamsters all the way!"

Travis Bouie, fleet mechanic at Sysco Southeast Florida, is the father of a newborn, Olivia. This contract, he said, will allow him to give her a brighter future and is "about our families."

"Sysco's number-one position in the nation's broadline foodservice industry is built on the backs of

its workers," said Josh Zivalich, President of Local 769. "This company's profits come from the men and women who put in 12-14 hour shifts, six days a week, year after year. These new members fought hard for a contract that provides the respect they deserve. We are happy to welcome them to Local 769."

Teamsters represent 8,576 Sysco members under 62 collective bargaining agreements at 47 facilities in the U.S. and Canada.

Give to the Teamsters Disaster Relief Fund

The Teamsters Disaster Relief Fund is a charitable 501(c)(3) developed in 1991 to assist Teamster members who have suffered a loss from a disaster.

The fund receives donations from local unions and Teamster members.

For more information or to donate, visit ibt.io/tldrfund

Intermodal Momentum

By a vote of 46-9, workers at ITS

Calumet, an intermodal rail transportation company in the Chicago area, voted recently to join Local

710. There are 57 workers in the bargaining unit.

"The workers' overwhelming vote to form their union with the Teamsters shows how fed up they are about being forced to work excessive hours and their many concerns about an unsafe workplace," said Mike Cales, Secretary-Treasurer of Local 710 in Mokena, Ill.

"We voted to join the Teamsters for a better standard of living for ourselves and for our families," said Justin Vaughn, an operator at ITS Calumet who has been an employee for over eight years. "We also want a safer yard and a fair seniority system. Also, right now we get a 20-minute lunch break during 12-hour shifts."

"We look forward to negotiating a first contract for these workers that addresses their concerns. Our local represents more than 600 workers in the intermodal rail industry, including the new ITS yard in Harvey, and we have a great deal of experience in the industry," Cales said.

This victory continues the strong momentum in the intermodal rail transportation industry. In late 2017, workers at ITS ConGlobal in Harvey, Ill., voted overwhelmingly to join Local 710. There are 133 crane operators, yard jockeys and grounds workers in the bargaining unit. The vote was 100 to 23. In November 2016, 777 workers at Parsec, Inc. in Commerce, Calif. voted to join Local 986. In July 2017, 507 workers at Parsec in Elwood, Ill. voted to join Local 179.



RESOURCES TO THRIVE

Teamsters at the San Bernardino County Preschool Services Department (PSD) ratified a strong first-time agreement with the county, bringing much-needed salary adjustments and a grievance procedure to these 500 working people in early childhood education.

"We never had a voice before this Teamster contract. We now have a voice," said Toi Waddles, a teacher at Fontana Citrus Head Start. PSD Teamsters ratified the agreement unanimously.

PSD Teamsters have been in negotiations with San Bernardino County since March 2017. In December 2017, thousands of community members and parents of PSD students showed their support for these working people by signing postcards addressed to county officials, demanding that they help create "Stability for PSD Families" with Local 1932. The push from the public led to progress at the negotiating table.

"We cannot win strong contracts like this one by coming into things alone," said Sean Segal, a program generalist at Westminster Head Start. "We stood together with the community and the results were fantastic. I know it's just the start."

Local 1932 and San Bernardino County also agreed to work together to secure additional funding that it is currently lacking in early childhood education.

"Every day, these new Teamsters at PSD care for thousands of our region's most vulnerable children," said Randy Korgan, Secretary-Treasurer of Local 1932 in San Bernardino, which represents the PSD workers. "Going forward, we will ensure that these children and the working people that care for them have the resources they need to truly thrive."





LOCAL 986 PARKING VALETS SECURE FIRST CONTRACT

After years of legal action in federal court, NLRB charges for unfair labor practices, and numerous protests and rallies, valet parking attendants at the Hard Rock Hotel and Casino in Las Vegas voted unanimously recently to approve their first Teamster contract. The agreement provides a substantial wage increase, a Teamsters pension plan, and a health and welfare plan paid in full by the employer.

"This contract is a victory for our parking valet members at Hard Rock and it's a victory for all Teamsters in Local 986," said Chris Griswold, Secretary-Treasurer of Local 986. "For eight long years these workers stood together and withstood management's anti-union tactics and delays. Their endurance and solidarity is an inspiration to Teamsters everywhere."

In 2009, the valet parking attendants voted for Teamster representation. Hotel management waged an aggressive anti-union campaign that lasted more than eight years

but the workers never lost their faith or their strength to fight.

One of the most important aspects in winning the first contract was a push from the Teamsters Capital Strategies Department which brought the concerns about management's attack on workers' rights to investors of Brookfield Asset Management which acquired the Hard Rock property in 2011. In a letter to Brookfield investors, General Secretary-Treasurer Ken Hall warned that management's aggressive anti-union campaign at the Las Vegas Hard Rock Hotel had proven costly and counterproductive, damaging morale of front-line workers and sparking informational picketing outside the hotel. The regional office of the NLRB had issued multiple complaints against management alleging threats and retaliation against workers for their support of the union. Management's strategy, Hall argued, had created unnecessary financial and reputational

risk for Brookfield investors.

This letter caught the attention of Pat Stryker, the Local 237 representative on the New York City Employee Retirement System (NYCERS) board, one of the five funds of the city's retirement system. NYCERS has a strong Responsible Contractor Policy which makes clear their interest in the condition of workers employed by its investment managers and the companies in which they invest.

The Teamsters secured the support of other trustees to delay a vote on hundreds of dollars in new investments to Brookfield until the asset manager could demonstrate its commitment to the principles of the Responsible Contractor Policy. Within a month, the Teamster valets secured a strong contract.

"This victory should send a strong message to investment managers everywhere," said Ken Hall. We don't want the hard earned pension assets of our members financing the attack against workers."



TEAMSTERS HONOR LEGACY OF MLK

WE HAVE A DREAM

On April 4, 1968 at 6:01 p.m. local time, Dr. Martin Luther King Jr.'s life was cut tragically short by an assassin's bullet. Dr. King was in Memphis to support sanitation workers who were on strike following the deaths of two of their colleagues who were crushed in a malfunctioning vehicle two months earlier.

Fifty years later, several hundred Teamsters and more than

and respect on the job.

"The true legacy of Dr. King is that the commitment to do what's right when you've been wronged is still alive," said Greg Floyd, International Vice President and President of Local 237 in New York. "And it will stay alive because his inspiration is deep seated and draws upon the best instincts of each generation."

everyone continue working, even if it required stepping over her body. They also shared stories of sexual harassment and terrible working conditions.

"XPO management forces workers to remove their bras at the security checkpoint," said Elizabeth Howley. "We see snakes, rats, lizards and bugs. And no one is allowed to do CPR. We don't deserve to be treated like this. No one does."



10,000 union supporters took to the streets of Memphis to honor King and his legacy.

"Dr. King knew that civil rights and labor rights were one and the same," said Jim Hoffa, Teamsters General President. "He knew that social justice and economic justice go hand in hand."

In 1968, the strikers carried the iconic signs that proclaimed "I AM A MAN." Fifty years later, the marchers carried "I AM" as a symbolic gesture to the 1968 sanitation workers and a reminder that there remains much to be done.

I AM A MAN is about dignity

Still Fighting

Hoffa and Teamsters from across the nation participated in numerous events throughout the week in Memphis.

