



# Teamster

SPRING 2020

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## THE TIME IS NOW

Voters around the country are facing a critical decision. The 2020 primary elections are under way, and they must get out and let the candidates know it is essential that they stick up for working Americans trying hard to support their families.

The Teamsters have been working hard behind the scenes to educate members and retirees about the challenges that must be faced and tackled by those seeking office. We surveyed the membership on their top issues, held trainings to explain to Teamsters how they could question presidential contenders on the campaign trail, and even hosted a December forum in Cedar Rapids, Iowa, where six candidates spoke to the concerns of the union.

But there is only so much the Teamsters can do on its own. It is up to the membership to take that information and head to polls both during the primary and general elections and vote for candidates that hold firm to those values.

So what should their focus be? A good place to start is on pension reform, expanding collective bargaining rights and ensuring fair trade deals are put into place. More than 22,000 Teamsters told us last year that these were the issues the union should

focus on and the union and its members have questioned contenders on their stances.

Since last summer, Teamsters all over the nation have attended events to get candidates on the record about where they stand on these issues. But the union had its biggest success when it hosted the Teamster 2020 Presidential Forum and got in-depth responses by some of the top presidential contenders.

The union has also conducted sit-down interviews with several of those seeking the presidency, and I would encourage members to view those videos at [www.teamstersvote.com](http://www.teamstersvote.com). There you can see candidates in their own words addressing the issues Teamsters care about.

Getting educated to elect the best government for workers, be it at the local, state or federal level, doesn't mean much, however, if you don't vote. Cast a vote in the primary and general elections like your life depends on it!

Because it does.

A handwritten signature in black ink that reads "James P. Hoffa". The signature is written in a cursive, flowing style.



## Union Supports Improved USMCA

### The Agreement Would Replace NAFTA

**T**eamsters in both the United States and Canada are coming out in support of the new NAFTA following changes to the agreement made by Democrats in Congress.

The Teamsters Union has long opposed the North American Free Trade Agreement. Teamster jobs are tied to trade and members have suffered the impact of the original NAFTA for more than a quarter century. Teamsters want trade, but it has to be fair trade that puts working people and their families first.

The USMCA (U.S., Mexico, Canada Agreement) wasn't worthy of ratification a year ago. Since then, the Teamsters Union, House Democrats, our labor allies and many other fair trade allies worked to secure improvements to the agreement as signed by the party countries.

Now, for the first time, workers' interests are protected by enforceable labor standards. The revised final USMCA is better than the initially signed USMCA agreement and a significant improvement over the original NAFTA.

"The International Brotherhood of Teamsters will support this trade agreement," Teamsters General President Jim Hoffa said. "The renegotiation of NAFTA and the improvements made by Democratic leadership have resulted in a final package that is

superior to the original."

"New improvements to labor rights and a more enforceable labor chapter have made a real difference," Teamsters Canada President François Laporte said. "Nobody got everything they wanted, but our union has decided not to make the perfect the enemy of the good."

The USMCA includes improvements which will directly benefit Teamster members. Among these is the overdue fix to the cross-border trucking provision that threatened highway safety and the competitiveness of the American trucking industry.

The USMCA represents good progress for working people, but trade policy alone cannot fully address economic injustice. To that end, the Teamsters Union has no greater policy priority for the 116th Congress than protecting Teamster pensions and addressing the multiemployer pension funding crisis. Signing the Butch Lewis Act into law must be the next priority for lawmakers.

"We urge our elected leadership to come together in a bipartisan manner now and work to achieve a pension protection policy solution with the same level of commitment and urgency applied to the USMCA negotiation process," Hoffa said.

For the most recent developments, visit [teamster.org](https://www.teamster.org).



## First Student Victories | Passenger Transportation Organizing Wins Nationwide

Recently, First Student workers in Maywood, Ill. put together a cookout ahead of a vote to join Local 777. The day of the event, the weather turned bad and it was seven degrees out. There was concern that turnout would be dismal.

Those fears were unfounded, though, because more than 150 of the drivers and monitors were so excited to join the union that they turned out in the freezing cold. They ended up overwhelmingly voting to join Local 777 in Lyons, Ill. The 220 drivers and monitors provide student transportation for Maywood and Chicago Public Schools.

These workers were among a number of organizing victories at First Student yards around the country in recent months.

Chrystal Echols is one of the drivers who helped put together the cookout. She said there is so much enthusiasm because of the reputation Local 777 has at other First Student yards throughout Chicagoland.

"I have friends at some of the other First Student yards who are Teamsters and they are so grateful for it," Echols said.

"Congratulations to everyone who worked hard to increase their wages and benefits by voting to join the Teamsters," said Jim Glimco, President of Local 777.

### More Wins

Another group of First Student workers in Illinois joined the Teamsters recently. After a 45-day organizing campaign, 33 workers who provide student transportation for Cahokia School District 187 voted to join Local 50 in Swansea, Ill.

These new Local 777 and Local 50 Teamsters will immediately be covered under the First Student National Master Agreement, with a supplemental agreement to be negotiated in the near future.

"These workers were drawn to the Teamsters because of the seniority rights, regular pay raises and various other benefits associated with the contracts our members have at First Student," said Pat Nichols, Local 50 President.

On December 2, 13 First Student school bus drivers who provide student transportation for Assabet Valley Regional Technical High School in Marlborough, Mass. voted to join Local 170 in



Worcester. Organizer Shawn Stevens and Business Agent Jim Marks successfully organized the bus yard under the direction and support of Local 170 Secretary-Treasurer Shannon George.

"This was a team effort by all involved," George said.

The victory is the latest in a growing movement of First Student workers in New England who are affiliating with the Teamsters: drivers at First Student Subsidiary Bay Path of Dudley/Charlton voted to join Local 170, as did the drivers for First Student of Westborough. Drivers in Hampton, N.H. also joined Local 633 in Manchester, which means that every First Student driver in the state is now covered by a Teamster contract.



## *In Memoriam*



### **Teamsters Mourn the Loss of Slain UPS Driver**

Teamsters nationwide mourned the loss of Frank

Ordóñez, a UPS Teamster who was killed in Florida after being taken hostage while on his route. Local 769 in Miami, the Teamster local Ordóñez belonged to, has led the way in honoring Ordóñez and rais-

ing funds for his family.

Ordóñez was killed on December 5 after being held hostage at the scene of an attempted robbery at a jewelry store in Coral Gables, Fla. Police said two suspects opened fired while fleeing the store and carjacked Ordóñez's UPS truck before leading authorities on a high-speed chase. Ordóñez and another bystander were both killed in the shootout along with suspects.

"Teamster members go to work each day planning to return home safe to their friends and families and we are deeply saddened when a tragedy such as this occurs," said Jim Hoffa, Teamsters General

President. "We pledge to do all we can to assist the family of Brother Ordóñez."

