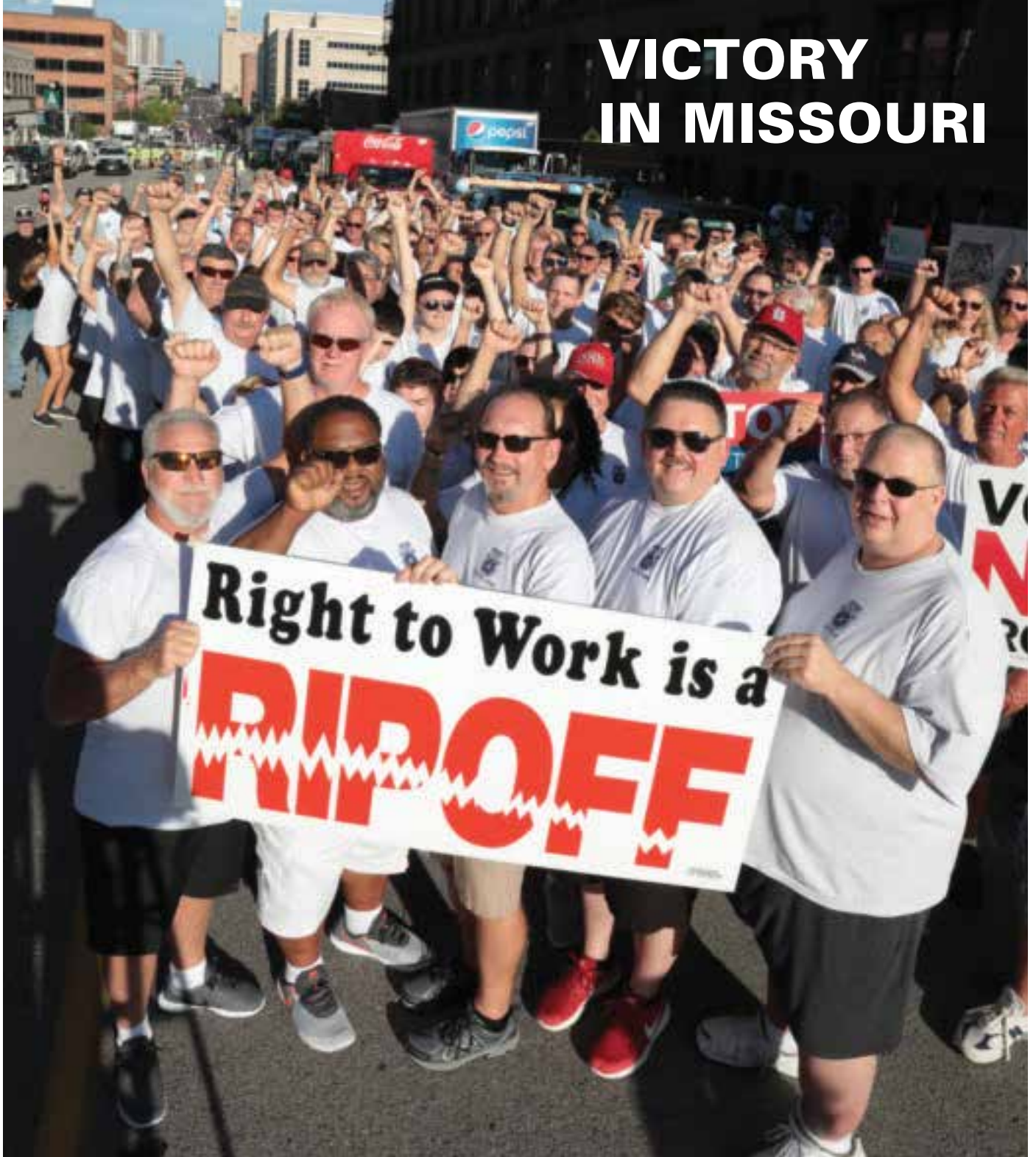




Teamster

WINTER 2018

VOTE
ON NOV. 6

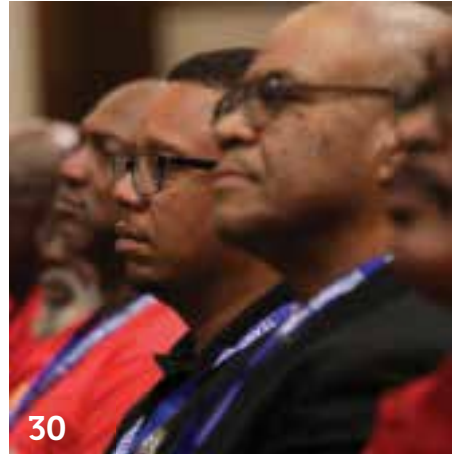




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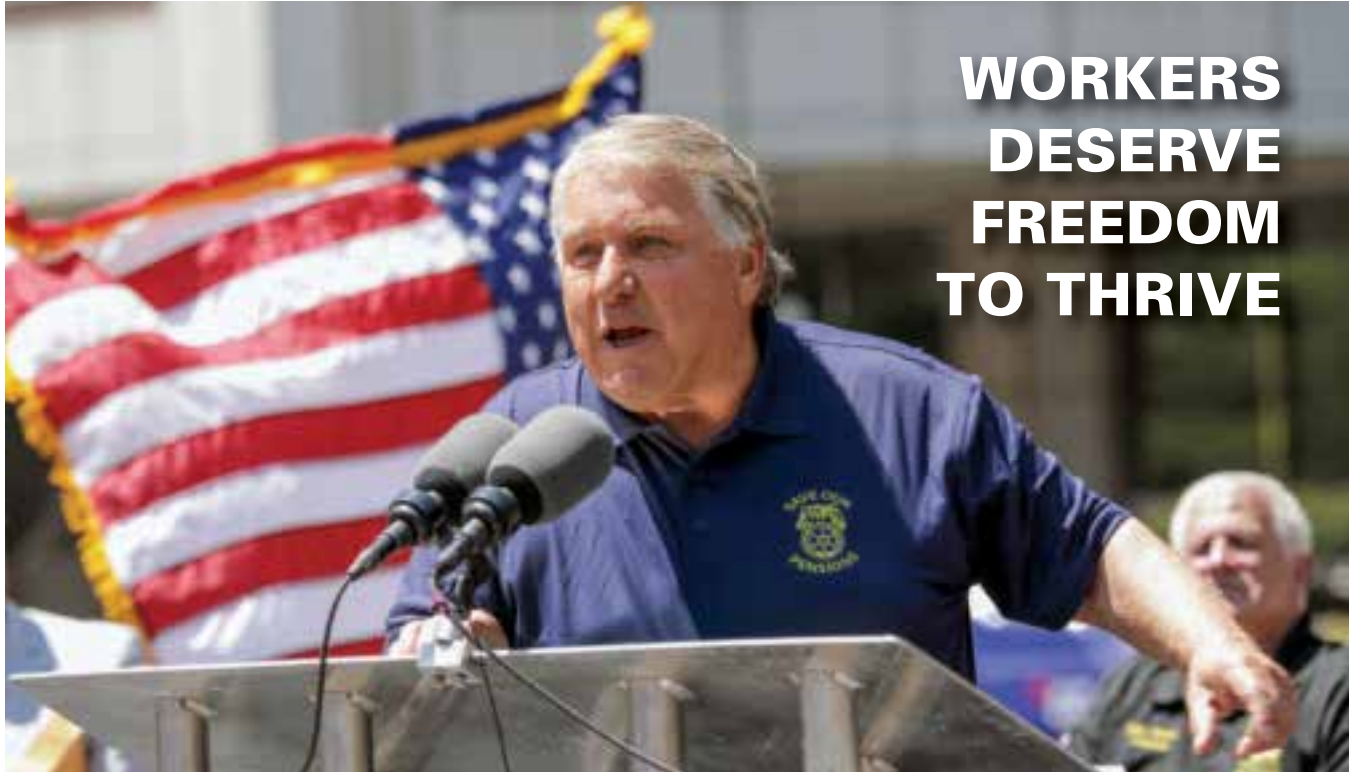
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WORKERS DESERVE FREEDOM TO THRIVE

On Labor Day, Americans honored the contributions and sacrifices of working people. But increasingly, workers are seeing their rights chipped away and are finding it harder to make ends meet. This was especially evident with the decision of the Supreme Court in June that curtails the ability of public employees to join together and stand up for themselves on the job.

The ruling in *Janus v. AFSCME* was not unexpected, but is still disappointing. The case dealt with an Illinois state government employee, Mark Janus, who didn't want to pay "fair share" fees to the union that represented him and negotiated the contract that established his salary, benefits and working conditions. The Court held that "fair share" fees cannot be mandated for public employees, even when they are part of a negotiated collective bargaining agreement. This is in spite of the fact that the union is still legally obligated to represent workers who have elected not to pay "fair share" fees.

Fortunately, the Teamsters Union was not caught flat footed. Anticipating a potentially bad ruling, locals representing public employees have worked to convert "fair share" fee payers into full union members. Beefing up internal organizing and persuading all affected employees of the benefits of being a union member is the key to combatting this latest threat to public employees and their unions.

To be frank, this should not be necessary. The case was not really about the First Amendment, as the

Supreme Court majority suggested. It was about taking away the ability of unions to ensure that all workers who benefit from collective bargaining share in the costs.

While this ruling could create some temporary roadblocks, all workers, whether employed in the public or private sectors, should remain united. We cannot allow the progress public employees have made by belonging and participating in unions to be undermined by people who fail to recognize the value of public service.

The middle class was built by everyday working people, standing together in their unions. The Teamsters honor that history by continuing the fight to ensure that all working people have a fair share of the American dream. The Teamsters will continue to organize, mobilize and do whatever is necessary to achieve and maintain prosperity through collective action.

At the same time, it is imperative for all elected officials to understand how anti-worker policies, including those that are enacted under the guise of judicial decisions, are affecting the lives of their constituents. Corporations and the wealthy prosper, while workers are struggling. The people must not be forgotten. Nor should they forget.



TEAMSTERS TRIUMPH IN BID TO REVERSE EXECUTIVE ORDERS

U.S. District Court Judge Rules to Uphold the Rights of Federal Workers

The U.S. District Court Judge for the District of Columbia, Ketanji Brown Jackson, has delivered a significant victory to the Teamsters and several other unions that filed suit challenging three Executive Orders issued by the president on May 25, 2018.

Brown determined that the presidential actions were an “illegitimate attempt” to remove negotiable matters off the bargaining table, and reaffirmed “the right of federal workers to have a say with respect to the terms and conditions under which they will be working.”

The three executive orders impacted public employees who work for the federal government and numerous labor unions, like the Teamsters, that negotiate contracts and provide workplace

representation on behalf of dedicated civilian workers.

Major provisions of the directives dealing with collective bargaining, office time for employees to perform union responsibilities, and removal procedures for alleged conduct or performance problems were ruled contrary to existing law and therefore unenforceable.

“It appears that the Heritage Foundation and other like-minded groups misled the president into thinking they could rig the rules and ignore 40 years of labor law,” said Michael Filler, Director of the Teamsters Public Services Division. “This is a victory for all unionized federal workers and we applaud Judge Brown’s ruling.”



UPS Aircraft Mechanics Secure Impressive Contract

UPS aircraft mechanics and related employees represented by Local 2727 have secured significant raises in pay, improved retirement security and the protection of health care benefits in a new tentative agreement reached with the shipping company.

The agreement, which is being voted on now by the union's membership, sets a new bar for aircraft mechanics in the U.S. airline industry, with pay rates and benefits that surpass those at FedEx and all other major U.S.-based carriers. Upon ratification of the new contract, Local 2727 members will become the highest paid aviation mechanics in the country by a wide margin.

"It's because of the tremendous resolve and unity of our members and their families that we're celebrating this historic agreement with UPS," said Tim Boyle, President of Louisville-based Local 2727.

"I want to extend my congratulations to the Teamsters Local 2727 negotiating committee. This agreement is the culmination of over four years of long hours, hard work and dedication from them. Their focus on improving the existing agreement and quality of life for our UPS members is what now enables us to bring this industry-leading contract to the membership for their review and decision," said Capt. David Bourne, Director of the Teamsters Airline Division.

"UPS aircraft mechanics went for years without a raise and we've worried long enough about the future of our medical care," said UPS aircraft mechanic Jack Chatburn, who was on the bargaining committee. "We believe the contract will be ratified swiftly."

For more information, visit www.local2727.org.

UPS, UPS Freight Contract Vote



In September, the balloting information for the UPS and UPS Freight contracts were mailed to all UPS members. The ballots will be counted on October 5, after the Teamster magazine has gone to press. Voting results can be found at www.UPSrising.org.

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.

Go to "UPS Rising" on Facebook.

Or visit www.upsrising.org to see all the UPS Rising news.

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CEO Pay Soars

MEANWHILE, WORKERS SEE LITTLE GAIN

Workers' salaries may be stuck in limbo, but that isn't stopping top company executives from being rewarded financially.

