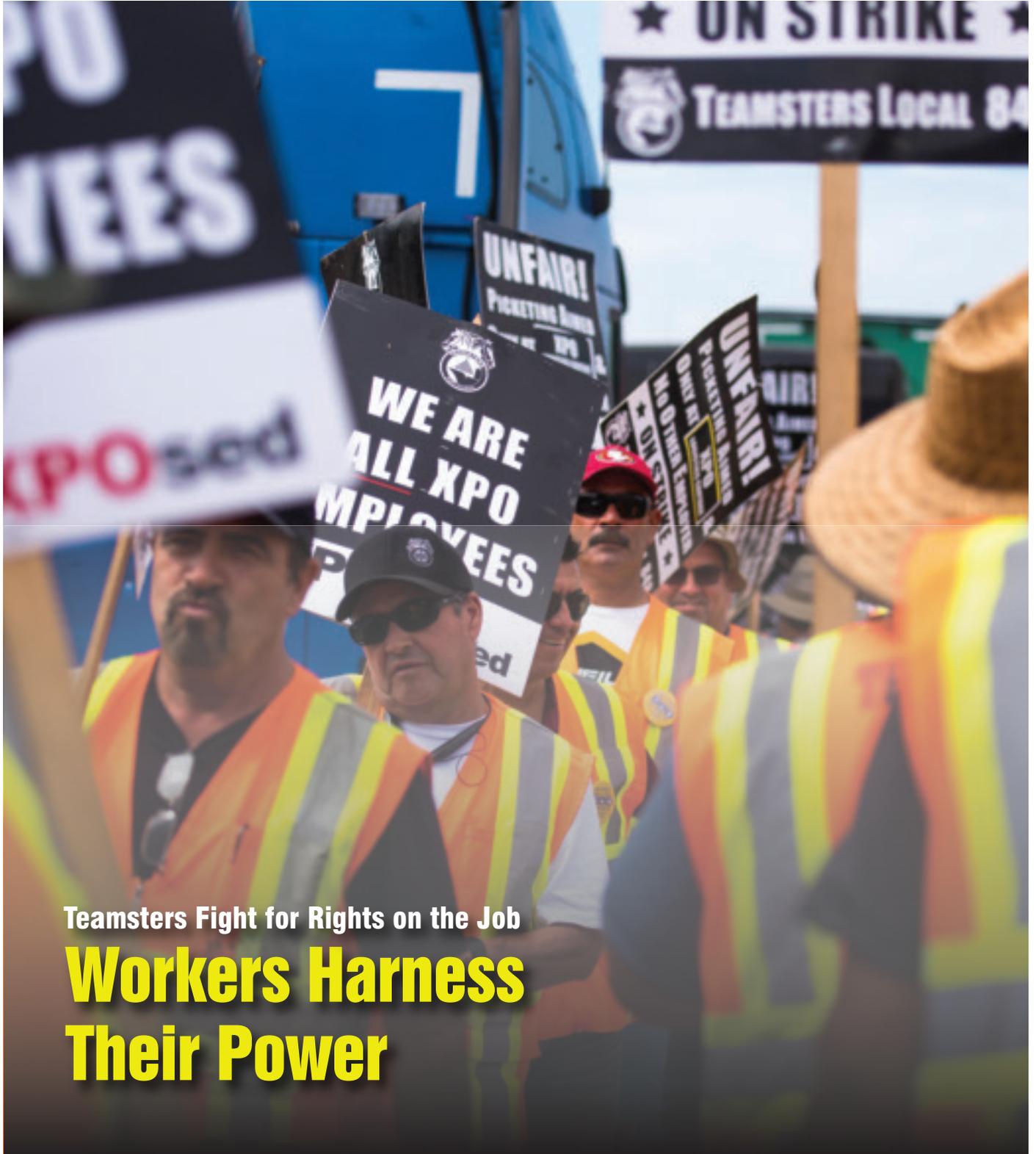




SPRING 2019

Teamster



Teamsters Fight for Rights on the Job

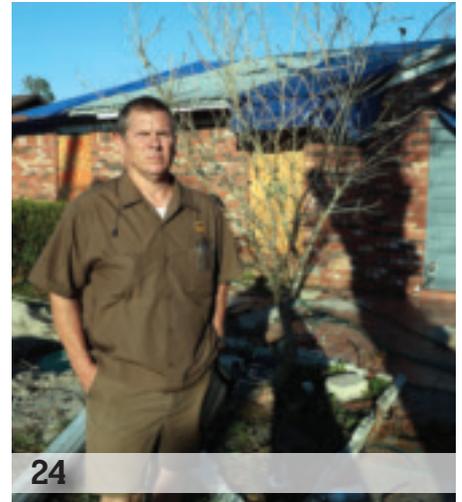
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CONGRESS, STAND FOR WORKERS

Starting in January, a new group of lawmakers came to the House of Representatives. And the Teamsters are confident that they will get things done for the benefit of U.S. workers.

Teamsters are calling on Congress to quickly pass legislation that would provide a lifeline for faltering multiemployer pensions like the Teamsters' Central States Pension Plan. As it stands, there are more than 300 multiemployer plans across the country in danger of failing.

The issue has real implications and millions of Americans could be devastated by pension failures.

Over the past several years, thousands of Teamsters have come to Capitol Hill to tell their elected officials about the struggles they and their families will face if proposed pension cuts become a reality. For some facing health issues, it is questionable whether they will be able to afford the procedures or medicine that they need. Others worry about whether they will lose their homes.

Workers and retirees are rightfully concerned about their future. Many worked for decades and contributed to their pensions under the understanding they would be supported in their golden years. That is now being called into question, and it's not right.

Given the bipartisan support this issue received in the last Congress, this union is optimistic that a comprehensive solution can be hammered out quickly that will secure the retirements of some 1.5 million Americans at risk. Lawmakers must stand up for these workers who have done nothing wrong and played by the rules all their lives.

Of course, there are other concerns that must be addressed as well. For far too long, elected officials have ignored the infrastructure needs of this country. As a result, roads, mass transit systems and other essential parts of the transportation network have fallen into disrepair. While discussions have gone on about making such improvements a priority, the time for talk is over. A substantial public investment of dollars is necessary. Infrastructure jobs, unlike those in other sectors, can't be outsourced.

Taken together, there is plenty for this new Congress to do. Lawmakers must join together across the political aisle to pass legislation that helps working people. That's what they were charged to do in November. Anything less is just more the same.

James P. Hoffa

Pension Reform Bill Re-Introduced in Congress

Legislation Would Protect Retirements of 1.5 Million Americans Currently in Jeopardy



The Teamsters are lauding the reintroduction of bipartisan pension reform legislation in January that would bolster the solvency of multiemployer pensions covering some 1.5 million Americans that are currently facing an uncertain future.

The Rehabilitation of Multiemployer Pensions Act, offered by Rep. Richard Neal (D-Mass.), was first introduced in Congress in November 2017 by Rep. Neal. A Senate version of the bill, called the Butch Lewis Act, was sponsored by Sen. Sherrod Brown (D-Ohio) during the last Congress. The measure has five Democratic and five Republican co-sponsors.

“With the new Congress now seated in Washington, the Teamsters want to let lawmakers know it is time to work together across party lines to secure the hard-earned retirements of retirees and workers,” said Teamsters General President Jim Hoffa. “These hardworking Americans deserve to receive the benefits they were promised.”

As it stands, there are more than 300 multiemployer plans across the country—including the Teamsters’ Central States Pension Fund—that are in danger of failing. The Teamsters have been fighting for years for a legislative solution and have worked with lawmakers on both sides of the aisle to do so.



The measure would boost financially troubled multiemployer pensions so they don’t fail. It would create a new agency under the U.S. Treasury Department that would sell bonds in the open market to large investors such as financial firms. Those proceeds would then be used to bolster faltering pension plans as part of a 30-year loan program.

For more information, visit teamster.org.



LGBT Caucus Plans for Future

RANK-AND-FILE MEMBERS FROM THE U.S. AND CANADA ATTEND

The first annual meeting of the Teamsters Lesbian, Gay, Bisexual and Transgender Caucus was held last fall at Local 1932 in San Bernardino, Calif., with more than 55 rank-and-file members attending from the U.S. and Canada. This was the first meeting held to specifically plan for the caucus' future.

"Our union is faced with many challenges and with the support of local union leaders we know that fair representation of all of our members will be maintained," said Jim Hoffa, Teamsters General President. "Hate and intolerance

have no place in our union. The Teamsters is a family, a family dedicated to preserving good jobs for all of our members in a safe workplace environment."

The president of the caucus, Margo Storsteen, a member of the Brotherhood of Locomotive Engineers and Trainmen, has been the guiding force holding the caucus together over the past few years.

"We have a lot of work to do, but we are confident that the Teamsters LGBT Caucus can provide a sense of community and connection, just like the Teamster Women's, Black and Hispanic caucuses do," Storsteen said.

Showing Unity

Sandra Vega, an 18-year member of Local 396 in Los Angeles, said that being at the caucus meeting allowed her to connect with many fellow Teamsters from across the country and Canada.

"The thing that made the largest impression on me about the LGBT caucus was how we were all able to come together as



one. That shows unity," Vega said.

Several local union leaders also attended and voiced their support for the caucus, including Joint Council 42 President Randy Cammack, Local 1932 Secretary-Treasurer Randy Korgan and Local 2010 Secretary-Treasurer Jason Rabinowitz.

"I thought this was amazing," said Doraifay Estrada, a member of Local 492 in New Mexico.

For more information about the Teamsters LGBT Caucus, visit them on Facebook (facebook.com/teamstersLGBTcaucus), or email teamsterslgbtcaucus@gmail.com.



TEAMSTERS TO THE RESCUE



AFTER CATASTROPHIC SCHOOL FIRE, TEAMSTERS READY NEW SITE

Teamsters in Connecticut rose to the challenge when their school was significantly damaged due to a fire two weeks before the start of the 2018 school year. Within a matter of nine days, members of Local 493 accomplished an almost impossible task and the students only missed one day of school because of the dedication of these men and women.

A fire at Plainfield Memorial School on August 15 caused significant damage to a portion of the school and extensive water and soot damage to the majority of classrooms. School officials secured an interim site but the facility needed substantial renovations. That's where the Teamsters came in.