The Teamsters and the Tennessee chapter of the NAACP held a community meeting featuring XPO warehouse workers and their fight for a voice on the job after one of their co-workers, Linda Neal, had a heart attack and died on the job—after supervisors ignored her repeated requests for a break.

Her colleagues talked about how supervisors refused to let them do CPR or call 911 and made

The warehouse workers are organizing to gain a voice on the job.

"My co-workers and I are subjected to unsafe working conditions and have dealt with sexual harassment on the job, but we will not allow XPO to continue treating us as second-class citizens," said Lakeisha Nelson. "We will make our voices heard and we will fight. We are worth fighting for."

The appalling working conditions these XPO workers face shows how far we have to go to achieve Dr. King's dream.

Jose Ramirez and Ryan Janota, two XPO drivers from Aurora, Ill.

who were illegally fired for supporting the union, also addressed the community meeting.

"I was unjustly terminated by XPO for supporting and participating in a union action at my facility—a right that is protected under federal law," Ramirez said. "My belief in the Teamsters has only strengthened because of this incident. We will continue our fight against XPO's toxic culture."

Dangerous Work

In the weeks leading up to the Memphis actions, two Teamster

Recycling Division. "Workers today continue to build upon the legacy of the Memphis strikers and their commitment to fight against racial and economic injustice."

Republic Teamsters in Memphis ratified a historic new contract just days before the rally.

The company demanded significant concessions early, but Local 667 Secretary-Treasurer James Jones and the negotiating team held firm. The new contract includes an extra vacation day and an immediate \$4-an-hour increase.

Decency and Respect

About 20 Teamster drivers and monitors from Durham School Services in Memphis joined Hoffa at Ms. Girlee's Soul Food Restaurant to discuss issues facing the workers. Across North America, workers at Durham and its parent company National Express (NEX) are faced with harassment and disrespect at the hands of their employer. Hoffa vowed to keep fighting for the Memphis workers and all NEX/Durham employees.



waste workers died on the job. Jeremy Gordon of Local 350 in Northern California, and Kenneth Simpson of Local 600 in St. Louis, each had families who are now suffering the grief of losing a loved one on the job. Both of their deaths are under investigation.

Today, Local 667 represents Memphis waste workers at Republic.

"The Memphis sanitation strike wasn't just a union action. Its foundation was based around these workers' basic civil and human rights," said Ron Herrera, International Vice President and Director of the Teamsters Solid Waste and

"My committee worked hard during the negotiations," Jones said. "We stuck together to ward off concession attempts by the company. These guys deserved the recognition of standing on stage and showing the strength of the 2018 sanitation workers."

Local 667 Republic workers Carlos Wilson, Kevin Clark and Terry Moss were joined at the I AM march by three waste workers from New York City's Local 813, Gustavo Deleon, Joseph Ostro and Raul Borrero. They joined Hoffa on stage and led the Teamster delegation in the march.

"Durham just doesn't get it," Hoffa said. "One third of their workers are already under a Teamster contract. We are united and we are going to stand together to demand that all of our sisters and brothers at Durham are treated with decency and respect."

Ms. Girlee's was a fitting venue for Teamster members and Hoffa to come together in solidarity for the basic rights of Durham school bus drivers around the country. Ms. Girlee's is owned by 1968 sanitation striker Baxter Leach and his family.

Memphis is one of Durham's largest contracts in North America



Alvin Turner Way | Teamsters Remember Union Ally, Civil Rights Figure

1968 sanitation striker Alvin Turner embodied the trade union spirit. In 2016, he addressed the Teamsters International Convention and told the delegates, "We cannot go backward, we must go forward."

Turner passed away in September 2017 at his home in Memphis.

"The word 'hero' is thrown around way too easy," said Chuck Stiles, assistant director of the Teamsters Waste Division. "Alvin Turner was

a hero. He was a wealth of knowledge and he never stopped fighting for workers."

On April 7, 2018, Turner was honored by the city of Memphis and Local 667 at a ceremony renaming his home street "Alvin Turner Way."

"Alvin Turner was a great friend of the Teamsters," said Ron Herrera, Director of the Teamsters Solid Waste, Recycling and Related Industries Division. "He will be missed but never forgotten."

and the workers are members of Local 984.

10,000 Strong

The morning of April 4, 2018 was a cool 40 degrees in Memphis, but that didn't stop more than 10,000 union supporters from rallying and marching in honor of Dr. King.

The crowd heard from numerous speakers including the Rev. William Barber from North Carolina and Sen. Bernie Sanders. Performers including Sheila E. and Common kept the crowd moving, but it was the 1968 strikers that grabbed

the crowd's attention.

Baxter Leach and Alvin Turner addressed the 2016 Teamsters International Convention and have worked with the Teamsters to speak with and organize waste workers in the south. Unfortunately, Turner passed away last year (see inset). However, Leach took the microphone and gave a big shout out to the assistant director of the Teamsters Waste Division, Chuck Stiles.

The marchers then headed on a nearly two-mile march to the historic Mason Temple where Dr. King gave his famous "Mountain-

top" speech the night before he was killed.

Waving Teamster banners and placards, the Teamsters could be heard chanting "Who are we? Teamsters!" and "No Justice! No Peace!" from blocks away.

"Dr. King told us that 'Injustice anywhere is a threat to justice everywhere,'" Hoffa said. "Today, millions of American workers need government assistance to make ends meet. It's a disgrace. We are the richest country in the world but our workers need food stamps to feed their families. This has to change."



Teamsters and millions of other public sector union members could see their collective bargaining power significantly diminished if a legal case currently before the Supreme Court sides with anti-union actors.

The nation's highest court heard oral arguments in "Janus v. American Federation of State, County and Municipal Employees" in late February.

The suit deals with an Illinois state government employee, Mark Janus, who doesn't want to

pay "fair share" fees covering contract bargaining and representation activities allowed as part of the 1947 Taft-Hartley Act.

The case touched on many of the same issues raised in 2016's "Friedrichs v. California Teachers Association," in which the Supreme Court was largely expected to side with plaintiffs but ultimately deadlocked on after the unexpected death of Justice Antonin Scalia left it with only eight members.

Janus: AN ATTACK ON WORKING PEOPLE



SUPREME COURT CASE THREATENS LIVELIHOOD OF MILLIONS OF WORKERS

But with the addition of conservative Justice Neil Gorsuch last year, many believe Janus will prevail. A decision is expected before the end of the court's term in June.

Power Building

"The ramifications of an adverse ruling will take away the freedom of working people to join together and have a voice through strong unions," said Michael Filler, Director of the Teamsters Pub-

lic Services Division.

"If the court overturns 40 years of precedent, it will immediately result in the loss of fee-payer revenue and trigger right to work within the public sector in every state across the country without the need for legislation," Filler said.

In preparation for that possibility, Teamster locals that represent public employees have been working to implement the Public Service Division's Power-Building Program, which is meant to



convert fair-share payers into full union members.

Beefing up internal organizing is the key to combatting this latest threat against organized labor.

Teamsters joined pro-worker advocates at rallies in the nation's capital and all around the country on February 24 that honored the legacy of Dr. Martin Luther King Jr., who stood up for workers as part of his advocacy efforts.

The Working Peoples' Day of Action brought hard-working Americans together to support unions and their right to speak up for themselves, their families, their communities and the next generation of workers.

People like Laurence Young, who believes so strongly in the fight to ensure collective bargaining

rights for public sector workers that he traveled cross country from his California home so he could be at the high court.