A new report from the Economic Policy Institute (EPI) shows that compensation for chief executive officers at the top 350 publicly traded companies in the U.S. soared last year by 17.6 percent to almost \$19 million a year. That's 312 times what the average worker at those companies made in 2017.

If you're wondering, the compensation of rank-and-file worker rose only 0.3 percent at these firms.

"With wages for working people barely budging, it's remarkable to see top CEO pay surging again," said Larry Mishel, an EPI distinguished fellow.

During the past five decades, top CEO pay has soared at a rate far sur-

passing corporate profits, EPI notes. Instead, the pay scale for top corporate executives seems to be tied to the performance of Wall Street. Most of the additional compensation was in the form of stock awards and cashed-in stock options, not additional salary or bonuses.

EPI authorities said the increase in CEO compensation is being driven by the fact that they have the power to set their own pay, not because they are doing better at their job. Given that, if these top executives were paid less or taxed more, it would not adversely affect output or employment.

"Skyrocketing CEO pay is not a reflection of the market for executive talent," said Jessica Schieder, an EPI economic analyst. "We know this because CEO compensation has grown far faster than even the very highest earners in the

country. This means that CEO pay can be brought down with little if any impact on the output of the economy or firm performance."

Lawmakers could help solve the issue if they took steps to reinstate higher marginal income tax rates for highest earners; set corporate tax rates higher for businesses that have higher CEO-to-worker compensation ratios; create a compensation cap that would tax anything above the limit; and allow firm shareholders to vote on compensation for top executives.

The Teamsters have been active in the fight for fairer CEO pay, most recently leading a campaign against the compensation plan for McKesson Corp. CEO John Hammergren due to the company's involvement in the opioid crisis. The company ultimately decided to cut his pay by 10 percent.



ABF TEAMSTERS RATIFY CONTRACT

Teamsters employed at ABF Freight System, Inc. have won major gains in their newly ratified contract that covers approximately 8,500 drivers, dockworkers, mechanics and office workers.

The agreement consists of the national master portion as well as 27 regional supplements. The last outstanding supplement to the national contract was ratified in late July, which cleared the way for the national contract to take effect at the end of July.

The union won back a week of vacation that was previously given up under the last contract. The union also won wage increases, preservation of health and welfare funds, more protections against subcontracting and other improvements. The union was also able to defeat several attempted company takeaways.

"The union held its ground and made it clear we would not accept concessions and that we needed to address our members' priorities, both of which we were able to achieve," said Ernie Soehl, Director of the Teamsters Freight Division.

"We got a lot of things back in this contract: the vacation, the pay increases and other gains, including the benefit contributions and protections against subcontracting," said Paul Krenz, a city driver and 16-year ABF employee who is a steward and member of Local 120 in Minnesota.

GIVE TO THE TEAMSTERS DISASTER RELIEF FUND



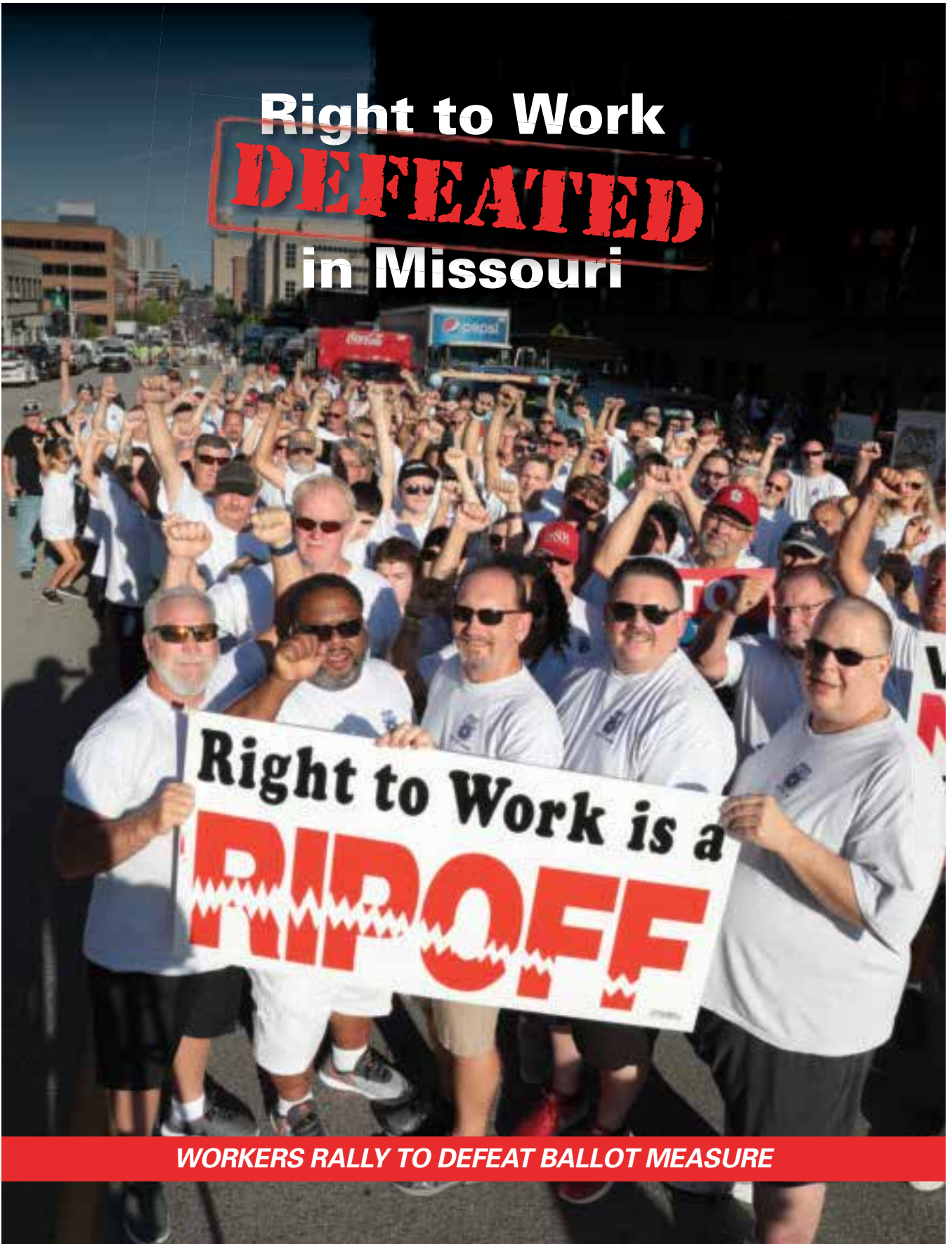
The Teamsters Disaster Relief Fund is a charitable 501(c)(3) developed in 1991 to assist Teamster members who have suffered a loss from a disaster. The fund receives donations from local unions and Teamster members.

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

Right to Work

DEFEATED

in Missouri



WORKERS RALLY TO DEFEAT BALLOT MEASURE

Hardworking Missourians stood up to corporate cronies in August when they overwhelmingly rejected their efforts to enact a right-to-work (RTW) law in the state that would have curbed the ability of workers to join together to negotiate for higher pay, benefits and safety on the job.

By a more than two-to-one margin, voters overruled the state Legislature and former governor that enacted RTW in 2017 after years of failed attempts to do so. The Teamsters and other unions came together in the weeks following the legislation's passage to get voters to place a measure on the state ballot that would overturn the law.

Despite supporters' efforts to sabotage the anti-RTW referendum vote by having it moved to the August primary ballot from the November general election ballot earlier this year, workers made it clear they didn't believe the lies told by big business interests that wanted to halt collective bargaining in the "Show Me" state.

"Voters across Missouri let anti-worker lawmakers know that they won't be pushed aside so these elected officials can continue to line their pockets with corporate campaign dollars," said Teamsters General President Jim Hoffa. "Working Missourians understand the power of unions and how they help bring a better quality of life to union and nonunion workers alike."

Destructive Laws

Destructive RTW laws are designed to drive down wages and weaken workers' bargaining rights. States that have already mandated right to work have lower wages, higher unemployment and poverty levels, and fewer protections for workers than free-bargaining states.

Missouri Teamsters, under the direction of Jim Kabell, President of the Missouri-Kansas-Nebraska Conference of Teamsters and Joint Council 56 in Kansas City, Mo., were involved from the get-go to make sure RTW never took effect in the state. He said voters got wise to the efforts of RTW supporters.

"For us to get 68 percent of the vote in Missouri is a pretty phenomenal number," Kabell said. "People weren't fooled by right to work. The truth drove this campaign. People understood the truth and voted. They got the impact of this on their communities."

Labor Day Parade

A month after the vote against right to work, Teamsters gathered at the St. Louis Labor Day parade admitted this year's celebration was a little more joyous than most due to winning effort.

"It does feel different," said Rodney Kalina, a Local 688 member and 25-year Teamster who is a driver and shop steward for Pepsi Beverages. "In years past, different parts of labor weren't unified. This year, it just feels like we're more unified. If it took this fight to get there, I hope it stays in that direction."

Maybe just as importantly, the victory set a blueprint for how the Teamsters and the labor movement should come together and flex their muscle in advance of the November election, said Marvin Kropp, President of Joint Council 13 in St. Louis.

"It showed we could defeat some of the people who are not friends of labor," Kropp said. "But we have to do it the same way we defeated Prop A. We have to get unified, we have to get together. And we have to get the boots on the ground."

Enough!

As voters showed during the August vote, there was no good reason for them to support such an anti-worker measure. The median salary of a union worker is more than \$11,000 a year higher than the median nonunion worker. Nine of the 10 highest poverty states are RTW. And those living in RTW states are also less likely to receive employer-based health insurance or pensions.

More broadly, taking away the rights of hardworking Americans to collectively bargain is not the answer. Working people want the freedom to join together and negotiate for a fair day's work for a fair day's pay. And the more money workers have to spend, the more products they buy, creating more jobs and better wages for all workers.

Big business says RTW is good for the American economy. But many of these same companies have offshored jobs and helped rig the rules, pushing U.S. wages down and placing the health and safety of workers at risk. Corporations are just looking to pocket higher profits.

For too many, the American dream is slipping away. But more than 937,000 Missourians put their foot down and said "Enough!" when they voted to throw out this RTW law. They knew it was a ruse.

TEAMSTERS PUSH PENSION REFORM AGENDA TO HELP MEMBERS, RETIREES

Reform Pensions **NOW!**



For the Teamsters, there is no bigger fight right now than the battle to reform pensions.

Emboldened by congressional legislation that created a bipartisan pension committee tasked with finding a solution to the nation's looming pension crisis by the end of November, union leaders and members are pushing the 16 members of the House-Senate Joint Select Committee on Solvency of Multiemployer Pension Plans hard to come up with a real fix for the pension crisis.

As it stands, there are more than 300 multiemployer plans across the

plan shortfalls. Other threatened multiemployer plans face a total shortfall of \$19.2 billion.

"The future of more than a million retirees and workers, many of whom worked decades and contributed to their pensions under the understanding they would be supported in their golden years, is being called into question," said Teamsters General President Jim Hoffa. "It's not right."

Rank and File

But this movement is not just being steered by union leadership.

Teamster members and retirees

fore the joint pension committee on Capitol Hill in late July.

"I worked for 30 years for three different trucking companies that paid into the Central States Pension Fund," Stribling said during his heartfelt testimony about how the pension crisis has personally impacted him. "I am married with children and grandchildren. I need this pension for my family."

Stribling, who is co-chair of the Milwaukee Committee to Protect Pensions and retired from USF Holland in 2010, said the stress alone of knowing his retirement benefits could be cut is impacting the health



country—including the Teamsters' Central States Pension Fund—that are in danger of failing. The bipartisan panel needs to find a legislative vehicle that will deliver for working Americans who are paying, or have paid, into the pension pool and have played by the rules all their lives.

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. As of now, Central States is facing an unfunded liability of \$26 billion, the largest of all multiemployer

have been front-and-center in the lobbying effort, appearing before lawmakers on Capitol Hill and at a hearing at the Ohio Capitol; rallying in Columbus, Ohio and in Detroit; and visiting the offices of their elected representatives in Washington, D.C. and in their home districts.

When given the chance to share their stories, these hardworking Americans have been blunt about the challenges they are facing or will face if their pensions are slashed.

Kenny Stribling, a retiree with Local 200 in Wisconsin, testified be-

of his family.

"My wife was diagnosed with terminal pancreatic cancer, which has spread to her liver. I was recently diagnosed with an enlarged heart. This is due to high blood pressure and stress. My heart is working overtime just to keep up," Stribling told the committee.

Roberta Dell, a 46-year employee of Spangler Candy Company in Bryan, Ohio, and a member of Local 20, expressed her own worries about her pension during a mid-July hearing in Columbus. Her husband, also a former Spangler

employee, died in 2015, and she questioned whether she would be able to retire with dignity if cuts are implemented.

"I now sit here beside you in sadness and desperation," she told committee members. "I had planned on working until age 68, but with the uncertainty of the pension, I don't know if that will be possible. I'm not the only one. So many I have talked with are in similar situations."