Local 493 represents a group of around 30 custodians who all went above and beyond the call of duty to ensure children had a place to go to school. The custodians, sup-

port staff and IT technicians renovated the facility. At the same time, the community and region offered further support.

"There was an old high school that hadn't been used for anything but storage for years. Every classroom was top to bottom with furniture and dust and garbage. The superintendent told us we had seven days to get the school ready. I said, 'No problem. We won't let you down.' And we didn't," said Paul Kudelsky, the chief steward who has worked there for eight years.

Bevan J. Sweet, President of Local 493 and business agent for the group of workers, said it's a newly organized group that had been an independent union but chose to affiliate with the Teamsters.

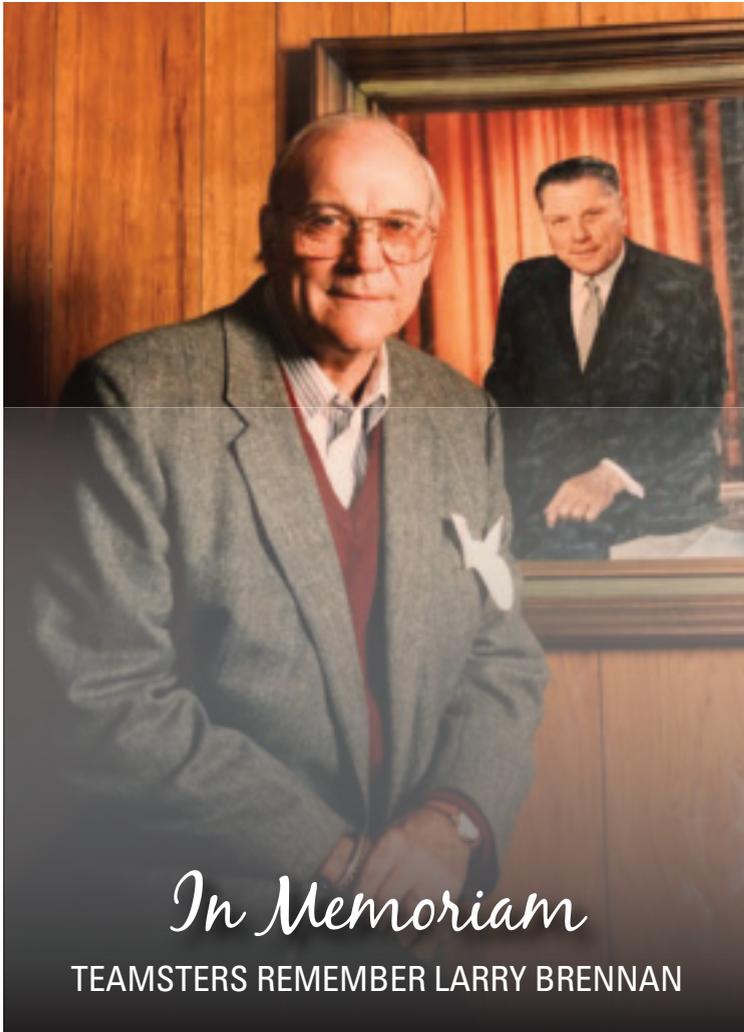
"It has been a great group," Sweet said. "They're organized, tight-knit, and whenever we have a meeting, they're all there. I'm not

surprised that these Teamsters went above and beyond to make sure these kids had a place to go to school."

Kudelsky said getting the old school ready for students wasn't just a matter of moving furniture. They also had to have the building up to code and safe for students.

"We were rotating guys on 12-hour shifts of cleaning and scrubbing and moving stuff. That's what Teamsters are supposed to do: Get in there and get things done," said Kudelsky, who coordinated the cleanup. Kudelsky did such a great job with leading the cleanup that he was named school employee of the year, an honor that usually goes to teachers.

"They awarded it to me but it's for all of us who helped out," Kudelsky said. "It wouldn't have happened if it wasn't for the whole group of Teamsters that got this done."



In Memoriam

TEAMSTERS REMEMBER LARRY BRENNAN

Former Michigan Teamsters President Lawrence “Larry” Brennan died on November 23 at his home in Howell, Mich. following a long battle with cancer. He was 88. Brennan was the son of Owen “Bert” Brennan, one of the three founders (along with James R. Hoffa) of the Detroit Teamsters during the Depression years of the 1930s and founder of Local 337 in Detroit.

It was at Local 337 where Larry Brennan built his reputation as an organizer and tough negotiator, becoming the local President in 1989. He later served as President of the Michigan Teamsters and held various positions with the International Brotherhood of Teamsters, including Director of the Warehouse Division. Brennan retired from the Teamsters in 2013.

Brennan was an imposing figure and was known for his gruff exterior but also for his soft spot for dogs, horses, union members and friends in need.

Brennan is survived by his loving wife of 52 years, Sarah, his sons Brandt and James, daughters Kathy, Karen and Kim, and 10 grandchildren and great-grandchildren.



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LAI D TO REST

BLET Members Proud to Work Bush Funeral Train

Members of the Brotherhood of Locomotive Engineers and Trainmen (BLET) proudly worked as crew members aboard the special Union Pacific funeral train for President George H.W. Bush recently.



The two funeral trains were helmed by BLET locomotive engineers as well as SMART TD conductors. The first train was piloted by June Nobles of BLET Division 139 (Houston, Texas). Her conductor was Randy Kuhaneck, a member of SMART TD Local 577 (Palestine, Texas). Like President Bush, Nobles and Kuhaneck are both Navy veterans.

The train carried the casket and members of the Bush family from the funeral in Houston to President Bush's final resting place in College Station, Texas.

The second train was piloted by BLET locomotive engineer Aaron Braud, also of Division 139. His conductor was Billy Blanton, also of SMART TD Local 577. Their train carried other dignitaries from the funeral to College Station.

BLET Division 139 Local Chairman Kevin DeArment said that Nobles and Braud are both highly regarded engineers on the territory. "It was a great honor for both," DeArment said. "I've had the pleasure of working with them over the years and they are a credit to our craft."

Real Men Wear Pink

When It Comes to Philanthropy, Pink is Power at Local 773

A common axiom for leadership is that one should lead from the front. When it comes to charity, Local 773 President Dennis Hower has taken this to heart in a big way.

"I've always encouraged my membership to get involved with their community and take up good causes in their free time," Hower said.

"So when they came to me and asked me to get involved with Real Men Wear Pink, I had to go all in."

Local 773 represents clerical workers at the Bethlehem Area School District in Bethlehem, Pa. A few years ago, a group of secretaries at the school district formed a support group after they were diagnosed with breast cancer. Together the Local 773 members fought and beat the disease. They helped with fundraising for the American Cancer Society (ACS) in the years following their recovery, and most recently they decided to nominate their local union president for the ACS' Real Men Wear Pink initiative, a campaign where individual men embark on a fundraising drive for ACS throughout the month of October.

Hower said that he was happy and honored to be nominated by his members, and that the fight against cancer has been especially close to his heart ever since he lost his father to cholangiocarcinoma.

Initially, Hower set a goal of \$10,000, with the promise that if the goal was reached, he would dye his beard pink (Hower has been growing his beard for years). The donations poured in from Local 773's staff, membership and Teamsters throughout the country. Before long, Hower had a pink beard. Even after Hower hit his goal, he and his members have continued to raise money for ACS. For more information, including how to donate, visit ibt.io/LU773pinkpower





Red Cross Members Ratify New National Contract

Wage Increases and Improved Health Care Covered

A new national addendum has been approved by Teamster members working at American Red Cross, with over 91 percent voting to ratify in November. The three-year agreement was the result of several months of negotiations between the Teamsters, other labor unions in the Coalition of American Red Cross Unions, and the company. Teamsters represent over 1,500 Red Cross workers.

The coalition represents more than 4,500 vital health care workers in 24 states, and includes Teamsters, AFSCME, AFT (HPAE and Oregon Nurses Association), CWA, Operating Engineers, UAW, UFCW, United Steelworkers and SEIU.

"Congratulations to all of our members working at Red Cross," said Jim Hoffa, Teamsters General President. "We are proud of all our members who save lives every day as an integral part of the blood supply chain."

"I think it's a great contract. I am excited that the Red Cross and the coalition were able to get together on the agreement," said Shelly Barron, a member of Local 414 in Fort Wayne, Ind., and a Red Cross worker for the past 11 years.

Key victories in the national addendum for workers include improved health care benefits; 8.25 percent in wage increases over the course of the contract; and safety and health protections.

American Red Cross workers are part of the Teamsters Public Services Division which represents employees at city, state and federal facilities and related businesses across the United States, Canada and Puerto Rico.

Park District Teamsters Secure Contract

PUBLIC SECTOR WORKERS IN ILLINOIS APPROVE AGREEMENT

In November 2017, Local 330 commenced contract negotiations on behalf of approximately 35 full-time, part-time and seasonal maintenance and custodial employees of the DeKalb, Illinois Park District.

After many negotiation sessions, the union secured a fair and equitable new contract for all bargaining unit employees, which was then ratified on Sept. 11, 2018 by an overwhelming vote of 14-3.

The new contract includes the following gains:

- Fair and equitable yearly wage increases plus a signing bonus;
- Yearly \$250 work boot and clothing allowance/reimbursement;
- Defined progressive discipline that protects members from wrongful and excessive discipline;
- A defined grievance procedure which allows members to dispute any wrongful discipline or any violation of the new collective bargaining agreement; and
- The right to honor strikes and/or pickets established by the Teamsters or other unions.

"We welcome our new public sector members and we look forward to providing them with excellent representation under our new three-year collective bargaining agreement," said Dominic Romanazzi, President of Local 330.



Scan the QR Code with your smartphone's camera or QR reader (available for free) to learn more.

Workers United Will Never be Defeated



Teamsters Union Fights for Immigrant Rights on the Job

The sun rises over the Southern California horizon with pinkish hues painting the dawn sky. Workers have been marching in circles for a few hours now chanting “Trabajadores unidos, jamas seran vencidos.” Workers united, will never be defeated. It is the morning of Oct. 1, 2018, and port truck drivers and warehouse workers are on strike.

