



Teamster

SUMMER 2020



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to Coronavirus Crisis





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TEAMSTER STRONG

Teamsters are heroes. It has never been more apparent than during the COVID-19 pandemic.

From the moment it was clear how serious this crisis was, members sprang into action, putting their health on the line for the greater good.

I have never been prouder of Teamster members and am encouraged that the general public is finally looking on essential workers as the heroes they are.

Teamsters have been on the front lines of the crisis every day across a range of industries, including health care, waste, freight, bakery, brewery, food processing, package delivery and others.

While many Teamsters are toiling on the front lines, others have been furloughed or had their hours cut. Some industries have seen mass layoffs. Your union is working at every level to ensure continuous employment. There are innovative agreements being worked out where furloughed Teamsters from one industry are being temporarily employed by union employers who need workers in another industry.

Our Safety and Health Department has developed numerous resources for members on our website at teamster.org. Further, every trade division and conference is providing updates on the latest developments in Teamster industries.

The work of your union continues. Every shop steward, business agent and officer at every local union and the officers and staff of the International Union are working nonstop on your behalf.

Legislatively, the Teamsters Union is working to ensure that any economic relief that comes out of D.C. goes directly to workers rather than just bailing out corporations.

This is not the first time the Teamsters Union has faced adversity. As in the past, members are showing solidarity and compassion when it is most needed. It's impossible to know how this unprecedented crisis will unfold, but through our solidarity and hard work, the Teamsters Union will endure.

Stay safe and stay informed.

James P. Hoffa

Hoffa Completes Pledge to Return Control of Union to Members



Teamsters Mark End of Final Order Transition Period

Feb. 17, 2020, marked the end of the transition period of government oversight established by the Final Order negotiated in 2015, bringing closure to more than 30 years of government involvement in the union's internal affairs.

Five years ago, Chief Judge Loretta Preska of the United States District Court for the Southern District of New York approved an agreement that ended more than 25 years of government oversight of the Teamsters Union. The agreement resulted in dismissal of the Civil RICO case that was brought by the government in 1988, ended the Consent Decree which had been in effect since 1989, and replaced it with a Final Order which allowed for the government's involvement in the internal affairs of the union to be phased out over a five-year transition period which ended in February.

"This is a historic day for the Teamsters," said James P. Hoffa, Teamsters General President. "The union has been returned to the members and will operate without government involvement for the first time since 1989. This is a promise I made on

day one and am proud to have accomplished for our great union. All members can be proud that the Teamsters Union's commitment to democratic principles and to the highest of ethical standards stands as an example for the labor movement and other members of our community."

As part of the Final Order, the union agreed to establish and maintain effective and independent supervision of the IBT International Union Officer and Convention Delegate elections and an effective and independent internal disciplinary mechanism. This ensures that the union's commitments in its Constitution to democratic elections for its leaders and for a union free from corruption can be fulfilled.

For the first time since 1991, the union has now appointed the Election Supervisor and Appeals Master for the 2021 International Union Officer elections without the need for the government's agreement or consent. The union will also now have the right to appoint, again without government agreement or consent, its Independent Disciplinary Officers when their terms of office expire on February 17, 2021.

A HONEY OF A SAVE | Local 135 Member Honored for Saving Co-Workers

Being a truck driver is a job that requires an innate ability to react quickly and demonstrate immense grace under fire. Local 135 driver William Honey demonstrated those abilities flawlessly one late summer night last year, and it saved his co-workers from certain death.

Honey was at a construction site late in the evening, when all of a sudden a black Pontiac was careening toward the area where he and his co-workers were on Interstate 65 in Indianapolis. The Indiana State Police said that the driver of the car was intoxicated and he was fleeing the scene. Honey didn't have time to think, he

only had time to act.

"I was in the construction zone doing my job and radio chatter from a co-worker was that there was a police chase in the zone—a car going south in the northbound lanes," Honey said in an interview on CBS. "I placed my truck to create a barricade in hopes to stop the guy, not to get hit by him. I was trying to protect my co-workers on the ground. It was instantaneous. There was no time to think—it was in a matter of just seconds."

Unfortunately, the car didn't stop and it slammed right into Honey's dump truck, an impact that was devastating to both vehicles. Fortunately, nobody was



killed or even injured. The state police arrested the driver of the Pontiac for driving while intoxicated, unlawful operation of a vehicle in a work zone and a few other charges.

Honey's heroism prevented children from being orphaned, spouses from being widowed and a man from potentially spending the rest of his life in prison for vehicular homicide. His actions embody a level of courage that most of us can only aspire to, as we all hope that we may someday act as he did were fate ever to call us into action on behalf of our fellow man.

In addition to bravery, humility is also a trait that Honey embodies, so he doesn't exactly see it that way.

"When I saw he wasn't stopping at all, I just held on to the steering wheel as hard as I could and braced for impact," Honey said. "I don't consider myself a hero at all. I was just looking out for my friends and my co-workers. I'd just rather be a dump truck driver."



Profit Sharing at ABF

ABF Freight Teamsters Receive Union-Negotiated Bonus

Teamsters employed at ABF Freight System received a 1-percent profit-sharing bonus—negotiated by the union—after the company reported fourth-quarter 2019 results in late January.

“This bonus was a great surprise,” said Lori Limone, a customer-service representative at ABF and member of Local 701 in North Brunswick, N.J. “Freight Division Director Ernie Soehl and the negotiating committee did a great job of writing the bonus into the contract.”

Limone, a 15-year ABF employee, said she received a bonus of more than \$600 before taxes.

Under the Teamsters 2018-2023 ABF National Master Freight Agreement, if ABF Freight achieves an annual operating ratio of 96.0 or below for any full calendar year, each Teamster-represented employee will receive a bonus based on their earnings. ABF Freight reported a 95.2-percent operating ratio in 2019, which



resulted in a 1-percent bonus.

For example, if a member earned \$70,000 in 2019, the member received a bonus of \$700.

“Our members at ABF Freight work hard every day to make the company successful and we are pleased that they shared in the company’s financial success with this bonus,” said Jim Hoffa, Team-

sters General President.

“Our National Negotiating Committee worked hard to negotiate a strong contract for our members, including this bonus, and we are very excited that our members were rewarded for the company’s success,” Soehl said. “This is the first time our ABF members have received the bonus.”



TEAMSTER NATION
PODCAST

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to listen or subscribe, visit
teamster.org/podcast
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smartphone’s camera or QR reader
(available for free).*



A photograph of Bob Allen, a middle-aged man with a grey beard and sunglasses on his head, wearing a brown jacket over a pink shirt. He is holding a red and silver mechanical device, the Brake Releaser, in his hands. He is standing in front of a blue truck with "CHICAGO WATER MANAGEMENT" and "WD7038" visible on its side. The truck also features the City of Chicago seal.

Teamster Invents Truck Brake Releaser System

Before he was a Teamster truck driver for the city of Chicago, Bob Allen drove semi-trailers for a living and would often travel across state lines. One afternoon, during a blizzard, he was driving through Indiana in whiteout conditions when his truck jackknifed. Without being able to stop, Allen almost hit and killed a state trooper.

While jackknifed truck accidents can occur for a variety of reasons, one of the most common reasons is improper brake maintenance or adjustment. When the brakes are not functioning properly, it causes the axles to lock up, particularly when braking hard. The truck then drags the trailer with locked brakes, so it is pushed out to the side of the cab.

For nearly 30 years, Allen had been thinking of creating a system that would make it easier for truck drivers to prevent frozen brake lines before trekking across the country. A few years ago, he finally put his idea on paper and borrowed half a million dollars to get the product into tooling to create a prototype. Unfortunately, Allen ran out of money to keep it going, but instead of giving up, he received interest from Milton Industries and kept his dream alive.

Milton makes high-quality pneumatic accessories and fittings, covering a broad range of applications in various industries, such as automotive, fleet maintenance, construction and manufacturing. Pneumatics is a branch of engineering that makes use of gas or pressurized air in systems. Milton took Allen's almost-finished product into retooling and development and soon after, the Brake Releaser® was born.

Allen's invention of the Brake Releaser® is designed to dissolve ice crystals in the air brake system and serves as a backup to the cab's dryer unit in freez-

ing conditions. It is a portable device and can be used to either release already frozen brakes or pre-treat trailers to reduce the risk of frozen air brake lines.

"If a driver breaks down, it could be a three- or four-hour wait to get a service call, plus the cost of service," Allen said.

Allen made a licensing deal with Milton and the Brake Releaser® hit the market last year. The product has patents in both the U.S. and Canada and Milton just applied for a European patent.

In the city of Chicago, the invention has been purchased in some of the Water Department yards and has been used on some lowboy trucks that carry the heaviest equipment. Several Local 700 members have used it while working and the product has already saved the city money by avoiding service calls.

A proud Teamster for more than 25 years, Allen still acts as an ambassador for Milton while he works for the city. He is working on trying to get the Brake Releaser® mandated into Illinois state law so that it is required to be used by truck lines as a safety tool for drivers.

"I've personally known Bob for many years from working in the Water Department and his knowledge of trucking and his invention is a true testament of his character," said Robert V. Santana Jr., Secretary-Treasurer of Local 700. "We are all very proud of Bob and commend him for his work and dedication to the trucking industry and his fellow Teamsters on the road."

"I've been driving trucks for nearly 35 years, and when I was out on the road and had to pull over for any reason, the only people that would stop and help me were Teamsters," Allen said. "Teamsters will always help other Teamsters."



Back on the Road

Local 320 Teamsters employed by the St. Louis County Public Works Department were forced to engage in a county-wide strike during the coldest portion of winter. After standing strong in the face of a recalcitrant employer, Teamsters got a great contract.

"This was a tough decision for the membership to make," said Brian Aldes, Local 320 Secretary-Treasurer, when the strike was first called. "However, the Teamsters employed by St. Louis County deserve parity of benefits with the civil service and merit employees."

The work stoppage began on January 15, 2020, and affected every Public Works Department location within St. Louis County, Minn. Not a single Teamster crossed the picket line during the strike.

"Teamsters want the opportunity to do what we do best, keep our roads clear and safe," said plow truck driver Cory Garden during the strike. "We want to make sure families across the county are safe to travel."

"These hardworking employees make a daily commitment to drive into blizzard conditions when



most folks avoid inclement weather," said Erik Skoog, Local 320 Recording Secretary and chief negotiator. "These employees spend nights, holidays, and weekends clearing roads in dangerous conditions and will not continue to be second-class employees."

Unanimously Ratified

On January 20, Local 320 unanimously ratified the tentative agreement with the St. Louis County administration.

The county agreed to allow the group to join the Teamsters Joint Council 32 Health and Welfare Plan, including dental and vision coverage for bargaining unit em-

ployees. Family coverage will save employees as much as \$500 per month.

"The agreement that was ratified is groundbreaking for St. Louis County employees," Aldes said. "The vacation accrual has been standardized for all bargaining unit employees and sick leave accruals have been increased."

The county also agreed to an employer-financed Health Savings Account and two more personal days for the bargaining unit employees. Plus, the agreement will provide wage increases every year of the contract.

"We want to thank all the elected leaders, candidates, and St. Louis County Board members who stood with us during these difficult days," says Sami Gabriel, President of Local 320 and Teamsters Joint Council 32 DRIVE (Democratic, Republican, Independent Voter Education). "We also must thank the countless labor unions, churches, neighbors, community groups, and regular citizens who supported striking Teamsters with donations and encouragement. The response from the community has been outstanding."

Teamsters March on Selma



On March 1, Teamsters on the Human Rights and Diversity Commission (HRDC) participated in the 55th anniversary of the March on Selma in Alabama.

The march commemorates the events of "Bloody Sunday" in 1965 when civil rights protesters led by Dr. Martin Luther King were brutally attacked by local police as they marched across the Edmund Pettus Bridge demanding voting rights.

"It was incredible marching across the Edmund Pettus Bridge with my fellow Teamsters, remembering and honoring those who came before us," said Marcus King, Director of the HRDC and President of New Jersey's Local 331.

Before the anniversary march, Teamsters prepared food bags for 1,500 children in need in Selma at Edmundite Missions. Teamsters HRDC also donated \$1,000 to the mission for any needs they may have to continue the support they provide to the community.

Teamsters at the Selma march also attended workshops, educational sessions on the history of "Bloody Sunday," and discussed future goals of the HRDC.

The Teamsters Human Rights Commission was established in 1999 and the Diversity Committee was established in 2001. In 2016, at the 29th International Convention, it was decided to merge them into one entity.

Get the Latest

The Teamsters Union has the latest news on the coronavirus and how it's affecting members. Visit teamster.org/covid-19 or scan the QR code for:

- Coronavirus-related podcasts;
- Updates from every Division and Conference;
- Safety and Health factsheets for specific industries;
- News updates;
- Stories in the media featuring Teamsters; and
- Much more.





DIVISION DIRECTOR APPOINTMENTS

Ron Herrera and Chuck Stiles to Lead Teamster Divisions

The Teamsters Union has appointed longtime leaders to new positions with the Port Division and the Solid Waste and Recycling Division.

Ron Herrera, who currently serves as International Vice President and Secretary-Treasurer of Local 396 in Covina, Calif., has been appointed to serve as the Director of the Teamsters Port Division.

"A tireless champion of working families, Brother Herrera is a natural leader who I know will continue doing great work in his new role," said Jim Hoffa, Teamsters General President.

Herrera has previously served as Director of the Solid Waste and Recycling Division, which will now be led by Chuck Stiles.

Stiles, who currently serves as Vice President of Local 728 in Atlanta, will now serve as the Director of the Solid Waste and Recycling Division.