The University of California at Santa Barbara library employee, who is a business agent for Local 2010 at the campus, got into the court briefly to hear Justice Elena Kagan stand up in support of unions.

Outside the Supreme Court, he said he was energized by the hundreds of pro-union demonstrators who were fighting back against the corporate-fueled agenda.

"I see this case as affecting unions nationwide, not just public sector unions, so I see this as an attack on working people across the country," Young said.

PUBLIC EMPLOYEES IN WASHINGTON RATIFY CONTRACTS

KING COUNTY TEAMSTERS

Public employees represented by Local 117 in Tukwila, Wash. recently approved strong contracts for 12 bargaining units in King County.



Turnout in the contract vote was historically high and all bargaining units overwhelmingly ratified their contracts, which has wage increases of 3.25 percent.

The agreements contain many improvements for the more than 1,200 Teamsters in the unit, including a provision for economic equity, expanded bereavement leave, protections against sub-contracting, professional development opportunities and other improvements.

"I want to congratulate our members at King County on their new contracts that provide across-the-board wage increases and critical workplace protections," said John Searcy, Secretary-Treasurer of Local 117.

HIGH COURT CASE IS COVER FOR ANTI-UNION ADVOCATES

UNIONS BENEFIT WORKERS

Workers across the nation have repeatedly come under attack from corporate interests looking to tamp down on wages so they can pocket higher profits.

The latest example? A court case argued in front of the U.S. Supreme Court in February that seeks to gut public sector unions in an effort to reduce their effectiveness in the workplace.

Mark Janus is the plaintiff in “Janus v. AFSCME.” He is an Illinois social worker who is protesting the reduced union fees he must pay to cover contract negotiation and worker representation costs the union conducts on his behalf. But those backing him are a who’s who of anti-union activists who view the lawsuit as an opportunity to disarm collective bargaining in this country.

“Free riders”

like Janus rob unions of necessary funds that make them the effective pro-worker advocates they are today.

But just as importantly, the law change has reduced the availability of middle-class jobs all across the country. Families are finding it more difficult to make ends meet.

Why is that? Because strong collective bargaining rights leads to higher pay.

Union Rights

For more than 40 years, federal law has provided public employees the right to join together in a union as a way to have a voice on the job with respect to how they are paid, the benefits they receive, and general conditions of employment such as the procedures for taking time off from work.

If the high court overturns decades of legal precedent by disallowing the collection of “fair share” fees, it will be much more difficult for public employees to have a voice and for labor unions to have the financial resources to protect public employees and safeguard their negotiated wages, benefits and working conditions.

Though the Supreme Court justices will ultimately have the final say

in the Janus case, the Teamsters and working people across the country can be proactive by speaking about the benefits of a union, increasing membership and remaining unified.

That way, over-compensated corporate executives who want total freedom to rewrite work rules to lower wages and eliminate benefits will realize that workers’ collective voices cannot be silenced.





Another UNFI Victory

STRING OF ORGANIZING VICTORIES WITH ORGANIC FOOD SUPPLIER

Drivers with the largest natural and organic food supplier in the United States, United Natural Foods, Inc. (UNFI), overwhelmingly joined Local 853 in Oakland.

The 31 drivers based out of Gilroy, Calif. transport supplies for UNFI to major clients like Whole Foods, Amazon, Genentech, Sprouts and Google.

The drivers are seeking fair scheduling and compensation for excess hours, seniority for overtime, improvements to safety and a shorter wage progression, and other issues.

"We're excited to welcome UNFI drivers to the Teamsters. There is a trend across the country of UNFI workers joining together and seeking Teamster representation," said Dennis Hart, Secretary-Treasurer of Local 853.

"As companies become increasingly interconnected, as with Amazon's purchase of Whole Foods, it's important that unions strategically organize and workers unite to better their working conditions," Hart said.

Teamster Support

Gilroy drivers seeking to organize with Local 853 received support and words of encouragement from Teamster UNFI drivers from Dayville, Conn., Hudson Valley, N.Y., Moreno Valley, Calif. and Auburn, Wash.

Teamster UNFI members from Local 63 in Covina, Calif., and Local 117 in Tukwila, Wash., traveled to meet with the UNFI workers in Gilroy to provide support and share their experiences with organizing and forming their union with the Teamsters.

"UNFI is the sixth largest grocery wholesaler in the U.S, and first in the organic and natural sector. The perseverance and commitment exhibited by UNFI workers is an example to all workers on what can be achieved by sticking together.

"We're looking forward to continuing to represent and organize more workers in this sector," said Steve Vairma, Director of the Teamsters Warehouse Division.

LOCAL 449

Student Transportation of America

School bus drivers and monitors working for Student Transportation of America (STA) voted to join Local 449. The 59 workers transport students for the Newfane Central School District.

"These workers were very motivated," said George Harrigan, Secretary-Treasurer of Local 449, based in Buffalo, N.Y. "They are working together for a chance to improve their jobs, just like our members who organized at STA Lockport last year."

Dick Eberhart, a driver at STA Newfane, was a union member for 35 years and knows what it means to have a strong union on your side.

"I was a proud UAW member for 35 years; I can't wait to become a proud Teamster," Eberhart said.

LOCAL 174

Swissport

Nearly 150 aircraft fuelers, dispatchers and mechanics employed by Swissport finally received word that they were successful in their effort to join Local 174. The mostly immigrant workgroup is based at the Seattle-Tacoma International Airport, and is responsible for fueling all commercial aircraft de-

parting from that airport.

"These individuals perform technically difficult work that has a direct impact on public safety, yet Swissport pays them minimum wage without benefits. Turnover is sky-high as a result," said Local 174 Secretary-Treasurer Rick Hicks.

The election victory comes after a difficult organizing campaign spearheaded by Local 174 Director of Organizing Meaza Ogbe.

"We faced numerous challenges, especially language and cultural barriers, but those were ultimately overcome by speaking a language we can all understand: the language of respect," said Ogbe.

LOCAL 572

Durham School Services

School bus drivers, monitors and mechanics who work at Durham School Services in Carson, Calif. voted by a 2-1 margin to join Local 572. The workers will join more than 500 Durham School Services employees already represented by a Teamster contract.

"Congratulations to our newest members in Southern California, who were united in the face of a nasty anti-union campaign on behalf of the company," said Teamsters Passenger Transportation Division

Director and Local 572 Secretary-Treasurer Rick Middleton.

Workers reported many concerns about their working conditions. These included bus safety, favoritism and a lack of a seniority-based system for route assignments and wages, as well as no paid holidays.

LOCAL 170

First Student

Workers with First Student have overwhelmingly decided to join Local 170 in a vote conducted by the National Labor Relations Board.

"We are extremely pleased to welcome these professional bus drivers to the Teamster family," said Shannon George, Secretary-Treasurer of Local 170 in Worcester, Mass. "These men and women chose a challenging career driving our most precious cargo to and from school; they are the first face our children see going to school and the last face they see leaving school."

Local 170 Organizer Shawn Stevens spent many days speaking with and addressing the needs and concerns of these 29 new Teamsters.

LOCAL 653

North River Collaborative

After a three-year fight for representation, drivers

and monitors with Massachusetts's North River Collaborative have officially gained recognition as members of Teamsters Local 653 in South Easton, Mass. The 108 workers transport students with special needs and are based in Abington and Rockland.