About 40 percent of the United States’ economy is moved through the ports of Los Angeles and Long Beach in California. This is a grueling industry, one that has suffered at the hands of deregulation throughout the years. Worker abuse, wage theft and exploitation are rampant in this industry. These same workers have gone on strike previously to protest the unlawful behavior they must endure on the job every day and have shown their willingness to do so until conditions improve.

Strikers targeted two major companies for unfair labor practices: XPO Logistics and NFI Industries. When port and warehouse workers at these companies tried to organize a union, their employers unlawfully retaliated against them and they strike in protest of these unfair labor practices. Both of these multi-billion-dollar corporations boast major retailers as their customers, such as Toyota, Sony, Puma, Lowe’s and even Amazon.

XPO Logistics is no stranger to controversy and employs questionable labor practices across all their operations. In Southern California, XPO Logistics exploits the owner-operator model which misclassifies their employees as independent contractors and pushes the burden of operating costs onto their employees. Workers, by being misclassified as independent contractors, are barred from accessing employee protections like unemployment insurance, disability insurance, traditional meal and rest breaks, access to comprehensive employer-sponsored health care and more. Being misclassified allows XPO to push the burden of costs onto the employee by forcing them to pay for costly repairs, diesel, tags, and insurance for both the driver and the loads they carry.

On top of shouldering these day-to-day costs, truck “owners” are also forced into prohibitive lease terms with XPO. These deductions come at such a high cost to the worker that often they take



home miserably low wages and even negative pay checks. These workers have to pay out of their own pocket in order to work every day. Should a truck break down, workers are faced with such high repair costs that workers have to blow through what little life savings they have, or continue to borrow money in order to stay operational.

This owner-operator model isn't unique to XPO Logistics, but XPO has found ways to constantly "recruit" more "independent contractors," making this shady labor model appear lucrative and attractive but contributing further to the worker misclassification crisis.

"They paint this image to you that you're going to make tons of money and be accountable only to yourself," said Juan Islas, a driver for XPO. "They sell you this shiny new truck and a dream. The reality, however, is much different," Islas said.

Drivers for XPO find that company rhetoric about being their own boss is false and misleading.

"XPO likes to say that I'm my own boss but that much is simply not true," Islas said. "We are dispatched by XPO, we are told where to pick up and drop off loads by XPO, we are made to follow rules on the road that doesn't even come from CHP (California Highway Patrol), and it all comes from XPO," he said.

In order for these misclassified drivers to make any money, they need to be constantly working. This leads drivers to spend upwards of 14-18 hours on the road a day. On top of that, some truck owners have what are

called second-seat drivers. These are also misclassified workers that drive the truck on behalf of an owner-operator, when owners aren't working themselves. XPO claims that second-seat drivers are direct employees of the owner-operators, which is also misleading.

Isabel Samayoa is a second-seat driver with XPO. As a female truck driver, Samayoa has endured a host of experiences that many drivers don't face in a male-dominated industry.

"I've been driving my entire career. I've driven everything from school buses to trucks for XPO now," Samayoa said. "The biggest issue for me in this industry is the misclassification. XPO tries to make it look like the person whose truck I drive is my boss, but every day it's XPO management telling me where and when to go."

Besides dealing with the consequences of misclassification, Samayoa has to deal with issues that men don't face on the job, like lack of clean and accessible restrooms that are appropriate for women.

"Every time I need to use the restroom is a challenge," Samayoa said. "If I'm at the yard, I need to knock on a window and wait for somebody to let me in or use facilities that lack in cleanliness and toilet paper."

Samayoa has brought these concerns to the attention of management at XPO and has yet to see any corrective action take place.

"It can be a burden sometimes," she said. "It can impact my work and management doesn't care."

XPO isn't the only bad actor in this industry, with workers striking NFI Industries as well. NFI Industries, based out of New Jersey, is made up of a few other entities such as Cal Cartage Express, K&R, and the Cal Cartage Warehouse. Much like XPO, Cal Cartage Express and K&R also engage in worker misclassification. At the NFI warehouse, worker accounts of racial discrimination, improper use of temporary workers in the spirit of misclassification, and retaliation run rampant.



“In the 20 years I’ve worked at NFI, I’ve only seen about a \$2 raise,” said Jose Rodriguez, who has worked at the NFI warehouse for over 20 years. “It wasn’t until my co-workers and I started speaking up and demanding that our rights be respected that NFI gave us a proper pay raise.”

Issues at the warehouse are exacerbated by NFI’s improper use of temporary workers. Temporary workers making abysmally low wages struggle to make ends meet, with many facing housing insecurity because of it.

“I’ve seen and felt first-hand the stress, frustration and fear upon my co-workers’ faces from racial discrimination and favoritism from management, especially the temp workers,” Rodriguez said. “Whenever someone speaks up, they are met with retaliation and suffer from loss of work. I think we all deserve to be treated fairly and with dignity.”

Workers Harness Their Power

The majority of this workforce is made up of immigrants and workers of color, where many speak English as a second language and have little to no familiarity with labor laws and worker rights in this country.

“I think they believe they can take advantage of us because they know we’re not familiar with the laws here,” said Domingo Avalos, an XPO worker.

Avalos is one of four XPO drivers leading the DLSE (California Division of Labor Standards Enforcement) claims against XPO. These workers were the first to file claims with the DLSE seeking wages stolen by XPO due to misclassification. Class action lawsuits and more DLSE claims from other misclassified XPO drivers, both second-seat drivers and owner-operators, have followed.

So far these claims have worked. Workers have been found to indeed be misclassified by XPO, with millions of dollars in stolen wages being awarded to

drivers.

Workers at NFI Industries have also sought justice through the legal system to address their ongoing issues on the job, winning decisions from government agencies like Cal/OSHA and the California Labor Commissioner. There is also a pending case to address the racial discrimination that African-American workers face. Even the L.A. city attorney has sued K&R and Cal Cartage Express for unfair competition by misclassifying drivers.

“It’s thanks to the Teamsters that I’ve gotten involved in this fight,” Samayoa said. “Marches on the boss, worker delegations, lawsuits—these are all things that us workers have done together and will continue to do to make our voices heard.”

Despite working in an industry where the deck is stacked against workers, they are banding together and finding their voices.

“The Teamsters have helped me get educated on what my rights are,” Islas said. “I am going to do everything in my power to make sure that our stories are heard. I will go on strike as many times as I have to until something changes.”

Workers are finding their voices. They know the worth of the labor to not only their communities but the nation’s economy at large.

“If it weren’t for us and the backbreaking work we do, these companies wouldn’t have the items necessary to stock their shelves,” Rodriguez said. “You might think that handling merchandise for such huge retailers, and at the largest port in the country, Cal Cartage’s workers would share in that prosperity. Sadly, that is not the case.”

While workers wait for answers from the various legal claims in place, answers that can take years to materialize, strikes like this one are a way to hit companies where it matters the most: their bottom line.

“We know that our strikes cause a slowdown across the industry,” Avalos said. “Despite the fears



of financial loss and retaliation, we will continue to strike in order to get our employer to listen to us.”

Immigrant Rights are Workers’ Rights

A large portion of this workforce is made up of immigrants, with a number of workers with Temporary Protected Status (TPS). TPS allows for people from countries affected by armed conflict or natural disaster to legally work and live in the United States. This program has since been cancelled and those that were living and working legally in the United States are now facing the threat of deportation. A lot of TPS holders have lived in the United States for decades, have established families and careers and are currently living with fear and uncertainty. TPS holders who work at the ports, upon losing their TPS, will no longer have a valid TWIC (Transportation Worker Identification Credential) card. These cards allow truck drivers to enter and exit the ports, which is necessary to their job every day. For these TPS workers not only is their fight for dignity and respect on the job, but it’s also now fighting for the ability to stay in a country that they’ve given so much to. Of those workers who are about to lose their TPS, several face life or death situations should they be forced to return to their country of origin.

Miguel Garcia is a truck driver who immigrated to the United States to seek better opportunities for his family and to escape deteriorating conditions in El Salvador. Garcia has now been living and working legally in the United States for over 20 years. The threat of deportation back to El Salvador is now a threat he must live with every day. Garcia is the father to young children, one of whom has serious medical issues and needs access to quality health care in order to survive.

“I worry a lot about what will happen to Brian should I be deported back to El Salvador,” Garcia

said. “Due to his epilepsy, my son needs access to doctors and medicine, and that is something that will be extremely hard to come by back in El Salvador.”

Being the parent of a special needs child can already be difficult enough given the best of circumstances. Adding the stress and fear of deportation can make the task feel herculean.

“I’m not sure what will happen if I’m deported, but I will say that my family and I are terrified of being separated,” said Cesar Rodriguez, a truck driver for XPO. Rodriguez and his wife, who is also a TPS recipient, have five children and have lived and worked in the United States for over 20 years. “We want people to understand how important our jobs, and those TPS holders that do the work, are to this country’s economy. Without us the loads that customers and this country depend on would not be moved on time.”

Rodriguez, despite being worried about negative consequences, has gone on strike in the past and is one of the several drivers with DLSE claims against XPO fighting for lost wages. “We just want the abuse on the job to end, to have respect and dignity for all and to not live in fear in a country we’ve contributed so much to,” he said.

In light of the recent and growing attacks on the immigrant community, teaming up with immigration and community groups to highlight that immigrant rights and worker rights are directly tied together, was important for this strike. These are workers that have played by the rules and are not only demanding justice on the job but also justice in a system that is stacked against them.

Teamsters Participate in Civil Disobedience

On October 3, immigrant rights groups National Day Laborer Organizing Network (NDLON) and Central American Resource Center (CARECEN) led a caravan



of workers, immigrants and community supporters in circling a federal detention center in downtown Los Angeles. That caravan then led a slowdown on a highway, one that is a major artery to port traffic in the area, ending at the Wilmington Waterfront Park, where a rally calling for the reversal of ending the TPS program took place.

After three days of labor and immigrant rights groups picketing together, these groups' messages and purpose have all come together as one. Immigrant rights are essential to worker rights. Worker abuse in and out of the ports has gone unchecked for far too long and it's past time for these companies to stop breaking the law and clean up their act. Groups of speakers included workers, TPS holders, community and elected leaders all beating the same drum; that the status quo is no longer good enough.