"The solidarity on display both online and through direct calls to the union has been nothing short of inspiring during such a heart-breaking moment in time," said Josh Zivalich, President of Local 769. To donate, send a check or money order payable to "Teamsters Local 769" (write "For the family of Frank Ordóñez" on the check) to:

*Teamsters Local 769  
C/O The Ordóñez Family  
12365 West Dixie Hwy  
North Miami, FL 33161*



### **Al Hobart (1944–2019)**

Al Hobart passed away on Dec. 27, 2019, due to complications from an earlier accident. Prior to his retirement, Hobart served as a Western Region International Vice President, President of Joint Council 28 and Secretary-Treasurer of Locals 148 and

760 in Washington state. He also served as a Trustee on the Western Conference of Teamsters Pension Trust and as a Trustee for the Washington Teamsters Welfare Trust.

Born in 1944, Hobart first became a member of the union with Local 148 in 1964 while working at Coca-Cola. In 1975, he became a business agent/organizer for Local 148 and was elected Secretary-Treasurer in 1978. Local 148 merged into Local 760 where he also served as Secretary-Treasurer.

"Even in retirement, Brother Hobart never stopped caring about working people," said Jim Hoffa, Teamsters General President.



### **Marvin Kropp (1960–2019)**

Teamsters are mourning the loss of Marvin Kropp, a leader who has been an important part of the union for

decades. He passed away on Dec. 23, 2019. Kropp served as President of the Missouri/Kansas/Nebraska Conference of Teamsters, President of Joint Council 13 and Secretary-Treasurer of Local 618 in St. Louis. He also served as a Trustee on the Central States Pension and Health and Welfare Fund.

"Brother Kropp was a strong and effective Teamster leader," said Jim Hoffa, Teamsters General President. "As a tenacious fighter for workers, his dedicated service and exemplary leadership will be missed."

Born in 1960, Kropp was a third-generation Teamster who joined the union in 1978 while working at E.I.S. Brake Parts. He was elected Shop Steward in 1979 and appointed Business Agent in 1984. He held every elected position at Local 618 and was elected Secretary-Treasurer in 2009.



## ***Teamsters LGBTQ+ Caucus***

**Board Elected, Plans for 2020 Developed**

From November 1-3, the Teamsters LGBTQ+ Caucus held its Second Annual Membership Meeting at Local 1932 in San Bernardino, Calif. Attendees from across the country, including 11 local unions, the Brotherhood of Maintenance of Way Employees (BMWED) and the Brotherhood of Locomotive Engineers and Trainmen (BLET), participated.

Attendees discussed issues, legislation and initiatives affecting LGBTQ+ members, along with planning the caucus' agenda for 2020.

A new board of the caucus was elected: Margo Storsteen (BLET-57), President; Sheri Orellana (Local 1932), Executive Vice

President; David White (Local 639/IBT), Treasurer; Carla Castro (Local 495), Recording Secretary; J.D. Spurgeon (Local 1010), Trustee; Misty Tanner (Local 137), Trustee; and Kathleen Brennan (Local 1932), Trustee.

### **Rise in Interest**

The caucus, founded in 2005, has seen a rise in interest over the past few years as a direct result of outreach caucus members have been doing at Pride events and the Teamsters Women's Conference, Unity Conference and the Teamsters National Black Caucus. Local unions are contributing funds to the caucus and supporting their members by

sending them to attend meetings.

"Learning about how workplace protections for lesbian, gay, bisexual and transgender members vary from state to state was eye opening," Storsteen said.

"It's reassuring to know that with a Teamster contract, all members can be protected. Having a union contract may be the one thing that stops someone from being fired because they are a member of the LGBTQ+ community in some states."

The first day of the meeting was devoted to the election of a new board and to sounding out changes to the caucus' bylaws. As a result, there were intense discussions about the role of the caucus and plans for 2020.

### **Teamsters LGBTQ+ Caucus**

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**Facebook: [www.facebook.com/TeamsterLGBTQplusCaucus](https://www.facebook.com/TeamsterLGBTQplusCaucus)**

**Mailing address: Teamsters LGBTQ+ Caucus, PO Box 9781, Washington, D.C. 20016**

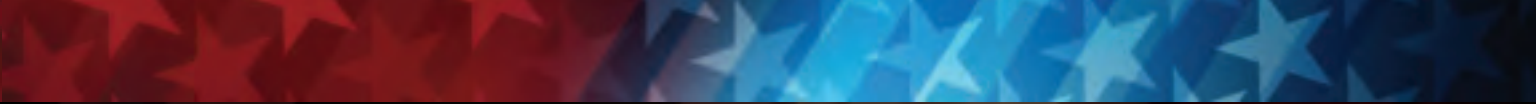


# TEAMSTERS HOST PRESIDENTIAL FORUM

Members Learn Candidates' Vision









The Teamsters committed almost a year ago to getting heavily involved in the upcoming presidential election. And nothing showed that resolve more than when the union in December hosted the Teamsters Vote 2020 Presidential Forum in Cedar Rapids, Iowa, where six presidential contenders shared their views about pension reform, expanding collective bargaining rights and other top issues that matter most to hardworking Americans.

Former Vice President Joe Biden, Sen. Cory Booker of New Jersey, Mayor Pete Buttigieg of South Bend, Ind., Sen. Amy Klobuchar of Minnesota, investor and activist Tom Steyer and Sen. Bernie

Sanders of Vermont all participated in the event, which was co-sponsored by The Guardian and the Storm Lake (Iowa) Times newspapers. There, they argued why they would be the best choice for workers to become the nation's next chief executive. The event was watched by millions of people.

Teamsters General President Jim Hoffa said it is essential that candidates make it clear they are standing up for the middle class.

"We want to hear about the issues. We're Teamsters, and we vote," he said. "They've got to get our vote. That's what this is about."











# INTERESTED IN GETTING INVOLVED?

*Here's What You Can Do!*

- **Educate yourself on the issues and the candidates:**

Go to [www.teamstersvote.com](http://www.teamstersvote.com) to learn about the most important Teamster issues according to a national survey of members. You can also see what the candidates have to say (or not say) about our issues.

- **Talk Teamster issues at candidate events:**

Find out if the candidates are heading to your area and ask them questions on key Teamsters issues. Suggested questions are available to download and print at [www.teamstersvote.com](http://www.teamstersvote.com). Make sure to take videos or pictures and share on social media with the hashtag #Teamsters2020.

- **Vote or Caucus:**

Register to vote and show up to the polls or caucuses to cast your vote. Go to [www.teamstersvote.com](http://www.teamstersvote.com) for more information and to register to vote.

- **Talk to your co-workers, friends and family about Teamster issues in this election:**

The power of the union is its ability to turn out members, retirees and families to support candidates that support them. Do your part by encouraging your co-workers, families and friends to vote for the candidates that are strong on worker issues.