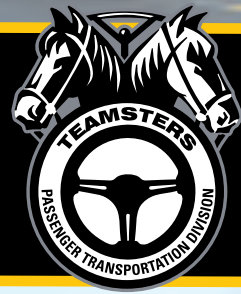
"We decided to organize because we need job security, seniority and the backing of a union, and that's why we contacted Teamsters Local 653," said Jim Swanton, a 10-year driver for North River Collaborative. "It's been a pleasure working with the Teamsters organization and we're ecstatic about joining the union."

Workers for North River Collaborative said that some of the other reasons for their desire to form a union were wages, benefits, and safety concerns.

"We already represent school bus drivers at many of these locations," said Local 653 Secretary-Treasurer Brian McElhinney. "What the van drivers and monitors at non-union companies are learning from speaking to the bus drivers we already represent is that Teamster membership provides incredible benefits to workers in this industry."



Teamsters to NEX: **RESPECT US**



LABOR, ALLIES TAKE ON PASSENGER TRANSPORTATION COMPANY

The Teamsters Union has a message for National Express/Durham School Services: Respect us.

In March, the Teamsters were joined by international labor allies to hand-deliver an important letter to their corporate headquarters in Lisle, Ill.

"In light of the continued, egregious nature of the company's anti-union tactics, the response provided to the Teamsters by [Durham CEO] Matt Ashley does not provide any confidence in a changed position by the company towards a more constructive and positive approach to US labor relations," according to the letter, signed by: Jim Hoffa, Teamsters General President; Stephen Cotton, General Secretary of the International Transport Workers' Federation (ITF); and Len McCluskey, General Secretary of UNITE.

"The ITF and our affiliates will now proceed as outlined in the ITF charter and use every legal means necessary to hold National Express accountable for its behaviour, with a broad-based campaign to inform the public about how National Express treats its workers and conducts its business around the world," the letter states.

The letter notifies NEX of moves that the three parties will be taking jointly in response to the company's failure to take meaningful steps toward an agreement around the treatment of workers during union elections. The three labor organizations represent NEX workers in North America, the United Kingdom and throughout the company's global operation.

Pressure on NEX

"National Express is a global company that is charged with one of



the greatest responsibilities—transporting our school children and community members safely and securely," said Jim Glimco, President of Local 777 and the person who delivered the letter to NEX.

"A key element of that work is the professionally trained staff who provide that service across the globe. The Teamsters are concerned about the company's inconsistent approach to its workers and the unions who represent them, especially in North America," Glimco said.

Pressure on NEX to respect workers' rights has been mounting since the ITF and its affiliates formally invoked the ITF charter on responding to corporate violations of workers' rights against National Express and its North American subsidiaries in May 2016.

One year later the Teamsters' leadership met with the North American leadership at NEX. At that time, the Teamsters offered concrete suggestions for improved relations, including proposed language on a joint agreement to re-

spect a worker's rights to choose freely during union elections.

Latest Developments

When the two parties reconvened on March 19, 2018, Ashley came unprepared and unwilling to make progress on such an agreement, despite assurances that the company would review and consider the language proposed by the Teamsters.

Coupled with continued vicious, false and misleading anti-union activity by the company, Ashley's unwillingness to join the Teamsters in a joint commitment has made his position clear.

The Teamsters Union remains hopeful that NEX will take the necessary steps toward a mutually agreed protocol. As stated in their letter, they are ready to re-engage in meaningful negotiations should the company reconsider the position they have taken at this point in time.

For more information, visit teamster.org.



400 New Airline Members at Allegiant

MECHANICS AND RELATED WORKERS JOIN TEAMSTERS

In March, mechanics and related classifications at Allegiant Air voted overwhelmingly to be represented by the Teamsters Union.

“Congratulations to all of our mechanics who voted to stand united so they can negotiate for better wages, benefits and safety standards under a Teamster contract,” said Capt. David Bourne, Director of the Teamsters Airline Division. “We’re excited to begin the negotiations process at Allegiant Air.”

Allegiant Air employs about 400 mechanics and related technicians, primarily in Las Vegas and in Sanford, Fla., but also in 10 other stations throughout the country. The Teamsters already represent pilots and flight dispatchers employed by Allegiant Air.

Colin Coffman has been working for Allegiant Air at Phoenix-Mesa Gateway Airport for three years. He served on the organizing committee during the campaign to bring mechanics into the Teamsters Union.

“Before I worked at Allegiant, I was a Teamster for 19 years at UPS Air Cargo,” Coffman said.



“They were a powerful voice for us. The solidarity was there, and it seemed like it was a family. I think workers here need that solidarity; we need that strength.”

“The mechanics at Allegiant Airlines recognize the power that Teamster representation brings to their co-workers as well as mechanics at companies like United Airlines and UPS Air Cargo, and they want in on the action,” Bourne said.

Best Airline Possible

Mechanics at Allegiant Air emphasized that their interest in joining

the Teamsters Union came from a desire to improve both their workplace and the company as a whole.

“There are a lot of great things about working at Allegiant Air,” Coffman said. “If there wasn’t, we wouldn’t try to make our jobs better by organizing with the Teamsters—we would just quit. I really believe that Allegiant is on the edge of becoming something really special, and we want a seat at the table so we can make this company the best airline it can possibly be.”

“Our goal isn’t to come in here



and be irate, and pull the company down, or bring down anyone personally,” said Patrick Johnson, an Allegiant worker for the past seven years. “We’re interested in making the airline a better place to work, more profitable and safer. I want us to focus on shifting toward a more career-oriented model for mechanics, because I take my career very seriously. I’ve been doing this for over 35 years. For young mechanics coming up in the ranks, I don’t want to see them leave for another carrier. I want to see good people stay with the company and do well here.”

“I think it’s great that we’re bringing in the union,” said Quentin Parks, a nine-year Allegiant worker. “We all come from different cities—Mesa, Las Vegas, Sanford, all over. At all of these places, we need a structure in place to deal with the issues that come up at work, and each station, there’s different issues. What the Teamsters bring to the company is structure. No matter where you come from or where you are hired, you’ll go through the same process as everyone else in the company.”

OMNI AGREEMENT

Local 1224 Raising Standards for Airline Workers

Pilots at charter airline Omni Air International reached a new tentative agreement with the company on February 28. The agreement includes major increases in pay that make Omni’s starting first officer salaries the highest in the U.S. airline industry. The pilots are represented by Local 1224 and have been in negotiations with the company for more than two years.

The contract addresses longstanding concerns about compensation. Many Omni pilots operating under the agreement will see their pay more than double during its four-year term. The contract also includes major improvements in issues related to travel, lodging and benefits, a major victory for pilots at Omni.

The Omni contract marks the latest victory for the union, which represents pilots at 10 U.S.-based passenger and cargo airlines.

“Our union is committed to raising the bar for the piloting craft,” said Local 1224 President Daniel C. Wells. “With the Omni agreement—the latest in a string of contract victories after Allegiant and Kalitta—we have made these companies a respectable place for pilots to work.

“We are proud of forcing this evolution in the industry. The contract with Omni is the latest hard-fought victory for pilots in our union and throughout the trade. We are proud to be raising standards for America’s professional pilots that support decent, stable jobs for our members and their families, and we are proud to help Omni attract and retain pilots who will keep the airline safe for its passengers,” Wells said.