In an act of solidarity, 66 people, made up of Teamsters, community, clergy and other labor members, participated in an act of peaceful civil disobedience. These 66 individuals, three of whom were Teamster principal officers and an International Vice President, took part in the second-largest act of civil disobedience in Southern California since 2006.

Risking their own personal safety, these 66 individuals locked arms and peacefully took over an intersection, impacting the flow of traffic near a choke point to the ports. As police officers in riot gear surrounded these protestors, peaceful chants calling for respect for worker rights drowned out the noise. One by one these 66 protestors ignored instruction from a peace officer and waited to be hauled away into custody. Rally attendees watched and waited on the sidelines as police worked to clear the intersection of protestors.

This act of civil disobedience was the ultimate form of solidarity for striking workers and immigrants. Briefly setting aside their privilege, the 66 participants experienced the fear of the unknown as they were

awaiting arrest. That fear is one experienced by these workers every day on the job as they struggle to make their voices heard. Several hours later all protestors had been processed and released by local authorities. The intersection where 66 people had stood their ground earlier had been returned to its intended use, but the community building that took place that afternoon will have lasting effects on this fight.

Workers Look to the Future

By Thursday afternoon, all striking workers had returned to their jobs. Did anything change? Not this time. These workers know that change is imminent and that it will take many more actions like these before any substantive changes occur. History is on the side of these workers and they know it. Their resilience shows with every picket line they put up and every claim they file suit for.

"People ask me all the time why I remain in this fight and why I don't just quit and look for another job," said Domingo Avalos, an XPO driver. "This is my favorite question to answer. Why am I going to leave this job, why am I going to quit this fight when every job is exactly the same in this industry?"

Despite slow-moving progress, workers are staying motivated and optimistic, hungry for the next opportunity to be able to share their stories and shed light on an industry that has been exploiting workers for far too long.

"We are fortunate to live in a country of laws. We know the law is on our side and justice will continue to be on our side. We must keep fighting with everything we have to make sure we end worker misclassification once and for all," Avalos said.

"I'm never going to stop," Samaoya said. "This is too important and we're just getting started."

For more information, visit teamster.org.



TEAMSTERS NOW HAVE FIVE FOR FIGHTING IN PENNSYLVANIA

The Pennsylvania Statehouse has five lawmakers with Teamster ties fighting for workers in the state this year thanks to big wins in the Philadelphia metropolitan area during last November's election.

Four freshmen legislators—Dave Dellosso, President of Local 312 in Chester; Steve Malagari, a Local 830 member who until recently worked at Gretz Beer; Kristine Howard, a Local 384 member and recent Chester County caseworker who investigated child abuse claims; and Dan Williams, a former Local 384 member who once worked for UPS—joined seven-term Rep. Patrick Harkins of Erie, a former UPS driver and Local 397 member, as members of the House this year.

Harkins, for one, couldn't wait for them to join him. As chairman of the House Labor Caucus, he said there is a lot of work to do to make sure working Pennsylvanians can continue to collectively bargain, earn a fair wage and work on safe job sites.

One piece of legislation Harkins is sponsoring and is hoping to push forward this year is named for former Erie Metropolitan Transit Authority worker Jake Schwab, who was killed on the job while repairing a bus. The bill would extend Occupational Safety and Health Administration regulations to cover public sector workers in the state.

"I'm glad to have some more members come in with me that will stand up for working people," he said. "I'm happy with the people we picked up. We can beat back what-



ever might come up in the future."

Workers Represented

Dellosso said Harkins is providing new members with important knowledge that will help them on the job. Together, he said, "we practically have our own caucus of five Teamsters, which is fantastic. We are very diverse as a caucus, and the Teamsters will be very well represented."

The Local 312 leader said he will work in a bipartisan fashion to enact legislation that helps workers. Using his experience at the bargaining table, Dellosso said he is working in a collegial fashion and will compromise if necessary to strike a deal.

"When it comes to passing legislation, I know when to say when," he said. "The will of the constituency must be our priority."

Ending Poverty

Meanwhile, Howard said she's seen what happens to families when parents don't have regular work and can't support their children. That's



why ending poverty should be a priority in Pennsylvania.

"People get into crime because they can't make ends meet," she said. "People are working part time, just piecing together jobs. It goes back to economic insecurity."

She added that lawmakers need to do more to end the sense of hopelessness that many have about their economic situation. That means working to raise the minimum wage in the state, as well as make sure right to work doesn't become a reality.

Sticking Together

Williams, now a pastor, also values the importance of standing up for workers. And that means taking a stand to protect unions, he said.

"The ideas of collective bargaining, raising the minimum wage and fighting right to work are important," he said. "We need to sustain jobs that are tethered to unions."

Malagari said he is confident that the Teamster newcomers will be a group that will be able to work together, noting that they "have been able to bond not only as legislators, but as Teamsters."

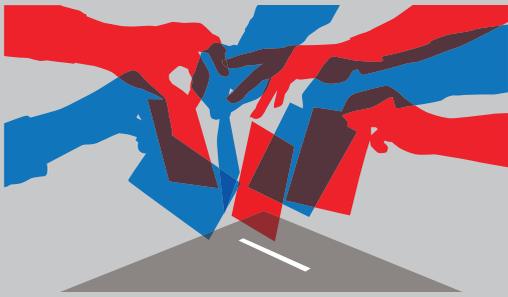
He said unions and their allies cannot afford to be divided by unimportant issues.

"The biggest things we can fight for are the things we believe in," Malagari said. "All of us in our caucus believe workers should have a living wage. As a labor community, we need to stick together and fight for each other."





TEAMSTER VOTES MATTERED



Midterm Election Results Are Good News for Working Families

Teamsters across the country showed up in significant numbers on Election Day. While labor-backed candidates didn't win every race, the union and its members fought hard for candidates that are good for working families.

In Wisconsin and Illinois, for example, Tony Evers and J.B. Pritzker defeated two mortal enemies to the labor movement—Govs. Scott Walker and Bruce Rauner.

There were also big victories by numerous women candidates such as Gretchen Whitmer running for governor in Michigan; Jacky Rosen running for U.S. Senate in Nevada; and Minnesota's two U.S. Sens. Amy Klobuchar and Tina Smith.

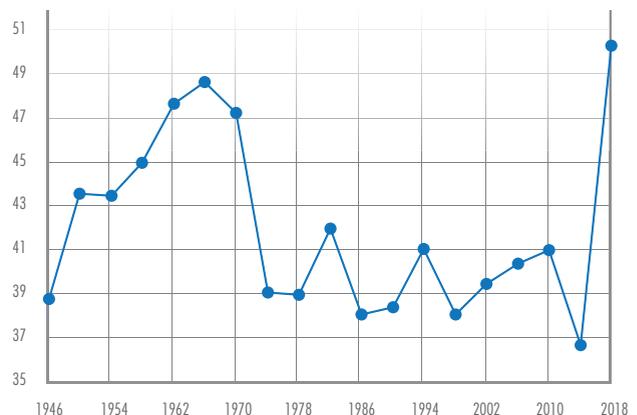
Democrats will now hold the majority in the U.S. House of Representatives, assuring that unions will get a check on any legislation that tries to tamp down on workers' rights.

Not only did Teamster-backed candidates prevail at the top of the ticket, but it trickled down to the statehouse level as well. Democrats flipped the Colorado Senate, Maine Senate, Minnesota House, New Hampshire House, New Hampshire Senate and New York Senate and now have full control of government in Colorado, Illinois, Maine, Nevada, New Mexico and New York because of it.

Teamsters, however, also delivered. For information on Teamsters who won elections themselves, visit teamster.org.

Overall Numbers

- More than **118.5 million** ballots have been counted at press time.
- **50.3 percent** of the voting-eligible population turned out to vote in the 2018 midterm elections.
- Voter turnout in 2018 reached the highest level of any midterm election in a century.
- That's the highest voter turnout percentage since 1914, when **50.4 percent** of eligible voters went to the polls.
- It also reverses a trend toward declining interest in midterm elections. Voter turnout in the 2010 midterms was **41.8 percent**. In 2014, it was **36.7 percent** — the lowest in 72 years.



TURNOUT IN U.S. MIDTERM ELECTIONS

Democratic Gains

- Democrats took control of the U.S. House after flipping 40 seats.
- Democrats won the popular vote in the House by a 9.2 percent margin.
- Democrats flipped seven governorships.
- Democrats saw a net gain of seven legislative chambers.
- Three secretary of state offices flipped from Republican to Democrat.
- There are seven new Democrat attorneys general.

Gains By Women

Number of women running for Congress in 2018: **529**
 Number of women running for Congress in 2016: **312**

Number of women nominees for the U.S. House in 2018: **235**
 Number of women nominees for the U.S. House in 2016 (the previous record): **167**