- **Make sure to sign up to receive text updates by texting Vote2020 to 86466**

*(Message & data rates may apply).*

- **Buy a Teamster 2020 t-shirt at [www.teamfundstore.com](http://www.teamfundstore.com).**











*Josue Alvarez, unorganized XPO driver from Bell Gardens, Calif.*



*Sue Mason, wife of retired Local 728 member in Mason, Fla.*



*Ian Bharath, member of Local 817 in Freeport, N.Y.*



*Sami Gabriel, President of Local 320 in Minneapolis, Minn.*





*Teamster Retiree Frank Pastorino and his grandson Franklin of Winterset, Iowa.*



*Eulena Yeargain, retired member of Local 886 in Tulsa, Okla.*



*Paul Wojnar, Secretary-Treasurer of Local 407 in Cleveland, Ohio.*



*Brian Peyton, President of Local 322 in Richmond, Va.*



*Dan Beam, member of Local 554 in Omaha, Neb.*





*Beverly Williams of Local 986 and Fran Almaraz and Francisco Miranda of Local 631 in Las Vegas.*

## Standing With Workers

Union members and retirees on hand for the forum said they came to the event because they wanted more clarity on the vision those seeking the presidency have to help working Americans.

Mark Nice, a retired member of Local 200 and a member of the Wisconsin Committee to Protect Pensions, rode a bus four hours from the Badger State with 25 others to hear what the candidates had to say

about boosting pensions.

“We want to hear the candidates’ stances particularly on the pension issue,” he said. “We want to know where they are on the issues that affect us, and that goes for those still working as well. We want to know what their plan is for us.”

Local 104 Secretary-Treasurer Karla Schumann came all the way from Arizona to attend the forum. She said her members are most concerned about



*Jesse Case, Secretary-Treasurer of Local 238 out of Cedar Rapids and forum host.*





making sure their union rights are protected.

"What's super important is for us to hear from the candidates about the workers' issues," she said. "Our members want to know about the stances of the candidates on collective bargaining and strengthening unions, whether it's health and safety or health care or workers' rights on the job."

## On the Issues

Discussions about boosting pensions and improving collective bargaining were front and center at the event.

Biden, addressing the crowd, said he understands the importance of pensions because his own dad lost his pension. He said under a Biden administration, he'd order the U.S. Treasury Department to issue 1-percent loans for plans that are faltering.

"Multi-employer pensions is the only way that works for many unions, like the Teamsters," he said. "When labor is strong, you keep the barbarians at the gate."

Booker, asked about boosting pensions, noted he is a co-sponsor of the Teamster-backed Butch Lewis Act. "We made a promise," he said. "It is something we should go to the mat for, and I will if elected president of the United States."

Klobuchar noted the importance of unions in her family, as her grandfather was a former Teamster and her parents were both represented by unions. She said pensions are the backbone of those contracts and should be honored.

"I believe promises made should be promises kept," she said, noting she voted against a 2014 omnibus funding bill that included a provision that allowed pensions to be cut by as much as 70 percent. "We must ensure that people have their pensions, and that includes the Central States Pension Fund."

Buttigieg said more has to be done to improve the lives of workers. Worker struggles, he said, are "the result of policy decisions, beginning in the Reagan era, that disempowered workers." He recommended ending the Taft-Hartley Act and banning right to work as a way to empower unions.

Steyer said there is a need to put a check on corporate power, and that is something strong unions will do.

"We need to fight back against this 40-year war on workers," he said. "Corporations are not people. It's ridiculous."

And Sanders said increasing union density through legislation like he is offering would make a real difference.

"For me, being pro-worker and pro-union is not a new

idea. I didn't poll test it," Sanders said. "If elected, we will have a workers' government in Washington, D.C."

## Path to Endorsement

The Teamsters' presidential forum followed a commitment made by the union to get involved early in the 2020 election process.

Members have volunteered for trainings and hit the campaign trail all across the country to get presidential contenders on the record about what they will do to fix pensions, strengthen collective bargaining and ensure fair trade.

At press time, the Teamsters have also gotten six current presidential candidates thus far to sign a pledge promising to address those issues.

And the union has built a website where people can go and get answers directly from the mouths of the candidates themselves at [www.teamstersvote.com](http://www.teamstersvote.com).

## Front Lines

Teamster members can't be easily won. Their voices, and the voices of all American workers, must be heard. That is why the union has asked all of the candidates,

Democrats and Republicans, to make several serious commitments to receive endorsement consideration.

Besides signing a pledge, the Teamsters are asking candidates to sit down for an interview to address supporting legislation that protects pensions and retirement security, strengthens the ability of workers to join a union and establishes a new trade policy that protects working people.

It is not enough for candidates just to say that they stand with working people. The Teamsters have invited them to join the union in action fighting on the front lines. The union has asked all candidates to partner with us in support of workers, whether at a strike line, an organizing committee meeting or any other true show of solidarity.

Candidates who fulfill all the requirements will be eligible to receive the Teamsters' support. Ahead of a union endorsement, the union leadership will poll membership and survey local union leadership. From there, the General Executive Board, at the recommendation of the General President will, or will not, make an endorsement.

For the latest, visit [www.teamstersvote.com](http://www.teamstersvote.com).







# Teamsters

ON THE

# Trail



*The Teamsters have been an active force on the campaign trail during the early 2020 election season, attending scores of presidential candidate events in an effort to get contenders on the record about the issues Teamsters and other working Americans care about—pensions and collective bargaining rights.*

*These Teamsters have then logged the details of those interactions with the union and they have been shared on a weekly basis as part of the Teamster Nation Blog.*

*While some of these candidates have since dropped out of the race, Teamsters have been holding them accountable every step of the way.*

*What follows is a sampling of their reports—Teamsters telling their fellow Teamsters about top issues, including answers to questions posed to them from union members and staff themselves.*

**Wednesday, Aug. 28**

**LAS VEGAS:** Several Democratic candidates expressed their desire during a Nevada AFL-CIO forum for enhancing workers' rights, collective bargaining, fair trade and improved health care, including former Housing and Urban Development Secretary Julian Castro, Sen. Cory Booker of New Jersey, Sen. Kamala Harris of California and Sen. Amy Klobuchar of Minnesota.