Based in Tulsa, Okla., Omni is the nation’s largest all-passenger charter airline. The company operates domestic and international flights for corporations, sports teams, government agencies, the U.S. armed forces and others.

“A win for pilots is a win for Omni,” said Eric Wainwright, Omni Pilots Executive Council Chairman. “With precedent-setting pay and benefits for Omni pilots, we can attract and keep our best pilots, ensuring that our passengers arrive safely and comfortably at their destinations.”

For more information, visit teamster.org.



Standard Forwarding Contract Victory

500 TEAMSTERS GET BETTER PAY, BENEFITS



Teamsters who work at Standard Forwarding have voted to ratify a new contract that provides for significant hourly and mileage increases, increased benefit contributions and other improvements.

The contract covers about 500 Teamsters at Standard Forwarding, one of the largest regional less-than-truckload carriers in the Upper Midwest.

"This new contract protects our Standard Forwarding members and their families through March 5, 2021 and is retroactive to March 6, 2018," said Ernie Soehl, Director of the Teamsters National Freight Division. "I want to thank our committee for negotiating a contract that provides our members with a more secure future."

Solid Contract

Willie Mackey, chief steward at the South Bend, Indiana terminal, said the company and industry have faced challenges in recent years.

"Despite these challenges, the Teamsters negotiating committee

got the job done and negotiated a solid contract," said Mackey, a five-year employee and Local 364 member who is a city driver.

The union negotiated the most significant annual hourly and mileage increases since the company exited bankruptcy and was sold almost a decade ago. Wages will go up by \$2.10 per hour and over 5 cents per mile by the end of the three-year contract.

The union also negotiated increased pension contributions and maintained all the superior Teamster health plans valued by the members with no co-pays or compromised benefits.

"I want to thank the Freight Division, all the business agents who served on the committee and the Standard Forwarding members, who were all instrumental in getting this contract negotiated and ratified," said Bob Warnock III, President of Local 364 in South Bend, Indiana and Co-Chairman of the Teamsters National Freight Industry Negotiating Committee.



TEAMSTER NATION
PODCAST

TEAMSTER NATION PODCAST

News for Working Families

Check out the Teamsters Union's podcast at teamster.org/podcast

For more information, to listen or subscribe, visit teamster.org/podcast

LOCAL 856 MEMBER SAVES TWO LIVES FROM HUMAN TRAFFICKING

MIRACLE WORKER

Trafficking Statistics

Polaris is a nonprofit, non-governmental organization that works to combat and prevent modern-day slavery and human trafficking. "Although slavery is commonly thought to be a thing of the past, human traffickers generate hundreds of billions of dollars in profits by trapping millions of people in horrific situations around the world, including here in the U.S. Traffickers use violence, threats, deception, debt bondage, and other manipulative tactics to force people to engage in commercial sex or to provide labor or services against their will," the organization states.

Here are some key statistics according to Polaris:

- The International Labour Organization estimates that there are 20.9 million victims of human trafficking globally.
 - 68 percent of them are trapped in forced labor.
 - 26 percent of them are children.
 - 55 percent are women and girls.
- The International Labor Organization estimates that forced labor and human trafficking is a \$150 billion industry worldwide.



Denice Miracle has been a customer service representative at American Airlines for 27 years. As a worker in the airline industry, she's always thinking of the safety of her passengers above all else. For this reason, it was fortunate that she was working one fateful day last year when two young teenagers approached her desk at the Sacramento International Airport.

Miracle, a member of Local 856 in San Bruno, Calif., knew that something strange was going on when she noticed that the two teenage girls didn't have much luggage.

"Normally, if a teenager is travelling, they have a lot of stuff—these two girls only had two small carry-ons, and their parents weren't even with them," Miracle said. "Some kids are really travel savvy, but not these two. They didn't even have ID. I had an internal instinct that said, 'Something is not right.'"

Miracle notified her supervisor then called the local sheriff's department. They arrived on the scene shortly.

"Pretty Serious"

"The police came and checked it out. I could tell something was going on," Miracle said. "There

was one, then two, then three, then four...I went about my day checking people in, but I realized something pretty serious is going on over there."

The sheriff's deputies investigated the situation, and discovered that the tickets had been bought with a stolen credit card.

The 15-year-old and 17-year-old girls told police they met a man on Instagram and he invited them to go to New York for a modeling job. They said he was going to pay them \$2,000 to model in a music video.

Were it not for the intervention of Miracle, things could have been much worse.

The deputies told Miracle that had the two girls gotten on the plane, their parents never would've seen them again.

"I'm very, very thankful Ms. Miracle with American Airlines was able to use her intuition and concern and actually say something," Sacramento County Sheriff's Deputy Todd Sanderson told The Sacramento Bee. "Without her, I wouldn't have been called and we wouldn't have intervened with these girls."

Front Lines

The incident speaks to the importance of airline workers who are

constantly at the front lines of protecting their passengers.

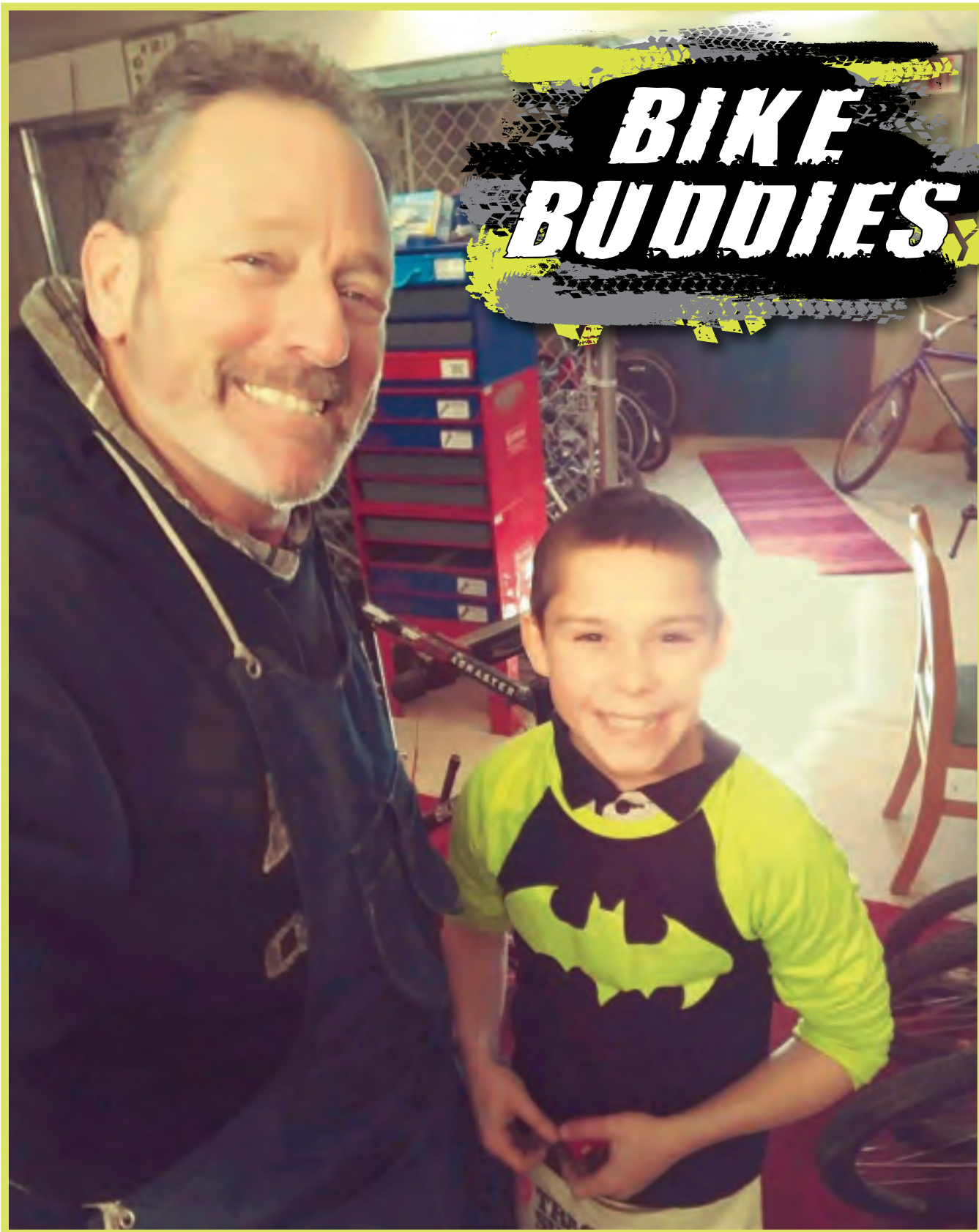
Working as pilots, customer service representatives, mechanics or dispatchers, all workers in this industry are on the front lines of protecting human life every day.