"Brother Stiles has been an important part of the Solid Waste and Recycling Division since it began. He's the right person for this division right now," Hoffa said. "I look forward to working closely with Brother Herrera and Brother Stiles to organize new members, negotiate strong contracts and represent members in the workplace."

For more information, visit teamster.org.

In Memoriam Ron Rocha (1940-2020)



Teamsters are mourning the loss of Ron Rocha, a California Teamster who passed away on Jan. 20, 2020. Rocha, a Bay Area native, was born in Oakland and was a longtime member of Local 70.

After graduating from high school, he enlisted in the Army. He then followed in his father's footsteps and became a Teamster as a PMT driver. In his decades with Local 70, Rocha served as a steward, trustee, dispatcher, business agent and Vice President.

Rocha also served as an International Representative and Co-Chair of the Sergeant-at-Arms Committee for four International Conventions.

"Brother Rocha was a devoted Teamster, a family man and a pillar of his community," said Jim Hoffa, Teamsters General President. "His dedication to the union, and his friendship, will be missed."

Rocha is survived by his wife Marie, three children (including another member of Local 70) and one granddaughter.



A year ago, Local 14 in Las Vegas opened a wellness center for their members. It's a place where members and their dependents can get primary care—and many other health and wellness benefits—at no cost.

It was so popular that the local opened up another one just a few months later. There are now locations of the Teamsters Local 14 Family Wellness Center in Las Vegas and in Henderson, Nev.

"We've been trying to get this done for our members for four or

five years now. We wanted to try a new way of providing health and welfare benefits to our members," said Larry Griffith, Secretary-Treasurer of Local 14.

It wasn't as easy as just building a health clinic, though. They needed to partner with an organization with experience; they needed a location; they needed approval by the trustees; they needed a staff. Griffith brought in Fred Horvath, Local 14 Vice President and Trustee of the Local 14 Security Fund, who worked with Activate

Healthcare to open two Teamsters Local 14 Family Wellness Centers.

"So far it has been working out great," Horvath said. "The amount of Local 14 members immediately using the wellness center showed us the need was there. Before long it was obvious that we needed a second location."

"Our members love it. They have developed a good relationship with the staff there, who are fantastic. We hear all the time, 'I can't believe you did this for us,'" Griffith said.

Both clinics have a full MD on staff as well as several physician assistants and medical assistants. There are also lab facilities at the clinics.

"Local 14 now provides primary care and some urgent care to our members without involving insurance companies," Horvath said. "This is at no cost to members, there are no deductibles, and if they're prescribed any of the 75 generic drugs we have in stock, they can leave with that at no cost."

Though the second location has only been open since May 2019, there is already talk of expanding.



AMERICAN HEROES

Teamsters on Front Lines Respond
to Coronavirus Crisis





Kim Campbell is a Teamster on the front lines of the COVID-19 pandemic. As an emergency room respiratory therapist, her own health is on the line every second she's at work.

"It has been rough and stressful," said Campbell, a Local 332 Teamster in Michigan. "I am the emergency room respiratory therapist, so whenever they call me, it's always because of respiratory distress like a cough or shortness of breath. So yes, my week has been rough."

As the mother of an immunocompromised daughter, she can't afford to let her guard down.

"With my daughter, I have to take precautions because she's in chemotherapy. I wear a mask when I'm in the room with her," she said. "It's hard because I've had to distance myself from my daughter. I don't want to expose her to anything because she's so compromised so we can't be around each other much. I see her for maybe two minutes in the morning when I open the door and tell her I love her."

In mid-March, the first week of major nationwide shutdowns, Campbell and her co-workers were told not to wear face masks because they were too limited and needed to be conserved.

"I let them know that was unacceptable. I got on the phone with my union and they also said it was unacceptable. Now we have protective gear," Campbell said.

"Now more than ever it's important for people on the front lines to have representation," said Jim Hoffa, Teamsters General President. "Teamsters are working hard every day to make sure America keeps rolling. We always have—from world wars to September 11 to Hurricane Katrina, Teamsters stand strong."

Boots on the Ground

The Teamsters Union is working closely with local unions, employers and lawmakers to ensure safe working conditions and continuous employment for members during the COVID-19 pandemic. Every Division and Conference within the union is actively engaged on behalf of their members.





"While millions of Americans have transitioned into telework to avoid exposure, most Teamsters haven't had that option. Their boots have been needed on the ground each and every day," Hoffa said. "The public is starting to realize how many everyday heroes they took for granted before. I salute all the brave Teamster brothers and sisters who have had to work through these difficult times."

Since the union's founding in 1903, members have sacrificed themselves on countless occasions and have shown bravery in helping others during tragic circumstances.

This is what brave Teamsters continue doing, every day, during this unprecedented crisis.

"Teamsters are performing a critical duty just by doing their jobs," said Ernie Soehl, Freight Division Director.

"I would like to salute the work of the hundreds of union representatives, stewards and officers of Teamster local unions who have been working nonstop to continue representation," said Ken Hall, General Secretary-Treasurer. "I'm proud to see how Teamsters across the board have gone over and beyond the call of duty during this crisis."

Waste Workers

The pandemic has made many people more appreciative of workers they had taken for granted before, like waste workers. These frontline workers are constantly at risk but whose jobs are essential.

"In this industry, there's always been a focus on safety and dealing with issues of hygiene. We are the guys who make sure the communities are up to standard. So that's nothing new," said Jerome Westpoint, a Local 728 Teamster at Republic Services in Atlanta. "But we have never faced a pandemic, so in that sense, this is something new. You can't prepare for these





Agreement Reached for UPS, UPS Freight Teamsters

The Teamsters UPS and UPS Freight National Negotiating Committees and UPS have reached an agreement to protect members at UPS and UPS Freight who may be affected by the COVID-19 pandemic. In summary, the agreement provides for paid leave for any worker who is diagnosed with COVID-19 or required to be quarantined or if they are quarantined due to a family member's illness.

UPS has altered delivery requirements to minimize direct contact with customers by not requiring signatures from the customer. Also, the federal

government has entered into an agreement with UPS to provide transportation and logistical support for coronavirus drive-through testing sites. The role of UPS Teamsters will be limited to the pickup and delivery of test kits and supplies.

For details on how this affects attendance, health and welfare contributions and pensions for full- and part-time UPS, UPS Freight and CSI Teamsters, visit teamster.org or scan the QR code.





types of things, but you have to be ready. In our line of business, we are trained to be ready.”

Westpoint said that while there have been big changes in his job since the pandemic hit, safety is still a priority. The union understands that, too.

Early on in the national emergency, Chuck Stiles, Director of the Teamsters Solid Waste and Recycling Division, contacted waste employers and outlined a list of recommendations at each company so that Teamsters are protected on the job and able to safely meet the needs of the communities they serve.

“People need to understand that there are real people servicing your waste and we need to come back home the same way we left.

Everybody needs to do their part and take the necessary steps and be responsible. Everyone is accountable for their own hygiene right now, so be respectful of our health and safety too. Don’t just dump your trash on the curb. We are all in this together,” Westpoint said. “We have our concerns just like everyone else who is out working right now, but we also know

this situation is like nothing we have ever seen before.”

The rest of the nation can learn a lesson from union members, Westpoint said.

“We know we have to work together as a unified group. Check in on co-workers, help each other out. We need to be more unified than ever before,” he said. “We have to work as a community now

California Governor Thanks Teamsters

The important role Teamster members are playing during this unprecedented public health crisis was recognized by California Gov. Gavin Newsom. Watch the video at teamster.org/covid-19 or scan the QR code.





more than ever. We need to be there for each other, and we need to be good to each other. This is our hour to be unified."

Caring Side

When mass closures started worldwide, countless Americans had at the top of their to-do list a trip to Costco. Stores nationwide were packed beginning in early March, including the Teamster location in Beltsville, Md.

"It's really busy right now," said Edgar Orellana, a Local 570 Teamster at the Beltsville Costco. "But we're staying safe and have implemented six-foot rules and have been very vocal on explaining the importance of it. Each shopping cart is sanitized by staff. We're very organized about getting people into

the stores, getting them what they need. Here, you don't see panic, you see organization."

Orellana said a surprising aspect of the coronavirus is he has seen the caring side of a lot of people, including himself.

"I look out for my family as much as I can. I help my mother and my sisters, and I think about how our Costco members and their families are in our warehouses looking out for their own families. I hear stories from people purchasing for elderly family or neighbors who can't make it out," he said. "People have been good about saying, 'Thank you so much for what you're doing.'"

"I'm grateful that we're here to help people in a time of real need. I'm fortunate to be working for

Costco. It's like helping my family," Orellana said.

Teamsters Deliver

As more people are staying at home and heeding advice to self-quarantine, and more businesses are closing their doors to the public, UPS Teamsters have dealt with the results.

"Things have changed pretty drastically, and there are changes daily now. We're seeing scaled back commercial deliveries but residential deliveries are picking up. We're seeing more people at home at times they usually wouldn't be. In some ways it's just craziness," said Dale Pink, a UPS Teamster with Local 355 in Baltimore.

There are safety measures in place from the moment he gets to



Teamster Power Brings Needed Policy Changes

The Teamsters have been actively working behind the scenes to help Congress craft coronavirus-related legislation that keeps workers safe on the job and ensures those who need economic help get it.

While actions on Capitol Hill remained fluid at press time, it was clear a bipartisan collection of lawmakers in the House and Senate were taking action to give workers the help they need. That included cash payments for middle-class families, enhanced unemployment benefits and expanded paid sick and family leave.

"Hardworking Americans nationwide are facing an unprecedented health calamity that is challenging our way of life," Teamsters General President Jim Hoffa said. "Working families not only need to worry about potential illness, but the loss of wages due to sickness and from businesses being shuttered. We are glad to see Congress is responding."

Three stimulus bills passed or heading toward passage in March ensured that displaced workers were given quick, reliable access to unemployment insurance. Workers who have not traditionally had access to unemployment benefits, like independent contractors and furloughed workers, were included. Additionally, the maximum weekly benefit was increased by \$600 to better meet the financial needs of working families.

The measures also provided billions of federal dollars to hospitals and community health centers to be used for medical supply shortages—hospital beds, ventilators and personnel.

The Teamsters have prioritized worker safety in its advocacy. That means not only members of the union's Health Care Division, but those working in all essential industries, including freight drivers, those working in sanitation, medical waste and the public sectors.

The union has called on the federal government to outline standards that would ensure workers' personal safety in the midst of this COVID-19 crisis.



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work, Pink said. He and co-workers no longer communicate face to face, and for the time being customers don't need to sign for packages.

"I see a lot of businesses closing down every day. That's a big change for us," said Nick Hart, another UPS Teamster with Local 355. "It's a ghost town downtown right now, but in some ways, it's business as usual."

Hart said he is more mindful now of keeping his distance from customers, sanitizing his hands whenever he takes his gloves off, washing his uniform after each wear.

"I am very cautious about social distancing with my customers," Pink said. "I carry disinfectant wipes and hand sanitizer on my truck. I'm washing my hands way more often. At the end of the day I wipe down the steering wheel and seat and door handles and anything else I might have touched."

"I'm encouraged by the fact that the Teamsters and UPS have come together and have a plan in place if any UPS worker comes down with the coronavirus. There was serious dialogue and resolution to ease concerns that a lot of us had about how the company was going to handle this," Pink said.

Zoo Workers

The pandemic has given the public a new appreciation for people in many lines of work—including some they had never considered before.

While Chicago's Brookfield Zoo has been closed, the animals still have to be fed and the grounds have to be kept. That's where Carrie Sapienza and her co-workers come in.

"There are a lot of zoo employees that are able to work from home right now. That's not the case for us," said Sapienza, a senior groundskeeper at the Brookfield Zoo and member of Local 727.

"Working through this has been odd in a lot of different ways. It's hectic. Things change so drastically



and so quickly that it's hard to keep up," she said. "It's good to see our union figuring out how to maintain our status and keep people safe."

Sapienza has been working at the zoo since 1992 and became senior groundskeeper and a steward in 2003.

"It used to be just the primate department that would have to wear PPE masks and safety glasses because the primates can spit or throw feces," she said. "Now we all have to be that aware."

Double-Duty for Stewards

As a steward, Sapienza is also helping co-workers who fear being laid off or have safety concerns.

"It doesn't matter if we're talking about the coronavirus or a lock in-

fraction. I'm a steward so I've got to be there for the members. That's what being a Teamster is," she said.

"It has been a madhouse here," said Kim Cox, a registered nurse in a surgical intensive care unit in Michigan. She's also a Local 332 Teamster and chief steward for her bargaining unit.

On top of her usual duties—which have been hectic lately—her steward duties have also grown.

"It's a 24-hour job being chief steward. I get calls at 3 a.m. because that's when some people are working. I'm always going to answer that call. Right now more than ever, the staff here needs to know that someone is listening to them and cares about them and is trying to help them," Cox said.

Red Cross Urgently Needs Donors

As blood drive cancellations increase due to coronavirus concerns, healthy individuals are needed more than ever to give blood or platelets. The American Red Cross, where 1,495 Teamsters work nationwide, reported the urgent need as blood drives have temporarily stopped during this pandemic. A blood shortage could impact patients who need surgery, those suffering from cancer, victims of car accidents and other emergencies. Volunteer donors are the only source of blood for those in need.

Some Teamsters, like Joe Piccone, a business agent with Local 340 in Maine, have already done their part to help. On April 7, Piccone conducted a blood drive at his local union.

To make an appointment to donate blood visit RedCross-Blood.org, download the Red Cross Blood Donor App, or call 1-800-RED-CROSS (1-800-733-2767).