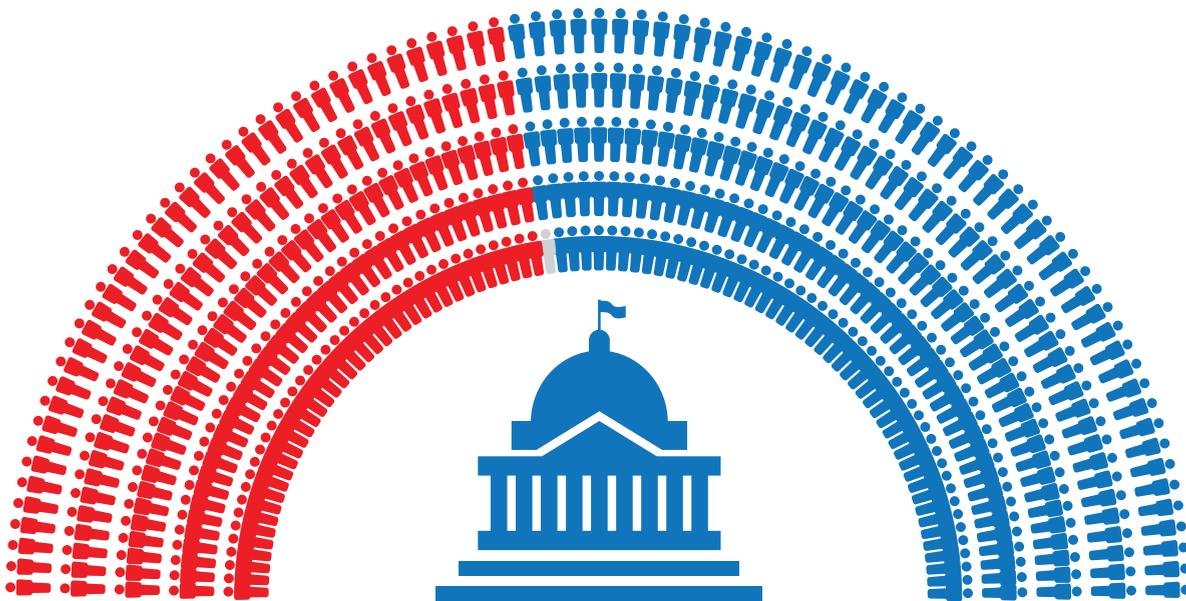
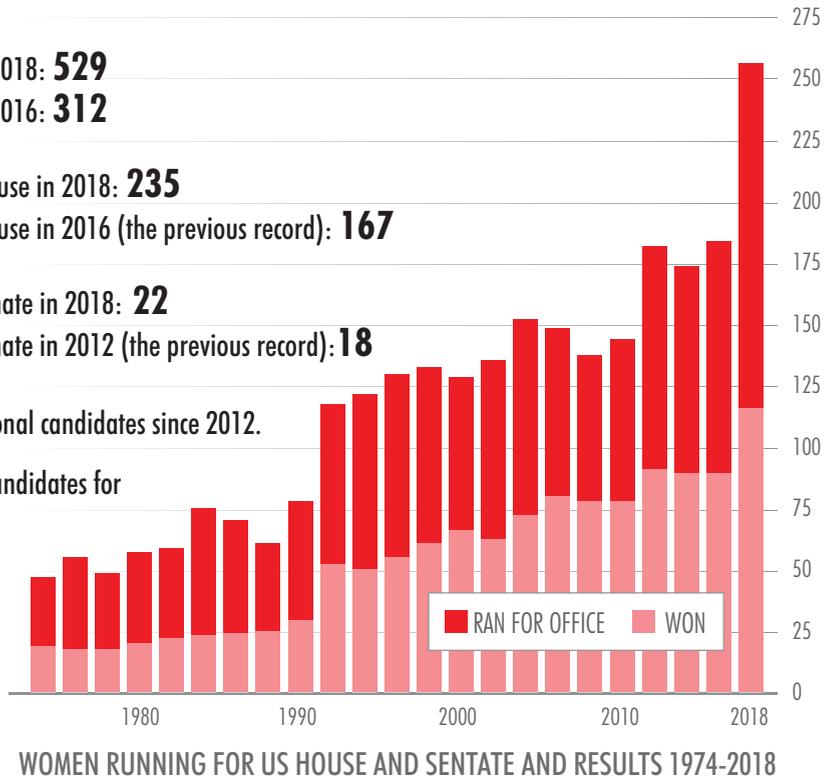
Number of female nominees for the U.S. Senate in 2018: **22**
 Number of female nominees for the U.S. Senate in 2012 (the previous record): **18**

44 percent increase in female Congressional candidates since 2012.

75 percent increase in women of color candidates for Congress since 2012.

71 percent increase in women of color candidates for state legislatures since 2012.

There will be more women in the House than in any previous year.



■ REPUBLICAN
 ■ DEMOCRAT
 ■ VACANCY

HOUSE OF REPRESENTATIVES



dream
believe
achieve



The 2018 Teamsters Women's Conference kicked off on September 16 in Orlando, Fla. just steps away from "the happiest place on earth," Disney World. This year's theme, "Dream, Believe and Achieve," was fitting for the more than 1,300 Teamsters from across North America that united in solidarity and sisterhood.

The three-day annual conference was filled with opportunities to learn through various educational workshops, panels and social activities. But most importantly the conference gives the opportunity to hear inspirational stories of success, triumph, and taking action against sexual harassment and gender discrimination from their fellow sisters.

General President James P. Hoffa welcomed the Teamster women, expressing his appreciation and commending the enthusiasm and energy.

"I'm excited about what we're doing because we are doing so many good things here. This is the year of the woman!" Hoffa said.

The opening session highlighted women whose efforts and continuous activism led to real change, like Ceia Collins, recipient of the 2018 Barbara Liddy Teamster Woman Activist Award; who for over 20 years has continuously fought for women's equality in the workforce and for the rights of all workers.

"It has always been the members who have moved

me and motivated me, and who made me the Teamster woman I am today. And I just want to thank you all for your support throughout my years as a Teamster member," Collins said.

XPO and Passenger Transportation

The opening session concluded with three brave women of XPO Logistics, Tasha Murrell, Lakeisha Nelson and Tierra Ellis, who are exposing the horror inside XPO's warehouses after witnessing the tragic death of their friend and co-worker Linda Neal last October. After Neal passed out and hit her head, management denied her medical attention and refused to call 911. The three women shared their personal stories of discrimination, sexual harassment and even a miscarriage while working on the warehouse floor.

"These are difficult and divisive times. You, like us, are facing the relentless race to the bottom. It's undermining everything we fought for and everything we've achieved," said Diana Holland of the International Transport Workers' Federation. "So when we in the U.K. heard the shocking circumstances of the XPO Memphis warehouse and the tragic death of Linda Neal...it motivated a lot of our members to fight the social injustices."



THE YEAR OF WOMEN AND WOMEN WHO ARE ON THE RISE

The Teamster women also heard the empowering voice of Passenger Transportation Division Representative Stacey Murphy who riled up the crowd in her opening before updating the attendees on the Division's progress.

"It has been a top priority of the Division and the Teamsters, under General President Hoffa's leadership, to bring other major bus companies in line with First-Group," said Murphy.

"Women are rising! We are marching, rallying, we're registering to vote. We are voting in record numbers and you know what else; we are running for office," said Teamsters Political and Legislative Action Director Christy Bailey.

Inspiring Journey

The conference ended with an all-woman panel which touched on various issues that women and the union are facing today, including how they've used their life obstacles to change the culture and make a difference in the world. Like the story of Joanne Kilpatrick, a breast cancer survivor and member of Local 773 for over 30 years.

Kilpatrick gave an inspiring and emotional speech on her breast cancer journey and what she endured in the workplace along the way. "There's no good reason

why I'm standing with you here today, except if I can get one woman or man to go get a screening and mammography testing, it will be all worth it," she said.

"On July 27, 2013, at 9 p.m., I got a call and was told I had lobular carcinoma breast cancer. I had to sit my three children down and tell them their mom has breast cancer...I called my business agent and told him I'm really sick, but I only have 10 sick days on the books, and I have to start treatment and it's not going to end for six months, and I don't know what I'm going to do. I was frightened. And Central Administration in my school district stopped sick banks for teachers. And where I work, if they're not giving sick banks to teachers they're sure as hell not giving sick banks to secretaries. But my local had a private meeting and within two weeks I had 100 sick days banked for me. And I want to publicly thank two of those women here today, and all of the other 85 women who got behind me. Because I am cured, and I am well, and I thank God I have a union!"

It is inspiring stories like Kilpatrick's, the teachers in West Virginia and the women of XPO Logistics, which show the strength and the unrelenting tenacity of Teamster women. And it shows that when women come together, they are unstoppable.

For more stories and photos from the event, visit ibt.io/teamsterwomen.



VICTORIES AT LOCAL 703

On Sept. 22, 2018, drivers at Lipari Foods in the Chicago area voted to join Local 703, the fifth organizing victory in a row at the local over a 15-month period.

Following the five victories, 220 workers are now on their way toward a more secure future as members of Local 703.

The earlier victories included:

- 40 drivers at The Chef’s Warehouse in Chicago, who voted to join Local 703 in June 2017. The workers have since ratified a first contract;
- 13 drivers at Euro USA in Chicago, who voted in February 2018; contract negotiations are under way;
- 100 workers at the Fresh Thyme Farmers Market Distribution Center in Joliet, Ill. who voted in June 2018. There are 100 workers in the unit now, but that number could increase to 200 in the near future; negotiations are under way;
- 40 drivers at Windy City Distributing, a beer distributorship in West Chicago, who voted in August 2018; contract negotiations are under way.

“We have been so successful organizing because we are leveraging the long-time success we have had in our core industries—wholesale food distribution, whether it’s produced, or broad line grocery and food

products,” said Tom Stiede, Secretary-Treasurer of Local 703 in Downers Grove, Ill. “Our stewards and members have also played a pivotal role reaching out to these new members, whether it’s sharing their experiences at common stops with the competition’s employees or getting involved in a campaign to personally talk to non-members about the benefits of being Teamsters.

“The help we received from Joint Council 25 Organizing Director Paul DiGrazia and his staff was instrumental and also crucial in our success,” said Stiede, who is also Secretary-Treasurer of Joint Council 25. “We are committed to organizing at the Joint Council level, which in turn helps our local unions build Teamster power.”

Also, Stiede said Local 703 has 130 public employee members at the Chicago Parks District and, in light of the Janus decision, has re-signed every worker as members.

“We are able to do this because we make servicing our membership a priority,” Stiede said. “When a local union provides excellent service and engages its members, other workers see the benefits and want to become part of the club. The member-on-member dynamic just can’t be understated in these last five campaigns.

“I am so blessed and grateful for the men and women in this organization that truly believe in what we are all trying to accomplish on behalf of working families,” Stiede said.

LOCAL 682 AND 570

American Red Cross

Mobile blood collections staff at the American Red Cross in St. Louis voted 32-1 to become members of Local 682. The group of 44 workers is seeking affordable health insurance and a voice to increase equality and fairness in the workplace. They're also looking forward to a contract that provides stability and consistency on the job.

"We're very happy to have more Red Cross workers join the Teamster family here in Missouri," said Ed Kimbrell, President of Local 682 in St. Louis.

"My co-workers and I are very excited to be Teamsters and are thrilled by the near unanimous vote," said Robert Zalinsky, a Red Cross collections specialist.