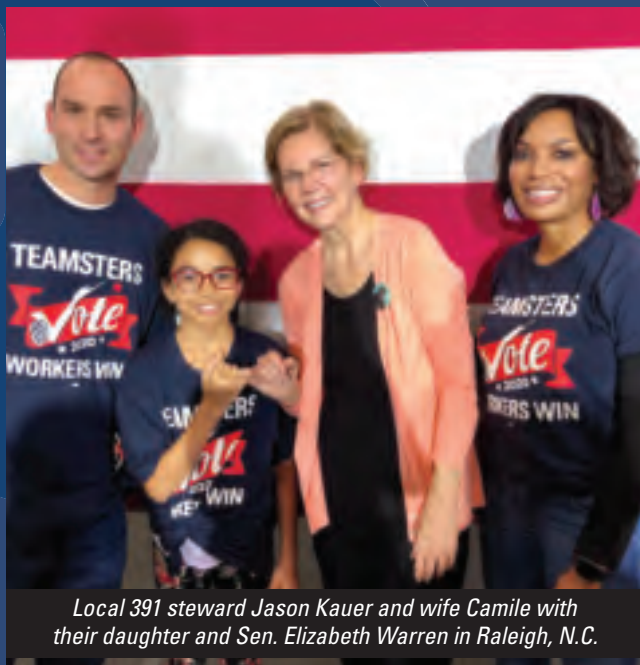


*Former Local 633 President Dennis Caza with Sen. Amy Klobuchar in Henniker, N.H.*



## Monday, Sept. 2

**HAMPTON FALLS, N.H.:** Sen. Elizabeth Warren of Massachusetts reiterated during her stump speech at a rally here the important role unions play in people's lives and her support of the rights of workers to organize.



Local 391 steward Jason Kauer and wife Camile with their daughter and Sen. Elizabeth Warren in Raleigh, N.C.

## Monday, Sept. 16

**PHILADELPHIA:** Teamster members from Philadelphia-area Locals 326 and 107 attended the Philadelphia AFL-CIO forum and heard from a number of the presidential candidates. Highlights included former Vice President Joe Biden talking about how jobs in the future would increasingly be union because they would require special skills that only apprentice programs would provide. Klobuchar talked about her family's union history and spoke about the importance of reforming health care as well as addressing the opioid crisis.

Sen. Bernie Sanders of Vermont reiterated his support for a living wage as well as a "Medicare for All" single-payer health plan. Billionaire investor-turned-activist Tom Steyer and businessman Andrew Yang also addressed the forum.



Brenda David, Local 710, with Rep. Tulsi Gabbard in Rock Island, Ill.



*Local 238 member Tony Currin with Mayor Pete Buttigieg in Ames, Iowa.*

## Saturday, Sept. 21

**DES MOINES, IOWA:** The Teamsters were out in force for the Iowa Steak Fry, meeting candidates and getting photos and videos of them as part of the estimated 11,000 people in attendance.

Teamster members from Locals 120, 238 and 710 raised important Teamster issues with nearly every candidate in attendance, including Booker, Mayor Pete Buttigieg of South Bend, Ind., Rep. Tulsi Gabbard of Hawaii, Harris, Steyer and Yang.

Jim Romar, Local 238's political coordinator, said the dozens of Teamsters on hand really got a chance to get up close and personal with the candidates at the event, which he described as having a carnival-like atmosphere.

"We delivered a large turnout of Teamsters for this event because it is such a large event, but got good one-on-one contact with these candidates and a real chance to dig in on the issues with the candidates," he said. Romar noted that the long history of the Steak Fry, started and originally hosted by former Sen. Tom Harkin of Iowa, made it a big draw.



*Local 238 Business Agent Zach Peterson with Tom Steyer in Iowa City.*

## Saturday, Sept. 28

**RENO, NEV.:** The coordinated effort by Teamsters across the country paid off as Steyer delivered a matter-of-fact answer at the "First in the West" dinner to a question about pensions. He said, "I have two words for you, 'Butch Lewis.' We are going to get it passed."

## Saturday, Oct. 5

**NORTH CHARLESTON, S.C.:** Teamsters showed up in force to the Charleston County Democratic Party's Blue Jamboree. Clad in their Teamsters 2020 T-shirts, nearly two dozen Teamsters marched with striking McDonald's workers into the festivities.





*Members of Local 509 with Sen. Kamala Harris in Charleston, S.C.*

They also got the opportunity for face-to-face communication with a number of presidential contenders, including Sen. Michael Bennet of Colorado, Gabbard, Harris, Steyer and Yang.

Harris stressed her support for workers to organize and collectively bargain, while Bennet said he realizes workers are under attack and was encouraged to co-sponsor the Butch Lewis Act, which would bolster multiemployer pension plans. Gabbard, meanwhile, was thanked for her support of the House version of the same pension reform legislation, while Steyer said he supports the pension bill as well as the right to organize. Yang stated he supports the Teamsters, unions and working people.



*Political Coordinators from Local 120 and 238, Paul Slattery and Jim Romar, with Andrew Yang in Des Moines.*

## Monday, Oct. 7

**IOWA CITY, IOWA:** Local 122 member Payton Corbett joined fellow Teamsters in the Hawkeye State to talk to Booker about pensions and retirement security. Booker, for his part, lauded the union for its efforts on the topic, saying “the Teamsters have been phenomenal in this issue and I want everyone to hear it because it is outrageous what is going on.”

Asked what his solution would be to keep the Teamsters’ Central States Pension Fund and other multiemployer pensions afloat, Booker said he understood a lot is at stake.

“What these men and women are saying is they need help to stabilize their pension funds,” the senator told those in the audience. “I support the legislation currently in the Senate right now to stabilize those funds...If I am your president, you have my commitment...that I am going to drive this legislation across the finish line.”

## Wednesday, Oct. 16

**AMES, IOWA:** Local 238 member Tony Currin asked Buttigieg what he would do to make sure union pension plans remain solvent. In response, the mayor said, "I read the original Butch Lewis bill. And of course I will do everything in my power to make sure that or some incarnation of that does become law. And that it becomes easier for workers to unionize, as well." He also talked about the importance of unions.



*Local 509 Secretary-Treasurer Mike Powers and Political Coordinator Sebrina Isom with Montana Gov. Steve Bullock in Columbia, S.C.*

## Tuesday, Oct. 22

**BURLINGTON, IOWA:** Members from Local 238 were out on the trail again, this time talking with Harris about unions and raising the rights of workers.

Harris said, "Even if you are not a member of a labor union, thank them for your weekend, your eight-hour workday, sick leave, all of that. That is because the leadership of the unions fighting for all workers."

She said misclassification needs to be ended, and companies should depend less on the use of temp workers. As president, Harris said, "it has to be about running a government in a way that we respect the honoring of those contracts and agreements, and that there is an enforcement of agreements."

## Monday, Oct. 28

**PHILADELPHIA:** Local 502 member Don Anticoli attended a Steyer event held at the University of Pennsylvania campus. When asked about pension reform and collective bargaining rights, Steyer called himself a passionate supporter of the Butch Lewis Act, and noted there has been a 40-year war on labor that must stop. He also said that good union jobs help people maintain good health insurance.

## Friday, Nov. 1

**DES MOINES, IOWA:** Some 30 Teamsters, including members and officials of Locals 120, 238, 554 and 710, were among the thousands on hand at the Iowa Democratic Party's Liberty and Justice Dinner, where they listened for the 13 candidates to talk about their plans for workers if they are elected next year.



## Sunday, Nov. 3

**DAVENPORT, IOWA:** A sign held by Local 710's Brenda Davis caught the eye of Warren during a rally, and the lawmaker told Davis she had the best sign at the event. Later, when Warren mentioned unions she told Davis to hold her sign higher so the whole auditorium could see, leading the crowd to erupt in cheers.