TEAMSTERS

GET OUT THE



The Teamsters Union has taken an active role in the presidential primaries and caucuses, making sure everyone exercises their right to vote and gets involved in this election cycle. The union has been working behind the scenes to get members to the polls and to elect union-friendly candidates.

Teamster volunteers visit worksites to talk to their co-workers about the union's top concerns and about getting out to vote. There has been an unprecedented effort to mobilize members, retirees and their families to have an impact on the policies taken by candidates.

"The Teamsters are taking our role in helping shape this country's path forward seriously," said Jim Hoffa, Teamsters General President. "It's why the union rolled out a plan to get involved early in the 2020 election cycle and it's why our members and retirees have been crisscrossing early primary states as well as general election battleground states to get the candidates on the record on issues that matter most to working Americans."

As candidates have campaigned across the country, Teamsters have been there every step of the way. Members have been holding candidates accountable and pressing them to take pro-worker positions.

In an effort to make workers' issues front and center during the primaries, in December the union hosted the Teamsters Vote 2020 Presidential Forum, co-sponsored by The Guardian and the Storm Lake (Iowa) Times newspapers. Six Democratic presidential candidates argued why they would be the best choice for workers before an audience of 700 Teamsters and retirees.

Now, worker and union issues are front and center. Candidates wouldn't be talking about pensions or bargaining rights unless the union and rank-and-file Teamsters had pressed them.

The primary season is near its end, but the Teamsters have been preparing for this election

for a long time.

"Our local has been at this for a while. In the summer, we started deciding what we wanted to get to our members," said Mike Sanchez, Local 710 Trustee. "We're also trying to hit events where there are presidential candidates, encouraging our members to vote, getting as much information to them as we can. We're hoping it leads to more workers being engaged in the election process."

Members have said that their main concerns going into the next presidential election are pension reform and collective bargaining rights. There is an unprecedented effort to make sure those voices are heard.

At press time, the Teamsters Union had not endorsed a candidate yet, but that hasn't stopped the union from getting members out to vote.

Early Primary

In the days leading up to the New Hampshire primary, Teamsters handed out fliers and encouraged workers to get out and vote at nearly two dozen different worksites.

On a cold and dank Monday morning before the state's primary, members of Local 633 were outside a Nashua UPS facility talking to workers about why they should vote the next day as package drivers and pre-loaders were coming on and off the clock, some of the 210 Teamsters who work there.

Similar conditions met volunteers and workers at the Chelmsford, Mass. UPS facility, the biggest in New England with about 1,500 workers. About 40 percent of those who work there live in New Hampshire, so Local 25 members were on hand to make sure they



would be turning out to vote.

Local 633 volunteers, meanwhile, closed out the day at a First Student facility in North Hampton, where 59 bus drivers were showing up for the afternoon shift.

Dennis Caza, the local's political coordinator and retired President, said getting out the vote is important, even in a primary where the union hasn't endorsed a candidate.

"We're trying to elect people who will do good work for the unions, and people in general," he said. "We need to build up the middle class."

'No Excuse'

Temperatures had sunk to negative digits in Minnesota before the state's March 3 presidential primary. It was a freezing Friday morning but Teamsters in the North Star State refused to let a frigid forecast get in the way of the early voting effort.

For Local 120 Political Director Paul Slattery, the weeks leading up to Super Tuesday would be critical, especially in Minnesota—one of the few states in the country with the luxury of early voting by mail. For the previous week, he had been crisscrossing the state, traveling from worksite to worksite to urge members to vote in the primary.

In just a few days, Slattery visited Kemp's Dairy in Rochester, First Student yards in Oakdale and Arlington, and First Transit yards in Roseville and Burnsville.

"The local is here to remind you all to vote in the primary on Super Tuesday and give you the opportunity to vote by mail," Slattery told the crowd of Local 120 members at Murphy's Warehouse in Shakopee. "There is no excuse not to vote in this election."

Policy Over Politics

John Trettn Jr., a forklift operator at Murphy Ware-

house and second-generation Teamster with Local 120, was already looking forward to casting his vote in Minnesota's primary.

"We are excited to make our voice heard. This election isn't about one particular party or candidate, it's about the issues facing workers. This election is about policy over politics—for me and my co-workers, it is all about who will look out for workers," Tettin said, noting that he plans to vote for the candidate who "understands the importance of workers having a union in their corner."

A couple of days later, warmer air had returned to the state and Local 120 was at it again, with Slattery cooking hotdogs and encouraging workers at UNFI to make sure their voices were heard on Super Tuesday.

"Teamsters in Minnesota are united this election when it comes to voting for candidates who support workers and understand the value unions bring to this country," said Tom Erickson, President of Local 120.

Top Issues in S.C.

South Carolina takes their early primary seriously, and the Teamsters took advantage of that to make their voices heard. Throughout 2019, Local 509 members traveled around the state to raise questions to candidates and push them to stand by unions. They successfully met every Democratic candidate for president and got them on the record on a number of important issues.

"We're a right-to-work state here in South Carolina and it's no joke," said Local 509 business agent and political coordinator Sebrina Isom. "It gets much harder to organize when you're getting the police called on you for trying to talk to workers. We need a candidate who will stand up and make sure the NLRB is serving those who are trying to organize here in South Carolina. People shouldn't have to



be afraid or intimidated at work for trying to form a union.”

Like many Teamsters across the country, pensions and collective bargaining rights are at the forefront in South Carolina.

“For me it’s about pensions,” said Lynnwood Perry, shop steward at AGY, a manufacturing plant in Aiken, S.C. “I’ve been working for a long time paying into this pension, and I’m not one of those young guys, my time is coming and I need to know that my pension will be there for me.”

Candidates Show Support

Candidates for president want the support of the Teamsters Union. When the field was more crowded, sometimes several candidates would show up at union events or strikes to show support for workers,

as was the case in Las Vegas at the end of February. Presidential hopefuls made a point to visit hundreds of union members that were practice picketing outside the Palms Resort and Casino.

Members from Teamsters Local 986, the Culinary Workers Union Local 226, the Bartenders Union and the International Union of Operating Engineers Local 501 staged a practice picket line outside the casino to protest the continued refusal of the Station Casinos-operated property to negotiate contracts with the unions.

“Las Vegas is a union town, and the Democratic presidential candidates understand the importance of having labor’s support,” said Chris Griswold, Secretary-Treasurer of Local 986. “Having the majority of the candidates turn out to participate in the picket with us the day of the debate showed they can walk



the walk and not just talk the talk.”

Then-candidates Sens. Elizabeth Warren and Amy Klobuchar, Vice President Biden, Mayor Pete Buttigieg and Tom Steyer all marched with picketers during the action. Each one spoke briefly to the union members and press, all promoting their pro-labor platforms and making their case to potential participants in the caucus on Saturday.

“I thought that the candidates that marched with us were doing their part to show their support. It felt great,” said Damian Serrano, a Local 986 member and Palms valet that has worked at the casino for 10 years. “I have noticed an increased focus on union members by the Democratic candidates this time around and they are at least showing now that they will stand by us in our fight.”

Las Vegas Teamsters GOTV

While the candidates were doing their best to convince union members to support their campaign, Teamster organizers and political coordinators were pounding the pavement across Las Vegas to encourage members to caucus for pro-worker candidates.

Early morning and late-night visits to Teamster worksites enabled representatives of Locals 631 and 986 to speak with members about the importance of the caucus.

“We have been hitting worksites across the city for the last few weeks to get our members out for the caucus,” said Francisco Miranda, organizer and

political coordinator for Local 631. “We’ve spoken to hundreds of Teamsters, encouraging them to participate in the process. It doesn’t matter who they support, only that they exercise their right to caucus.”

Jose A. Sosa, a Local 631 member and steward at Rinker Materials in Las Vegas, has been doing his part to spread the word and help educate his fellow workers about the caucus and the candidates.

“We encourage the guys to get out and vote, give them fliers with information about the teamstersvote.com website where they can get even more details about the issues and the candidates,” Sosa said.

Sosa, who immigrated to the United States in 2003 from Mexico, became an American citizen at the end of February. And while he wasn’t able to caucus this time around, he will be able to vote in the election in November.

“I am really excited about the election, and nervous at the same time,” Sosa said. “The emotion I am feeling about having a voice in choosing our next president is hard to describe. I just want our next president to do their best to help union members and the middle class.”

For the latest, visit
teamstersvote.com or
scan the QR code.





FROM THE SHOP TO THE TOP

Teamsters Use Worker Volunteers to Drive Organizing Victories

Teamster organizing is a bottom-up enterprise—so much, in fact, that “every Teamster an organizer” is an unofficial mantra of the union.

At a time when unions are under attack and many are fighting just to exist, Teamsters who work in passenger transportation are not just surviving, but thriving.

Critical to this is the fact that organizing in this sector comes from rank-and-file workers who volunteer their time and know what it's like to drive a bus or a taxi.

Emerald City Teamster Power

Uber, Lyft and other “gig” economy businesses have presented a unique challenge to labor unions because of the way they treat their workers: by treating their drivers as independent contractors instead of employees, they present a legal roadblock to unionizing.

In Seattle, Local 117 has fought back not just with lawsuits and legislation, but by empowering Uber and Lyft drivers as volunteers.

Lata Ahmed is a former Uber driver who now works as a Local 117 organizer; he started by

volunteering in his free time.

“I started working as a driver with Uber and Lyft, and after a while I noticed, and started asking questions, ‘Why aren’t we getting paid well?’ ‘Why don’t we have rights at work?’” Ahmed said. “I found out that we all need to fight this fight so all Uber and Lyft drivers can have rights on the job. I know that most of the drivers have the same potential to stand up as I do, to demand a voice.”

“Having our movement to organize Uber and Lyft be led by those who work or have worked for Uber and Lyft is critical to our mission of bringing respect, dignity, and proper legal protections to these jobs,” said John Searcy, Secretary-Treasurer of Local 117 in Washington state.

Ahmed and Local 117’s hard work is already paying off. At the behest of lobbying from the Teamsters, last year the city of Seattle passed a law that will institute a first-ever grievance procedure for the city’s more than 30,000 Uber and Lyft drivers.

This groundbreaking legislation establishes first-in-the-nation legal protections and representation for drivers who seek to contest unwarranted deactivations in termination proceedings



and establishes a Driver Resolution Center to provide a wide range of support services to drivers (see page 29 for more on these protections).

Leaders of Tomorrow

One of the most successful uses of volunteer organizers has been in the private school bus industry. Local 777 in Lyons, Ill. developed a volunteer organizing committee (VOC) that puts the movement into the hands of its members—house visits, committee meetings and the various other components of a campaign are led by school bus drivers and monitors.

Local 777 President Jim Glimco is also the Central Region Coordinator for the Passenger Transportation Division, and he said that the VOCs have been critical to the success of organizing school bus workers.

“Being in the labor movement, you do a lot of different things, but I think organizing is the most fun,” Glimco said. “We’ve really turned this into a great organizing powerhouse for what we do. When our members and our stewards go out and talk to workers at these other locations, they really enjoy it.”

Deena Williams is a Local 777 shop steward who is a part of the VOC. She’s been a school bus driver for four years, and she brings her granddaughter with her to volunteer sometimes.

“I’m very honored to work with such great people,” Williams said. “The people at Local 777 are so professional, caring and giving, so I wanted to give back.”

Phyllis Pepper is another First Student steward who serves on the VOC. Two years ago, she joined her fellow VOC members on a trip to Chattanooga, Tenn., where they were part of the organizing team

that successfully brought the Teamsters to drivers and monitors who transport students for Hamilton County Public Schools.

“With Tennessee being a right-to-work state, this wasn’t easy,” Pepper said. “Still, the workers really wanted to be members of the union, and they were ready to conquer any challenge that came their way.”

A Rising Tide

Local 777 isn’t the only place where Teamsters are using VOCs in the school bus industry: Local 955 in Kansas City, Mo. developed a VOC as well, and it was critical to winning an election at Apple School Bus in nearby St. Joseph, Mo.

Local 955 Shop Steward Stacey Arbuckle is a member of the Local 955 VOC who used to work at the Apple School Bus yard they were organizing, so she was an invaluable resource during the campaign.

“The membership understands what school bus drivers are going through every day because we’re out there driving a bus just like they are,” Arbuckle said. “We’re able to relate to them better than anyone because we encounter the exact same issues at work.”

“Our members are in a unique position to make our organizing campaigns successful,” said Jerry Wood, Local 955 President.

“Increasing our density isn’t just good for new members, it’s also good for the members who have been under a contract for a number of years,” Wood said. “The more members we have in a given area, the better our collective bargaining agreements become. A rising tide lifts all boats.”

THE FUTURE IS NOW

TEAMSTERS LEAD ON TECH, WORKFORCE DEVELOPMENTS

The future of work is being shaped in the present, as companies work on developing automation in industries from trucking to warehousing. The Teamsters are making sure worker voices are heard, and working to protect jobs and preserve good working conditions.

Teamsters around the country are vocal on the future of work, with several Teamster leaders representing workers by providing critical guidance to leaders in their states.

In New Jersey, Teamsters International Vice President Fred Potter was recently appointed by Gov. Phil Murphy to the state's Future of Work Task Force.

The select group of 25 leaders in economics, labor and industry, is tasked with planning and policy recommendations to prepare for the future of work. The group will look at how to support and protect workers and prepare for advancements in automation and robotics.

"While many new technologies will have positive impacts on workers' daily lives, the risk of worker displacement and job loss should not be overlooked. Unions and workers should have a prominent place in policy discussions related to automation," said Potter, who is also President of Local 469 in Hazlet, N.J.