"A Legal Contract"

Unfortunately, the story did not come as a surprise to Rep. Debbie

have voiced their concerns and said the government needs to act now to reform the system.

Nanci Tummillo, a member of Local 743, attended the Columbus rally and said it was important for workers and retirees to join together.

"A pension is not a promise, it's a legal contract, and now they want to take that away. That's not right," Tummillo said.

Local 507 member Brian Taylor said showing solidarity on the issue is key.

"Myself, I've been with the Teamsters all my adult life so I know what it's like," he said.

erhood of Carpenters to stress the urgent need for action. They were joined by Dingell, Rep. Nancy Pelosi of California and a bevy of other congressmen.

The turnout was even larger the previous week in Columbus, when more than 10,000 union members and retirees came together on the statehouse grounds to demand that the joint pension committee reach consensus on a solution that would keep their retirements afloat.

One thing is for sure: The system workers have now is not working.

The Teamsters and other unions



Dingell of Michigan, who said during the July 13 Ohio field hearing that she had heard from many constituents who were severely stressed about the situation, including one she described as suicidal and another who asked her what he should tell his dying wife about the status of his pension.

"People don't understand," she said at the hearing. "These are people who worked all their lives and played by the rules. It's not fair."

Retirees and those close to retirement age aren't the only ones angered by the state of pensions. Several younger union members

"When it's time to retire, I want to make sure my money is there. But for the guys who are already retired, I want to make sure they are still getting what they worked for."

Find a Solution

The Teamsters have also teamed up with other unions to stress the importance of pension reform.

At a July 20 town hall meeting in Detroit, hundreds of Teamsters were joined by members of the United Auto Workers, the United Food and Commercial Workers, the Iron Workers and the United Broth-

are looking at pension plans going bust in the next decade. Having benefits cut by two-thirds or more will lead to retirees losing their homes and not being able to pay for essential medicines. That is not living with dignity and is unconscionable for those who spent decades toiling away to support their families.

These workers aren't asking for a handout; they just want what is rightfully theirs. It's time for the joint committee to find a legislative solution that will make them whole. They've waited long enough.

REVIVING MULTIEMPLOYER PENSIONS

BUTCH LEWIS ACT WILL PROP UP FAILING PENSIONS



So what is the plan to revive multiemployer pensions? It's one the Teamsters worked with lawmakers for more than a year to craft, and bears the name of a former Local 100 leader who died while trying to ensure that the retirements of his members would be protected.

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

"We've got the solution. We worked hard, even though they said we couldn't do it," Teamsters General President Jim Hoffa said during a July rally in Columbus, Ohio.

Face to Face

Local union officials from across the U.S. trekked to Capitol Hill in April and July to speak to their members of Congress about the importance of supporting the bill. Numerous union members have done the same at lawmakers' congressional district offices across the country.

Two of those Teamsters involved in such efforts were from Local 104 in Phoenix. Dawn Schumann, the local's statewide politi-

cal coordinator, and Ryan Proctor, a business agent, visited seven offices and met with lawmakers and staff in July. Their message was pension reform is necessary for workers.

"There needs to be some kind of reform for these members," Proctor said. "They set this money aside. They worked these hours and are entitled to their pensions."

As part of the Butch Lewis Act, the newly formed Pension Rehabilitation Administration (PRA) would lend money from the sale of the bonds to the financially troubled pension plans. Plans that are deemed "critical and declining," as well as recently insolvent but non-terminated plans and those that have suspended benefits, would be eligible to apply for the program.

Pension plans borrowing from PRA would be required to set aside the loan proceeds in separate, safe investments such as annuities or bonds that match the pension payments for retirees. For those plans needing additional help to meet retiree obligations, the Pension Benefit Guaranty Corporation would be available to make up the difference.

Those applying for loans to the PRA—which would be charged

with approving all loans before they could be issued—would have to submit detailed financial projections. And, pension plans that have borrowed money would have to submit reports every three years to the PRA to show that the loans are working. Loans would need to be repaid within 30 years.

Legislative Conference

Passage of the legislation was a top priority during the Teamsters Political and Legislative Coordinators Conference this summer, when several lawmakers spoke to attendees about the need for reform.

Rep. Ryan Neal thanked the Teamsters for all their work to get the word out on the legislation. "I'm delighted with what you have done on this," he said. "The Democrats will hold fast. We have got to convince some Republicans. And I have a few in mind."

One GOP lawmaker who didn't need any convincing was Rep. Peter King (R-N.Y.). He became the first Republican to co-sponsor the bill, and said more in Congress need to stick up for pension reform.

"I am proud to be on the bill and will do everything I can to enact it," he said.



A lot of politicians pay lip service to the middle class and to the labor movement. But when a candidate is actually from the middle class and a part of the labor movement, it's a different story. On Election Day (Tuesday, Nov. 6), Teamsters will be on the ballot in states nationwide and they need your support. We need more working people in public office to represent the interests of working people, and a win for a Teamster candidate is a win for the middle class. Here are the Teamsters who need your support on Election Day.



Luis Arroyo Jr. for Reelection

Luis Arroyo Jr. is a lifelong public servant, community activist and resident of Chicago who is running for reelection as a Cook County (Chicago) Board Commissioner (8th District).

“After being a Teamster for more than 20 years and working as a public servant and community activist in Chicago's Northwest Side, I saw the need to become part of a new generation of leadership in Cook County,” Arroyo said. “I was sworn in as one of the youngest Commissioners on December 1, 2014, and have since worked to serve the working men and women of Cook County.”

As an 18-year union member, he is deeply committed to protecting public employee jobs and benefits. He believes strongly that economic growth for working families means stable, safe and vibrant communities.

Arroyo's core issues are to reform the criminal justice system, accessibility of affordable health care, prevention of further cuts to mental health programs, and to promote economic job growth and development.



Right-to-Work Opponent on Ballot in Illinois

Angie Bodine, a member of Local 777 in Illinois, is running for State Representative in Illinois' 69th district. As a progressive, Bodine is running because she believes that her district deserves better than the representation they currently have.

Teamsters Running for Office

She believes that the incumbent, Rep. Joe Sosnowski (R), has let the community down and avoids tough votes.

“My opponent is actively attacking working families in our state. He is a proponent of right-to-work legislation in Illinois, one of the chief sponsors of the school voucher program and wants to cut pensions for teachers and employees,” Bodine said.

Her biggest platforms are economic development, job creation and bringing passenger rail service to the 69th district. Bodine said that the biggest complaint about Rep. Sosnowski in the district is that he isn’t independent enough to get the job done and ignores the wishes of his constituents.

Illinois’ 69th district is made up of Belvidere, Caledonia, Capron, Chery Valley and other municipalities. Bodine describes her community as one filled with working families, single parents, unemployed, caregivers and students.

“I want to bring my community’s ideas and problems downstate. I want to bring back solutions because we deserve better,” Bodine said.



Kurtz, Montgomery Carry Teamster Flag in Iowa

The Iowa House has become a hot spot for Teamster candidates this November.

Former Brotherhood of Locomotive Engineers and Trainmen Division 391 President Jeff Kurtz and Local

238 member Reenie Montgomery, a union steward, are both Democratic nominees in their races this fall. And they are fighting to win.

Kurtz won a three-way primary race for the District 83 seat with 56.6 percent of the vote in June. He’ll face off against Republican Jeffrey Reichman in the fall, with hopes of replacing state Rep. Jerry Kearns (D), who announced he would not seek another term earlier this year.

Besides his BLET post, Kurtz also served as Iowa State Legislative Board Chairman from 2004-2014, where he lobbied extensively for rail safety at both state and federal levels. He retired from the Burlington Santa Fe Railroad in 2014 after working there more than 40 years.

Kurtz said he was recruited by the Teamsters, other unions and party officials to run for the seat when Kearns announced his retirement. He has stressed the need for economic development and improving public schools and public services as part of his campaign.

But he said Iowa’s decision to curb collective bargaining also played a role. “With stagnating raises, it makes no sense to curtail the bargaining power of unions,” he said.



Meanwhile, Montgomery ran uncontested for the Democratic nomination for her District 96 seat. She will face incumbent state Rep. Lee Hein in the fall. She is a former Monticello city councilwoman who currently works for the Manchester Police Department as a dispatcher for the Delaware County Communications Center.



What You Can Do

We need a huge turnout from Teamster members to support our endorsed candidates this fall! Throughout the story are three things you can do to help:

“My top priority will be asking the residents of Delaware and Jones Counties what their needs are at the state level,” she said in a statement announcing her campaign. “I’ll work to expand state support for our local schools. I’ll also work to keep health care and mental health services affordable and available locally as well as find new ways to add value to the crops of our local farmers.”

Similar to Kurtz, she decided to run for the seat after Iowa enacted its law stripping public sector workers of their collective bargaining rights. “We, as working Iowans, deserve to bargain for our benefits,” she said.



Teamster Leader for Maine House Seat

Ray Cote is the Recording Secretary and business agent for Local 340 in South Portland, Maine. He’s also trying to replace an incumbent as the representative for

District 72 in the Maine House of Representatives.

He’s running against an incumbent Republican in a heavily Republican district, but as someone who stands up for working people, Cote believes his message will resonate.

“I am a pro-labor Democrat who believes in the right to strike for public sector employees,” Cote said. He is also against right-to-work restrictions, in favor of binding arbitration and single payer health care.

Cote said his experience as a business agent has prepared him for the election and for holding office.

“A Teamster business agent is an elected position where you’re out representing different groups of people, workers, bargaining units...it can be extremely tough, but it prepares you for everything out there that I might otherwise face,” Cote said.



Roger Parsons for County Commission

Roger Parsons is a current At-Large County Commissioner for Swain County, N.C. Prior to serving on the Swain County Commission, he was also a member of the Swain County Board of Education for over 16 years. He was appointed to the Swain County Commission last year and is running for to be elected to his first full term this November. In his role as an elected official, Parsons is responsible for overseeing the municipal services the county provides, such as emergency management, waste management, health and social services, maintenance of the county’s parks and recreational facilities and much more.

Parsons retired from UPS after 37 years of service

as a package car driver, but he is still an active dues-paying member of Local 61. During his time as a driver, he served in a number of roles in Local 61, including shop steward, President, Vice President and Executive Board Member. Parsons said that his time in Local 61 was a formative experience that prepared him for public service.

“Being a Teamster in a leadership position, it ingrained in me the need to fight whenever injustice is being done,” Parsons said. “As a shop steward and officer at Local 61, I fought for my Teamster brothers and sisters, and now I’m fighting for the working men and women, the blue-collar Americans, of Swain County.”

Parsons also said that he was grateful for the opportunities he had been given throughout his career in public service.

“I’ve been blessed that I got the chance to do all of this stuff. I was fortunate enough to earn the trust of people as a shop steward and as a union officer, and I’ve been fortunate enough to earn trust of

other people to operate as county commissioner. I love what I do,” he said.



Nevada Teamster Running for Statehouse Seat

A Local 986 shop steward won a seven-way Democratic primary race for a state House seat in Nevada.

Susan Martinez, a 30-year employee at the Flamingo Hotel on the Las Vegas strip, won 46 percent of the vote in beating back her opposition. She will now go on to face Republican Richard Fletcher and Mary Martinez of the Independent American Party in the November general election, with the winner representing District 12, which takes in east Las Vegas and parts of its suburbs.

Martinez said she understands the needs of her district, which she has lived in for more than two decades. Her top priorities include improving the educational system and repealing the state’s right to work law.

“I want to encourage people and businesses here to have respect for labor unions and their contracts,” she said. “Labor is the engine that keeps this state moving. Unions should set the standard for things like prevailing wage and working conditions. Workers across the whole state benefit when unions are strong.”

She noted that both her parents were culinary union members in Las Vegas, and it was due to their union jobs that they could provide for the family of six. She also said she has been able to make a life for herself and her daughter due to being a Teamster.

“Two generations of my family have benefitted

Make a Plan

Are you going to vote early or on Election Day? What time are you planning to vote? Do you know your polling location? Visit vote.org to look up your polling location, find out the early voting rules in your state and get poll opening and closing times.



from union membership, and I want to pay that forward to the next generation of working families in Nevada," she said.



Local 707's Kevin McCaffrey Fights for Working Families

Kevin McCaffrey, President of Local 707 in Long Island, N.Y., is serving his third term as a Suffolk County (New York) legislator, and he has a strong record of standing up

for the interests of working families.

McCaffrey, a 40-year Teamster who who serves the residents of the 14th legislative district, was first elected to the county post in November 2013, and co-sponsored a bill that made sure the county only hired contractors who graduated through certified apprenticeship programs. Also, when workers were on strike at Verizon, "I stood up and said the county should use only phone providers that treat workers with dignity and respect."

During an 82-day strike involving Local 812 and

Clare Rose, the Anheuser-Busch distributor for Long Island, McCaffrey said he helped bring elected officials to the table to assist in the resolution of the strike, which ended successfully for the union. McCaffrey also worked with Local 813 to make sure any solid waste bids that go out for any municipality in Suffolk County are in compliance with prevailing wages.