## Saturday, Nov. 16

**LAS VEGAS:** Biden held a labor roundtable event where he heard from Teamsters concerned about pensions and retirement security. Biden said he would work to secure pensions as well as make it easier to organize, prioritize labor in trade deals and go after companies who misclassify workers.



*Local 238 member and candidate for Iowa State House, Christian Andrews, with Vice President Joe Biden in Central City, Iowa.*

## Monday, Nov. 18

**MINDEN, NEV.:** Castro, asked by Brotherhood of Locomotive Engineers and Trainmen member Matt Parker about workers' rights and collective bargaining, said he would push Congress to enact reforms to the National Labor Relations Act and the Railway Labor Act that would give workers their voice and power back.

He also indicated he supports the PRO Act, believes more needs to be done to prevent misclassification of workers and expressed his belief that the government has a greater role to play in protecting workers' rights.

## Saturday, Nov. 23

**MANCHESTER, N.H.:** Retired Local 633 President Dennis Caza met Warren. He asked how she would pass the Butch Lewis Act, and she said she would work hard to elect Senate candidates who would deprive Mitch McConnell of his majority and pass the bill to support pensions. She also mentioned that since the U.S. was perfectly happy to bail out Wall Street executives, it needs to be willing to support folks in multiemployer pensions who did nothing wrong.

*For the latest, visit [teamstersvote.com](https://teamstersvote.com)*



## *Victory at Reddaway!*

**80 Drivers, Hostlers, Dockworkers Join Local 174 in Seattle**

In less than a two-week period, workers at USF Reddaway in Tacoma, Wash. went from being nonunion to becoming members of Local 174, then ratifying their first contract.

The process of organizing the new workers—drivers, hostlers and dockworkers—began in September, when USF Reddaway Teamsters throughout the Western United States voted to ratify a contract which included language granting “card-check neutrality” to any groups wanting to organize with the Teamsters. Card-check neutrality means that as long as more than 50 percent of the workers sign cards saying they want to join a union, the company will recognize the union without the drawn-out legal process and NLRB election.

Once the new regional USF

Reddaway contract went into effect, nonunion workers at the Tacoma location reached out to Local 174. Within a month, more than half of the workers had signed union cards. Reddaway then agreed to recognize Local 174 as the new collective bargaining representative.

### **Ratified Contract**

Because Reddaway Teamsters are all covered by one agreement, the group was also able to avoid the delay of negotiating a first contract. Instead, workers reported to the Local 174 hall on Nov. 10, 2019, to vote on the same contract that currently covers 1,300 Reddaway Teamsters across the Western United States. The contract was ratified overwhelmingly.

The new contract increases wages and provides workers ac-

cess to Teamster health care, including the retiree health and welfare plan, for the first time. It also includes worker protections for subcontracting, seniority and transfer rights.

“It’s amazing to think that just a few weeks ago, we were nonunion and management could push us around and treat us however they wanted, but now we are covered by a Teamster contract,” said driver Jim Dahl.

“This marks a victory in every sense of the word, as all aspects of these workers’ jobs are about to improve,” said Local 174 Secretary-Treasurer Rick Hicks. “But beyond that, this victory also shows the importance of current Teamster members standing strong and negotiating card-check neutrality language into their contracts.”



## LOCAL 87

### XPO

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A group of line and city drivers at XPO Logistics in Central California have voted by a nearly 3-1 margin to join Local 87, joining workers at other locations who are demanding fairness at one of the nation's largest logistics companies. The election took place December 6.

"We are tired of the company's empty promises, so we formed our union as Teamsters to have a strong voice on the job," said Joel Garibay, a driver at XPO in Bakersfield.

"The company used a squad of its union busters to try to knock the workers down, but they remained strong and united," said Joseph Sumlin, Secretary-Treasurer of Local 87 in Bakersfield.

The workers are seeking affordable health insurance, fair workloads, a safe workplace, an end to unfair discipline, fair treatment, adequate staffing levels and a voice on the job.

## LOCAL 856

### Rainbow Community Center

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Rainbow Community Center of Contra Costa County staff recently joined Local 856. Rainbow staff provide free and sliding-scale therapy for individuals, couples and families; HIV testing and counseling; support groups for the LGBTQ+ community; programming in public schools and more.

"We decided unionizing would help us in our vision to serve the LGBTQ+ community and strengthen our workplace, as well as create transparency and long-term stability for the organization," said Rae Messer, an associate clinician at Rainbow.

After receiving notice of the employees' desire to form a union, Rainbow Center's board voluntarily recognized the staff's choice.

"We're happy the Board re-

spected the workers' right to form a union," said Peter Finn, Local 856 Secretary-Treasurer.

## LOCAL 610

### Abbott Ambulance

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Sixty-eight dispatchers and call takers of Abbott Ambulance, an American Medical Response (AMR)-owned company, voted overwhelmingly to join Local 610. The vote was 45-to-13.

The workers do the dispatch for multiple Abbott locations throughout the Midwest. The workers' concerns include ending favoritism, gaining fair pay and improved benefits, job security and ending the hostile work environment.

"Local 610 is honored to have the opportunity to represent these workers," said Jeff Hall, President of Local 610.

## LOCAL 671

### Dattco

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Drivers employed by Dattco School Bus have voted to join Local 671 in Bloomfield, Conn.

The drivers provide transportation services for students attending Windsor Public Schools.

"We are thrilled to welcome these workers into our union family," said David A. Lucas, Local 671 Secretary-Treasurer.

Pam Dupre has been a school bus driver for seven years, and she served on the Dattco School Bus Organizing Committee. She had been a union member when she worked for the postal service, so she knew how important it was for her co-workers to vote yes.

## LOCAL 135

### Caesars Casino

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Caesars Casino workers at the Indiana Grand Racing & Casino in Shelbyville, Ind. have voted to unionize

their facility, which is the closest casino to Indianapolis and one of the largest gaming establishments in the state.

The workers, depending on what their job entails, will become members of Teamsters Local 135, UNITE HERE Local 23 and IUOE Local 399.

"At a time when big business is trying to get working people to fight amongst one another so they can divide and conquer, we're working with our allies and our allies are working with us to create a better future for all of our members, and for every working man and woman in Indiana," said Danny L. Barton, President of Local 135.

## LOCAL 822

### Sysco

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By a nearly 3-1 margin, Sysco warehouse workers voted for Local 822 representation on Dec. 19, the fourth Teamster election win in the past several months at the nation's largest broadline foodservice provider. Drivers at this same location won their election in late August. Sysco South Florida workers in Miami and workers at Sysco-Sigma Kansas City also won their election in August.

The latest group in Hampton Roads has 70 warehouse workers in the bargaining unit.

"It's all about making our working conditions better," said Derrick Scott, a 13-year employee. "All levels of management are unresponsive, and we're tired of the mistreatment."