"I'm ready to go to work to represent Teamster members and the workers of our state in these important discussions on how the future of work will be shaped in New Jersey. It must be an economy that works for everyone, and that includes workers," Potter said.

Misclassification

Potter noted that California recently took a

major step by passing AB5, legislation that will expand employment protections to thousands of workers who are currently misclassified by their employers as independent contractors.

He testified before the New Jersey Senate Labor Committee recently in support of S4204, a bill that would end misclassification of workers in New Jersey. New Jersey Teamsters also supported an historic legislative package, passed in the legislature and signed by the governor in January, which will help protect workers from misclassification.

The week the bill was introduced, New Jersey's Department of Labor and Workforce Development said Uber misclassified its drivers as independent contractors and owes \$650 million in unpaid employment taxes and fines.

"The Teamsters Union has supported workers in their fight against misclassification for years because it's an illegal practice that hurts working people and communities," Potter said.

For the latest information on various misclassification bills in the states, visit Teamster.org.

'Prepared for the Future'

In California, Joint Council 7 Political Director Doug Bloch was appointed to the state's Future of Work Commission by Gov. Gavin Newsom.

There are 21 members of the commission who are leaders in business, technology and labor. They will make recommendations to help California leaders plan for the jobs of the future, while ensuring workers and their families are part of that success.

"The California Teamsters have led the nation by championing laws that preserve good jobs and challenging the efforts of corporations to avoid

responsibility for their workers,” Bloch said. “Whether it’s cracking down on worker misclassification through AB5, protecting workers who are hired through temp agencies, or securing jobs in new technology sectors, we are fighting for the future of workers.”

In Oregon, Mark MacPherson, representative with Joint Council 37, was appointed to the Artificial Intelligence (AI) Taskforce created by Gov. Kate Brown in order to prepare for the jobs of the future. MacPherson is one of 12 members of the taskforce and he is representing the interests of workers and advocating that any newly created jobs be good jobs.

“We have concrete goals and we will have a final report that will go to the state’s Workforce and Talent Development Board, with guidelines for having a work force that is prepared for the future,” MacPherson said.

Nearby in Washington, Brenda Wiest, Local 117 Vice President and Legislative Director, actively participated in state meetings about automation, and as a result, was appointed by the legislature to the executive committee for the Autonomous Vehicle Work Group. She also co-chairs the Workforce Subcommittee of this group.

“There’s a nexus between various areas on the automation topic. There’s trucking and freight and the impact of AV on humans, as well as the passenger transport side. We also represent law enforcement and public safety workers, and the folks who work on roads and on the infrastructure side. Autonomous technology can have an impact on many different jobs, so it’s important that workers’ voices are heard,” Wiest said.

Protecting Workers

In an interview in the November 2019 issue of Car and Driver magazine, Teamsters General President

Jim Hoffa noted companies developing autonomous trucking technology have a clear profit motive, while there are concerns for public safety as this technology is being tested.

“They want to get rid of the human element. And that’s what’s wrong, and that’s why we have unions, to protect workers. We want the future to include workers. We want to make sure that workers have a better life,” Hoffa said.

Technology can create efficiencies and improve lives, but it can also increase income inequality and displace workers. Teamsters are speaking up to ensure that the future is not dictated to workers, but shaped in large part by them.

If your local is engaged on automation and future of work issues, let us know at communications@teamster.org.

TEAMSTERS ON ‘60 MINUTES’

Teamsters were featured in a “60 Minutes” story in March about the future of trucking and the development of “driverless” technology. The Teamsters Union is outspoken on the importance of a driver in the cab, the importance of good working conditions for truck drivers, and is engaged in raising the voices of drivers on Capitol Hill and in states and communities around the country.

Watch the story at teamster.org or scan the QR code.



SPIN WORKERS JOIN LOCAL 665

Workers for the e-scooter company Spin have joined Local 665 via card-check recognition. They're the first e-scooter workers to organize in San Francisco.

There are about 60 workers who are now Teamsters, including shift leads, maintenance specialists, operations specialists, neighborhood ambassadors, deployers and collectors. Spin, owned by Ford Motor Company, has plans to grow by hiring more Teamster employees this year.

"We're excited to represent the first-ever group of union scooter workers at Spin," said Tony Delorio, President of Local 665.

"I am excited that we are now Teamsters. I look forward to getting a good contract and raising the overall working conditions here at Spin. Teamsters Local 665 has gained our trust and has delivered on everything they promised so far," said Shamar Bell, a Spin employee.

A Model for the Industry

In October 2019, the 11 members of San Francisco's Board of Supervisors passed a resolution calling on the city's Municipal Transportation Agency (SFMTA) to consider compliance with AB5 in its issuance of permits to companies.

AB5 is a law passed by the California Legislature which will expand employee status to thousands of workers by making it harder for companies to misclassify them as independent contractors.

"San Francisco's Board of Supervisors clearly told companies that if they want to do business in the city, they need to create good jobs, not temp or 'gig' jobs. Among the companies vying to operate in the city, Spin stepped up, and as a result, Spin's workers are direct employees and able to organize with the Teamsters," said Doug Bloch, Political Director with Joint Council 7 in California.

"This is an industry that was based on independent contractors with little to no workplace protections and now they're becoming employees and workers are organizing. It's a model for the tech industry moving forward," Bloch said.

HOFFA: WAGE INEQUALITY TOP ISSUE FOR WORKING AMERICANS

Teamsters General President Jim Hoffa denounced the growing wage gap between the 1 percenters and the working men and women in America during his keynote speech at the 2020 National Labor Management Conference (NLMC).

Since 1978, the NLMC has been a forum for the critical issues of the moment affecting both labor and management. Featuring speakers from all aspects of the labor movement, the conference brings together labor leaders from across the country. Hoffa gave the keynote speech for the 43rd installment of the event.

"What are the big problems facing people today in America?" Hoffa asked of the hundreds of attendees. "Inequality. Inequality has plagued the working class for decades and must be stopped."

Hoffa presented a detailed presentation on wage inequality, sharing his insight into how the labor movement can take on the critical issue through activism and pushing for change through government reform.

"CEO compensation has grown 940 percent since 1978 while typical worker com-





pensation has risen only 12 percent during that time,” Hoffa said. “This must stop and all of us in this room must be part of the solution.”

Solutions

Hoffa ran through a number of initiatives that could offer a path to closing the gap including taxes on billionaires, financial transactions and capital gains while promoting the investment and empowerment of workers through training, a minimum wage increase, investment in infrastructure and the passage of pro-worker legislation like the Protecting the Right to Organize Act (PRO) (H.R.2474).

However, Hoffa ended his speech with one clear message—returning power to the middle class starts with one simple step.

“If you want equal pay on the job, join a union! You want retirement security, join a union! You want strong health care, join a union! You want a voice on the job, join a union!” Hoffa said. “And if you want to end inequality in America, join a union!”

PROTECTING RIDESHARE DRIVERS

Local 117 has achieved a significant victory, leading the way in helping to pass a new law that will institute a first-ever grievance procedure for Seattle’s more than 30,000 Uber and Lyft drivers.

This groundbreaking legislation establishes first-in-the-nation legal protections and representation for drivers who seek to contest unwarranted deactivations in termination proceedings. The law also establishes a Driver Resolution Center to provide a wide range of support services to drivers.

“This is a historic step forward in our fight for fair pay and labor protections for Uber and Lyft drivers,” said John Searcy, Secretary-Treasurer of Local 117. “Now drivers will have the right to protect their jobs with representation through a fair and impartial process.”

Minimum Standards

Under the new law, the city will commission an independent study with driver input to determine minimum pay standards for drivers that align with Seattle’s minimum wage and accounts for expenses and benefits.

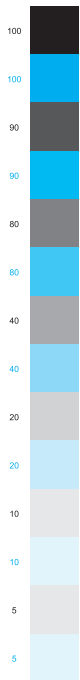
The study will be used to set a compensation floor that will hold Uber and Lyft to the same minimum pay standards as other large employers in Seattle—\$16.39 per hour starting in 2020, after expenses.

Since it is a pay floor, drivers will have the ability to earn above the city’s established minimum wage.

“I support my family with this job,” says Sukchain Banwait, a longtime Uber and Lyft driver. “We pay for the car, we pay for the gas, we pay for the maintenance, and we pay for the depreciation. We work long hours, and we deserve to get paid fairly.”

In 2015, Local 117 spearheaded efforts to pass a law granting collective bargaining rights for Uber and Lyft drivers. Since then, the ride-hail giants have tied up that legislation in the courts with litigation intended to strip away those rights from drivers.

In helping to pass the new law, Local 117 worked to build a coalition of over 60 housing, transit, labor, environmental, health and social justice organizations.



SIGN O' THE TIMES

GCC Members at Mosaic Learning Envision Bright New Future

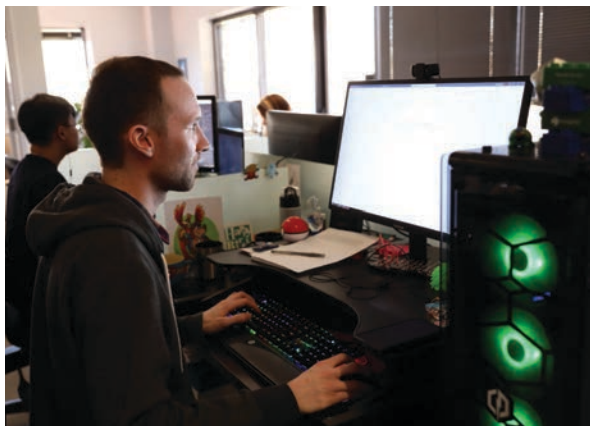
Inside an unassuming air-conditioned office building in Colombia, Md., GCC member Sean Mauney straps on a pair of virtual reality (VR) glasses and is instantly transported outdoors—to a sunny construction site with mounds of dirt in the foreground and rows of Sierra-looking Mountains in the background.

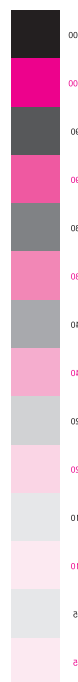
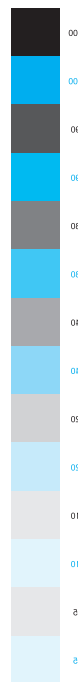
He looks up to 360 degrees of blue sky above, filled with picture-perfect, slow-moving white clouds for good measure; he then looks down and focuses on the task at hand: a simulated pipeline

littered with true-to-life, on-the-job hazards.

“Virtual reality is no longer the thing of novelty or gaming, it is now mainstream and being put to practical use,” he explained from behind the futuristic eyewear, noting that the technology on his head is currently being used by union apprenticeship programs throughout the country.

“Workers are better prepared when they can immerse themselves in a replica of the jobsite before ever visiting it,” Mauney said.





New Learning Methods

As a multimedia developer for Mosaic Learning, what Mauney creates isn't always visible to the naked eye. He and his co-workers on the interactive content team are responsible for developing the cutting-edge training applications.

Mauney switches glasses to demonstrate a less altered but equally innovative (and impressive) technology known as augmented reality (AR). Unlike VR, AR enhances the real world but doesn't replace it.

The AR experience is altered but rooted in reality, he explains, providing another demonstration of a program currently in use for medical workers in the health care industry. This time, the room stays the same, save for the holographic projection of a human leg that looks to be sitting on the (actual) table in front of him.

"Medical students are able to learn like never before with AR," he said, gripping a controller and pointing to a red dot onto the simulated leg. He then clicks on the spot, just slightly below the kneecap, and a virtual screen pops onto the wall behind the table—filled with facts and additional options to absorb more information.

The fully realized workplace environments of AR and VR are as real as it gets in the digital world, transforming the user experience through real-world simulations—and, consequently, transforming the old models of learning.

Game Changers

For over a decade, Mosaic Learning has been leading the way in advancing union apprenticeships throughout the country thanks to their

cutting-edge technology. Unlike most tech companies, the GCC-represented Mosaic has pioneered the emerging technology to benefit workers.

"When it comes to job training, these new technologies are truly a game changer," said Tomi Okigi, a software developer for Mosaic Learning.

Although the labor movement and virtual reality may seem like an odd pairing, Okigi believes that the two make for a perfect match at Mosaic Learning—and that the Teamsters make for a fitting union representative.

"Team cooperation is part of everything we do, and comradery is essential to our team," he said, explaining how the tech world works in groups known as a "scrum team."

"Scrum encourages teams to learn through experiences while working on a problem, to better organize our efforts and reflect on their wins and losses to continuously improve," Okigi said.

Elevating workers

Like Mauney, the mission of Mosaic holds a meaningful significance to Okigi and his fellow software developers.

"On top of being interesting work, it's also rewarding to know you are helping people and the labor movement. We are helping union members as union members," he said. "Ultimately, it's about providing a training tool to elevate workers."

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REPORT TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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

DATED: March 6, 2020

I. INTRODUCTION

The following is Magazine Report 1 of the Independent Disciplinary Officers ("IDO") for 2020 regarding activities from December 7, 2019 through March 6, 2020, conducted pursuant to the Final Agreement and Order of February 17, 2015.

II. NEW MATTERS

A. Former Local 282 Member Joseph Marra

On December 9, 2019, Independent Investigations Officer ("IIO") issued a report to the Executive Board of Local 282 recommending that a charge be filed against Local 282 member Joseph Marra ("Marra") for violating the IBT Constitution, Article II and Article XIX, §§ 7(b)(1), (2) and (9) by being a long-time associate of Organized Crime.

Local 282 is located in Lake Success, N.Y. and represents approximately 3,700 members employed at various construction companies in the New York City area. According to Local 282 records, Marra became a Local 282 member on May 1, 2014.