McCaffrey said his support for workers in the county has resulted in campaign contributions from Teamsters and others from many areas inside and outside the county.

"They want to support candidates who will stand up for working men and women," McCaffrey said. McCaffrey, who is seeking a fourth term in November 2019, said he also has focused on getting the county's financial house in order without doing so "on the backs of working men and women."

Before serving as a county legislator, McCaffrey was deputy mayor of Lindenhurst, N.Y. and a village trustee for 23 years. A Republican, McCaffrey has a long record of bipartisan cooperation.

Stay Informed
Visit ibt.io/get-involved to sign up for action alerts and follow us on Twitter at @teamstersdrive and Facebook at [Facebook.com/teamstersdrive](https://www.facebook.com/teamstersdrive) for the latest news.



Local 312 Leader Plans to Fight for Workers in Harrisburg

Dave Dellosso knows what it's like to work hard and fight. The President and principal officer of Local 312 in Chester, Pa. began his career driving a delivery truck

before moving into a leadership role with the union. Now he would like to bring that attitude to the Pennsylvania Statehouse.

"I am running for the working person, the wage earner," the Democratic nominee for Pennsylvania House Seat 162 said. "I am repulsed at the idea

that \$15 per hour is a livable wage and that an employer somehow figures they have an unalienable right to exploit your labor for such a measly sum.”

Delloso, who ran unopposed in the primary, has a good shot of winning the seat. The former Marine said the Republican-led House hasn't been watching out for hardworking Pennsylvanians. Too often, he noted, party leadership kowtows to big business and bends to their will.

“I want to go to Harrisburg and represent a class of people that are tired of being forsaken,” he said. “I want to work toward fair wages, benefits, health care and a dignified retirement in a community of clean air, water and land.” Delloso also wants to institute equitable taxation as well as full funding of public schools in the state.

Those kinds of changes are needed, he said, especially for the members of the middle class who are often economically teetering between making it and falling behind. He added that he believes it is his responsibility to leave a better world a better place than it was when he entered it.

Delloso originally joined the Teamsters in 1986 as a driver for Collingdale Millwork and Lumber. He then left the union to become an independent truck in 1989 before returning to the union as a driver in 1994. He moved up from shop steward to the top position at Local 312 in 2008.



Labor Candidate in Pennsylvania

When a 36-year incumbent in the Pennsylvania House of Representatives decided to retire, Steve Malagari, a Teamster and Lansdale Borough Council member decided to run for the seat.

Bring A Friend

If you have read this far, you are probably planning to vote this November. You can still help get out the vote by bringing someone to the polls that might not vote otherwise. If every Teamster brings out an additional voter, that's a lot of extra votes for worker-friendly candidates.

Pennsylvania's 53rd district had their primary recently and Malagari won with 61.3 percent of the vote.

“I am the only labor candidate in this race,” he said. “I wanted to serve my community and serving on Borough Council was a great way of doing it. The reason I am running for State Representative is to also serve my community on a larger scale.”

Malagari is a member of Local 830 in Philadelphia and is employed at Gretz Beer.

“As a candidate and member of my community, I have seen firsthand the need for greater investment in our public education system, vital infrastructure improvements and protecting our senior population from losing their public pensions and social services provided by the state. I am opposed to right-to-work legislation in Pennsylvania.”



TEAMSTERS READY




UNION-ENDORSED CANDIDATES BENEFIT WORKING FAMILIES





FOR ELECTION DAY 2018





Teamsters have a chance on Election Day to elect lawmakers who will put the concerns of working families ahead of the concerns of big business. But it won't be easy.

Mid-term elections usually have poor turnout, so it is essential that members not only vote, but get their friends, family and co-workers to vote.

"Working people win when they turn out to vote," Teamsters General President Jim Hoffa said. "It doesn't matter whether the race is to elect people to Congress, the Statehouse or City Hall. We need elected officials across the board who will enact policies that support workers and their families."

The Teamsters have identified 16 "Tier 1" states for the 2018 elections: Arizona, Colorado, Florida, Georgia, Iowa, Illinois, Michigan, Minnesota, Missouri, New Hampshire, New Mexico, Nevada, Ohio, Pennsylvania, Wisconsin and West Virginia.

But even within that list, some states are being focused on more than others due to key races. Within those Tier 1 states, the Teamsters have been running an aggressive get-out-the-vote program, with Teamsters talking to their fellow union members at worksites and making calls. The union will be enlisting hundreds of member volunteers to work the program beginning in September.

Gretchen Whitmer

One of the most important races Teamsters are involved in is the gubernatorial contest in Michigan. The Teamsters Union has endorsed Gretchen Whitmer for Michigan governor.

She is campaigning in support of workers and retirees, on a pledge to create good-paying jobs, fix critical infrastructure and repeal the retirement tax.

Hoffa recently led a get-out-the-vote rally with Joint Council 43 President Greg Nowak, Teamsters and community members, along with a number of union and political leaders, in support of Whitmer.

"We are excited about Gretchen Whitmer because she is a leader. She has a proven record of fighting for workers and retirees," Hoffa said. "She will prioritize creating good jobs, fixing our infrastructure and leading our state forward."

"Gretchen Whitmer understands that the labor movement built the middle class," Nowak said. "There's a lot of work to be done, but she is up to the task and will make a difference for Michiganders. We applaud her for her commitment to repealing the state retirement tax which has been a huge burden on retirees."

Whitmer addressed the Teamsters, labor community and Flint community at the rally, committing to work hard for them.

"Michiganders are ready for a governor who knows how to get things done for hardworking Michiganders," Whitmer said. "That means fixing our roads, making sure every Michigander has a path to a high wage job, and repealing the Snyder retirement tax. Michigan workers can compete with anyone in the world as long as there's a level playing field. I'm ready to roll up my sleeves on day one and get to work solving problems."

J.B. Pritzker

Many candidates up for election were propelled to victory in their primaries by the Teamsters Union.

Joint Council 25-endorsed candidates emerged as winners in 12 congressional primaries and the gubernatorial primary in Illinois, ensuring that the concerns of workers will be heard as focus shifts to the general election this November.

At the top of the ballot is J.B. Pritzker, who defeated two other Democrats to become the party's gubernatorial nominee. The candidate has vowed to stand up for unions and working people, as well as for improving wages and health care.

Rita Bomher, a business agent with Local 777, got a chance to meet Pritzker while phone banking for him recently at his Rockford campaign office.

"I was just making my calls, oblivious to everyone," she said. "All of the sudden, someone touched me on the arm, and it was him. When I stood up, he saw my Teamster shirt, and he said, 'Oh wow!'"

But meeting the candidate was just a small part of her day. Bomher estimates that she called more than 400 people the day before the election trying to convince them to vote for Pritzker. In one case, a

man she spoke to said he would change his vote if she brought him a yard sign. So she drove 47 miles one way to do so.

That's the kind of dedication that will be needed to be successful this November.

Sen. Sherrod Brown

Protecting pensions is an important reason to pay attention to union-endorsed candidates, and the Teamsters Union has had no greater ally in the fight to protect pensions than Sen. Sherrod Brown (D-Ohio), who is up for reelection.

"Sen. Brown has been leading the charge on this issue since day one," Hoffa said. "He knows what's at stake and understands that no worker should be denied what they worked so hard their entire career to earn – the ability to retire with dignity."

"People of both political parties talk about the American dream—about the idea that if you work hard, you can earn your way to a better life," Brown said. "These Americans worked hard. They earned a living and they earned a secure retirement. We should all be able to come together to affirm the principle that hard work should pay off. And I believe we will."

Sen. Brown, who co-chairs the Joint Select Committee on Solvency of Multiemployer Pension Plans, also introduced the Butch Lewis Act of 2017 (H.R.4444/S.2147) last November. The legislation is a Teamster-supported bill that you can read more about on page 8.

"It will be up to Congress to step in, or allow the entire multiemployer pension system to fail, eviscerating the retirement of 10.1 million American workers and retirees, and forcing American businesses to file bankruptcy, lay off workers and close their doors," Brown said. "As dysfunctional as Washington is, I don't see a scenario where Congress allows that type of devastation without stepping in."

Workers deserve a better life that allows them to earn a living that supports a family. But it won't happen without electing lawmakers who put people before the powerful.

2018 TOP STATES AND RACES

★ Illinois ★

JB Pritzker for Governor

★ Iowa ★

Fred Hubbell for Governor

★ Michigan ★

*Gretchen Whitmer for Governor;
Debbie Stabenow for U.S. Senate*

★ Minnesota ★

*Tim Walz for Governor;
Sen. Amy Klobuchar;
Sen. Tina Smith*

★ Nevada ★

*Steve Sisolak for Governor;
Jacky Rosen for U.S. Senate;*

★ Ohio ★

*Rich Cordray for Governor
Sen. Sherrod Brown*

★ Pennsylvania ★

*Gov. Tom Wolf
Sen. Bob Casey for U.S. Senate*



ORGANIZING BOOTCAMP

Teamsters Wrap Up Successful Training in Minneapolis



In August, Teamster Organizers from across the country convened in Minneapolis to share effective campaign tactics, develop successful strategies for scoring decisive organizing victories and plan for the future.

"We really need to get everyone excited about organizing and spread the word; we've got an army here," said Teamsters General President James P. Hoffa. "Everyone should be out there organizing right now because there's so much opportunity out there to get this job done."

Numerous workshops were both attended and taught by Teamster organizers and included "Organizing Worker Leaders Who Are in It for the Long Haul," "Community Organizing," "Strategic Targeting" and "Best Recon Practices."

The four-day bootcamp also included a number of classes geared toward online organizing, including "Texting in Organizing Campaigns," "Effective Use of YouTube in Organizing Campaigns" and "Campaign Communications."

Plenary sessions focused on Teamster history epitomized by the militant 1934 strike in Minneapolis, the union's role in the civil rights movement and the importance of diversity in reaching out to a multi-racial workforce.

"Every Opportunity"

Robert Blackburn just started as a Teamster organizer.

He helped organize his co-workers at ITS Intermodal in Harvey, Ill., and he addressed the conference about his experience being an organizer in the shop.

"As a young black man, I started talking to the older guys, and they said 'I don't want to listen to this kid.' Then I started on the other young brothers about how we should come together, and they say, 'OK, this guy's a leader,'" Blackburn said.

"When we get a chance finally to speak about some of the things we want to speak about, maybe people can sometimes relate, but sometimes they can't. That's why when I go out to speak people, I try to relate to them in the best way that I can, because I want to take advantage of every opportunity that I can."

2018 and Beyond

In addition to discussing pathways to victory for union organizing drives, Teamsters also discussed how they can continue to build political power for 2018 and beyond.

On August 9, they marched through the streets of downtown Minneapolis and rallied in front of City Hall where Minneapolis Mayor Jacob Frey and U.S. Senator Tina Smith (DFL – Minn.) addressed the large crowd.

"Our voices are strong, but only if we use them," Smith said. "Are you ready to use your voices? Are you ready to use your voices to organize workers all across this country?"





PARTNERSHIP FOR THE FUTURE

Teamsters and Sikorsky Join Forces on Apprenticeship Program

Local 1150 is made up of entirely of Sikorsky employees in Connecticut and Florida. These members work to make helicopters that the United States military depend on every day. In Stratford, Conn., at Sikorsky headquarters, a unique youth apprenticeship program exists: juniors and seniors from seven local high schools have the opportunity to be full-fledged union members and get first-hand experience at getting their hands dirty in a manufacturing facility.

The Sikorsky Teamster Career Pathways program is a unique one that is the cornerstone of union apprenticeship programs nationwide. Nowhere else can high schoolers get in-depth manufacturing and work experience, soft-skills development and the opportunity to start a career with Sikorsky and the Teamsters.

The unique partnership between Sikorsky and the Teamsters has drawn such high praise and recogni-

tion that even the White House highlighted the Teamster Youth Apprenticeship program at this year's Apprenticeship Week festivities. This apprenticeship program has restored hope in Connecticut's manufacturing community, and provides a model of what manufacturing, in partnership with a union, can look like in the United States.

Career Pathways Program

The Career Pathways Program was modeled after one that IBEW started in Massachusetts and was being replicated in various industries at several different unions with modest success. With funding from the local workforce development board, grants and investment from Sikorsky and Local 1150, in 2002 the program was born. The partnership between Local 1150 and Sikorsky has stood above the rest and continues to make strides in the industry.

"We're not just about jobs, we're creators of opportunity and focused on growing the middle class in Connecticut."

—Joe Carbonne, President, Workforce Investment Board

Students who wish to become part of this premier program must endure a competitive application and selection process. To be considered for this program, interested junior and seniors must have an exceptional academic record, extracurricular activities and volunteering experience. Applicants are asked to describe why they are interested in an internship in manufacturing and why they should be selected for this opportunity. Once accepted, these students will have eight weeks as full-fledged Local 1150 members. They will learn what employment at a manufacturing facility is like, learn a component of labor history and develop relevant workforce skills that are not traditionally taught in schools.