"The workers remained strong, united and focused and didn't listen to the company's vicious lies," said James Wright, President of Local 822 in Norfolk, Va..

Teamsters represent more than 10,000 workers at 53 of 84 Sysco and Sysco-Sigma distribution centers nationwide.

# Organizing for Power

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

**M**ore than 200 organizers from local unions, Joint Councils and the International Union attended the annual organizing conference in October, focusing on the basic skills that have helped the Teamsters Union grow while national union membership has declined.

"While other unions struggle and lose members, the Teamsters are getting bigger and stronger all the time," Teamsters General President Jim Hoffa said to open the conference in Fort Worth, Texas. "We are

## Our Mighty Army

Despite the Teamsters' success, there are many challenges facing workers, from the proliferation of right-to-work laws, corporate America's ongoing attacks against workers, and the critical 2020 elections, among other issues.

"We are really in a fight for our lives," said Jeff Farmer, Teamsters Organizing Director.

"However, I am heartened by the more than 200 organizers in this room—our mighty army—who work

## *More Than 200 Teamster Organizers Go Back to Basics*



growing because we've built a mighty, well-trained army of organizers that has reached out to workers from coast to coast."

Hoffa outlined the union's recent organizing successes: more than 2,000 workers organized in the intermodal rail transportation industry; 600 workers at Sysco; more than 1,700 workers at hotels in Las Vegas; 400 nurses in Idaho; more than 2,000 school bus drivers bringing the total to 60,000 over the past 15 years; and the ongoing campaign to organize 4,000 Clark County School District workers near Las Vegas.

"The Teamsters Union continues to make organizing our top priority so that we grow even stronger into the next decade and in decades to come," Hoffa said.

hard every day reaching out to workers to tell them about the importance of having a voice on the job, a Teamster contract and the strength of 1.4 million Teamsters standing with them," Farmer said. "Organizing is a skill, an art and a discipline, and organizers at this conference show their commitment every day to improving the lives of thousands of workers."

## Basic Skills

Attendees at this year's organizing conference brushed up on key skills: connecting through one-on-one discussions with workers; forming successful organizing committees; communication messaging





and methods; digital organizing techniques; effective research and more.

William Hale, a member of Local 767 in Forest Hill, Texas and steward at UPS, said he constantly tries to educate his co-workers about the Teamsters Union.

"I'm a pre-loader in the Denton, Texas center and I reach out to new workers right away to educate them about the union, to tell them about the rights they have as Teamsters and get them to sign up," Hale said. "I try to build a culture at work where my co-workers know that we're a union here, that we are all stronger as Teamsters."

Dala Watson, an organizer with the school bus campaign, said the conference will make her a better organizer.

"This conference helps me with my job," she said. "I helped form our union at Illinois Central. I know how the bosses can treat you poorly, all the antics they pull. The things I am learning here will help me help others with what I have achieved on the job. It helps me improve their lives and the lives of their families."

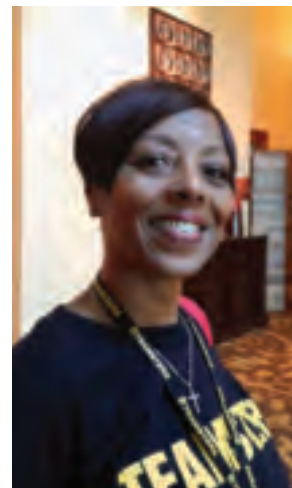
## Making Connections

Jorge Mayorga, an organizer and member of Local 848 in Glendora, Calif., said the conference is important for the social interactions and connections.

"The conference helps build relationships and we share experiences as organizers," said Mayorga, who was a port driver for 32 years. "In the port campaign, we set up pickets frequently, so it's also good to learn about all the legal issues involved."

Jesse Mathus, organizing director for Local 2010 in Oakland, Calif., echoed Mayorga's comments.

"The conference allows us to communicate with our fellow organizers nationwide and reinforce the basics," Mathus said. "This conference also reinvigorates us and inspires us by seeing what other organizers are doing and it helps us get ready for the fights ahead."



***"While other unions struggle and lose members, the Teamsters are getting bigger and stronger all the time."***

*—Jim Hoffa, Teamsters General President*



## REPORT TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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

DATED: December 6, 2019

### I. INTRODUCTION

The following is Magazine Report 4 of the Independent Disciplinary Officers (“IDO”) for 2019 regarding activities from September 4, 2019 through December 6, 2019, conducted pursuant to the Final Agreement and Order of February 17, 2015.

### II. PROGRESS OF EXISTING MATTERS

#### A. Former Local 683 Principal Officer Todd Mendez

On March 6, 2019, the Independent Investigations Officer (“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 intentionally 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.

#### B. Local 282 Member William Cioffi

Local 282 is located in Lake Success, N.Y. According to IBT records, William Cioffi became a member of Local 282 on June 5, 1997. Cioffi was employed at LMC Trucking Corp. in New York.

On February 27-28, 2019, Cioffi testified in the U.S. District Court for the Southern District of New York, in a criminal case, United States v. Joseph Cammarano, Jr., and John Zanolchio, 18

Cr. 15 (AKH). Cioffi testified at that trial under a grant of limited immunity through a non-prosecution agreement with the Government. Cioffi stated under oath that he knowingly associated with persons known to him to be members of Organized Crime. Cioffi also admitted under oath that he made structured payments to Bonanno Crime Family Captain Joseph Sabella in order to avoid the scrutiny of the New York City Business Integrity Commission (“BIC”), a regulatory and licensing agency of the New York City government that regulated the carting industry.<sup>1</sup> He further admitted under oath to violations of his collective bargaining agreement by paying his Teamster employees less than the contract rate of pay and failing to remit the required contributions to the pension and welfare funds. He also admitted that he engaged in “structuring” cash withdrawals from LMC Trucking Corp. in order to disguise both the source of the funds used to pay members of organized crime.

The IIO conducted Cioffi’s sworn examination on July 22, 2019. Cioffi was represented by counsel. At the beginning of his sworn examination, Cioffi, through his counsel, stated that he did not intend to answer any questions put to him by the IIO. Cioffi and his counsel were informed that refusing to answer questions could result in internal union disciplinary charges being filed against him.

Pursuant to Paragraph 32 of the Final Agreement and Order, the IIO designated this as a matter within the jurisdiction of the Local 282 Executive Board. On September 3, 2019, the IIO issued a report recommending to the Local 282 Executive Board that a charge be filed against Cioffi for violating Article XIX, Section 7(b)(1), (2) and 14(a) of the IBT Constitution by unreasonably failing to cooperate with the IIO when he refused to answer those questions during his sworn examination.

On September 5, 2019, Local 282 President Thomas Gesualdi adopted the proposed charge, and served notice on Cioffi by certified mail September 6, 2019. On October 3, 2019, a hearing was held on the charge. Cioffi did not appear at the hearing, nor did he contact the Local to request an adjournment or otherwise respond to notice of the charge.