Marra was an employee of Highway Safety Protection Corp ("HSP"), which is signatory to a collective bargaining agreement with Local 282. On September 26, 2019, the New York City Business Integrity Commission ("BIC") notified the owner of HSP, in connection with HSP's application for its license renewal with the BIC, that "Joseph Marra has been publicly identified as an associate of organized crime."

Additionally, on December 6, 2019, an FBI Special Agent executed a declaration under penalty of perjury stating that in his expert opinion, Marra is a long-time associate of the Colombo La Cosa Nostra ("LCN") Organized Crime Family, an organized criminal group headquartered in New York City. The agency's expert opinion was based on, among other things, the fact that Marra was the subject of a current FBI investigation. (Ex. 10 at ¶ 19). The Special Agent testified that "[a]s part of that investigation, MARRA was surveilled speaking with two members of the Colombo La Cosa Nostra Family."

Marra was recently charged with attempt and conspiracy to commit mail fraud and wire fraud in United States District Court for the Eastern District of New York. Among his codefendants charged with racketeering in that indictment are Joseph Amato, an alleged captain in the Colombo family; Daniel Capaldo and Thomas Scordia, alleged Colombo family members; and Joseph Amato, Jr. and Anthony Silvestro, alleged Colombo family associates. An additional alleged Colombo family member, Vincent Scura, was also indicted. As part of that investigation, Marra was under surveillance when he was observed speaking and meeting with

two members of the Colombo La Cosa Nostra Family. In addition, the investigation revealed that Marra operated a loan-sharking business in which he lent out thousands of dollars at exorbitant rates of interest.

In his position as an FBI Special Agent, the expert became aware through multiple FBI Squad C-5 confidential sources that Marra is a long-time associate of the Colombo family. According to the statements of a member of the Colombo family that were intercepted during two consensual recordings, Marra was being considered for membership into the Colombo family in 2010.

In addition, the IIO's report informed the Local 282 Executive Board that Marra has previous criminal convictions, which corroborate his involvement in a criminal enterprise. Marra was arrested in 1995 for racketeering conspiracy (including murder conspiracy as a racketeering act) and conspiracy to defraud the United States. He pleaded guilty to both crimes and was sentenced to 228 months incarceration. Separately, in 2011, Marra pled guilty to conspiring to use extortionate means to collect an extension of credit and was subsequently sentenced to 24 months' incarceration. These convictions support the FBI's expert opinion that Marra was a long-time associate of Organized Crime.

On December 19, 2019, the Local 282 Executive Board adopted and filed the IIO's proposed charges. In accordance with long-standing practice under the Final Order and the Consent Decree that preceded it, the charges were referred to the Independent Review Officer ("IRO"), the Hon. Barbara S. Jones, for adjudication in the first instance. The IRO scheduled the hearing for February 11, 2020.

At the time of the hearing, but before the hearing formally convened, the IIO and Marra executed a settlement on the record disposing of the charges. Under the terms of the settlement, Marra agreed to a permanent resignation from Local 282. He further agreed not to seek, accept or hold any employment, office, position or consulting or similar relationships, whether paid or unpaid with Local 817 or any other IBT entity at any time in the future. He further agreed that no IBT entities shall pay him, nor shall he accept, any salary, allowance, fee, or compensation of any kind, other than fully vested pension benefits. He further agreed that no IBT entities shall make, nor shall he accept, any contributions on his behalf to any pension, health and welfare, severance, or other benefit fund, and that he will receive no gratuities, severance payments, or gifts of any kind from Local 817 or IBT entities. He further agreed not to participate in any manner in any of the activities or affairs of Local 282 or any other IBT Entities, including, but not limited to, meetings, discussions, consultations, negotiations, votes or any other business of Local 282 and IBT Entities.

The IRO approved the settlement contemporaneously with its execution on the record on February 11, 2020. The Local 282 Executive Board approved it on February 13, 2020, at which point it became final and binding, and the matter is therefore concluded.

B. International Vice President Rome Aloise

On February 14, 2020, the IIO issued a report to the IBT General Executive Board recommending that a charge be filed against Rome Aloise ("Aloise"), International Vice President, President of Joint Council 7, and Secretary Treasurer and principal officer of Local 853 for bringing reproach upon the IBT and violating his membership oath by: knowingly

harming a fellow member, interfering with and inducing others to interfere with the performance of the Union's legal obligations, unreasonably failing to cooperate fully with a proceeding of the IRO, retaliating and threatening to retaliate against members for exercising rights under the IBT Constitution, and committing an act of racketeering; all in violation of IBT Const., Article II, Section 2 (a); IBT Const., Art. XIX, Sections 7 (b) (2), (5), (10), and (11); IBT Const., Art. XIX, Sec. 14 (a); and 18 U.S.C. §875 (d).

The IIO's Report alleged that Aloise used his purported influence over IBT entities in California to threaten financial harm to a charitable organization, Instituto Laboral de La Raza ("La Raza"), in order to interfere in that organization's internal affairs to the detriment of a fellow member. The IIO further alleged that, notwithstanding the acquiescence of the La Raza board to his demands, Aloise's actions did in fact cause financial harm to La Raza and harmed his fellow member. The IIO further alleged Aloise's actions were made in retaliation for the fellow member's good-faith efforts to comply with an Order of the IRO.

The IIO also alleged that Aloise engaged in a pattern of misconduct and utter contempt designed to circumvent the restrictions placed upon him by the IRO on December 22, 2017, as restated on January 19, 2018 and November 1, 2019. The IIO further alleged that, during the period of his suspension, Aloise threatened and publicly labeled fellow Teamsters as "rats" or "snitches," based upon his belief that they were cooperating with an IIO investigation and/or in retaliation for their good-faith attempts to comply with the IRO's December 22, 2017 Order. A summary of the IIO's investigatory findings and allegations is as follows:

Background on Aloise

Aloise was an IBT International Vice President at Large, President of Joint Council 7, and principal officer of Local 853 in San Leandro, California. He was Co-Chairman of the California Teamsters Public Affairs Council. He was also the director of both the IBT Food Processing and Dairy Divisions. The IBT represents more than 60,000 workers in the food processing industry and more than 35,000 workers in the dairy industry. As the Director of these divisions, Aloise oversaw all negotiations and other interactions with IBT employers.

Aloise was also a union Trustee on the Western Conference of Teamsters Trust.¹ It is the largest area-wide multi-employer pension plan in the United States. He was the union co-chair of its investment committee. Aloise was also Chairman and a Trustee on the Teamsters Benefit Trust ("TBT"). He was also a Trustee on both the IBT's Voluntary Employee Benefit Trust ("VEBA") and the IBT's Supplemental Benefit Trust. In addition, Aloise was the President of the Western Health Care Coalition, which is a group of separate Teamster funds, including the TBT, that act together to gain advantage from the increased purchasing power of the group in securing services.

On October 24, 2017, following a de novo hearing, the IRO found that Aloise had improperly solicited things of value from employers in violation of the Labor Management Relations Act ("LMRA" or "Taft-Hartley Act"). The IRO also found that Aloise's conduct violated the IBT Constitution, Article XIX, Section 7(b)(13). The IRO further found that Aloise, as business agent of an employer, failed to ensure that its employees meaningfully negotiated, voted on, and had their employment governed by collective bargaining agreements with their employer. The

IRO found that those contracts were "sham" contracts in the simplest meaning of the word, and that Aloise's conduct brought reproach upon the IBT by violating Article VII, Section 1(b) of the IBT Constitution and Article XVII, Section 6 of the Local 853 Bylaws. The IRO further found that Aloise had engaged in reproachful conduct in connection with an election in Local 601.

Aloise's Suspension

Effective December 22, 2017, the IRO imposed the following sanction on Aloise:

1. For two years after the date of this decision, he shall be suspended from his positions as International Vice President, President of Joint Council No. 7, and Secretary –Treasurer and Principal Officer of Local 853.
2. For two years after the date of this decision, he shall not hold any position, elected or appointed, with the IBT, Joint Council No. 7, Local 853, or any other IBT affiliate.
3. For two years after the date of this decision, no IBT entity shall pay him, nor shall he accept, any salary, gratuities, gifts, payments, allowances, fees, benefit payments or contributions or any other compensation of any kind, except that he may receive compensation that has accrued prior to the date of this decision.

Subsequently, by letter dated January 12, 2018, Aloise inquired of the IRO whether he could continue as a Trustee of IBT affiliated benefit funds, including the Western Conference of Teamsters Pension Trust Fund ("WCTPT"), and if he could be employed as a consultant with the WCTPT to provide various services including education and training. In response, by letter dated January 19, 2018, the IRO denied Aloise's request, stating:

The intent of my Order was to prohibit Mr. Aloise from being employed by or consulting for (whether paid or unpaid) any affiliate entity of the Teamsters . . . [M]y Order is directed solely at Mr. Aloise's **participation in Teamster activities**. Accordingly, consistent with the Order, Mr. Aloise shall not be permitted to be employed by or consult (in a paid or unpaid capacity) for any health, benefit, welfare or like fund affiliated, associated or connected to the IBT for two years from the date of the Order. Similarly, he cannot serve as a trustee for any such funds.

(Emphasis added.)

The IIO reported that his "investigation has uncovered evidence that Aloise has, in a stunning and notorious affront to the IRO discipline, consistently disregarded the prohibition on 'consulting for (whether paid or unpaid) . . . affiliate entit[ies] of the Teamsters' and 'participation in Teamster activities.'" The Report alleged Aloise has participated in, and at times, led contract negotiations and organizing campaigns on behalf of Teamster interests in multiple areas. A review of Aloise's emails—both through his continued use of his official Teamster Local 853 email account as well as his personal "ibtrome" email address—during the

¹ His brother-in-law, Chuck Mack, is the Trust's full-time union co-chairman.

account as well as his personal 'ibtrome' email address—during the period of his suspension shows that he initiated to his former colleagues at Local 853 approximately 1040 emails.² Furthermore, Aloise sent 196 emails to members of Local 117, a local located in Tukwila, Washington.³ Additionally, Aloise sent 216 emails primarily to members of the IBT executive offices. Aloise responded to many other messages sent to him. These communications evidence his “consulting for (whether paid or unpaid) . . . affiliate entit[ies] of the Teamsters’ and ‘participation in Teamster activities’ within the meaning of the IRO’s December 22, 2017 sanction and her January 19, 2018 letter.

The IIO alleged that, “Furthermore, Aloise has engaged in an appalling pattern of intimidation, threats, and retaliation against perceived political enemies.⁴ This behavior was deliberately and brazenly designed to undermine the disciplinary ends of the IRO’s sanctions by demonstrating that at the conclusion of his suspension period, he would be in a position to take retaliatory action against any who displeased him or otherwise cooperated in the IRO’s suspension order.”

The WCTPT Seminar Meetings

The IIO’s Report alleges that Aloise was aware that the IRO, in her January 19, 2018 rejection of his request for permission to engage in WCTPT activities, left the door open to seek further guidance related to his precluded activities. Aloise sought no further approval or clarification from the IRO. On the contrary, Aloise intentionally, and in a calculating manner, disregarded that denial of permission and continued to involve himself in the affairs of the WCTPT.

In September 2018, despite the IRO’s specific admonition against his involvement in the WCTPT, Aloise publicly declared his intention to attend a WCTPT seminar in Seattle. Although other attendees raised concerns that Aloise’s participation was in violation of the Sanction and thus put other attendees in jeopardy, he insisted on participating, supported by his brother-in-law and WCTPT chairman, Chuck Mack. The objections led to a boycott of the event and a change of venue, at considerable cost to the WCTPT.

According to the IIO’s Report, Aloise did not attend the seminar in his capacity as a rank-and-file member. The invitation to the seminar was sent only to “Principal Officers, Business Agents and Contract Negotiators.” Furthermore, the training to be provided—“bargaining strategies, rules and challenges involving the WCPT”—was not only training of which Aloise would have no need as a rank-and-file member, but indeed precisely the sort of training he had sought and been denied permission to provide to others. Rather, the IIO alleged that Aloise’s attendance was a deliberate and calculated message, indeed a not so subtle threat, to his peers and enemies alike that he retained power and influence.

The IIO’s Report found that in September 2018, Rick Hicks, the head of the Joint Council 28 in Seattle and a WCTPT Trustee, learned of Aloise’s plans to attend the WCTPT seminar. Hicks objected to Mack about Aloise’s attendance, referencing concerns received from his mem-

bership that Aloise’s presence would put them in jeopardy of running afoul of the IRO’s Order. Mack told Hicks that the training session was “kind of [Aloise’s] idea”; Hicks wrote, “Rome [is] going to be in attendance because Rome is Rome.”

The IIO’s report found that on September 18, Hicks sent an email to Joint Council 28 officers and staff stating that because Mack would not prevent Aloise from attending, Hicks would not allow the meeting to occur at the Seattle Joint Council office and asked that no Joint Council officer or agent participate in the meeting. Aloise, who continued to be provided with copies of official IBT correspondence from friendly sources, received a copy of Hicks’ email. He then sent an email that night to Mack, other Teamsters, and the WCTPT administrator.⁵ He claimed Hicks was acting as a “bully” and that he was undermining “what we all work hard for.”