"When I started this program, I had no idea that I would end up going to school at night for engineering and that I was kickstarting an exciting career at Sikorsky," said Elizabeth Petroski, a machinist in the Experimental Machining department. Petroski, who participated in both years of the internship program, has now completed her first summer as a mentor. "I was an intern the last two years, and I wanted to give back to the program, to help steer someone to a career at Sikorsky like I was."

Turning Life Skills into Work Skills

One of the most special aspects of the Pathways program is that a great deal of the mentors have participated and graduated from the same program as their mentees. It creates a sense of camaraderie and reinforces the aspect of community among the Sikorsky workforce.

Petroski's mentor did not participate in the Sikorsky Teamster Youth Apprenticeship program, but for Tony Levinsky, mentoring year after year is a chance for him to give back to his community and to impart wisdom from all his years of experience at Sikorsky.

"I volunteered because I thought it was a great program and a wonderful opportunity to share my knowledge with the kids," Levinsky said. "When young people are interning it's good to help them make the best impression, it's important to share those life skills with them that will enable them thrive in the workplace."

At Sikorsky, the focus on bringing out youth's skills

is present throughout most intern-mentor relationships.

"Them teaching you these life lessons and work ethic, like being on time—it's more important than you realize," said Michael Forleo, a second-year hydraulic intern. "Operating in a professional work environment isn't something that they teach you in schools. It's nice that our mentors take the time to not only show us how to use equipment and to do our jobs, but also the focus on little things that really make you stand out at work."

Full Circle

The emphasis on good mentoring is one that stands out as the best aspect of the Sikorsky Teamster Youth Apprenticeship program. For Ashley Slaybaugh, Labor Relations Manager at Sikorsky, her favorite aspect is "seeing people go through the program, come back as staff and then sign up to become a mentor the next year. It's great to see someone's story come full circle and give back to the program."

Management at Sikorsky continue to see how well this apprenticeship program is serving the company, its workforce and the community at large.

"Our leadership has taken a proactive stance on talent," Slaybaugh said. "Industry wide, we see that manufacturing talent in the U.S. is really what we want to focus on, and continuing to staff our facility in Connecticut, and this program is such a great way to do that, a way to get people on the ground and really show them what a career in manufacturing can look





“It’s nice that our mentors take the time to not only show us how to use equipment and to do our jobs, but also the focus on little things that really make you stand out at work.”

—Michael Forleo, Second-Year Hydraulic Intern

like. Local 1150 has taken this and run with it.”

Comprehensive youth apprenticeship programs are a growing trend in the world of workforce development. For Workplace Now, the local Workforce Investment Board, Sikorsky and the Teamsters have really figured out how to produce a quality program.

“We’re not just about jobs, we’re creators of opportunity and focused on growing the middle class in Connecticut,” said Joe Carbonne, president of the local Workforce Investment Board. “This is a community effort, a great company, great union, these kids go on to have career, that’s where this program makes a huge difference.”

Sikorsky Propels Manufacturing Careers into the Future

Another benefit of the Sikorsky Teamster Youth Apprenticeship is that it’s giving a renewed look at the

manufacturing industry in Connecticut—and nationally. What has looked like a decline in the United States’ manufacturing sector is counterbalanced by the work that Local 1150 and Sikorsky are doing.

“A few years ago, Connecticut had a moment where the thought was that there was no future for manufacturing and people really started to believe it. This program and its success is quite compelling that Connecticut’s future in manufacturing is bright,” Carbonne said.

The record of achievement that this apprenticeship program has had for many years now proves the theory that manufacturing is alive and well, and that leads to a growing number of good, union jobs.

“It’s a community effort,” Carbonne said. “It takes a willing company, stellar volunteers, people from the union and money from various sources to make it happen. The level of cooperation between Sikorsky and the Teamsters is tremendous. They undertake

projects that are good for the community and for the future of its workforce.”

Reclaiming the narrative of what a career in manufacturing can look like is a high priority for Local 1150 and Sikorsky.

“When people think of manufacturing they think of ‘Oliver Twist,’” said Dennis Yaremich, a Safety Steward and the Career Pathways Program coordinator. “People don’t realize how clean and safe manufacturing jobs are today, that you can really make a career out of it.”

Labor History Influences Teens

Yaremich has had a lot of involvement with the Career Pathways Program. He was one of the first participants after the program’s inception. Year after year, Yaremich had returned as a mentor and is now in charge of running the Career Pathways Program that gave him his start with the Teamsters and Sikorsky.

“I didn’t know much about manufacturing, or unions, when I first applied after my senior year in high school. All I knew was that the Teamsters came to talk about what it takes to be successful and that this program gave you a chance to earn some good wages over the summer,” Yaremich said. “It wasn’t until I was accepted into the program and participated in the labor history aspect that I really learned what a union is, and all their contributions they have made for working men and women, and that I could have a career with Sikorsky. I’ve been here ever since.”

The importance of labor history is one that Yaremich stresses during the program. “Not many teenagers get to say that they’re members of a union. It’s important that we show these students at a young age the importance of unions and that good union jobs are alive and well at Sikorsky,” Yaremich said.

Local 1150 and Sikorsky have struck a rare balance, where both parties maximize their interdependence. The future of manufacturing and union jobs that grow the middle class and provide opportunity are directly tied together. The Career Pathways Program is an investment in the future of the union and the workforce.

As Local 1150 and Sikorsky continue to break ground in the realm of youth workforce development, unions and companies across different sectors have a blueprint for success. Manufacturing and union jobs in the United States have a chance at resurgence with Teamsters at the helm.





SCHOLARSHIP FUND AWARDS \$1.6 MILLION IN 2018

The James R. Hoffa Memorial Scholarship Fund has awarded \$1.6 million in scholarships this year to the sons and daughters of Teamster members. The fund awards \$10,000 academic schol-

arships, "Bootstrap" scholarships (\$1,000 each) and scholarships to those attending vocational/training programs. For more information, visit www.jrhmsf.org.

\$10,000 Scholarship Winners

Canadian Region

Neil Ahuja, Local 647, Brampton, Ont.
Mariah Alston, Local 213, Surrey, B.C.
Christian Bennett, Local 362, Calgary, Alberta
Naomi Catusus, Local 1979, Toronto
Brenden Chau, Local 464, Burnaby, B.C.
Julianna Czorny, TCRC Division 898, Jasper, Alberta
Roubert Dildili, Local 362, Calgary, Alberta
Meghan Dunn, TCRC Division 320, Maple Ridge, B.C.
Adele Giroux, TCRC Division 528, Windsor, Ont.
Eric Ji, Local 647, Toronto, Ont.
Yumna Jilani, Local 213, Richmond, B.C.
Sara McCafferty, Local 938, Pickering, Ont.
Smriti Poonna, Local 31Surrey, B.C.
Ashley Verhaeghe, Local 979, Ile Des Chenes, Manitoba
Anna Zarzycki, Local 362, Calgary, Alberta

Central Region

Amy Adams, Local 7, Dowagiac, Mich.
Delaney Agnew, Local 695, Randolph, Wis.
Brooke Aukerman, Local 348, Orrville, Ohio
Elie Balken, Local 638, Dixworth, Minn.
Derrick Barger, Local 245, Willard, Mo.
Hannah Blaine, Local 651, Russell, Ky.
Marissa Bobber, Local 346, Brookston, Minn.
Brianna Bragg, Local 89, Louisville, Ky.
Ryan Flanigan, GCC Local 508-M, Newport, Ky.
Emilie Guerin, Local 1224, Florence, Ky.
Madisyn Heeren, Local 120, North Sioux City, S.D.
Olivia Jarvis, Local 688, Canton, Mo.
Max Lavers, Local 777, Marceline, Mo.
Jack Markle, Local 638, Bismarck, N.D.
Elesa McDonald, BLET Division 577, Jasonville, Ind.
Joshua McGuire, Local 245, Walnut Grove, Mo.
Logan Miller, Local 413, Zanesville, Ohio
Tristan Myers, Local 1224, Logan, Ohio
Walker Nurrenbern, Local 710, Francisco, Ind.
Alexandra Rivera, Local 700, Chicago, Ill.
Nicole Taloff, Local 200, Muskego, Wis.
Madison Thompson, Local 442, Scott City, Mo.
Lydia White, Local 638, Roseville, Minn.
Logan Wolfe, Local 413, Circleville, Ohio
Hannah Wood, Local 455, Platte City, Mo.

Eastern Region

Dylan Canarelli, Local 2727, Cassville, N.Y.
Shane Crawford, Local 25, Woburn, Mass.
Sarah Cusano, Local 671, Granby, Conn.
Sarah Czochanski, Local 210, Old Bridge, N.J.
Erin Dougherty, GCC Local 16N, Norristown, Pa.
Hayden Duncan, Local 509, Greenville, S.C.
Ashley Gomez, Local 251, Providence, R.I.
Dean Gruppso, Local 251, Cranston, R.I.
Savannah Jackson-Page, Local 676, Berlin, N.J.
Sarah Lapinski, Local 177, Aberdeen, N.J.
Shannon McHugh, Local 676, Oaklyn, N.J.
Molly McLaughlin, Local 804, West Islip, N.Y.
Ronald Nemece, Local 1150, Southbury, Conn.
Thomas Nguyen, GCIU Local 14, Upper Darby, Pa.
Kayleigh Pizzi, Local 71, Alexis, N.C.
Dahlia Remy, Local 210, Freemansburg, Pa.
Chad Romanick, Local 177, Whitehouse Station, N.J.
Keith Stewart, Local 97, Somerset, N.J.
Veronica Teller, Local 822, Chesapeake, Va.
Gabriella Vozzi, Local 191, West Haven, Conn.
Lyndsay Winfield, Local 30, Jeannette, Pa.
Alexander Ziemba, Local 384, Pottstown, Pa.

Southern Region

Katelin Bodine, BLET Division 703, Teague, Texas
Megan Burton, Local 728, Snelville, Ga.
Samantha Estrella, Local 1150, Palm City, Fla.
Paris Landry, Local 988, Baytown, Texas
Evelyn Martinez, Local 79, Tampa, Fla.
Lauren McGuire, BLET Division 776, League City, Texas
Felipe Munoz, Local 767, Mesquite, Texas

MyHong Nguyen, Local 577, Amarillo, Texas
Camila Rubiera, Local 769, Weston, Fla.
Emma Sargeant, Local 528, Fort Oglethorpe, Ga.
Jessica Schmidt, Local 79, Tarpon Springs, Fla.
Macey Trussell, Local 324, Oklahoma City
Gabriella Velaj, Local 728, Flowery Branch, Ga.

Western Region

Sahara Ali, Local 986, Rialto, Calif.
Zachary Altton, Local 252, Westport, Wash.
Sawyer Alter, Local 399, Woodland Hill, Calif.
Lacey Biemold, Local 231, Lynden, Wash.
Daryl Bui, Local 63, Fontana, Calif.
Grace Cawley, Local 399, Bozeman, Mont.
Mathew Craig, Local 589, Sequim, Wash.
Nicole Durham, BLET Division 20, Oceanside, Calif.
Allison Fay, Local 760, Yakima, Wash.
Madison Gilsdorf, Local 190, Billings, Mont.
Makenzy Gilsdorf, Local 190, Billings, Mont.
Hunter Grimes, BLET Division 499, Columbia Falls, Mont.
Peytan King, BLET Division 392, Gildford, Mont.
Evan Kingma, Local 231, Bellingham, Wash.
Lillie Kuhn, Local 481, Alpine, Calif.
Aurora Langford, Local 1224, Visalia, Calif.
Garrett Kaleo Lee, Local 853, San Leandro, Calif.
Megan Mazer, Local 399, Burbank, Calif.
Alexandra Miller, Local 267, Wellington, Colo.
Ian Nation, Local 117, Gig Harbor, Wash.
Julio Ornelas, Local 952, Pico Rivera, Calif.
Kathryn Peterson, Local 1224, San Diego, Calif.
Emily Ramirez, GCC Local 388M, Simi Valley, Calif.
Ariel Sandau, Local 117, Waitsburg, Wash.
Brooke Sasse, Local 396, Lakewood, Calif.
Julia Sutherland, Local 305, Portland, Ore.
Thomas Vaughn, Local 386, Ripon, Calif.
Olivia Velasquez, Local 986, Onchard, Calif.
Ian Vollstedt, Local 1224, Anchorage, Alaska
Kylie Willett, Local 2, Missoula, Mont.