Customer service representatives in particular are uniquely positioned to fight human trafficking as they are often in the best position to rescue victims of human trafficking.

In recent years, initiatives such as Airline Ambassadors and the Blue Campaign have sought to bring awareness to this very important issue, and workers in the industry are increasingly being taught to spot victims of this horrific practice.

"We check people in every day and we try to interact with people, even if it's just for a second," Miracle said. "We're the first face that they run into, so anything you see that's out of the ordinary, maybe take a minute to evaluate the situation and ask why some young people are by themselves."

"I'm a proud union member, and American Airlines is very committed to fighting human trafficking," Miracle said. "Any and all training we can get to not just American employees, but other airline employees; that can only help."



After a Teamster Opens Free Bike Shop, a New Friendship Emerges

Steve Smalley is a retired Roadway Express driver from Local 107 in Philadelphia. He now works at Woods Services doing maintenance.

Woods is a nonprofit organization that provides assistance to more than 4,000 children and adults who have complex and intensive health care needs. They operate a large campus in Langhorne, Pa. where they run a residence, three schools and a research institute.

Smalley noticed that there are a number of children living at the facility who had bikes but were unable to ride them. Smalley did something that seemed like a natural next step: he opened a bike shop at the facility.

"I saw some people in need of something that I could fix and I wanted to help them out," Smalley said. "Coming up as a freight driver, whenever we saw our Teamster brothers or sisters in need, we'd give each other a hand. I've carried that mentality with me throughout my life."

New Volunteer

Smalley provided a much-needed service for the children at the Woods campus, and along the way he found a young man who was interested in working with him.

Smalley met 11-year-old Shawn Cain when he visited the Gardner Education Center, where Cain goes to school. Cain showed interest in the work that Smalley and other maintenance workers were doing and Smalley took notice.

"Every time a maintenance van pulled up he'd come running up and asking us questions—what we're



doing, can he hold our tools and all. He was really interested in doing hands-on work and I wanted to take him under my wing," Smalley said.

Pretty soon, Cain wanted to volunteer in Smalley's bike shop.

Wednesdays

Woods Services provides health, education, housing, workforce, behavioral health and case management services to those with physical, intellectual or developmental disabilities.

In November, Woods held an annual employee recognition dinner, and Smalley was honored with an award for creating the bike shop, which has provided an immense degree of warmth and happiness to the residents.

Smalley spoke with Woods' CEO, Tine Hansen-Turton, about the possibility of Cain working with him. Hansen-Turton said he should go for it, and they've been working together ever since.

"I really like that Shawn is into

mechanics and the hands-on sort of thing," Smalley said. "My son was like that—he didn't like academics but he was great with his hands. He ended up in a trade school, won all of the top awards, but I lost him in a car accident that August, in 2010.

"He was 18 years old. His name was Shawn, too. When I saw this kid, he reminded me so much of my son, he's just like him," Smalley said.

Smalley and Cain work together once a week on Wednesday. Cain said that because of the time he gets to spend with Smalley, Wednesday is his favorite day of the week.

The two love fixing things together and their bond has grown dramatically since Cain started working at the bike shop.

"I really enjoy working with him and Wednesday is now also my happiest day of the week. I know this has been really good for him but it has also been great for me," Smalley said. "I feel like someone was watching over us and brought Shawn and I together."

REPORT TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: The Independent Disciplinary Officers
Hon. Barbara S. Jones
Hon. Joseph E. diGenova

DATED: February 1, 2018

I. INTRODUCTION

The following is Magazine Report 1 of the Independent Disciplinary Officers ("IDO") for 2018 regarding activities from December 1, 2017 through February 1, 2018 conducted pursuant to the Final Agreement and Order of February 17, 2015. This Report provides updates on four existing charges.

II. PROGRESS OF EXISTING MATTERS

A. ROME ALOISE, PRINCIPAL OFFICER OF LOCAL 853, SAN LEANDRO, CALIFORNIA, INTERNATIONAL VICE PRESIDENT, PRESIDENT OF JOINT COUNCIL 7

On February 10, 2016, the Independent Review Board ("IRB") issued a Report to the IBT General Executive Board recommending that charges be filed against Rome Aloise ("Aloise"), an International Vice President, President of Joint Council 7, and principal officer of Local 853. The first charge that the IRB recommended be filed against Aloise was for requesting and receiving things of value from IBT employers in violation of 29 U.S.C. § 186(b) and Article XIX, Section 7(b)(2), (11) and (13) of the IBT Constitution. It also recommended that Aloise be charged with violating Article XIX, Section 7(b)(1) and (2) and Article XIV, Section 3 of the IBT Constitution, violating Article IV, Section 6 of the Local 853 Bylaws, and bringing reproach upon the IBT, in violation of Article II, Section 2(a) of the IBT Constitution, for allowing an ineligible person to obtain membership and entering into sham collective bargaining agreements with The GrandFund. It was also recommended that Aloise be charged with bringing reproach upon the IBT through a pattern of misconduct designed to prevent a fair officer election in Local 601, including using union resources to support a candidate and subvert her opponents in violation of 29 U.S.C. § 481(g); attempting to deny members' LMRDA rights to free speech, to sue and to fair hearings; and breaching his fiduciary duties under 29 U.S.C. § 501(a).

On February 23, 2016, General President Hoffa adopted and filed the charges. On June 3, 2016, the Independent Review Officer ("IRO") received a letter on behalf of the IBT stating that it

was suspending the scheduled hearing on charges against Aloise indefinitely. The IRO found inadequate in the circumstances the Union's actions. The IRO directed the Union to complete a hearing and submit written findings to the IRO no later than September 15, 2016.

In an August 5, 2016 letter, the Union stated it would not convene a hearing on the Aloise charges. On August 9, 2016, the IRO sent a notice scheduling a de novo hearing for October 11, 2016. On September 15, 2016, counsel for Aloise represented to the IRO that for health reasons he was not available for the October 11, 2016 hearing. On September 27, 2016, the IRO granted an adjournment of the hearing until November 30 because of counsel's health issue. On October 11, 2017, the IRO, Benjamin R. Civiletti, submitted his resignation, for medical reasons, to USDC Judge Loretta A. Preska. On December 16, 2016, the Honorable Barbara S. Jones (Ret.) was appointed the new IRO.