On September 19, 2018, Aloise emailed Smith, writing, “What do you think? I am asking my attorneys what they think about mailing this, or if I should just convert it to a letter to him and have it circulated by others or email it to PO’s. Your opinion on this is valuable.” Attached was a draft letter authored⁶ by Aloise addressed: “To: All Local Union Principal Officer, Business Agents & Staff of JC 28 From: Rome Aloise-Suspended Officer-Rank & File Teamster.” In the draft letter, Aloise admitted to being the architect of the WCTPT seminar and showed his personal offense at Hicks’ conduct in objecting to his participation. The draft read:

Dear Sisters and Brothers: It is with a sense of disbelief I find it necessary to respond to the Memorandum put out by your Joint Council President on September 18, 2018. Frankly, I am shocked that someone in his position would allow their personal ambition and need to self-promote to interfere with a meeting that is as important as the one scheduled by the WCTPTF for September 27th. This meeting is not the normal “Progress of the Fund” meeting that we have become accustomed to over the last few years, but rather a seminar designed to enhance our officers and officials knowledge of the inner workings of the plan, how to negotiate more favorable clauses for our members, how to understand the plan more deeply, and to obtain a greater overall understanding of the plan that is so beneficial to our members . . . I have advocated for trustee education and officer/official education for my entire career. I have been the Co-Chair of the IBT Trustee committee since it’s [sic] inception, and have always felt it is necessary for us all to have a greater knowledge of the benefits that cover our members and their families. Thus, my interest in attending the meeting to observe the process that I hope will continue into the future, and that I hope to be part of upon my return.”

The IIO’s Report alleges that Aloise went on to blame Hicks’ “power play” as the reason for objecting to Aloise participating in the WCTPT seminar, writing:

2 The IIO reviewed only those emails that appeared on official IBT servers.

3 Local 117, at the relevant time, was a member of a Joint Council 28, and not a member of Joint Council 7, where Aloise held office prior to his suspension

4 The IBT Constitution prohibits “Retaliating or threatening to retaliate against any member for exercising rights under this Constitution, or applicable law including the right to speak, vote, seek election to office, support the candidate of one’s choice, or participate in the affairs of the Union.” Article XIX, Section 7(10)

5 He did not copy Hicks, who received a copy from another Teamster.

6 The IIO did not find any evidence that Aloise ever sent the draft to anyone other than Smith.

[Hicks'] claim that he was "approached by several of you" is nothing more than a fabrication. I texted him asking him to meet for coffee or a drink the night before the meeting, on Saturday, September 15. No one else had knowledge of my attending the meeting and wouldn't have known. This is nothing more than a power play at your expense. As everyone knows, and I have to live with, I am suspended from being an officer of our Union for two years, I am not suspended or removed from being a Teamster and can associate freely with anyone. I fully intend to return to all of the positions I held, including my position on the GEB, that he apparently covets enough to jeopardize your ability to further and better equip yourself to represent your members.

The IIO's investigation found that the WCTPT meeting was held in Seattle on September 27, but at another location. Aloise attended but did not speak. Aloise later wrote in an email to Local 117 representative Leonard Smith, "The seminar went well. No BS from anyone. In fact walk ins more than made up for the loss of attendees from JC28. Hicks stepped on his d**k on this one."

The Instituto Laboral de La Raza

The IIO's Report alleged that although Hicks claimed credibly that his refusal to allow the use of Seattle Joint Council facilities or participation of its members in the WCTPT seminar was motivated by concern that Aloise's participation would put his members in jeopardy of violating the IRO's order, Aloise apparently viewed the action as a personal attack. The Report alleges Aloise then retaliated against Hicks by using financial threats to interfere in third-party non-profit charitable entity's affairs in order to publicly embarrass Hicks.

The Instituto Laboral de la Raza ("La Raza") is a labor related non-profit in San Francisco that supports immigrant workers' rights. Hicks had been informed on September 17, 2018 by La Raza Executive Director Sarah Shaker that he was to receive an award at La Raza's annual fundraising dinner. The organization raised a considerable portion (approximately 50%) of its annual revenue from this event. Shaker estimated that, due to Hicks' popularity, La Raza could expect approximately 800 attendees at the awards dinner. Freddy Sanchez, a former IBT Local Officer and La Raza board member, had nominated Hicks for the award at the La Raza board meeting on September 5, and the nomination had carried unanimously.

According to the IIO's Report of his investigation, on the evening of October 2, 2018 (five days after the Seattle WCTPT seminar), Sanchez, who had had little if any contact with Aloise for many years, received a call from him at home. Aloise demanded that Sanchez withdraw the award from Hicks. Aloise said if that was not done, he would ensure that no Teamster would attend La Raza's fundraiser. Aloise told Sanchez he would call each Local in California and La Raza would be ruined if the organization did not accede to his demand to rescind the award from Hicks. Sanchez had also received a call from Rudy Gonzalez, another La

Raza board member, who had been principal officer of IBT Local 856 (San Francisco area), and was the Executive Director of the San Francisco Labor Council. Gonzalez told Sanchez that the award to Hicks needed to be rescinded. Sanchez then called Shaker and told her about Aloise's threat.⁸

The IIO further reported that on October 2, 2018, almost a month after Hicks was publicly named as the recipient of the award, Gonzalez sent an email to the La Raza Board members and to Shaker that stated, "I regret to inform you all that Mr. Rick Hicks has made political decisions that will now put Instituto and our annual fundraiser in the middle of an internal fight of the International Teamsters and perhaps more importantly, the Joint Council that represents Northern California.⁹ We literally cannot afford to have the Institute placed in the middle of a controversy." The next day, Shaker forwarded Gonzalez's internal La Raza board email to Aloise.

On October 3, 2018, Gonzalez sent an email to Shaker stating that the board had voted that day to rescind the award. He included the text of a letter he wanted Shaker to send to Hicks. Shaker sent the letter on October 5. In the cover email to Hicks, Shaker wrote: "I am so sorry. My Board, which includes Teamsters, has advised that we cannot proceed with our invite to you because of the danger of potential backlash directed at our nonprofit by ranks of Teamsters."

The IIO alleged that Aloise, who had no previous involvement, and certainly no official position with La Raza, was confident that his threats were taken seriously. On October 3, 2018 (the morning following his call to Sanchez, in which he threatened to cause La Raza to suffer financial harm if the Hicks award was not withdrawn), Aloise and Leonard Smith, a Local 117 officer and ally of Aloise, exchanged text messages. At 9:21 AM, Smith texted Aloise that "Rick [Hicks] announced to his Eboard that he's getting a labor leader of the year award from a progressive organization in the Bay Area." Aloise responded via text at 9:24 AM, "Not going to happen."

Two days later, on October 5, 2018, Aloise forwarded a copy of Shaker's letter of rescission of Hicks' award to five of his political allies: Carlos Borba, Dave Hawley, Ashley Alvarado, Dennis Hart and Doug Bloch. ("Bloch").¹⁰ According to the IIO's Report, Aloise's forwarding of the La Raza letter to this circle of Teamster allies, on the very same day the letter was sent to Hicks, was intended as a message that despite the IRO's sanction, Aloise remained both powerful and willing to use his influence to cause harm to those whom he perceived to be attacking him, including those like Hicks, who were "do[ing] everything within their power to see that the suspension [was] truly effectuated."

Within minutes, both Hawley and Hart responded. Hawley replied to all, "I love it." Hart replied to all, "Campaign Material!" The IIO's Report alleges that these comments strongly suggest that Aloise had alerted this group of allies to his efforts to retaliate against fellow Hicks for "scrupulously abid[ing] by the terms of the suspension."

On October 11, 2018, the La Raza Board formally rescinded Hicks' nomination and substituted Peter Finn, the principal officer of IBT Local

⁸ Shaker testified that Aloise had called her office directly, but she declined to take the call.

⁹ There are only two Joint Councils in California: one in the north and one in the south. The Joint Council in northern California Gonzalez referred to was Joint Council 7, of which Aloise had been president prior to his suspension.

¹⁰ Doug Bloch was the Political Director of Joint Council 7 (Ex. 8 at 17; Ex. 63 at 5)

856 (San Bruno, California) and a political ally of Aloise. The awards dinner, with Finn as honoree, was held on April 6, 2019. According to the IIO's investigation, instead of the 800 attendees expected at the awards dinner before the change, attendance was only 430, slightly more than half of that number. Rather than the estimated \$290,400 in revenue for the La Raza charity when Hicks was the intended nominee, the actual number of attendees resulted in revenue of \$156,100. That amount was the lowest in the last five years.¹¹

The Report alleged that Aloise's interference in an outside charitable organization's award to Hicks, through his threats to its future financial well-being, not only caused serious harm to the organization, it caused harm to fellow Teamsters, Hicks and Sanchez.

The IIO noted in his Report:

The conduct is particularly troubling because Aloise's threats do not appear to have been motivated by simple political rivalry, but rather as a direct retaliation for good faith efforts to comply with the IRO's order. Furthermore, prior to the date of the awards dinner, Aloise had obtained information from within IBT headquarters that IIO investigators had travelled to locations on the West Coast, from Seattle to Southern California. Aloise began claiming that he knew, despite precautionary redactions made to travel records by IIO staff, what the purpose of those trips was, and began using that information to threaten other Teamsters. Taken together, Aloise's conduct is not only independently reproachful, but an attack on the disciplinary system established in the Final Order.

Aloise's Confrontation and Intimidation of Freddy Sanchez

The IIO's report found that on April 6, 2019, the La Raza dinner took place at the San Francisco Hilton, now with Finn as the honoree. Freddy Sanchez was in attendance, as he had been for each of the previous twelve years he was involved with La Raza. Approximately two weeks prior to the awards dinner, Sanchez had been contacted by Pablo Barrera, of Local 287 in San Jose, California. Sanchez had agreed to Barrera's request that he sit at Barrera's table at the dinner. Also present at that table was Jerry Sweeny, the Secretary Treasurer of Local 287. Sanchez and Barrera had had cordial contact for the preceding five years, and their communications until that evening had been as frequent as three times per week. Sanchez described Barrera's demeanor on the night of the awards dinner as inattentive and cold toward him.

According to evidence gathered by the IIO in the Report, thirty-five to forty minutes into the awards dinner, Sanchez saw Aloise enter the banquet area and approach the table. Aloise stood next to Sweeny, who was seated to the immediate left of Sanchez, and leaned down to put his head next to the seated Sweeny. Aloise spoke quietly to Sweeny for approximately two to three minutes.¹² Aloise then stood behind Sanchez, leaned down to put his head next to Sanchez' head and said at a volume audible to everyone else at the table, "Freddy, you're a rat." Aloise stood up and walked away. Shortly after that, Sweeny and his girlfriend left the table and did not return for the remainder of the evening.

According to the IIO's findings, for several weeks following that incident, Sanchez made numerous attempts to contact Sweeny and Barrera. As of September 10, 2019, neither one had returned any of Sanchez' phone call, emails or messages. The IIO alleged that Aloise counted on the long-established IBT culture and succeeded in weaponizing it against an eighty-five-year-old former Teamster official, who was working in an unpaid position for a non-profit community organization. Aloise succeeded in causing Sanchez to be shunned by his brother Teamsters.¹³ According to Sanchez, it became clear to him that Barrera's request of Sanchez to sit at Barrera's table at the awards dinner was a calculated effort designed to isolate Sanchez from other awards dinner attendees who might have taken steps to intervene when Aloise accused Sanchez of being a "rat."

Aloise's Interactions with Marty Frates

The IIO's Report further alleged that in May 2019, the IBT held its annual Unity Conference in Las Vegas, Nevada. Aloise was present. Witnesses observed him to be present in a "breakout session" where Teamster business was discussed, and votes were recorded.¹⁴

Local 70 Secretary Treasurer and principal officer Marty Frates was also present. Frates served as a Delegate for Joint Council 7. Frates and Aloise have had political differences in the past. Among them was a disagreement on how to approach a proposed UPS contract supplement and sort rider. At the May 2019 IBT Unity Conference, during the period of his suspension, Aloise asked Frates to meet with him to "patch things up."

According to the Report, on or about May 19, 2019, Frates and another Teamster went to the Local 853 offices, which are located a short walk from the Local 70 offices. The meeting took place on a Sunday morning. There were only two persons from Local 853 present: Aloise and the principal officer, Dennis Hart. The meeting did not last long. Rather than "patch things up," Aloise told Frates that he was a "snitch," and that Frates and Rick Hicks were "snitches on him." Frates responded by telling Aloise that he had heard Aloise "had been running around telling everyone" that Frates and Hicks had been providing information to the IIO "to get him out." Aloise went on to warn Frates that Hicks would "never get anything, anywhere, anyplace." Frates understood that statement to mean that Aloise would see to it that Hicks would not receive any appointments to any paid positions in the IBT.

Aloise's day to day involvement in Teamster affairs

In addition to allegations of his retaliation against those who sought to comply with the IRO's sanction, the IIO's Report alleged that "Aloise has flagrantly disregarded the guidance provided by the IRO in her January 19, 2018 clarification, which explained that the intent of her 'Order is directed solely at Mr. Aloise's participation in Teamster activities,' and that Aloise was therefore precluded from 'being employed by or consulting for (whether paid or unpaid) any affiliate entity of the Teamsters.'" (Emphasis added.)

The IIO's investigation discovered hundreds of electronic communications during the period of Aloise's suspension between him and other

11 The La Raza award dinner proceeds for the past 5 years were: 2015 - \$226,900; 2016 - \$222,850; 2017 - \$179,500; 2018 - \$242,550; and 2019 - \$156,100. (Ex. 44 at 44)

12 What was said at that point was inaudible to Sanchez.

13 As of September 10, 2019, neither one returned any of Sanchez' phone call, emails or messages.

14 The IIO alleged that in doing so Aloise was in violation of the IRO's sanction which prohibited Aloise from engaging in Teamster activity.