On November 8, 2019, the Local 282 Executive Board issued a unanimous decision (“Decision”) finding that Cioffi “did in fact bring reproach upon Local 282 and the IBT” through his failure to answer IIO questions concerning his contacts with individuals alleged to have organized crime ties. The Decision, effective immediately as of November 8, 2019, expelled Cioffi from membership in Local 282, the IBT, and any affiliate of the IBT. It further permanently barred him from holding any office or employment with the IBT or any affiliate of the IBT. It further permanently barred him seeking or accepting any compensation, payments or benefits from Local 282, the IBT, or any affiliate of the IBT, other than benefits ac-



crued or vested prior to his expulsion.

On December 4, 2019 the IIO issued a decision finding Local 282's actions not inadequate, and the matter is therefore closed.

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.

### **III. 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 IDO 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 IDO is to ensure that the goals of the Final Agreement and Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities through these reports. If you have any information concerning

<sup>1</sup> Sabella was sentenced to 87 months in prison on racketeering charges on July 19, 2019.

# ELECTION SUPERVISOR'S REPORT

## THE 2020-2021 IBT INTERNATIONAL UNION DELEGATE AND OFFICER ELECTION IS STARTING

### Election Supervisor Appointed • Proposed Election Rules Are Open for Member Comments

The IBT elects its International Officers every five years and the 2020-2021 election cycle is about to start. The election will be supervised by an independent Election Supervisor.

The election process starts by proposing Election Rules to be adopted by the IBT's General Executive Board. These proposed rules are substantially the same as the rules that governed the International Officer elections in 2015-2016 and earlier cycles. Under these rules, local unions will elect delegates to the 30th IBT Convention in June 2021, where candidates for International Office will be nominated. The election for contested International Officer positions will be decided by every-member balloting in Fall 2021.

You are invited to comment on the proposed *2021 Rules*. A guide to the differences between the 2021 Rules and the *2016 Rules* is posted at [www.ibtvote.org](http://www.ibtvote.org).

Copies of the proposed Rules for the 2020-2021 IBT International Union Delegate and Officer Election (*the "2021 Rules"*) have been transmitted to IBT local unions, Joint Councils, General Committees of Adjustment, System Federations, and to interested independent committees. The deadline for submitting comments is March 13, 2020—thirty (30) days after the February 11, 2020 mailing date of this magazine. The Election Supervisor will consider comments submitted and propose final rules for the IBT GEB to adopt. You may obtain a copy of the proposed *2021 Rules* in pdf form by visiting the Election Supervisor's website at [www.ibtvote.org](http://www.ibtvote.org) or by calling or writing the Election Supervisor's Office to request a copy.

Please submit comments in writing to the Election Supervisor, either at the address listed below or by email to [ElectionSupervisor@ibtvote.org](mailto:ElectionSupervisor@ibtvote.org). **Written comments concerning the proposed 2021 Rules must be received by 5:00 pm (eastern daylight time) on March 13, 2020.**

The Election Supervisor expects to begin administering the 2021 Rules as of May 1, 2020, regardless of whether formal approval is complete. Members, candidates, independent committees and all affiliates must abide by the 2021 Rules, as proposed and as eventually adopted, including compliance with all provisions concerning campaign activities, fundraising, reporting and other requirements and obligations.

As in the past three election cycles, International Officer campaigns will be required to report on their fundraising and expenditures using the web-based 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 the election office after April 10, 2020 for information about establishing a CCERS account.

### APPOINTMENT OF THE ELECTION SUPERVISOR AND ELECTION APPEALS MASTER, 2020-2021

The IBT has selected Richard W. Mark to be the Election Supervisor for the 2020-2021 IBT International Union Delegate and Officer Election.

See Final Order, ¶ 15 and IBT Constitution, Article III, Section 5(a)(2). Mr. Mark has served as Election Supervisor for the three preceding International Officer elections. The IBT has selected the Hon. Barbara S. Jones to be the Election Appeals Master for the election. Judge Jones was named the Independent Review Officer for the IBT on December 16, 2016, and she continues to serve in that capacity.

The impartial Election Supervisor is responsible for supervising and conducting a fair, free, democratic, and informed election process. More information is available at the Election Supervisor's website, [www.ibtvote.org](http://www.ibtvote.org).

The Election Supervisor will establish a headquarters office in Washington, D.C. Until then, the mailing address for the Election Supervisor's Office is:

**Richard W. Mark**  
**Office of the Election Supervisor**  
**for the International Brotherhood of Teamsters**  
**4423 Lehigh Road #439**  
**College Park, MD 20740**

**Phone: 1-844-428-8683 (844-IBT-VOTE) (Toll Free)**  
**Email: [ElectionSupervisor@ibtvote.org](mailto:ElectionSupervisor@ibtvote.org)**

### THE FIRST STAGES OF THE ELECTION CYCLE

The first phase of the election involves planning for and overseeing election of delegates to the 30th International Convention. Each local union, system federation, or general committee of adjustment must prepare a local union election plan for their delegate election. These plans will be submitted to the Election Office using a web-based system.

• **Seasonal food industry local unions.** A few local unions with a significant number of members employed by seasonal food industry employers must submit local union election plans by June 1, 2020, and will conduct nominations and elections between July 1 and November 1 of this year. OES will notify the local unions that are required to follow this schedule.

• **Local unions electing delegates at the same time as local union officer elections.** Plans for delegate nominations and elections that may be held in the Fall (concurrently with local union officer elections) are due by June 30, 2020. Those nominations and elections will be conducted between September 1, 2020 and December 31, 2020.

• **All other local unions.** All other local union plans for delegate nominations and elections starting in January 2021 are due by September 30, 2020.

The Election Office will provide information about each phase of the 2020-2021 IBT International Union Delegate and Officer Elections in upcoming issues of the Teamster and other official publications of the IBT, as well as on the OES website, [www.ibtvote.org](http://www.ibtvote.org).



# INFORME DEL SUPERVISOR ELECTORAL

## YA COMIENZA LA ELECCIÓN DE DELEGADOS Y OFICIALES DEL SINDICATO INTERNACIONAL DE TEAMSTERS DE 2020-2021

### Se Ha Nombrado el Supervisor Electoral • El Reglamento Electoral Propuesto Está a Disposición de los Miembros para la Presentación de Sus Observaciones

La IBT elige los Oficiales del Sindicato Internacional cada cinco años, y el ciclo electoral correspondiente a 2020-2021 está a punto de comenzar. La elección será supervisada por un Supervisor Electoral independiente.

El proceso electoral comienza con la proposición de un Reglamento Electoral para ser adoptado por la Junta Ejecutiva General (GEB) de la IBT. Este reglamento propuesto es esencialmente el mismo que las reglas de la elección de Oficiales del Sindicato Internacional realizada en los ciclos electorales de 2015-2016 y anteriores. De acuerdo con ese reglamento, los sindicatos locales elegirán delegados a la 30a Convención de la IBT en junio de 2021, en la cual se nombrarán candidatos para ser oficiales del Sindicato Internacional. La elección para los Oficiales Internacionales disputados será decidida mediante la votación de todos los miembros en el otoño de 2021.