On January 11, 2017, the IRO scheduled a de novo hearing. The hearing was held in San Francisco, California on March 14 and 16, 2017. The IIO filed his post-hearing brief on May 8, 2017. Aloise filed his post-hearing brief on June 16, 2017, and the IIO replied on June 30, 2017.

On October 24, 2017, the IRO issued a 60-page opinion finding that the evidence supported the charges against Aloise, and that Aloise brought reproach upon the union. She directed the IIO and Aloise, respectively, to submit memoranda regarding the appropriate discipline for Aloise.

The IIO submitted his memorandum on November 13, 2017. Aloise responded on Friday, December 1, and the IIO replied on December 8.

On December 22, 2017 ("Decision Date"), the IRO issued a disciplinary decision ordering that 1) for two years from the Decision Date, Aloise shall be suspended from his positions as International Vice President, President of Joint Council No. 7, and Secretary-Treasurer and Principal Officer of Local 853; 2) for two years from the Decision Date, he shall not hold any position, elected or appointed, with the IBT, Joint Council No. 7, Local 853, or any other IBT affiliate; and 3) For two years from the Decision Date, no IBT entity shall pay him, nor shall he accept, any salary, gratuities, gifts, payments, allowances, fees, benefit payments, or contributions or any other compensation of any kind, other than compensation accrued prior to the Decision Date.

On January 3, 2018, the IRO issued a supplemental Order. She noted that it "ha[d] come to [her] attention that none of the IBT entities (i.e., the International, Joint Council No. 7, and Local 853) on which Aloise held positions from which he has been suspended has indicated that Aloise has been subject to any discipline or change in status. * * * In addition, it has come to [her] attention that the Joint Council No. 7 Executive Board issued a memorandum to the Locals in the Joint Council touting its view that [her] disciplinary order did not re-

sult in a vacancy of Aloise's position as President."

In light of the "troub[ling] lack of transparency illustrated at all levels of the IBT," the IRO issued a supplementary order requiring that by January 5, 2018, the IBT, Joint Council No. 7, and Local 853 to indicate on their respective websites that Aloise has been suspended from his positions. She further ordered that by January 17, 2018, Joint Council No. 7 shall correct its erroneous memorandum and reissue it to indicate that Aloise's suspension results in a vacancy under the IBT Constitution and take the proper steps to fill the vacancy as set forth in the bylaws.

B. WILLIAM C. SMITH, III, EXECUTIVE ASSISTANT TO THE IBT GENERAL PRESIDENT

On November 17, 2016, the IIO recommended to the General President that a charge be filed against IBT member and employee, William C. Smith, III ("Smith"), Executive Assistant to the General President, principal officer of Local 891 and Secretary-Treasurer of Joint Council 87, for accepting a thing of value from an employer of IBT members in violation of federal law, 29 USC § 186(b), the permanent injunction in *United States v. International Brotherhood of Teamsters*, and the IBT Constitution, Article XIX, Sections 7(b)(2), (11) and (13). The report alleged that in January 2013, during contract negotiations between a local and an IBT employer in which International Vice President Aloise was participating, Aloise solicited the IBT employer to obtain admissions for Smith and his companions to an exclusive non-public Super Bowl party in New Orleans. These party admissions were things of value worth at least \$1,000 each. Smith allegedly knew that Aloise requested the IBT employer to obtain the admissions for him. Smith received and used the admissions that the IBT employer obtained for him. The charge report alleged that Smith violated 29 U.S.C. § 186(b), which prohibits an IBT employee from soliciting and receiving a thing of value from an IBT employer, and committed an act of racketeering in violation of the permanent injunction in the Consent Order.

On November 30, 2016, the IBT General President adopted and filed the Charge. On January 10, 2017, the IBT General Counsel requested a 90-day extension. On January 17, 2017, the IRO granted an extension to May 19, 2017. On March 21, 2017, the IBT held a hearing of the Charge.

On May 16, 2017, the IBT Hearing Panel found that the preponderance of the reliable evidence did not support the Charge against Smith and recommended it be dismissed, based on the Panel's conclusion that Smith did not believe the party admissions had value because he believed they were "promotional items."

On May 17, 2017, the General President adopted the Panel's findings and conclusions and reissued its recommendation as a decision ("Decision") of the General President.

On June 23, 2017, the IRO notified the General President that she found his decision to be inadequate for three reasons: (i) the Decision failed to adequately consider the proper legal standard (reasonable doubt versus preponderance of the evidence); (ii) the Decision failed to adequately consider that Smith knew the admissions were obtained through an IBT employer; and (iii) the Decision failed to adequately consider that "promotional items" may be "things of value" under Section 186 and the IBT Constitution.

On June 27, 2017, in light of the IRO's finding, the General President remanded the matter to the Hearing Panel. On July 25, the General President adopted as his own the Panel's conclusion on reconsideration that "it has not been shown by a preponderance of reliable evidence that Brother Smith acted 'knowingly and willfully' as opposed to because of 'mistake, accident or inadvertence'" when he attended the Super Bowl Party in 2013. Accordingly, the General President stood by the conclusion that the charge should be dismissed.

On August 22, 2017, the IRO notified the General President that in light of the deficiencies she identified in her June 22 letter, the July 25 Hearing Panel recommendation he adopted failed to remedy those deficiencies.

The IRO conducted a de novo hearing on the Charge on November 8, 2017, in Arlington, Virginia. The IRO ordered the IIO and counsel for Smith to submit post-hearing briefs by December 15 and December 25, respectively, with the IIO's reply brief due on January 5.

On Friday January 26, 2018, the IIO issued an Opinion determining Smith had violated Title 29, United States Code, § 186(b) and Article XIX, Section 7(b)(13) of the IBT Constitution by accepting things of value from a Teamsters employer. She ordered that for one year from that date, Smith shall be suspended without pay from his position as the Executive Assistant to the General President of the IBT. She further ordered that for one year, he shall be prohibited from serving in any capacity on the James R. Hoffa Memorial Scholarship Fund, including as Chairperson. Finally, she ordered that he be permanently prohibited from serving as a trustee for any trusteeships imposed on any IBT local. The matter is therefore closed.

C. FORMER JOINT COUNCIL 25 PRESIDENT AND LOCAL 727 SECRETARY TREASURER JOHN T. COLI, SR.

On August 10, 2017, pursuant to Paragraphs 30 and 31 of the Final Agreement and Order, the IIO recommended to the General President that a charge be filed against former Joint Council 25 President and Local 727 Secretary Treasurer John T. Coli, Sr. ("Coli") for violating the IBT Constitution, Article XIX, Sections 7(b)(1), (2) and (14)(a), for unreasonably failing to cooperate with the IIO by refusing to appear for his sworn examination on July 28, 2017.

Among the matters about which the IIO intended to question Coli were his interactions with employees of vendors to the union and union funds and allegations of his having received things of value from an IBT employer as reflected in a federal indictment for violating 18 U.S.C. § 1951 and 29 U.S.C. § 186. Coli also would have been questioned about other union matters, including the awarding of contracts to fund service providers and the funds' and the union's employment of his relatives.