Mobile blood collections staff at the American Red Cross in Baltimore also voted 37-0 recently to become members of Local 570. The group of 46 workers is seeking affordable health insurance and they want their concerns about cross-training to be addressed. The workers also want to get paid for the time spent driving to and from collection sites.

"These workers play an important role in keeping our community

healthy, and they deserve to be treated fairly and with respect," said Sean Cedenio, Secretary-Treasurer of Local 570.

"I'm looking forward to what the future has to bring now that I am a Teamster," said Raeisha Clay, a collections specialist and 10-year Red Cross employee. "This will give us peace of mind and stability."

LOCAL 174

Waste Management

After a swift organizing campaign, a group of 13 workers at Waste Management voted unanimously to join Local 174. The group, which is made up of mechanics, welders and utility maintenance personnel, will join nearly 500 other Waste Management sanitation members who perform work as truck drivers, operators, mechanics, welders, sorters, and transfer station drivers with Local 174.

"We welcome these new members back into our family, and look forward to demonstrating to them the power of being union members," said Local 174 Secretary-Treasurer Rick Hicks.

LOCAL 107

XPO Logistics

By a 5-1 margin, drivers at XPO Logistics, Inc. in

Cinnaminson, N.J. voted to become members of Local 107 in Philadelphia, becoming the latest group of workers to challenge the company's ongoing mistreatment of workers.

The workers won despite the company's vicious anti-worker campaign in which they used in-house union busters.

"The XPO workers in Cinnaminson are tired of the ongoing mistreatment, including the loss of work to subcontractors, and they know that by forming their union they can have a voice to challenge the company's actions," said Bill Hamilton, President of Local 107. "We will stand with these workers to help them win a contract that will improve their work lives."

LOCAL 986

Wynn, Encore Casino/Hotels

By a more than 5-1 margin, horticulture and floral workers at the Wynn and Encore casino hotels on the Las Vegas Strip voted to join Local 986.

The vote was 62-12. There are 82 workers in the bargaining unit. They join about 3,000 other casino workers who have already formed their union as members of Local 986.

"This is another great

victory for the Las Vegas casino workers who are looking for fair wages, solid benefits and a voice at work," said Chris Griswold, Local 986 Secretary-Treasurer. "These workers make the Wynn and Encore properties look beautiful inside and out and they deserve a secure future for the hard work they do every day."

"I voted for Teamster representation to be treated with dignity and respect," employee Wally Ochiata said.

LOCAL 397

Durham

Drivers at Durham School Services in Wattsburg, Pa. have voted overwhelmingly to join Local 397.

Lisa Larson is a driver at the Wattsburg yard. She said that the election brought her and her fellow drivers closer together.

"I'm so happy to be a Teamster," Larson said. "I feel that this is going to be a good thing for us."

The workers are part of a growing movement of drivers and monitors at Durham School Services who are organizing with the union because of the representation and benefits that come with a Teamster contract.

STRENGTH IN UNION

• LOCAL 728 REPUBLIC SERVICES MEMBERS SHOW SOLIDARITY •

Republic Services workers at the company's Atlanta South facility were facing a tough time on the job last year. But they had a plan.

These members of Local 728 didn't just decide all willy-nilly to go out on strike. Instead, the local worked closely with the Teamsters Waste Division as well as the union's Strategic Research and Campaigns Department ahead of time to develop a strategic bargaining plan. The plan involved market research, internal organizing, community outreach and media engagement. They then executed it with help from the Waste Division and Strategic Research and Campaigns staff.

Because of that planning and coordination, the unit's 120 drivers, helpers, mechanics and dispatchers were a united and militant workforce as they entered negotiations. They had gotten their message out to area churches, local news media and even nonunion workers at other Republic yards. And they were rewarded with a five-year contract that protects their future with the company.

The deal for the Teamster members, which included historic raises and increased job protections, could serve as a model for how the union attempts to organize other waste workers in the Atlanta metropolitan area, said Ben Speight, Local 728's Organizing Director and business agent. But it couldn't have happened without a united Teamster workforce.

Wake-Up Call

Inspired by the 50th anniversary of Martin Luther King Jr. joining Memphis sanitation workers on the strike line, members said they were standing up for dignity on the job.

Atlanta members were also aided by a coordinated campaign headed up by Chuck Stiles, Assistant Director for the Teamsters' Waste Division, that brought in Teamster Republic Services members from across the nation.

But the company initially wouldn't budge in contract talks. So just after midnight on August 10, these Republic workers went on strike to protest the company's alleged violations of federal labor law. Members noted Republic broke the law when it took work away from full-time mechanics and outsourced it to subcontractors. A little more than 15 hours later, they ended their walkout.

"Our job is to protect the public health and keep our

communities clean," said Dave Thomas, a commercial driver at Republic in Atlanta. "When Republic broke the law and wouldn't listen to us, we felt we had no choice but to go on strike as a wake-up call. We want to protect the public, which is why this was a short strike."

Contract Gains

A little more than a week later, the company and members hammered out a new contract, one that won pay for all time worked, including breakdowns and any required down time.

Additionally, Local 728 members won premium pay for extra work like self-contained compactors, carts with casters and back-door residential services. And the agreement included strong annual wage increases. The deal also strengthens union and members' rights on the job. The Teamsters negotiated out language that previously allowed Republic Services to veto or ban the appointed union business agent.

The union will now have access to new hire orientations for membership sign up. It also expanded safety bonuses to more workers, and won non-discrimination protections for sexual orientation.

Organizing Leads

Since the ratification of the most recent Republic Services Atlanta South collective bargaining agreement, Local 728 has received more organizing leads from Republic's competitors in the solid waste industry than it has in years. It has led to Local 728 filing for an election at Republic's Cummings, Ga. yard.

"The union is responding to these organizing leads by utilizing the leadership of the existing union group to help nonunion solid waste workers gain their rights under a Teamster contract," Speight said. "The goal of the local is to have a campaign that maximizes potential union density in the Atlanta metro market over the next few years."

Thomas said other waste workers could learn a lot from how Republic workers at the Atlanta South facility unified and stood strong to reach a good agreement for workers.

"If you want respect, you have to show them you want respect, and that you will do it en masse," he said. "You have to come together, and when you come together, everyone is stronger."



A SILVER LINING AMIDST EVERY DARK CLOUD





Jerry Julian is a driver at UPS and a member of Local 991 in Mobile, Ala. He and his wife decided to stay in Panama City, Fla. when Hurricane Michael hit the Florida Panhandle, a decision he said he would never make again.

His house was less than five miles from the center of the hurricane, and as he and his family hid in his daughter's room, they watched the torrential winds tear the roof off his house, giving them a clear view of the violently thrashing sky. They fled—first to his own bedroom, then his son's—with the hurricane ripping off more of the roof above them every time they relocated, as if the storm was chasing the family. When they reached the living room, the hurricane relented, and the family realized that they were finally safe.

"We made it, that's the most important thing," Julian said. "Nobody was injured and all of us are still alive. We're thankful for that."

Reporting for Duty

Last year's string of devastating hurricanes—Harvey, Irma then Maria—tested the strength and unity of the Teamsters Disaster Relief Fund like nothing in recent memory, but from these tragedies, they emerged stronger than ever.

The Teamsters partnered with the Florida AFL-CIO to put together a world-class labor coalition to help people in the Florida Panhandle recover after Hurricane Michael, and the results were noticed.

"The unions here stepped up like we had never seen before in terms of volunteers and making things happen on the ground," Florida AFL-CIO President Mike Williams said. "Without the Teamsters turning out the way that they did, we would not have had a program in the state of Florida that was as successful as it was."

Local 991 Secretary-Treasurer Jim Gookins represents workers in the Panhandle who were hit hardest by Hurricane Michael. He emphasized that the disaster relief program extended to the entire community.

"We're here to reach out to our membership, but we're helping nonmembers as well," Gookins said. "We're here for anybody that needs our help. Hopefully the good-faith effort will lead to some people who are not members yet to see the value of who we are and what we are about."

Joint Council 13 Human Rights Coordinator Roy Gillespie led the disaster relief effort for the Teamsters following Hurricane Michael. Gillespie said that on one occasion,



Scan the QR Code with your smartphone's camera or QR reader (available for free) to learn more or to donate to the Teamsters Disaster Relief Fund.



the disaster relief team was handing out cash cards to UPS workers who had been affected by the disaster in Panama City, and the workers were so grateful for the help that they signed up as members immediately.

"We've been working and people know that the labor movement is out here; people know that the labor movement cares," Gillespie said. "We didn't come out here to run a campaign to sign up new members, but we're getting them because the workers out here are starting to see what we can do."

Salt and Pepper

Two of the volunteers in the disaster relief coalition were Local 79 Recording Secretary Ken Williams and Trustee Larry Dupree, better known as Salt and Pepper. Williams (Salt) and Dupree (Pepper) made a name for themselves among organized labor in Florida thanks to their passionate political advocacy on behalf of their fellow members in Tallahassee, the state capital. Florida AFL-CIO President

Mike Williams called Local 79 President Brian Rothman to let him know that their help was needed in the Panhandle, so Salt and Pepper made the trip from Tampa Bay to join the disaster relief labor coalition.

"One of the things that surprised me was that even though these people have lost everything, they were still happy enough to help each other out," Dupree said. "One person lost a roof, another had a tree fall on his house. Still, when we went to deliver supplies, they both said, 'I'm not taking anything more than exactly what I need because it's important that other people who are worse off than I am have resources as well.'"

"Living in Florida, it was overwhelming emotionally because any of us could be in their position at any given time," Williams said. "That's part of the reason we're out here. We want to help those in need today so they may return and help us in the future. We've even gotten a few ideas that we can use for an emergency response plan in case this situation hits us back home."

Life After Loss

Jerry Julian wasn't the only UPS worker out of the Panama City terminal who experienced a devastating loss following the storm. His co-worker is Brian Stuart, a second-generation Teamster whose father was the first UPS worker to retire from Panama City. Stuart had his parents and brother stay with him during the hurricane, and his home was damaged extensively. Two days after the storm, things went from bad to worse when his father passed away in his living room.

"He was the finest man I ever met," Stuart said.

Amber Cox works with Julian and Stuart. She drove 37 miles to Compass Lake, north of Panama City, to wait out the storm. Even there, though, they experienced the unforgiving winds of Hurricane Michael. Cox and her family hid out in their bathroom for four hours waiting for the storm to subside. When they went outside, they couldn't leave because the road was blocked by debris.