Se le invita a usted a comentar sobre el reglamento electoral aplicable al ciclo 2021 (en inglés, las 2021 Rules). Puede encontrar las diferencias entre los reglamentos 2021 Rules y los reglamentos 2016 Rules en [www.ibtvote.org](http://www.ibtvote.org).

Copias del reglamento 2021 Rules, que en inglés se llama Rules for the 2020-2021 IBT International Union Delegate and Officer Election (Reglamentos para la Elección de Delegados y Oficiales del Sindicato Internacional de Teamsters de 2020-2021) han sido enviadas a los sindicatos locales de la IBT, así como a los Consejos Conjuntos, Comités Generales de Ajuste, Federaciones de Sistemas, y comités independientes interesados. El plazo para la presentación de observaciones es el 13 de marzo de 2020—treinta (30) días después de la fecha de envío de esta revista, que es el 11 de febrero de 2020. El Supervisor Electoral estudiará las observaciones presentadas y propondrá un reglamento para ser adoptado por la Junta Ejecutiva General (GEB) de la IBT. Usted puede obtener una copia pdf del reglamento 2021 se ha propuesto por visitando la página web del Supervisor Electoral en [www.ibtvote.org](http://www.ibtvote.org) o bien llamando o escribiendo a la Oficina del Supervisor Electoral para solicitar una copia.

Por favor envíe sus observaciones por escrito al Supervisor Electoral ya sea a la dirección indicada más abajo o por correo electrónico dirigido a [ElectionSupervisor@ibtvote.org](mailto:ElectionSupervisor@ibtvote.org). **Las observaciones por escrito relacionadas con el reglamento 2021 Rules que se han propuesto deben recibirse no más tarde que las 5:00 pm (hora del este) del día 13 de marzo de 2020.**

El Supervisor Electoral tiene programado iniciar la aplicación del reglamento 2021 Rules a partir del 1 de mayo de 2020, independientemente de que se haya completado o no la aprobación formal del mismo. Tanto los miembros, los candidatos, los comités independientes y todos los afiliados deben respetar el reglamento 2021 Rules, tal y como ha sido propuesto y, con el tiempo, adoptado, lo que incluye el debido cumplimiento de todas las disposiciones relativas a las actividades de campaña, la recaudación de fondos, la presentación de informes, y demás requisitos y obligaciones.

Tal como ha sido el caso en los últimos tres ciclos electorales, las campañas para elegir Oficiales del Sindicato Internacional tendrán la obligación de presentar informes sobre los fondos recaudados y los gastos efectuados, utilizando la sistema en línea conocido en inglés como Campaign Contribution and Expense Reporting System (CCERS). Cualquier persona que tenga previsto participar en la elección como candidato a Oficial de la Sindicato Internacional, así como un comité independiente que tenga previsto participar en la elección de 2021, debe comunicarse con la Oficina Electoral después del 10 de abril de 2020 para obtener información acerca del establecimiento de una cuenta en la sistema CCERS.

### NOMBRAMIENTO DEL SUPERVISOR ELECTORAL Y DEL DIRECTOR DE APELACIONES ELECTORALES, 2020-2021

La IBT ha seleccionado a Richard W. Mark para desempeñarse como Supervisor Electoral de la Elección de Delegados y Oficiales del Sindicato Internacional

de Teamsters de 2020-2021. Véase Orden Final, ¶ 15 y Constitución de la IBT, Artículo III, Sección 5(a)(2). El Sr. Mark has servido como Supervisor Electoral urante las tres elecciones anteriores de Oficiales del Sindicato Internacional. La IBT ha seleccionado a la Honorable Barbara S. Jones para desempeñarse como Directora de Apelaciones Electorales en esta elección. La Magistrada Jones fue nombrada Oficial de Revisión Independiente (Independent Review Officer) de la IBT el 16 de diciembre de 2016, y continúa ejerciendo ese delegado.

El Supervisor Electoral es responsable de supervisar y llevar a cabo un proceso electoral imparcial, libre, democrático y bien fundamentado. Puede obtenerse información adicional en la página web del Supervisor Electoral, [www.ibtvote.org](http://www.ibtvote.org).

El Supervisor Electoral establecerá una oficina sede en Washington, D.C. Hasta entonces, la dirección de correos de la Oficina del Supervisor Electoral es:

**Richard W. Mark**  
**Office of the Election Supervisor**  
**for the International Brotherhood of Teamsters**  
**4423 Lehigh Road #439**  
**College Park, MD 20740**

**Teléfono: 1-844-428-8683 (844-IBT-VOTE) (llamada gratis)**  
**Correo electrónico: [ElectionSupervisor@ibtvote.org](mailto:ElectionSupervisor@ibtvote.org)**

### LAS PRIMERAS ETAPAS DEL CICLO ELECTORAL

La primera fase de la elección conlleva la planificación y supervisión de la elección de delegados a la 30ª Convención del Sindicato Internacional. Cada sindicato local, federación de sistemas, o comité general de ajuste debe preparar un plan electoral de sindicato local para la elección de sus delegados. Estos planes serán presentados a la Oficina Electoral utilizando un sistema en línea.

- **Sindicatos locales de la industria alimentaria estacional.** Unas pocas sindicatos locales que tienen un número significativo de miembros que trabajan para empleadores en la industria alimentaria estacional deben presentar planes electorales del sindicato local no mas tarde el 1 de junio de 2020, y llevarán a cabo sus nominaciones y elecciones entre el 1 de julio y el 1 de noviembre del año en curso. La Oficina del Supervisor Electoral informará a todas los sindicatos locales que tengan la obligación de seguir este calendario.

- **Sindicatos locales que eligen delegados simultáneamente con la elección de oficiales del sindicato local.** Los planes para las nominaciones y elecciones que pueden realizarse en el otoño (simultáneamente con las elecciones de oficiales de los sindicatos locales) deben presentarse no mas tarde el 30 de junio de 2020. Dichos nominaciones y elecciones se llevarán a cabo entre el 1 de septiembre de 2020 y el 31 de diciembre de 2020.

- **Todos los demás sindicatos locales.** Los planes para las nominaciones y elecciones de delegados a iniciarse a partir de enero de 2021 deben presentarse no mas tarde el 30 de septiembre de 2020.

La Oficina Electoral proporcionará información acerca de cada fase de la Elección de Delegados y Oficiales del Sindicato Internacional de Teamsters de 2020-2021 en futuros números de la revista Teamster y en otras publicaciones oficiales de la IBT, así como en el sitio web de la Oficina del Supervisor Electoral, [www.ibtvote.org](http://www.ibtvote.org).



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