Teamsters discussing a diverse array of official Teamster affairs. Of particular note in the IIO's Report are 1) Aloise's de facto role in continuing to run the affairs Local 853 and Joint Council 7, of which he had been principal officer until his suspension; 2) his continued relationship with Southern Wine and Spirits, the employer from whom he had solicited things of value in the charged conduct leading to his suspension; and 3) his active leadership role in Teamster organizing efforts regarding rideshare gig economy workers (Uber and Lyft.)

Aloise's continued de facto leadership of L-853 and JC-7

The IIO alleged that during his suspension from holding any official position with the IBT, Aloise maintained control of his official IBT email account, "Raloise@teamsters853.org." As a rank-and-file member, Aloise was not entitled to use that official Local 853 email address. Aloise forwarded some messages he received at his official Local 853 address to his personal email yet chose to send email from his official email when it suited him. (For his "personal" email account, Aloise chose ibtrome@gmail.com, incorporating the letters "ibt," to give the appearance that Aloise was corresponding in an official IBT capacity.) On numerous occasions after Aloise received email at his official Local 853 email address, Aloise forwarded that email to his "ibtrome" address. On occasion, Aloise responded to the sender, advising the sender to use the ibtrome address.¹⁵ On other occasions, Aloise replied via his official Local 853 email address.

According to the Report, the volume of Aloise's email communication with fellow Teamsters demonstrates the depth of his involvement in the day to day affairs of Local 853 and Joint Council 7, where Aloise was formerly principal officer prior to his suspension. The IIO alleged Aloise continued to give direct instructions to Local 853 officers on how to carry out union affairs, often couched with tongue-in-cheek statements acknowledging the sham nature of his pro forma suspension with de facto control such as "just my opinion as a rank and file member" or "[o]f course this is just a suggestion as I have no authority to tell you to do anything." The IIO alleged that this language was designed to demean the IRO and her Order, and to undermine her legitimacy.

The IIO reported that on February 21, 2018, Aloise sent an email to Local 853 and JC-7 leadership indicating that he had authored a memo (not attached) to the 853 / JC-7 members on how to deal with a perceived challenger to his continued de facto leadership. Aloise provided instructions on how to deal with this individual, who Aloise stated was "challenging you [principal officer Dennis Hart] in my absence and doing something that does nothing but show you all disrespect." Aloise couched his instructions to Hart, who had assumed Aloise's former position, with the sarcastic remark "just my opinion as a rank and file member on how this stuff should be dealt with."

The IIO's report described an August 18, 2018 email exchange with Stacy Murphy, vice president of Local 853, as further typifying the de facto leadership role Aloise enjoyed during his suspension period. The IIO alleged that Aloise's conduct displays an extraordinary level of contempt for the IRO-imposed sanction. The email is related to contract ne-

gotiations being held between 853 and a company identified as "We Drive U." Aloise clearly gave direction to Murphy, with instructions such as "that language has to be there" and "I think a letter has to go out" and "these actions are important, get it done." Aloise, in another sarcastic reference to his continued de facto authority, told Murphy, "I think you should write [the letter], *with a little help from a friend...*" (Emphasis added.)

The IIO further alleged that on August 19, 2018, Aloise attached a letter to a second email to Murphy covering the same issue, with the instructions: "This or some form of it should go out to the clients, CEOs, transportation managers of the clients, and to our members before the actions start." Aloise then took another opportunity to mock his suspension, writing: "Of course this is just a suggestion as I have no authority to tell you to do anything."

The IIO further reported that on April 4, 2019, Aloise sent an email to Local 137's Dave Hawley, Randy Cammack at Joint Council 42, and Dennis Hart at Local 853. Aloise included sample letters he wanted each of the recipients of the email to adopt and send in support of the Energy4US Coalition. According to the IIO's allegations, Aloise again mocked his status as a suspended officer, and also admitted to another specific violation of the terms of the suspension order and its subsequent clarification letter: "Obviously, I am not asking this as even a rank & file teamster, which is what I am, but as a consultant to some of my old friends." (emphasis added.) The IRO's clarification letter specifically precluded Aloise from acting as a **consultant**, either paid or unpaid, for any Teamster entity.

The Report also alleged Aloise continued to be involved in the major operational decisions of Local 853, citing as an example emails Aloise sent to Local 853 officials proposing a bylaw change. Aloise then authored the cover letter under the name of the principal officer Dennis Hart. Also in March 2019, Local 853 purchased a building adjacent to its headquarters, located at 7730 Pardee Lane, Oakland, California. The IIO's report stated that email exchanges in March 2019 showed Aloise met with the realtor, toured the property, facilitated an additional tour for others, and was provided with copies of the purchase contract and its addendum.

The IIO alleged that the "sham nature of Aloise's rank-and-file status with Local 853 was revealed completely when on November 4, 2019, while still under suspension, Aloise brazenly stood for election to resume his former post as principal officer of Local 853." He was unopposed. The Report alleged that notwithstanding a specific admonition from the IRO in a letter dated November 1, 2019 that he cease engaging in any activities prohibited by the suspension Order, Aloise allowed his name to remain on the ballot. The results of that election were reported on November 4, 2019, at an event where Aloise was present.

Aloise's Continued Relationship with Southern Wine

The original charged conduct resulting in Aloise's sanction involved, inter alia, receiving things of value from an IBT employer, Southern Wine

¹⁵ According to the IIO's allegations, Aloise was aware that his Local 853 email was subject to IIO document requests. He knew that using his "ibtrome" email address would make it more burdensome for the IIO to access the comprehensive universe of his communications

and Spirits (now Southern Glazers Wine & Spirits). According to the IIO's investigation, email exchanges beginning almost immediately after the sanction was imposed demonstrate Aloise's close relationship with the highest levels of management at Southern Wines continued despite the sanction. The IIO alleged that his continued interactions are especially blatant as the violative conduct involved the very same employer from which Aloise was found guilty of receiving things of value in the original charge.

The IIO's investigation found that on December 22, 2017, the same day the sanction took effect, Aloise via his official Local 853 email sent a copy of the decision to Stuart Korshak and Clement Kong, both representatives of Southern Wine.¹⁶ Aloise, Kong and Korshak, via an email exchange, arranged to speak on the phone that same day. Just a few days later, on January 9, 2018, Kong emailed both Korshak and Aloise (at his official Local 853 email address), attaching a dinner reservation confirmation for a party of three at Paradiso Restaurant for that same day.

The three apparently met again in April 2018. On April 7, Korshak emailed Kong and Aloise (again at his official L-853 address): "Lunch in [sic] 4/16 is on in a site to be selected by Rome." Aloise then forwarded that email to his private email (ibtrome@gmail.com) and sent another email to Kong and Korshak instructing them to "send emails to: ibtrome@gmail.com." Kong responded, "got it." From that point, communications between Aloise and Southern Wine were obscured from the IIO unless an IBT affiliated account was copied. Nonetheless, given the close relationship between Aloise, Kong, and Korshak, the IIO reported that he "has no reason to believe their communications did not continue through channels not easily accessible to IIO review."

The IIO also alleged that Aloise was intimately involved in assisting Southern Wine's efforts to branch out into the distribution of cannabis. On February 4, 2019 Clement Kong emailed JC-42 representative Kristin Heidelberg, (subject line: "Marijuana Distribution in New York"). Kong wrote:

We have not met but Rome Aloise referred me to you
We have been long time labor and employment counsels for Southern Glazer's Wine & Spirits. We have worked with Rome probably close to 30 years. Our client, Southern, is interested in forming a separate company to do marijuana distribution in New York and other states Rome and my partner Stu Korshak recommended that I reach out to you and discuss how we can utilize your services to figure out the best way to ensure the bill passes.

On February 27, 2019 Heidelberg wrote to Kong, "Called Rome last night and he will see Bern¹⁷ this morning at the Beverage conference. He's going to follow up on this. He understands the urgency in getting in front of Cuomo. K."

The IIO's report described another series of emails among Heidelberg, Kong, and Korshak that reflecting Aloise's continued involvement in Southern Wine's cannabis issues. On April 9, 2019, Kong wrote: "I wrote Rome today for an intro to Terry Hancock."¹⁸ Heidelberg replied: "[I] asked who would be the best contact person to begin these conversations, and that is Mike (the political director for the JC). Mike can then

introduce us to the JC President (which is the guy Rome suggested). . . ." Kong wrote: "The question is who can make this happen? I really don't have any contacts, except to start with who Rome suggested, Terry Hancock President of JC." Heidelberg responded: "Maybe it's in our interest, and that of Southern [sic], to reach out to Mike. Or the other gentleman that Rome pointed you to."

Aloise's Leadership of Organizing Efforts for Uber and Lyft

The IIO's Report also alleged that both prior to and during the period of his suspension, Aloise played an "active, prominent and notorious role in a campaign to organize drivers for Uber and Lyft." According to the IIO, he was not subtle about his disdain for the IRO suspension order.

The IIO found that on August 9, 2018, Doug Bloch emailed Aloise, cc'ing California IBT Local Presidents Mark Gleson and Dennis Hart, writing, "[A]s you know, we are part of a project with Working Partnerships USA (WPUSA) and SEIU called Gig Workers Rising. Both WPUSA and SEIU have put money into that project; we've put nothing in. The project has a full-time organizer right now. Since we are already in this project with them, we cannot do any meeting with NY people alone without suffering a lot of blowback. . . ."

On the same day, Aloise wrote back: "Given what is going on in NY surrounding the UBER-LYFT app based drivers with the minimum wage and the limitation on the number of drivers, maybe it is worth talking about setting up a Driver's Guild in SF, and then of course expanding it at a later date I am not sure how it would all work, we can talk before they come into town. But in NY, a lot of money is pouring into the Guild and back to the Machinists who were behind the establishment of the Guild. I will talk to you guys as I see you." In another email that day, Aloise wrote: "Just wanted to get the dialogue going again on this. I think it has to work within the group that is established with Working Partnerships but Mark and Local 853 might want to be players also in what comes out of the discussions."

On August 15, 2018, Local 117 representative Leonard Smith wrote to Aloise inquiring from Aloise the status of a neutrality agreement with a company identified as "Chariot." Aloise directed Smith: "[Chariot] told me today it would be done by Thursday. But avoid them if they call you before you get it. I believe they are playing games."

The IIO's Report found that on October 17, 2018, Benjamin Geyerhahn, CEO of Workers Benefit Fund, wrote an email to Aloise entitled "Teamster Term Sheet - Invitation to edit." On October 18, Smith and Aloise discussed Geyerhahn's term sheet. Aloise dictated detailed instructions:

WBF will work with and Teamsters Local 117 to support the creation of legislation and a guild infrastructure for Seattle Drivers. At its own expense, WBF will provide with polling, legislative support, legal support, its expertise and its relationships with Uber and Lyft. This support includes financial support for these items carrying through until legislation is passed. In exchange, it receives the Teamsters full support and exclusive right to provide benefits to the Seattle drivers through the Teamsters Local 117 or entities it creates or is cre-

16 Korshak, an attorney, was the conduit used by Aloise when he solicited things of value from Southern Wine in the original charges.

17 Bernadette McColloch is an IBT International Representative.

18 Terry Hancock is President of Joint Council 25 and principal officer of Local 731.

ated by legislation for the purpose of delivering benefits to Seattle drivers who will receive benefits. Teamsters will choose the benefits and have the right to reject benefits selected by WBF. If WBF cannot (or refuses) to provide a benefit, the Teamsters are entitled to purchase on their own...

Aloise affixed a chart and lists the "key elements."

California Labor Federation

According to the IIO's Report, in his continued involvement with these high-level Teamster projects, Aloise on occasion purported to be acting on behalf of the California Labor Federation ("CLF"). According to its 2016 JC-7 Form LM-2 filing, the CLF received \$68,000.00 in "Affiliation fees," from Teamster entities. Since April 2017, the CLF received \$16,000.00 in annual funding from the Northern California IBT Joint Council 7 alone. The IIO alleged that since Aloise led Joint Council 7 since 2009, until his sanction took effect, he thus would have been aware that the CLF, by virtue of its funding, was a Teamster-affiliated entity within the meaning of the IRO's Order.

The IIO further argued, however, that even were that not the case, Aloise's communications make clear that his role with the CLF was merely a fig leaf for his continued role at the highest levels of Teamster affairs. For example, on November 21, 2018 Aloise wrote in relation to the Uber and Lyft negotiations:

For any of this to get any traction in California, it will need to have some language about staying out of certain functions, which are core industries to the Teamsters, i.e.; such as package delivery, freight transportation, etc. If there is to be a carve out of their "industry", this will be essential, and perhaps a model for the other companies to deal with the ramifications of the Dynamix decision. I am meeting with people from the State Fed today to discuss their ideas, fears, prejudices, and all. Also, I will meet with Hoffa next week to get him on board."

Report on Recommended Charges

On February 14, 2020, the IIO delivered to the General Executive Board of the IBT his Report outlining the foregoing allegations, supported by 89 exhibits comprising 1,771 pages of documents. On February 25, 2020, the General President adopted and filed the charges. Paragraph 32 of the Final Order requires that within 90 days of the IIO's referral (or by Thursday, May 14, 2020), the General Executive Board must file with the IRO written findings setting forth the specific action taken and the reason for such action.

III. PROGRESS OF EXISTING MATTERS

A. Former Local 683 Principal Officer Todd Mendez

On March 6, 2019, the IIO issued a report to the IBT General President recommending that a charge be filed against Todd Mendez ("Mendez"), former principal officer of Local 683 (El Cajon, CA) for bringing reproach upon the IBT in violation of Article II, Section 2 (a) and Article XIX, Sections 7(b)(1) and (2) and Section (14)(a) of the IBT Constitution, through failing to reasonably cooperate with the IIO by intention-

ally testifying falsely during his IIO sworn examination on February 2, 2017.