"We spent about a day and half getting the roads cleared in case someone needed medical assistance—just neighbors helping neighbors," Cox said. "At a time like this, it's important that we come together as a team to support one another, from the smallest of things to the largest of things."

One thing that all of the UPS workers in Panama City said was that they were grateful for the Teamsters' presence in the after-

math of the storm. Kristal Ledger also works at the UPS terminal. After her husband lost his car and their home sustained damage, she was grateful for her union membership.

"The Teamsters have been a blessing," Ledger said. "Missing work and going through all this, they have definitely been there to help out me and my husband in a time of despair. I appreciate the camaraderie."

Robbie Hodson, a UPS worker with 32 years of service, echoed Ledger's sentiment.

"The Teamsters have always been there, they have always been very supportive of the communities," Hodson said. "They are here for you from beginning to end because the union is the people that you work with. The body that is the union is us. It starts right here at home, and we get support all the way from the top down."

RELIEF CONVOYS

In addition to responding to the need for assistance in the Panhandle, Teamsters also unified to help out in the Carolinas after Hurricane Florence. Roughly 300 Teamster members living on the coasts of the Carolinas saw their homes damaged by Hurricane Florence, and about 1,000 were out of work during the storm.

Joint Council 13 out of St. Louis sent five trucks full of supplies to Fayetteville, N.C. after the storm. Local 776, Joint Council 25 and a number of other Teamster affiliates throughout the country also sent convoys with disaster relief materials.

"The imprint left by the path of Hurricane Florence may have left many communities broken, but the bonds of Teamster Brotherhood and Sisterhood are unbreakable," Joint Council 25 President Terrence J. Hancock said. "When a disastrous situation arises, we make a concise effort to assist and offer our support to our members and their devastated communities."

Local 391 Business Agent Keith McCorkle represents the Teamsters who were affected by Hurricane Florence, and he said that Teamsters and their employers sprang into action to help one another out in the aftermath of the storm.

"We worked with ABF, YRC, UPS Freight



and others to set up terminals all over the state for distribution," McCorkle said. "We had a member whose husband owned a number of trailers, he was able to donate his trailers for the duration of the disaster relief mission. We had a member locate a warehouse that we were able to use temporarily. Members from all over the state were helping one another out by using their pick-up trucks to deliver supplies and move debris. It was a tremendous display of solidarity."

For more information on the Teamsters Disaster Relief Fund, or to donate, visit <http://tdr.teamster.org>.

FIGHTING FOR SAFETY AND UNITY ON THE RAILS

BLET AND BMWED HOLD CONVENTIONS

The safety of rail workers was a common thread for the delegates and officers of the Brotherhood of Locomotive Engineers and Trainmen (BLET) and Brotherhood of Maintenance of Way Employees Division (BMWED), holding their conventions in 2018. Convened in order to discuss and vote on changes to their union constitutions and to nominate and elect officers, it was also a time for delegates from across the country to get reacquainted with their brothers and sisters working to keep America's rail systems running.

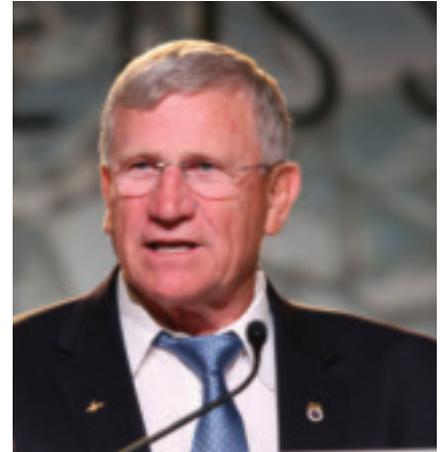
Jim Hoffa, Teamsters General President, addressed the BLET delegates on the first day of their convention on the themes of union power and safety. "You have always been out there fighting for your members, making sure you had the eight-hour day, safety on the job and more. We continue the battle against the elimination of two-person crews on trains. They want drone trains and drone trucks. Can you imagine driving down the

road, you look in your rearview mirror and there's an 18-wheeler coming up with nobody behind the wheel? It's a big battle out there every day to make sure we get our job done.

"Teamsters in West Virginia fought back against being underpaid—they marched, they got the attention of the media and they won! And in Missouri, union members came together in solidarity and they fought back against the threat of right to work, and they won! This is union power! The Teamsters and the BLET—we don't back up, we don't back down and we sure as hell don't get pushed around!" Hoffa said.

For the Fourth National Convention of the BLET, Dennis Pierce, National President, focused on the founding principles of the brotherhood and the current assaults by corporations and government forces on the well-being and safety of union members, namely right to work. "As I speak, bills are sitting in the Senate and the House that would do the following: remove right-to-work exemption for the Railway Labor Act, outlaw all union shop agreements and make payroll dues deduction agreements illegal. The purpose of these attacks on wages by the same corporate and economic actors for over 80 years is to take the American worker back to the days before the New Deal."

In his concluding remarks, Pierce said, "The BLE survived — and thrived — because of its core ethic, which dates back to 1863...



each member has a personal obligation to be informed, and the responsibility to act in concert with other members. In other words, we must be united moving forward!"

BLET Delegates Share Knowledge

There was a wide variety of members attending the BLET convention as delegates. Some were members for many years and have attended conventions in the past, while others were first timers. Dana Marlow, for example, is the general chairman for the Union Pacific Southern Region General Committee of Adjustment, and this was his third convention as a delegate.

"I attended with 28 delegates representing 32 divisions of Union Pacific," Marlow said. "I was hired on the Katy railroad in 1979 and when I was hired everything was by sight—there was a depot agent every eight to 10 miles. They would put train orders on poles which we would grab. A lot has changed since then."



Jay Anderson, a BLET member for 10 years and a local chairman of Division 695 in Minot, N.D., said that this was his first convention. "This was very informative. We are going to take a lot of information back to our members." Anderson also said that many of the speakers made good points about standing with politicians that believe in working families and that it's important to stand up to those who don't.

Improved Safety with Political Support

In tune with the common concerns of rail workers, two keynote speakers highlighted safety in their remarks. Although the number of rail accidents has declined over the years, both the BMWED and the BLET have lost members since their conventions in 2014.

"You have dangerous work, hard work. Politicians should be willing to make the changes that are necessary to support working people," said Ken Hall, Teamsters General Secretary-Treasurer. "They should be willing to stand up when you've got safety issues on the job and create laws and regulations that protect workers."

Jennifer Homendy, a newly appointed member of the National Transportation Safety Board (NTSB), spoke about her commitment to the safety of unionized workers. Homendy outlined how the board has required railroads to install devices in dark territory indicating the position of switches to train crews and mandated the use of emergency escape breathing apparatus.

"You are on the front lines every single day when it comes to safety. I need you to continue fighting day and night for your safety, for the safety of other train crews, for the safety of other crafts and classes on the railroad and for the safety of passengers," Homendy said.



Preparing for the Future of BMWED

The growth and future success of the BMWED was front and center in BMWED President Fred Simpson's remarks to delegates. "We have aggressively embraced the responsibility of assuring that our union and its current and future leaders are united, educated and trained in the ways of union leadership, union administration and union ideas."

One program at the core of these plans was the formation of the Communication Action Team (CAT). Simpson described the initiative as a way to strengthen the union, while also assisting with internal organizing.

"The CAT team has visited many BMWED worksites, listening to members' needs and concerns and engaged in conversations about the future of the Brotherhood," he said. Simpson further explained how the outreach of the CAT team has resulted in over 1,400 members becoming involved. The use of social media, in particular Facebook, has resulted in members receiving more information about the union's programs than ever before. "When the Facebook page for the union was launched in 2014, it had 800 followers," he said, noting

that it has more than 10,000 today.

Simpson outlined how important the CAT and social media programs were for gathering union support for the continued battles against the rail carriers' desire to use drones for track inspections as well as for improved protections for on-track equipment operators.

"I work with a traveling crew and they usually don't get updates on the union's business or go to meetings while on the road. I get updates on union concerns through Facebook and then I let my team members know about any developments," said Scott Peterson, a BMWED delegate and member of the CAT team.

"We simply cannot sustain our livelihoods and advance our cause or protect our brothers and sisters and ourselves from railroad's full-on attacks if we do not stand together. Our fate rests in our strength of unity and our commitment to each other," Simpson said.

Delegates to the BLET's convention re-elected Pierce as National President and Steve Bruno as National Secretary-Treasurer. Simpson was also re-elected as BMWED President and David Joynt was elected Secretary-Treasurer during the BMWED's convention.



A Mom-umental Win for Workers

At Local 955, Organizing is a Family Affair

"Everyone should get the chance to work with their children. It makes you see them in a whole new light because they're not kids anymore, they're grown-ups. I didn't have to instill anything in Jerry, he just saw it from being around the union as a child." -Jerry Agee

Genny Agee, a retiree and former member of Local 955, has been a fixture at the union hall in Kansas City for the better part of four decades. Over the years, she served her union in a number of roles: political advocate, shop steward and member of the Executive Board.

"I've always been the unofficial gopher out here—go for this, go for that—as long as I could remember," Agee said. "If it needed to get done and I was around, it got done."

Agee became a Teamster after she landed a job at Associated Wholesale Grocers (AWG). Her son, Local 955 President Jerry Wood, said that things changed when the Teamsters became a part of his life.

"We struggled a bit before my mother got a good union job, but once she joined the union things were a lot better," Wood said. "I realized that's why we need unions and that's what made me want to fight for the Teamsters."

'New Light'

Before long, he followed in his mother's footsteps and got a job working alongside her at AWG.

During the last 10 years of her career, Agee and Wood worked side by side. As Wood grew from a boy into a man, he continued to follow in her footsteps, first becoming a steward, and eventually climbing the ranks all the way to President.

"I never consciously tried, but he was raised in a union household and he came to the hall with me all the time when I went to volunteer," Agee said. "If it's one of our kids, it's all of our kids."

"Everyone should get the chance to work with their children. It makes you see them in a whole new light because they're not kids anymore, they're grown-ups. I didn't have to instill anything in Jerry, he just saw it from being around the union as a child," Agee said.