Bootstrap Winners

Canadian Region

Deborah Bafundisa, Local 1999, Brossard, Quebec
Joshua Berden, TCRC Division 288, Barrie, Ont.
Lindsey Dalton, Local 855, St. John's, Newfoundland
Eisabelle Davignon, Local 1999, Magog, Quebec
Beatrice Doctolero, Local 419, Toronto, Ont.
Jade Durette, Local 1999, Mercier, Quebec
Atessa Flamand, Local 464, Victoria, B.C.
Joshua Holliday, Local 987, Calgary, Alberta
Jayden Liggins, Local 987, Calgary, Alberta
Khushnaz Mahal, Local 31, Delta, B.C.
Maria Maiolo, Local 938, Mississauga, Ont.
Kooper Mansell, Local 155, Mission, B.C.
Rachael Matthews, Local 362, Calgary, Alberta
Megan McCue, Local 938, Brampton, Ont.
Carissa McGregor, Local 362, Athabasca, Alberta
Kevin Moorlee Dhar, Local 1979, Toronto, Ont.
Seann Pison, Local 31, Surrey, B.C.
Shihao Qiu, Local 31, Dawson Creek, B.C.
Ethan Rideout, Local 464, Chilliwack, B.C.
Matthew Salton, Local 647, London, Ont.
Gurvir Shokar, Local 647, Brampton, Ont.
Arkilan Sivajohan, Local 938, Mississauga, Ont.
Jazena Thavarajah, Local 1979, Brampton, Ont.
Quinn Weststrate, Local 91, Richmond, B.C.
Sylvia Zamroutian, Local 100M, Toronto, Ont.

Central Region

Jose Abonce Miranda, Local 743, Waukegan, Ill.
Steven Adamson, BLET Division 110, Rising Sun, Ind.
Connor Allen, Local 916, Alto Pass, Ill.
Shelby Anderson, Local 776, St. Paul, Minn.
Duaa Ballout, Local 337, Dearborn, Mich.
Kaitlin Bargo, BLET Division 463, Baxter, Ky.
Tyler Barker, Local 957, Fairborn, Ohio
Marissa Barton, Local 89, Louisville, Ky.
Jeffrey Bauers, Local 638, Ham Lake, Minn.

Sara Berg, Local 20, Oregon, Ohio
Katelyn Berry, Local 245, Fair Grove, Mo.
Matthew Blissenbach, Local 710, Millstadt, Ill.
Kalei Bock, BLET Division 6, Boone, Iowa
Brooke Bolin, Local 413, Amanda, Ohio
Claire Bonhage, Local 120, Hudson, Wis.
Alana Born, Local 705, Palos Heights, Ill.
Larysa Brandys, Local 916, Mt. Prospect, Ill.
Emma Brimeyer, Local 120, Holy Cross, Iowa
Danielle Briolat, Local 247, Ubyly, Mich.
Justyne Burgess, Local 200, Bloomer, Wis.
Katherine Burton, Local 696, Manhattan, Kan.
Caleb Chambers, BLET Division 110, Fort Thomas, Ky.
Madelynn Cherry, BLET Division 106, Muncie, Ind.
April Chimera, Local 348, North Canton, Ohio
John Condon, Local 705, Tinley Park, Ill.
Seth Cook, Local 651, Lexington, Ky.
Magali Coronado, Local 777, Chicago, Ill.
Jihan Davis, Local 700, Calumet City, Ill.
Lucy Deane, Local 1224, Crestview Hills, Ky.
Kaitlyn Dhooge, Local 320, Elk River, Minn.
Alyssa Drehs, Local 348, Seville, Ohio
Benjamin Eggen, BLET Division 517, Apple Valley, Minn.
Kurt Eggers, Local 344, Madison, Wis.
Afton Ehlen, Local 41, Blue Springs, Mo.
Tyson Elias, Local 700, Mazon, Ill.
Emily Fitzsimmons, Local 344, Stoughton, Wis.
Audrey Gascy, Local 142, Crown Point, Ind.
Riley George, BLET Division 121, Anderson, Ind.
Lindsay Gibb, Local 40, Nova, Ohio
Donald Gloede, Local 299, Saint Claire Shores, Mich.
Tyler Gramsz, Local 293, Jefferson, Ohio
Grace Ha, Local 1145, Shakopee, Minn.
Sarah Haskell, Local 705, Blue Island, Ill.
Jillian Hayne, Local 41, Olathe, Kan.
Ryan Hermanson, Local 320, Zimmerman, Minn.
Danielle Hill, Local 688, Florissant, Mo.
Emma Hinz, Local 344, Sheboygan, Wis.
Morgan Hoatson, BLET Division 388, Sutherland, Neb.
Caleb Hoock, Local 833, Jefferson City, Mo.
Tabitha Hodgkins, Local 320, Minneapolis, Minn.
Logan Hoffman, Local 320, Minnetonka, Minn.
Taylor Hoffman, Local 245, Ozark, Mo.
Cali Horder, Local 662, Muskego, Wis.
Reagan Hubbard, Local 120, Stillwater, Minn.
Kristi Hull, Local 705, Winthrop Harbor, Ill.
Rachel Jacobsen, Local 1145, Blaine, Minn.
Grace Johnson, Local 346, Cook, Minn.
Jason Kazmierczak, Local 243, Warren, Mich.
Harish Kesavan, Local 743, Naperville, Ill.
Trent Kingan, Local 1224, Uniontown, Ohio
Loren Klein, Local 284, Westerville, Ohio
Grace Knapper, Local 1164, Avon, Ohio
Austin Kulzer, Local 638, Osakis, Minn.
Michael Kuznik, Local 507, Cleveland, Ohio
Claudia Labhart, BLET Division 754, Goshen, Ind.
Joseph Ladensack, Local 243, Grosse Pointe, Mich.
Kya Linnell, Local 120, Lindstrom, Minn.
Isaac Long, GCC Division 508M, East Liverpool, Ohio
Lindsey Luff, Local 332, Flushing, Mich.
Miriam Lynn, Local 727, Oak Lawn, Ill.
Ethan Macula, Local 407, Mayfield Village, Ohio
Emily Martin, Local 710, Kokomo, Ind.
Cecilia Maue, Local 50, Belleville, Ill.
Louis McCurry, Local 41, Rosebud, Mo.
Zachary McManamy, Local 662, Lodi, Wis.
Madelynn Miller, Local 243, Rives Junction, Mich.
Nicholas Molstad, Local 792, Inver Grove Heights, Minn.
Clayton Morgan, BLET Division 86, Moberly, Mo.
Joshua Mussell, Local 2727, Georgetown, Ind.
Samuel Neeser, Local 320, St. Cloud, Minn.
Shayla Noble, Local 135, Plymouth, Ind.
Mathieu Norcross, Local 243, Eaton Rapids, Mich.
Justin Ocheltree, Local 20, Elyria, Ohio
Andria Ochota, Local 700, Chicago Ridge, Ill.
Sajid Odeh, Local 710, Brookfield, Ill.
Layla Olson, Local 700, Brookfield, Ill.
Tristan Palmer, Local 284, West Jefferson, Ohio

Sai Samarth Patipati Umesh, Local 916, Springfield, Ill.
Elizabeth Paz, Local 554, Sioux City, Iowa
Jaiyin Perales, Local 245, Crane, Mo.
Megan Perkins, Local 92, Massillon, Ohio
Claire Pienkowski, Local 710, Saint Charles, Ill.
Georgia Poindexter, Local 688, Sikeston, Mo.
Natalie Prusovic, GCC Division 546M, Parma, Ohio
Ryan Pullins, Local 957, Union, Ohio
Brooke Punnea, Local 142, DeMotte, Ind.
Emily Rau, Local 638, St. Anthony, Minn.
Kailey Reed, Local 89, Louisville, Ky.
Raquel Resker, Local 916, Litchfield, Minn.
Alexandro Reyes, Local 743, Chicago, Ill.
Katherine Rundio, Local 1224, Traverse City, Mich.
Kendra Sanner, Local 24, Akron, Ohio
Hadley Sayers, Local 41, Shawnee, Kan.
Daniel Schwenneker, BLET Division 621, Douglas, Neb.
Hannah Schwichtenberg, Local 700, Genoa, Ill.
Sommer Scott, Local 638, Hamburg, Minn.
Jared Scribner, Local 823, Neosho, Mo.
Elizabeth Semande, BMWED Lodge 798, London Mills, Ill.
Alexis Resker, Local 916, Litchfield, Ill.
Taylor Siemens, Local 89, Louisville, Ky.
Tallyn Simpson, BLET Division 388, Maxwell, Neb.
Jordan Smith, BMWED Lodge 153, Warren, Mich.
William Srna, Local 696, Culver, Kan.
Isabel St. Arnold, Local 344, Milwaukee, Wis.
Kalie Steffi, Local 320, Callaway, Minn.
Adam Sullivan, Local 916, Palmer, Ill.
Jenna Thelen, Local 705, Carpentersville, Ill.
Carolyn Valencia, Local 703, Chicago, Ill.
Jessica Van Horn, Local 710, Monroeville, Ind.
Danielle Vezensky, Local 781, Lake Zurich, Ill.
William Vierra, BLET Division 98, Lincoln, Neb.
Kelsey Wallis, Local 214, Waterford, Mich.
Katie Warren, BLET Division 163, Superior, Wis.
Kimberlee Wiggers, Local 377, Lisbon, Ohio
Casey Williams, Local 908, Delphos, Ohio
Benjamin Zuraitis, Local 727, New Lenox, Ill.

Eastern Region

Karelis Acosta, Local 125, Plainfield, N.J.
Alison Anderson, BLET Division 333, Ellwood City, Pa.
Kyle Anderson, Local 11, Tinton Falls, N.J.
Tomye Anderson, Local 249, Newport, Pa.
Alfred Andrews, BLET Division 498, Hodges, S.C.
Samuel Arnold, Local 773, Northampton, Pa.
Caleb Ashley, Local 391, Mebane, N.C.
Tyler Bakri, Local 97, Jackson, N.J.
Timothy Balchak, Local 30, Belle Vernon, Pa.
Zachary Barber, Local 317, Cortland, N.Y.
Madison Barrier, Local 71, Concord, N.C.
Trey Bazinet, Local 493, East Lyme, Conn.
Michael Behr, Local 469, Gillette, N.J.
Gabriella Belinda, Local 169, Philadelphia, Pa.
Kielcie Bennett, Local 357, Cameron, N.C.
Joseph Bernhardt, Local 676, Hamilton, N.J.
Rebecca Berzins, Local 97, Tinton Falls, N.J.
William Besharim, Local 456, Scarsdale, N.Y.
Kathryn Blair, Local 72, Elma, N.Y.
Jessica Bonafede, Local 449, North Tonawanda, N.Y.
Brandon Bosley, Local 110, Indiana, Pa.
Sabrina Brown, Local 633, Mason, N.H.
Eric Brudovsky, Local 776, Enola, Pa.
Jared Beaulieu, Local 404, Hampden, Mass.
Abby Callas, Local 639, Brookville, Md.
Megan Campbell, Local 776, Newport, Pa.
Nelson Capela, Local 210, Elizabeth, N.J.
Nicole Carberry, Local 11, Morganville, N.J.
Tyler Carr, Local 175, Charleston, W.Va.
Kathleen Cepma, Local 8, Tyrone, Pa.
Gabriella Cerbo, Local 111, Middletown, N.J.
Krista Ciccarelli, Local 804, West Islip, N.Y.
Ashley Cozza, Local 118, West Henrietta, N.Y.
Taylor Collins, Local 294, Deerfield, N.Y.
Jayden Conner, Local 697, Benwood, W.Va.
Joshua Dasher, Local 110, Loysburg, Pa.
Joseph DeFlorio, Local 295, Farmingdale, N.Y.