The IIO's Report alleged that Mendez testified falsely during his IIO sworn examination concerning a document he distributed and caused Board members to sign, purportedly subjecting them to financial penalty for disclosing the terms of a settlement agreement for a lawsuit brought by a former employee against the Local and Mendez personally alleging sexual harassment and other causes of action.

On March 12, 2019, General President Hoffa adopted and filed the charges. On April 8, 2019, counsel submitted to the IRO a proposed affidavit and settlement disposing of the charges. The IRO is currently reviewing the proposed disposition.

IV. ONGOING INVESTIGATIONS

The IIO is currently conducting a number of investigations throughout the country. In the time period of this report, the IIO has received and processed approximately 34 hotline calls reporting alleged improprieties.

The IIO do 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

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 accessed only by an Investigator. Please continue to use the toll-free hotline to report improprieties that fall within IIO jurisdiction by calling 1-800-CALL-472 (800-225-5472).

VI. RELOCATION OF IIO OFFICE

The Office of the Independent Investigations Officer has relocated from its former premises in New York City to a location in the Washington, D.C., metropolitan area. The new address of the IIO is as follows:

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

Mail correspondence going forward should be addressed to the new office.

VI. CONCLUSION

The task of the IIO 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 IIO office address listed above.

ELECTION SUPERVISOR'S REPORT No. 2

RULES REPORT; OES REGIONAL STAFF; OES HQ; LOCAL UNION PLANS; CCERS; CANDIDATE ACCREDITATION; PROTESTS

Rules Report. The period for commenting on the proposed Rules for the 2020-2021 IBT International Union Delegate and Officer Election closed on March 13, 2020. Comments were submitted; OES has responded to those comments and finalized the Rules. The final Rules can be viewed by clicking the "Election Rules" button at the OES website, www.ibtvote.org.

OES Regional Staff. OES now has in place nine Regional Directors to assist members and local unions in understanding and carrying out their responsibilities in the International Union Delegate and Officer Election, to investigate protests, and to enforce the 2020-2021 Rules. All of the RDs are experienced in conducting and overseeing elections. Here's the regional lineup, with the email address of each RD:

Northeast:	Peter Marks pmarks@ibtvote.org (CT, MA, ME, NH, NY, RI, VT)	South:	Dolores Hall dhall@ibtvote.org (AL, AR, FL, GA, LA, TN, MS, NC, OK, PR, SC, TX)
Atlantic:	Paul Dever pdever@ibtvote.org (DC, DE, MD, NJ, VA, WV)	Great Plains:	Jim Devine jdevine@ibtvote.org (AZ, CO, IA, KS, MN, MO, NE, ND, NM, SD, NV, UT, WY)
Mid-East (PA):	John Pegula jpegula@ibtvote.org	Mid-East (OH):	Dan Walsh dwalsh@ibtvote.org
Far West:	Deborah Schaaf dschaaf@ibtvote.org (AK, CA, HI, ID, MT, OR, WA)	Mid-West:	William Broberg wbroberg@ibtvote.org (IL, IN, KY, MI, WI)
Canada:	Jack Sullens jsullens@ibtvote.org (All Provinces and Territories)		

The mailing address and phone number for each RD are available at www.ibtvote.org under "Contact Us." Click on a state, province, or territory as shown on the map and the RD's contact information will appear. Or, to look up an RD by IBT local, GCC local, General Committee of Adjustment or System Federation, use the drop-down menu at the bottom of the Contact Information page.

OES HQ. The OES headquarters office is established in Washington D.C. Address and telephone contact information is available at www.ibtvote.org.

Local Union Election Plans. Each local must submit a delegate election plan to OES using an on-line tool hosted at www.ibtvote.org. OES will provide training on how to use that system; it is similar to the on-line tool that locals used for delegate elections in the 2015-2016 election cycle.

Seasonal Delegate Elections. Local unions that represent members employed in a seasonal food industry will nominate and elect convention delegates this summer, and those locals must submit election plans by June 1, 2020. As these and other local unions complete plans setting out the timetables for delegate nomination meetings and elections, OES will update the "Dates, Times, and Places" table posted on the OES website.

Delegate Strength Announced. With all local union election plans due by the end of September, look up your local on the table of preliminary delegate strength posted on the OES website. The table shows the number of delegates your local will elect, although final delegate strength will be re-calculated before the June 2021 30th International Convention.

Campaign Contributions. As in previous elections, International officer campaigns will be required to report on their fundraising and expenditures using the electronic Campaign Contribution and Expense Reporting System ("CCERS"). Any individual who anticipates participating in the election as an International officer candidate, or any independent committee that anticipates participating in the 2021 election, should contact OES for information about establishing a CCERS account. Upgrades have been made to CCERS with the objective of making it easier for candidates to enter contribution information. OES will offer training to candidates for International office on CCERS. Contact OES to find out dates of scheduled training or to get training materials.

Candidate Accreditation. Accredited candidates for International Union office are permitted access to membership lists and have the right to publish literature in the Teamster magazine. A candidate becomes accredited by obtaining petition signatures of at least 2.5% of all IBT members eligible to vote for the office being sought. The minimum number of signatures required for accreditation will be published after May 4, 2020 at www.ibtvote.org. Official forms for accreditation petitions are available at www.ibtvote.org/forms (Form 5 and Form 16).

Protests. If you have activity to protest, please file promptly, as the 2021 Rules require. Protests can be submitted using the on-line form available under the "Protests" button at www.ibtvote.org. Protests can also be submitted by email, by fax, or by letter to the OES office. If you are involved in a protest investigation – as the protestor, as someone involved in the reported incident, or as a witness – OES asks for your cooperation so that we may investigate promptly and reach a decision on the facts as soon as possible. Final protest rulings, including a summary of the protest, the investigation, the determination, and any remedy, are posted on www.ibtvote.org as they issue.

Contact the OES to get more information about any aspect of the election procedures.

Richard W. Mark , Election Supervisor

electionsupervisor@ibtvote.org
WWW.IBTVOTE.ORG

INFORME No. 2 DEL SUPERVISOR ELECTORAL

INFORME SOBRE EL REGLAMENTO ELECTORAL; PERSONAL REGIONAL DE LA OES; SEDE DE LA OES; PLANES DE LAS SINDICATOS LOCALES; SISTEMA CCERS; ACREDITACIÓN DE CANDIDATOS; PROTESTAS

Informe sobre el Reglamento Electoral. El periodo para la presentación de observaciones sobre el propuesto Reglamento para la Elección de Delegados y Oficiales del Sindicato Internacional de Teamsters de 2020-2021 (en inglés Rules for the 2020-2021 IBT International Union Delegate and Officer Election) se cerró el 13 de marzo de 2020. Se presentaron observaciones; la Oficina del Supervisor Electoral (Office of the Election Supervisor – OES) ha respondido a esas observaciones y ha finalizado la versión definitiva del Reglamento. Los interesados pueden ver la versión final del Reglamento haciendo clic en el botón “Election Rules” (“Reglamento Electoral”) en el sitio web de la OES, www.ibtvote.org.

Personal Regional de la OES. La OES ahora tiene instalados nueve Directores Regionales (DR) para ayudar a los miembros y a los sindicatos locales a comprender y llevar a cabo sus responsabilidades en todo lo referente a la Elección de Delegados y Oficiales del Sindicato Internacional, así como para investigar las protestas que pudieran darse, y para hacer cumplir el Reglamento 2020-2021. Todos los DR tienen experiencia en la conducción y supervisión de elecciones. A continuación se presenta la lista de los DR y la dirección de correo electrónico de cada uno:

Northeast:	Peter Marks pmarks@ibtvote.org (CT, MA, ME, NH, NY, RI, VT)	South:	Dolores Hall dhall@ibtvote.org (AL, AR, FL, GA, LA, TN, MS, NC, OK, PR, SC, TX)
Atlantic:	Paul Dever pdever@ibtvote.org (DC, DE, MD, NJ, VA, WV)	Great Plains:	Jim Devine jdevine@ibtvote.org (AZ, CO, IA, KS, MN, MO, NE, ND, NM, SD, NV, UT, WY)
Mid-East (PA):	John Pegula jpegula@ibtvote.org	Mid-East (OH):	Dan Walsh dwalsh@ibtvote.org
Far West:	Deborah Schaaf dschaaf@ibtvote.org (AK, CA, HI, ID, MT, OR, WA)	Mid-West:	William Broberg wbroberg@ibtvote.org (IL, IN, KY, MI, WI)
Canadá:	Jack Sullens jsullens@ibtvote.org (todas las provincias y territorios)		

Puede obtenerse la dirección postal y el número de teléfono de cada DR en www.ibtvote.org, bajo “Contact Us” (“Contáctenos”). Al hacer clic en un estado, una provincia o un territorio que aparezcan en el mapa, aparecerá la información de contacto del DR. Alternativamente, para obtener información sobre un DR con base en un sindicato local de la IBT, o un sindicato local de la GCC, un Comité General de Ajuste o una Federación de Sistemas, puede usar el menú desplegable en la parte inferior de la página de Información sobre Contactos.

Sede de la OES. La oficina sede de la OES ha sido instalada en Washington D.C. Puede obtenerse información sobre la dirección física y el teléfono de esta oficina en www.ibtvote.org.

Planes Electorales de los Sindicatos Locales. Cada sindicato local debe presentar a la OES un plan para la elección de delegados, utilizando la herramienta electrónica gestionada que se encuentra en www.ibtvote.org. La OES proporcionará capacitación sobre el uso de este sistema; es similar a la herramienta electrónica utilizada por los sindicatos locales para la elección de delegados en el ciclo electoral 2015-2016.

Elecciones Estacionales de Delegados. Aquellas sindicatos locales que representen miembros que trabajan en una industria alimentaria estacional designarán y elegirán delegados a la Convención este verano, debiendo esos sindicatos locales presentar sus planes electorales a más tardar el 1 de junio de 2020. A medida que estas y otras sindicatos locales finalicen sus planes, los cuales deberán incluir los calendarios para las reuniones de nominación de delegados y las elecciones posteriores, la OES actualizará la tabla que muestra las “Fechas, Horas y Lugares” (“Dates, Times, and Places”) que se publicará en el sitio web de la OES.

Aviso del Número de Delegados. Después de presentados los planes electorales de todas los sindicatos locales (a más tardar a fin de septiembre), usted puede encontrar en el sitio web de la OES su sindicato local buscando en la tabla que indica el número preliminar de delegados. La tabla muestra el número de delegados que serán elegidos por su sindicato local, aunque se volverá a calcular el número final de delegados antes de la 30a Convención Internacional en junio de 2021.

Contribuciones de Campaña. Tal como ha sido el caso en las elecciones anteriores, las campañas para elegir oficiales del Sindicato Internacional tendrán la obligación de presentar un informe sobre los fondos recaudados y los gastos efectuados, utilizando el sistema electrónico conocido en inglés como Campaign Contribution and Expense Reporting System (CCERS). Cualquier persona que tenga previsto participar en las elecciones como candidato a oficial de la Unión Internacional, así como cualquier comité independiente que tenga previsto participar en las elecciones de 2021, debe comunicarse con la OES para obtener información sobre la forma de establecer una cuenta en el sistema CCERS. Se han realizado mejoras al sistema CCERS con miras a facilitar para los candidatos el proceso de introducir información. La OES ofrecerá capacitación a los candidatos a oficiales del Sindicato Internacional sobre el uso del sistema CCERS. Comuníquese con la OES para averiguar las fechas de las capacitaciones programadas o para obtener materiales de capacitación.

Acreditación de Candidatos. Los candidatos acreditados a Oficial del Sindicato Internacional pueden acceder las listas de miembros y tienen el derecho de publicar información en la revista Teamster. Un candidato puede acreditarse obteniendo las firmas en peticiones de al menos el 2.5% de todos los miembros de la IBT elegibles para votar por el cargo en cuestión. El número mínimo de firmas requeridas para la acreditación será publicado a partir del 4 de mayo de 2020, en www.ibtvote.org. Se encuentran disponibles formularios oficiales para las peticiones de acreditación en www.ibtvote.org/forms (Formulario 5 and Formulario 16).

Protestas. Si usted quiere protestar alguna actividad, por favor presente su protesta en forma oportuna, tal como lo exige el Reglamento 2021. Las protestas pueden presentarse utilizando el formulario en línea disponible bajo el botón “Protestas” en www.ibtvote.org. Las protestas también pueden presentarse por correo electrónico, por fax o por carta dirigida a la OES. Si usted está implicado en una investigación de protesta – ya sea como reclamante, como persona involucrada en el incidente reportado, o como testigo – la OES solicita su cooperación para que podamos realizar nuestra investigación de manera expedita y llegar a una conclusión basada en los hechos del caso tan pronto como sea posible. Las resoluciones definitivas de las protestas, las que incluirán un resumen de la protesta, la investigación, la decisión y las reparaciones que hubiere, se publicarán en www.ibtvote.org en cuanto se produzcan.

Para obtener más información sobre cualquier aspecto de los procedimientos electorales, comuníquese con la OES.

Richard W. Mark, Supervisor Electoral
electionsupervisor@ibtvote.org
WWW.IBTVOTE.ORG



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The Teamsters Union has the latest news on the coronavirus and how it's affecting members. Visit teamster.org/covid-19 or scan the QR code for:

- Coronavirus-related podcasts;
- Updates from every Division and Conference;
- Safety and Health fact sheets for specific industries;
- News updates;
- Stories in the media featuring Teamsters; and
- Much more.