Organizing Campaign

Last May, Local 955 embarked upon a new organizing campaign at Apple Bus in St. Joseph, Mo. Wood knew he needed all hands on deck for the ambitious campaign to succeed, so in addition to reaching out to the Teamsters Organizing Department, he enlisted the help of his mother.

Although she had served in a number of

roles at Local 955, working on an organizing campaign was a first for Agee. She said that Wood helped her with the learning curve.

"It was fun working on a campaign with my son," Agee said. "He's really good with people. I'm pretty good, but he's amazing."

Apple Bus made a boilerplate attempt at getting their workers to vote no, but it was useless. The organizing committee had already told their co-workers what the company was expected to say ahead of time, and sure enough, they said it.

After a five-month campaign, the workers at Apple Bus voted to join the Teamsters.

Dedication to Voting

"Our goal was to be ready to file for an election on the first day of school, and that's exactly what we did," Wood said. "We even had a worker who was so dedicated to voting yes that she made time to vote even though she was on her way to pick up her baby from the hospital."

The Apple Bus organizing victory was a win for everyone, but for Agee, the sense of accomplishment was two-fold.

"I couldn't be prouder if Jerry became President of the United States," Agee said. "He's not here for any reason other than he cares about the people, and it shows, because the people love him. I always introduce him as 'my son, the President of the local.'"



REPORT TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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

DATED: November 30, 2018

I. INTRODUCTION

The following is Magazine Report 4 of the Independent Disciplinary Officers (“IDO”) for 2018 regarding activities from August 1, 2018 through November 30, 2018 conducted pursuant to the Final Agreement and Order of February 17, 2015.

II. NEW MATTERS

A. Local 817 Member James Norizsan

On November 28, 2018, the Independent Investigations Officer (“IIO”) recommended to the Executive Board of Local 817 that a charge be filed against former Local 817 member James Norizsan (“Norizsan”) for violating the IBT Constitution Article II, Section 2(a) and Article XIX, Sections 7(b) (1), (2), and (9), by knowingly associating with a prohibited person under the Final Agreement and Order, Frank Radice (“Radice”), who was permanently barred from the IBT for being a member of Organized Crime.

On December 19, 2013, the Independent Review Board (“IRB”) recommended to the General President that Local 817 member Radice be charged both with being a member of the Gambino organized crime family and with unreasonably failing to cooperate with the IRB by not appearing for his sworn examination. On December 20, 2013, the General President adopted and filed the charges against Radice. The General President referred the charges back to the IRB for adjudication, and on March 12, 2014, the hearing on the charges was held. The evidence included an affidavit from an FBI Special Agent concluding that in the FBI’s expert opinion Radice is a member of the Gambino Organized Crime Family. On June 18, 2014, after reviewing the evidence, the IRB found both that Radice was a member of the Gambino Organized Crime Family and that he had failed to reasonably cooperate with the IRB. On June 18, 2014, the IRB permanently expelled

Radice from membership in Local 817, the IBT and IBT affiliated entities. On June 18, 2014, the IRB filed Application 170 with United States District Judge Loretta A. Preska, seeking court approval of the order. On March 4, 2015, Judge Preska found the evidence supported the IRB Decision.

On April 3, 2015, the union sent to Norizsan and other members of Local 817 a notice that Radice had been permanently expelled from the IBT. Furthermore, Norizsan had notice of Radice’s bar based on notices that appeared in Teamster magazine, which were sent to all affiliates and members.¹

On September 29, 2016, Norizsan was indicted in the Eastern District of New York on charges relating to falsifying IRS forms and ERISA violations.² At trial, Norizsan testified that he was Radice’s brother-in-law. Norizsan admitted he knew union members’ contact with Radice was forbidden. Norizsan admitted under oath that he continued to have contact with Radice after he was barred. He admitted the communications went beyond family matters. That the contact was not for family reasons was further corroborated by their repeated scheduled meetings held at a bank, a location unrelated to family matters.

Pursuant to Paragraph 32 of the Final Agreement and Order, the IIO designated this as a matter within the jurisdiction of the Local 817 Executive Board. Paragraph 32 of the Order requires that within 90 days of the IIO’s referral, the Executive Board must file with the Independent Review Officer (“IRO”) written findings setting forth the specific action taken and the reason for such action.

III. PROGRESS OF EXISTING MATTERS

A. Local 282 Member Steven Murray

Local 282 is located in Lake Success, N.Y. As of December 2017, it had 3,758 members employed at various construction companies in the New York City area. Since 1991, under the Consent Order, thirty-four Local 282 members have been either permanently barred based upon decisions of the Independent Administrator, the IRB or the IBT or permanently resigned from the Local pursuant to an agreement. Sixteen of these members were barred based upon charges that they knowingly associated with members of organized crime or were members of organized crime and six were barred based upon charges that they knowingly associated with a barred IBT member.

On May 31, 2018, the IIO issued a report recommending to the Local 282 Executive Board that a charge be filed

¹ In addition, the April/May 2015 issue of the Teamster magazine also included a list of “Persons Permanently Barred from the IBT by Action Initiated by IRB”. Radice was on that list.

² There was a hung jury in his first trial; he was acquitted after a re-trial.

against Steven Murray (“Murray”) for violating Article XIX, Section 7(b)(1), (2) and 14(a) of the IBT Constitution by unreasonably failing to cooperate with the IIO when he refused to answer nineteen questions concerning his contact with individuals alleged to have organized crime ties as well as involvement with gambling and loan activity with Teamster members. During the sworn examination, Murray and his counsel were informed that refusing to answer questions by asserting his Fifth Amendment privilege could result in internal union disciplinary charges being filed against him.

Pursuant to Paragraph 32 of the Final Agreement and Order, the IIO designated this as a matter within the jurisdiction of the Local 282 Executive Board. The Local 282 Executive Board held a hearing on the charges on July 12, 2018. On August 2, 2018, the Board found that the preponderance of the reliable evidence supported the charges against Murray. Effective the same day, it issued an order expelling Murray from Local 282, the IBT, and any affiliate of the IBT. Furthermore, it permanently barred Murray from holding membership or office in or employment with Local 282, the IBT, any affiliate of the IBT, or any affiliated employee benefit plan. Furthermore, it permanently barred Murray from seeking or accepting money or other compensation for any goods or services from Local 282, the IBT, any affiliate of the IBT, or any affiliated employee benefit plan, other than receipt of vested benefits to which he may be lawfully entitled.

IV. ONGOING INVESTIGATIONS

The IIO is currently conducting a number of investigations throughout the country. In addition to investigations ongoing as of August 1, 2018, during the period of this report, the IIO has conducted four on-site books and records examinations involving four Locals in three different states. Also in that time period, the IIO has received and processed approximately 68 hotline calls reporting alleged improprieties.

The IDO does not comment on ongoing investigations or identify areas or conduct under investigation until a formal recommendation of charges is served upon the IBT pursuant to the Final Order.

V. TOLL-FREE HOTLINE

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).

VI. RELOCATION OF IIO OFFICE

In the Spring of 2019, the Office of the Independent Investigations Officer will be relocating from its premises in New York City to a location in the Washington, D.C., metropolitan area. The relocation is tentatively scheduled for April 15, 2019. The new address of the IIO will be as follows:

Hon. Joseph E. diGenova
Office of the Independent Investigations Officer
1515 N. Courthouse Rd, Suite 330
Arlington, VA 22201

The toll-free hotline will continue to operate normally throughout the transition. Mail correspondence should be addressed to the New York City address through March 31, 2019. Beginning April 1, 2019, correspondence should be sent to the Arlington, VA address.

VII. 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:

THROUGH MARCH 31, 2019:

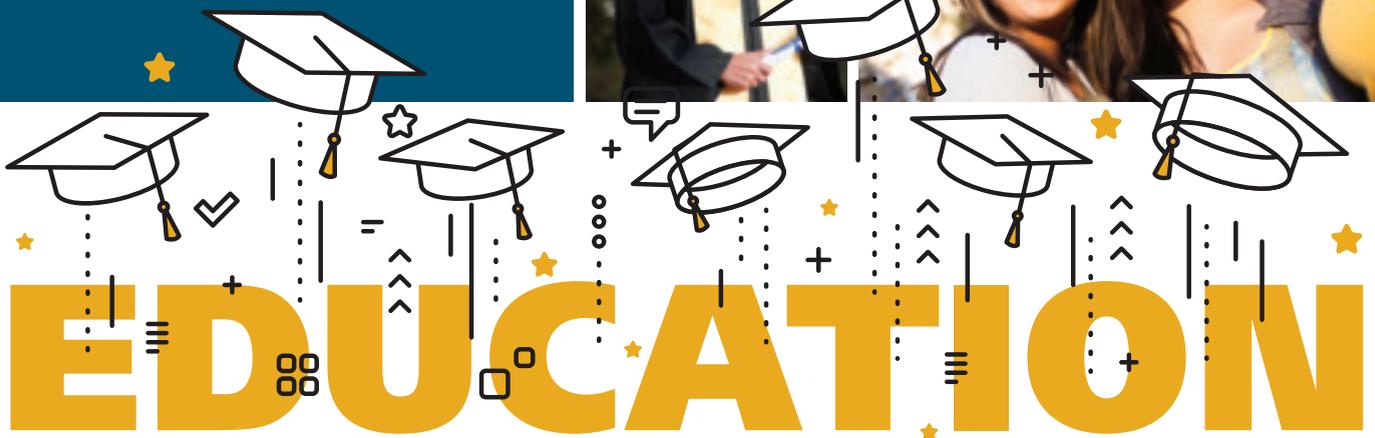
Hon. Joseph E. diGenova
Office of the Independent Investigations Officer
17 Battery Place, Suite #331
New York, NY 10004

ON OR AFTER APRIL 1, 2019:

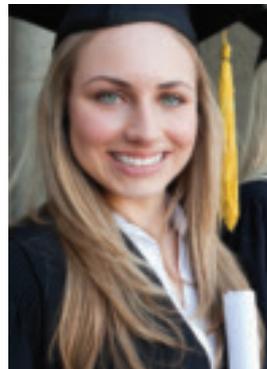
Hon. Joseph E. diGenova
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