Elizabeth DeMarkey, Local 191, Stamford, Conn.
Alyssa DeStefano, Local 563, Staten Island, N.Y.
Mia Dickerson, Local 322, Midlothian, Va.
Christian Dubon, Local 11, Metuchen, N.J.
Gillian Dumas, Local 25, Baldwinville, Mass.
Erica Edwards, Local 500, Bensalem, Pa.
Joanna English, Local 509, Duncan, S.C.
Gianna Falletta, Local 813, Manalapan, N.J.
Lian Farruggio, Local 125, Carolina Shores, N.C.
Christopher Fenger, Local 499, West Seneca, N.Y.
Anthony Fernandes, Local 653, Bridgewater, Mass.
Mackenzie Galusha, Local 529, Painted Post, N.Y.
Ashley Gigon, Local 177, Westfield, N.J.
Rachael Girroir, Local 597, Hinsdale, N.H.
Alexa Glista, Local 110, Portage, Pa.
Ashley Gomez, Local 295, Centereach, N.Y.
Kaitlin Governale, Local 295, Staten Island, N.Y.
Colin Greybosh, Local 463, Hazleton, Pa.
Lisette Guacacama, Local 966, Union City, N.J.
Catherine Guckert, GCC Division 24M/9N, Pittsburgh, Pa.
Bridget Guinan, Local 384, Pottstown, Pa.
Herbert Hagemann, Local 812, Manhasset Hills, N.Y.
Isabella Hall, Local 633, Norwich, Vt.
Kaylan Harkins, Local 25, Halifax, Mass.
Madison Hartman, Local 676, Palmyra, N.J.
Mercedes Harvell, Local 25, Milton, Mass.
Logan Hewitt, Local 71, Florence, S.C.
Magdalene Hinson, Local 71, Newton, N.C.
Joshua Holdredge, Local 401, Trucksville, Pa.
Amina Hukanovic, Local 170, Hopedale, Mass.
Parris Hunt, BLET Division 561, Richmond, Va.
Meaghan Hurley, Local 122, Middleboro, Mass.
Dakota Hutchins, Local 340, Fairfield, Maine
Luca Ialongo, Local 251, Cranston, R.I.
Monica Janvier, Local 237, Brooklyn, N.Y.
Joseph Jonas, Local 804, New Hyde Park, N.Y.
Cameron Jones, Local 355, Harrington, Del.
Koryn Jones-Garman, Local 429, Reading, Pa.
Adriana Kandro, Local 671, Portland, Conn.
Tyler Kaufman, Local 628, Reading, Pa.
Lachlan Kippis, Local 175, Coal City, W.Va.
Alyssa Lamparelli, Local 107, Palmerton, Pa.
Harrison Lane, Local 251, Norwood, Mass.
Chelsea Lazaro, Local 1150, Shelton, Conn.
Grace Leahy, Local 25, Reading, Mass.
Karah Little, Local 175, Foster, W.Va.
Medina Lojic, Local 317, Freeville, N.Y.
Anthony Lopez, Local 42, Saugus, Mass.
Emily Luther, Local 636, Harrisville, Pa.
Georgia MacDonald, Local 653, Hanson, Mass.
Matthew Macek, Local 653, Berkeley, Mass.
Tyler Marques, Local 456, Mahopac, N.Y.
Juliana Mathew, Local 463, Langhorne, Pa.
Samara McCallum, Local 804, Brooklyn, N.Y.
Paige McKenna, Local 384, Parkersburg, Pa.
Steven Melanson, Local 25, South Walpole, Mass.
Sheridan Messier, Local 294, Waterford, N.Y.
Ethan Miller, Local 61, Fletcher, N.C.
Leona Neftalium, Local 922, Alexandria, Va.
Farrell Orman, Local 59, Sandwich, Mass.
Tevya Paretti, BLET Division 373, Hammonont, N.J.
Micah Perry, Local 61, Valdese, N.C.
Adam Pisani, Local 676, Laurel Springs, N.J.
Leila Pollio, Local 237, Staten Island, N.Y.
Kelsie Radziski, Local 1205, North Bellmore, N.Y.
Ashton Ratliff, Local 175, Ripley, W.Va.
Jakob Roy, Local 676, Mannington, N.J.
Nathaniel Roy, Local 170, Lowell, Mass.
Lauren Rzuicido, Local 8, Jermyn, Pa.
Sharfaa Sabir, Local 804, Allentown, N.J.
Mikiah Sangrey, Local 771, Millersville, Pa.
Jeel Shah, Local 177, North Bergen, N.J.
Maggie Sheffer, Local 776, Mechanicsburg, Pa.
Lucas Sikorski, BLET Division 382, West Seneca, N.Y.
Ally Simon, Local 175, Elkins, W.Va.
Nolan Simon, Local 205, Monongahela, Pa.
Abigail Smith, Local 337, Chesapeake, Va.
Lorenzo Stampone, Local 97, North Haledon, N.J.
Kayla Stvan, Local 125, Parlin, N.J.
Marc Swanner, Local 618, Greenville, N.C.
Trinity Swink, Local 61, Claremont, N.C.
Isabella Tamburello, Local 237, Levittown, N.Y.
Morgan Tanguay, Local 633, Candia, N.H.
Michael Teno, Local 110, South Fork, Pa.
Victoria Terrana, Local 237, Staten Island, N.Y.
Hannah Uumble, Local 491, Smithfield, Pa.
Matthew Vitro, Local 456, Holmes, N.Y.
Brenden Walker, Local 61, Statesville, N.C.
Owen Walker, Local 72, Verona, N.Y.
Lily Westney Stevens, BLET Division 752, Walpole, N.H.
Nicolas Whisnant, Local 509, Gaston, S.C.

Mackenzie Willet, Local 8, Mohnton, Pa.
Diana Williams, Local 1224, Jacksonville, N.C.
Oscar Woodrich, Local 449, Buffalo, N.Y.
Harley Woodward, Local 25, East Bridgewater, Mass.
Paul Wossidlo, Local 205, Pittsburgh, Pa.
Izabella Zalewski, BLET Division 272, Woodcliff Lake, N.J.

Southern Region

Nasim Abdi, Local 767, Celina, Texas
Ashley Angulo, Local 767, Aubrey, Texas
Laci Arnau, Local 891, Purvis, Miss.
Joseph Barlow, Local 657, Buda, Texas
Angela Baxley, Local 767, Como, Texas
Jenna Berger, Local 2727, Boca Raton, Fla.
Madeline Boggess, Local 1224, Clearwater, Fla.
Sydney Bracey, Local 891, Raymond, Miss.
AlLee Branchcomb, BLET Division 179, Talala, Okla.
Lauren Callahan, BLET Division 197, New Braunfels, Texas
Caitlin Christman, Local 79, Sarasota, Fla.
Noah Coriell, Local 728, Jasper, Ga.
Sarah Crosby, BLET Division 30, Hiram, Ga.
Michaela Cueto, Local 19, Humble, Texas
Justice DeLong, BLET Division 172, Paradise, Texas
Bryanna Diaz, Local 769, Orlando, Fla.
Ryon Eberhard, Local 79, Hudson, Fla.
Trevor Eidson, Local 480, Murfreesboro, Tenn.
Molly Elenz, Local 385, Leesboro, Ark.
Kaci Elrod, Local 878, Maumelle, Ark.
Karson Fallin, Local 1129, Rome, Ga.
Madiyn Faul, Local 19, Huffman, Texas
Katelyn Faust, Local 245, Bryant, Ark.
Kylie Ferguson, Local 270, Mandeville, La.
Aubri Ford, Local 988, Conroe, Texas
Austin Fortenberry, Local 891, Magnolia, Miss.
Jocelyn Franco, Local 767, Fort Worth, Texas
Brennon Freeman, Local 577, Panhandle, Texas
Elizabeth Gape, Local 769, Bradenton, Fla.
Ryleigh Gladdin, Local 385, Silver Springs, Fla.
Alexis Gray, Local 728, Lithia Springs, Ga.
Allyson Gray, Local 480, Ashland City, Tenn.
Olivia Harlin, Local 947, Jacksonville, Fla.
Anna Hernandez, Local 19, New Caney, Texas
Keely Hicks, Local 480, Lebanon, Tenn.
Anne Hildebrandt, Local 1224, Newborn, Ga.
Houston Hall, Local 480, Greentriber, Tenn.
Caroline Jacobsen, Local 991, Tallahassee, Fla.
Brandon Jones, Local 385, Saint Cloud, Fla.
Binta Ka, Local 745, N Richland Hills, Texas
Emily Lentini, Local 745, Rosenberg, Texas
Rebecca Lowery, Local 19, Willis, Texas
Laci Lusso, Local 79, Naples, Fla.
Austin Maxwell, Local 769, Vero Beach, Fla.
Eden McMillan, Local 991, Dothan, Ala.
Alaina McWhirter, BLET Division 573, Rockwell, Texas
Cameron Miller, Local 728, Ringgold, Ga.
Talya Monroe, Local 988, Houston, Texas
Charles Moorer, Local 988, Houston, Texas
Evanos Morales-Cuadrado, Local 767, Grapevine, Texas
Walter Morris, Local 1129, Cartersville, Ga.
Lily Nguyen, Local 577, Amarillo, Texas
Hunter Novak, Local 79, Seffer, Fla.
Layla Obregon, BLET Division 386, Maylene, Ala.
Lacy Petty, BLET Division 592, Adrian, Texas
Savannah Pipkin, BMVWD Lodge 1600, Hickory Flat, Miss.
Bryar Qualls, BMVWD Lodge 2421, Spring, Texas
Fidelia Reynolds, Local 767, Ferris, Texas
Miadora Romero, Local 79, Punta Gorda, Fla.
Kaley Rosenbaum, Local 222, Bristol, Tenn.
Michael Roussos, Local 79, New Port Richey, Fla.
Destiny Sakolevidis, Local 767, Royst City, Texas
Christopher Schilling, Local 19, Cypress, Texas
Victoria Sexton, Local 568, Gladewater, Texas
Lane Sheffer, Local 79, Fort Myers, Fla.
Aidan Smith, Local 117, Beaumont, Texas
Makynlee Smith, BLET Division 636, Lithonia, Ga.
Kennadi Sneed, Local 767, Waco, Texas
Lillie Starling, Local 947, Macclenny, Fla.
Tristen Stealey, Local 767, Mabank, Texas
Emily Stoker, BLET Division 205, Chickamauga, Ga.
Gabrielle Story, Local 1129, Dallas, Ga.
Matthew Stuckey, Local 528, Georgetown, Tenn.
Shelby Surrency, BLET Division 803, Jessup, Ga.
Katelyn Swarengin, Local 402, Gurley, Ala.
Lauryn Tankersley, BLET Division 156, Cullman, Ala.
Van Thang, Local 577, Amarillo, Texas
Eleonora Trevisani, Local 1224, Cape Coral, Fla.
Terrell Turman, BMVWD Lodge 927, Sulphur Springs, Texas
Cristina Velasquez, Local 388, Orlando, Fla.
Chloe Weathington, Local 728, Douglasville, Ga.
Kyle White, Local 79, Naples, Fla.

Jamyia Wiley, Local 173, Fort Pierce, Fla.
Ma'Kiya Williams, BMVWD Lodge 1171, Monroe, La.
Hannah Wise, Local 997, Grandview, Texas

Western Region

Liliana Aguas, Local 683, Hesperia, Calif.
Lilia Alameida, Local 986, Kailua, Hawaii
Erin Alexander, Local 166, Corona, Calif.
Angelina Alexandre, Local 137, Chico, Calif.
Savannah Alexandre, Local 137, Chico, Calif.
Marlies Amberson, Local 174 Tacoma, Wash.
Bobby Anaya, Local 948, Tulare, Calif.
Lydia Anderson, Local 631, Las Vegas, Nev.
Ana Andrade, Local 396, Lake Elsinore, Calif.
Carter Annema, Local 38, Bow, Wash.
Cassidy Anyan, BMVWD Lodge 104, Spokane, Wash.
Kristen Arias, Local 431, Fresno, Calif.
Marlena Askren, Local 117, Othello, Wash.
Malina Bailey, Local 896, Vacaville, Calif.
Gabrielle Baldwin, Local 223, Lafayette, Ore.
David Baltierra, Local 952, Riverside, Calif.
Cruz Barnum, Local 81, Portland, Ore.
Millian Batt, Local 2727, Riverside, Calif.
Jorgan Beecroft, Local 117, Spanaway, Wash.
Quinn Beierle, Local 690, Spokane, Wash.
Irina Bejan, Local 305, Vancouver, Wash.
Mazana Boerboom, Local 222, Holladay, Utah
Brennen Boulger, Local 399, Lancaster, Calif.
Madison Carlos, Local 386, Denair, Calif.
Emily Carlson, Local 495, Upland, Calif.
Ashley Carpenter, Local 174, Black Diamond, Wash.
Briahna Carrera, Local 986, N. Las Vegas, Nev.
Sean Casey, Local 2010, San Diego, Calif.
Harmony Castiglione, Local 856, Concord, Calif.
Alyssa Chandon, Local 492, Alameda, N.M.
Jacob Chantler, Local 305, Molalla, Ore.
Nancy Chea, Local 986, Corona, Calif.
Tyler Christensen, BMVWD Lodge 2417, Holbrook, Ariz.
Daniel Clarke, BLET Division 134, Winslow, Ariz.
Jazmin Collins, Local 1224, Las Cruces, N.M.
Alyssa Collinson, Local 959, Fairbanks, Alaska
Brylan Cordutsky, Local 455, Westminster, Colo.
Kristina Davis, Local 589, South Colby, Wash.
Daniel Delancey, Local 670, Lostine, Ore.
Jackson Demaray, Local 856, Pacifica, Calif.
Nyah DeRyke, BMVWD Lodge 1227, Brigham City, Utah
Celeste Diaz, Local 287, Modesto, Calif.
Taylor Eng, Local 396, San Marino, Calif.
Marie Eric, Local 572, Van Nuys, Calif.
Israel Estrada, Local 890, Soledad, Calif.
Diego Flores, Local 952, Montebello, Calif.
Jose Flores, Local 986, Los Angeles, Calif.
Tobias Frager, Local 856, San Leandro, Calif.
Alyssa Gainez, Local 986, N. Las Vegas, Nev.
Darling Garcia, Local 495, Indio, Calif.
Jezermal Garcia, BMVWD Lodge 134, Los Angeles, Calif.
Ashley Garelick, Local 386, Modesto, Calif.
Raylee Garsa, Local 948, Tulare, Calif.
Abbie Glickman, Local 595, Edmonds, Wash.
Kaitlynn Goldermann, Local 455, Brighton, Colo.
Saul Gomez, Local 439, Ripon, Calif.
Christina Gonzales, Local 948, Salida, Calif.
Maura Hansen, BMVWD Lodge 918, Montpelier, Idaho
Mina Hassani, Local 174, Lake Tapps, Wash.
Alexander Hayden, Local 104, Flagstaff, Ariz.
Amanda Hernandez, Local 986, Beaumont, Calif.
William Hernandez, Local 952, Riverside, Calif.
Claudia Hiron, Local 399, Glenwood Springs, Colo.
Drew Hoefler, Local 763, Normandy Park, Wash.
Joanne Holdeman, Local 2010, San Diego, Calif.
Eric Holst, Local 952, Orange, Calif.
Bethany Humbyrd, Local 58, Woodland, Wash.
Kelsey Hunter, Local 911, Simi Valley, Calif.
Anthony Jimenez, Local 315, Woodland, Calif.
Jasmine Jimenez, Local 572, Upland, Calif.
Carter Johnson, Local 483, Boise, Idaho
Hector Juarez-Vargas, Local 890, Salinas, Calif.
Alyssa Keehan, Local 1932, Rancho Cucamonga, Calif.
Timothy Keim, Local 665, Brentwood, Calif.
Ashley Knight, Local 267, Fort Collins, Colo.
Lauryn Koch, Local 533, Fernley, Nev.
Amber Koss, Local 760, Ellensburg, Wash.
Morgan Lakey, Local 252, Chehalis, Wash.
Remington Lambie, Local 483, Boise, Idaho
Claia Langford, Local 1224, Visalia, Calif.
Rylee Lawrimore, Local 1224, Hermosa Beach, Calif.
Giovanni Leon, Local 986, Whittier, Calif.
Makay Larson, Local 190, Billings, Mont.
Andrea Marquez, Local 952, Signal Hill, Calif.
Ian-Paolo Marquez, Local 856, American Canyon, Calif.