The IIO recommended to the General President that Coli be charged with bringing reproach upon the IBT and violating Article II, Section 2(a) and Article XIX, Sections 7(b) (1), (2), and 14(a) of the IBT Constitution by obstructing, interfering and unreasonably failing to cooperate with the duties of the IIO as set forth in the Final Agreement and Order.

The General President filed internal union charges against Coli on August 17, 2017. On October 24, 2017, the IRO granted the IBT's request for additional time to render a decision.

On December 11, 2017, the IBT held a hearing on the charges. In its January 10, 2018 Report and Recommendation based on that hearing, the Panel concluded that "while still a Union member, [Coli] was advised that the IIO had scheduled his sworn examination. It is undisputed that he failed and refused to appear to testify." Accordingly, the Panel concluded that Coli violated Article XIX, Section 14(a), and recommended the charge be sustained. It recommended that Coli be permanently expelled from membership. It further recommended that Coli be permanently barred from holding any office or employment (including as a consultant) with the IBT or any affiliate of the IBT, permanently barred from any involvement in the affairs of the IBT or any affiliate of the IBT, and permanently prohibited from receiving any compensation, payments or benefits from the IBT or any affiliate of the IBT, other than benefits accrued or vested prior to his resignation.

On January 10, 2018, the General President adopted the Panel's findings and recommendations and reissued the recommendation as his own decision. On January 12, 2018, the IRO found the decision to be not inadequate. Under the Final Agreement and Order Coli is prohibited from association with any IBT member and all members are prohibited from association with Coli. The matter is therefore closed.

D. FORMER LOCAL 831 MEMBER ANTHONY CASTELLE

On September 8, 2017, pursuant to Paragraphs 30 and 31 of the Final Agreement and Order, the IIO recommended to the General President that charges be filed against former Local 831 member Anthony Castelle for violating the IBT Constitution, Article II and Article XIX, Sections 7(b)(1), (2), (9) and (14)(a) by being a member of Organized Crime, and by unreasonably failing to cooperate with the IIO.

The IIO's investigative report included a Declaration from a Federal Bureau of Investigation ("FBI") Special Agent which stated that in the FBI's expert opinion Castelle is a member of the Luchese Organized Crime Family. The IIO's investigative report further detailed that he had properly noticed a sworn examination of Castelle pursuant to IIO Rules, Paragraph B (2) (b), for June 18, 2017. At that examination, Castelle would have been questioned about his associations with and membership in an Organized Crime family. Castelle failed to appear as scheduled. Castelle's attorney later faxed a letter to the IIO's office stating that Castelle had been too ill to appear for his sworn examination that day. A second sworn examination was scheduled for August 2, 2017. On August 2, 2017, Castelle appeared for the examination, but after approximately five minutes, Castelle refused to answer further questions. On August 31, 2017, Castelle resigned from the IBT.

On September 13, the General President adopted and filed the charges. Following past practice under the Consent Decree, under which the IBT referred charges alleging association with Organized Crime back to the IRB for adjudication without first conducting its own internal hearing, the General President referred the charges against Castelle to the IDO for adjudication.

On December 4, 2017, Castelle executed an Affidavit and Agreement under which he agreed never to hold membership in the IBT. He further agreed never to hold any position with Local 831 or any employment, office, position, or consulting or similar relationship, with Local 831 and any IBT entities. He further agreed that neither Local 831 or any other IBT Entities may pay him, nor may he accept, any salary, fee, or compensation of any kind, except fully vested pension benefits, and that any other IBT entities shall not make, nor shall he accept, any contributions to any pension, health, severance, or other benefit fund, and that he will receive no gratuities, severance payments, or gifts of any kind from Local 831 or any IBT entities. Finally, he agreed not to participate in any manner in any of the activities or affairs of Local 831 or any other IBT Entities. He agreed these prohibitions are permanent.

On December 8, 2017, the IRO approved the Agreement and the Agreement became effective as of that date. Under the Final Agreement and Order Castelle is prohibited from association with any IBT member and all members are prohibited from association with Castelle. The matter is therefore closed.

III. TOLL-FREE HOTLINE

The IDO hotline has received approximately 27 calls since December 1, 2017, reporting alleged improprieties. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

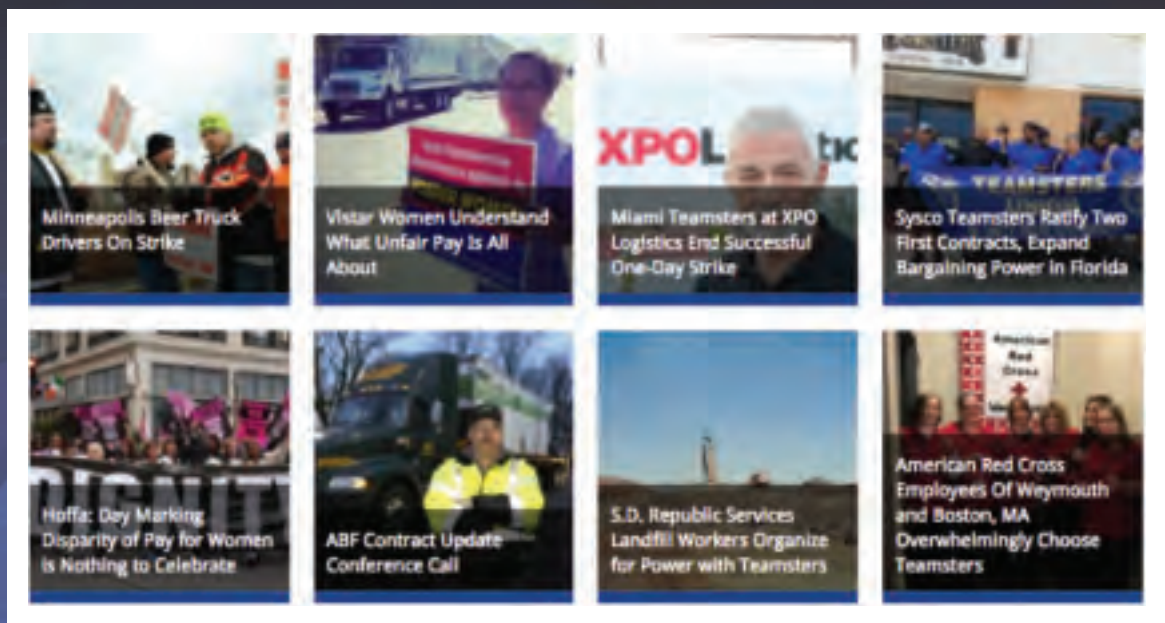
To ensure that all calls are treated confidentially, the system which records hotline calls is located in a secure area on a dedicated line in the Independent Investigations Office and accessed only by an Investigator. Please continue to use the toll-free hotline to report improprieties which fall within IIO jurisdiction by calling 1-800-CALL-472 (800-225-5472). If you are calling from within New York, NY, dial 212-600-1606.

IV. CONCLUSION

The task of the IDO is to ensure that the goals of the Final Agreement and Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities through these reports. If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline number, or write to the Independent Investigations Officer Hon. Joseph E. diGenova for all investigations at the following IIO office address:

Hon. Joseph E. diGenova
Office of the Independent Investigations Officer
17 Battery Place, Suite #331
New York, NY 10004

Visit the **TEAMSTERS UNION ONLINE**



Teamster.org is the union's main website, but you can also visit your union on the Teamster Nation Blog and on social media such as Twitter, Facebook and Instagram.



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