Brandon Martinez, Local 396, El Monte, Calif.
Isabella Martinez, Local 166, Riverside, Calif.
Joel Martinez, Local 1932, Riverside, Calif.
Lily McCalla, Local 287, Galt, Calif.
Maya McLeod, Local 1699, San Diego, Calif.
Jayleen Mercado, Local 396, San Fernando, Calif.
Max Moffat, Local 222, Farmington, Utah
Jordan Ng, Local 986, San Bruno, Calif.
Michael Nguyen, Local 63, Moreno Valley, Calif.
Mari Nordeen, Local 231, Ferndale, Wash.
Eleni Nuno, Local 986, Jurupa Valley, Calif.
Julian Ochoa, Local 63, Rancho Cucamonga, Calif.
Vanessa Ortega, Local 186, Oak Park, Calif.
Mario Ortiz, Local 63, Baldwin Park, Calif.
Adam Oster, Local 480, Miles City, Mont.
Samara Palominos, Local 150, Los Banos, Calif.
Marlie Parrott, Local 166, Moreno Valley, Calif.
Preston Pickering, Local 962, Grants Pass, Ore.
John Platt, Local 455, Thornton, Co.
Cori Poole, Local 986, Anaheim, Calif.
Raichel Portis, Local 589, Bremerton, Wash.
Emma Reno, Local 1224, Tacoma, Wash.
Evan Richards, Local 162, Kailua Kona, Hawaii
Chelsey Rio, Local 63, Modesto, Calif.
Kelly Robbins, Local 313, Tacoma, Wash.
Erin Robles, Local 1932, Redlands, Calif.
Noelle Roddam, Local 630, Moreno Valley, Calif.
Melissa Rodriguez, Local 853, Hayward, Calif.
Matthew Rubalcaba, Local 952, Huntington Park, Calif.
Asya Saechao, Local 896, San Pablo, Calif.
Gabriela Salcedo, Local 495, Eastvale, Calif.
Julio Samaniego Jr., Local 683, Winchester, Calif.
Sienna Sanchez, Local 911, Indio, Calif.
Andrew Saput, Local 952, Carmichael, Calif.
Cale Sherwood, BLET Division 811, Clovis, N.M.
Heather Shorman, Local 952, Cypress, Calif.
KodiAnn Skinner, BLET Division 228, Dingle, Idaho
Justin Smith, Local 728, Puyallup, Wash.
Kristin Smith, Local 1932, Beaumont, Calif.
Mackenzie Smith, Local 2, Darby, Mont.
Jenna Souliez, BLET Division 28, Tucson, Ariz.
Anthony Spezzano, Local 986, Livermore, Calif.
Keira Stringer, Local 190, Laurel, Mont.
Max Suarez, Local 1932, Corona, Calif.
Joseph Swenson, Local 70, San Francisco, Calif.
Belen Torres, Local 890, Soledad, Calif.
Briana Torres, Local 630, Downey, Calif.
Karissa Torres, Local 683, Santee, Calif.
Summer Trenkle, Local 986, Santa Maria, Calif.
Peter Trujillo, Local 399, Arleta, Calif.
Karla Venegas, Local 890, Soledad, Calif.
Lauren Vidal, Local 856/986, Vacaville, Calif.
Kali Wiggins, Local 17, Gunnison, Colo.
Chloe Wilhelm, Local 174, Tacoma, Wash.
Nikki Wisemore, Local 190, Cashmere, Wash.
Evan Yanez, Local 1932, Jurupa Valley, Calif.
Joshua Zander, Local 222, Tooele, Utah

Vocational Scholarship Winners

Canadian Region

David Catanus, Local 1979, Toronto, Ont.

Central Region

Gabriella Balodimas, Local 700, Bartlett, Ill.
Alexander Camerato, Local 20, Port Clinton, Ohio
Logan Cogdill, BLET Division 78, Taylorsville, Ky.
Mario Garcia, Local 700, Chicago Heights, Ill.
Levi Hoffman, Local 215, Huntingburg, Ind.
Jonathan Kletsch, BLET Division 202, Barnesville, Minn.
Caleb Kremer, Local 238, Independence, Iowa

Eastern Region

Noah Anderson, BLET Division 325, Monaca, Pa.
Blake Anderson, Local 776, Marietta, Pa.
Madelyn Hawkins, Local 326, Bear, Del.
Jessie Hill, Local 61, Flat Rock, N.C.
Anthony Lowe, Local 8, Bellefonte, Pa.

Southern Region

Caitlin Ezell, Local 878, Sherwood, Ark.
Garrett Henley, Local 667, Olive Branch, Miss

Western Region

Brianna Bravo, Local 986, South Gate, Calif.
Hayley Puido, Local 70, Union City, Calif.
Noah Reno, Local 1224, Tacoma, Wash.
Abigail Voight, BLET Div. 60, Spokane, Wash.
Alexis Ward, Local 313, Tacoma, Wash.

TNBC: Building Pathways

**TEAMSTERS NATIONAL BLACK CAUCUS
HOLDS 43RD ANNUAL CONFERENCE**



The Teamsters National Black Caucus (TNBC) convened in Houston this year under the theme of “Building Pathways for the Next Generation.” The event was filled with speakers from the Teamsters Union, Houston officials, members of Congress and others.

Workshops for members, delegates and guests were held for educational purposes to provide them with information they could share with their communities, co-workers, friends and families.

This year’s goal for the TNBC was to encourage all those in attendance to build pathways for the next generation. The hope is to start a new wave of leaders with innovative styles in organizing and bargaining.

Speakers stressed that the youth are the future of the labor movement and the guidance of the elders is needed.

“I enjoy coming to the TNBC every year. It gives members the opportunity to connect, share ideas

and address issues among the organization,” said Rose Biven, a Local 848 member in California. “This is the best place to problem

solve with like-minded individuals.”

Women’s Day Luncheon

Red attire was worn on the 10th Annual Women’s Day, which is a day the TNBC uses to highlight all of the magnificent Teamster women that were trailblazers who paved the way for future Teamster women.

General Secretary-Treasurer Ken Hall opened the day with words of praise and gratitude for all the efforts put forth to continue this educational conference.

Hall gave the most recent update of the strike and defense fund and talked about the union’s role in defeating right-to-work legislation in West Virginia.

“It doesn’t matter if you’re black, white, Asian or Hispanic—we’re all Teamsters,” Hall said.

The keynote speaker of the morning was Dr. Colette Pierce Burnette, President and CEO of Huston-Tillotson University in Austin.

“We’re all on the same mission, to uplift the people. As you all know, your mission is to up-





hold the principals of the Teamsters movement and to foster the opportunity for all Teamsters to serve at leadership capacities through the International Brotherhood of Teamsters and its affiliates,” Dr. Burnette said.

The afternoon luncheon was filled with other impressive speakers, including U.S. Representative Shelia Jackson-Lee and Houston Independent School District (HISD) Board President Wanda Adams.

“If children see injustices today, what do they look like? We have to build pathways to help the youth overcome challenges that they face today,” Adams said.

Organizing, History, Pensions

On the third day, Teamsters Organizing Director Jeff Farmer gave a presentation on organizing efforts and victories.

There was a history lesson given by Karin Jones of the Teamsters Training and Development Department. Jones urged all in attendance to research their own history and learn what wasn’t taught in school.

John F. Murphy, International Vice President, addressed attendees on the crisis facing union pension plans.

“I believe that workers of every color need to organize among them-



selves—to build strength, to protect our collective bargaining agreements—because if we’re organized nobody can beat us,” Murphy said. “I support the goals and mission of the Teamsters National Black Caucus because you are a force within this great union and you should keep up this great work.”

43rd Annual TNBC Banquet

National elections for TNBC leadership positions were also held at the conference.

James Curbeam, a Teamster Organizer, was elected the TNBC’s new Chairman; and Eric Tate, Secretary-Treasurer of Local 848, was elected the new Vice Chairman of

the TNBC.

During the conference, TNBC members, delegates and guests gathered for a prayer breakfast featuring Rev. Preston J. Allen, Director for Nonprofits and Community Development at Wheeler Avenue Baptist Church in Houston.

Rep. Lee returned to be the keynote speaker of the evening, reminding everyone of the importance of the connection between membership and leadership.

“The only message of connect- edness that will be vital is to take back the House and the Senate... To win a blue wave across America in 2018,” Rep. Lee said.

REPORT TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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

DATED: August 1, 2018

I. INTRODUCTION

The following is Magazine Report 3 of the Independent Disciplinary Officers (“IDO”) for 2018 regarding activities from May 1, 2018 through August 01, 2018 conducted pursuant to the Final Agreement and Order of February 17, 2015.

II. NEW 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.

According to IBT records, Steven Murray has been a member of Local 282 since January 2002. At his sworn examination, Murray testified that he was employed at Bond Brothers, Inc., where he was a shop steward.

In March 2018 in New York State Court in Westchester County, Murray and nine other individuals were indicted for Enterprise Corruption, in violation of New York Penal Law §460.20(1)(a). Along with others, Murray was charged with 26 counts of Criminal Usury in the First Degree, in violation of New York Penal Law §190.42. The indictment alleged the ten defendants were members of the Westchester Loansharking and Bookmaking Enterprise, which engaged in unlawful loansharking and bookmaking in the New York Counties of the Bronx and Westchester and elsewhere. (Ex. 27 at 2) Five of Murray’s codefendants were described as either members or associates of organized crime. Murray was

described in the indictment as an associate of the Lucchese Organized Crime Family. The indictment against Murray is pending. After the indictment was made public, on April 2, 2018, Local 282 removed Murray from his position as a shop steward.

On April 11, 2018, the IIO sent Murray a notice of sworn examination scheduling his sworn examination for April 25, 2018. On April 25, 2018 Murray appeared for his sworn examination but requested an adjournment because his attorney was unavailable. Based upon his request, Murray’s sworn examination was rescheduled to May 8, 2018.

Murray’s IIO sworn examination was conducted on May 8, 2018. Murray was represented by counsel. During his sworn examination, Murray asserted his Fifth Amendment privilege and 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.

On May 31, 2018, the IIO issued a report recommending to the Local 282 Executive Board that a charge be filed against 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 those questions during his sworn examination.

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. Paragraph 32 of the Order requires that within 90 days of the IIO’s referral, the Local 282 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

The IDO is currently conducting a number of investigations throughout the country. Consistent with past practice under the IRB, 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.

IV. TOLL-FREE HOTLINE

The IDO hotline has received approximately 43 calls since May 1, 2018, 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.

V. 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



Take a Stand for Working Families

Through grassroots political action and aggressive lobbying across America, Teamsters have stopped some of the worst attacks on working people.

But Big Business is pushing their agenda harder than ever. That means we have to fight back stronger than ever.

You can take a stand for working families by contributing to DRIVE, the Teamsters' political action committee. Your contribution will support grassroots action by Teamster families to stand up to Big Business interests. And your membership to DRIVE will help elect political candidates who care about working people.

The Teamsters Union has established a fund called the Teamsters Education and Mobilization (TEAM) Fund. Unlike DRIVE, which is only for active Teamster members, the TEAM Fund can accept donations from family members, non-active members and retirees.

Visit teamster.org/teamfund to donate or to visit the online store with union-made Teamster merchandise.

DEMOCRAT, REPUBLICAN, INDEPENDENT VOTER EDUCATION