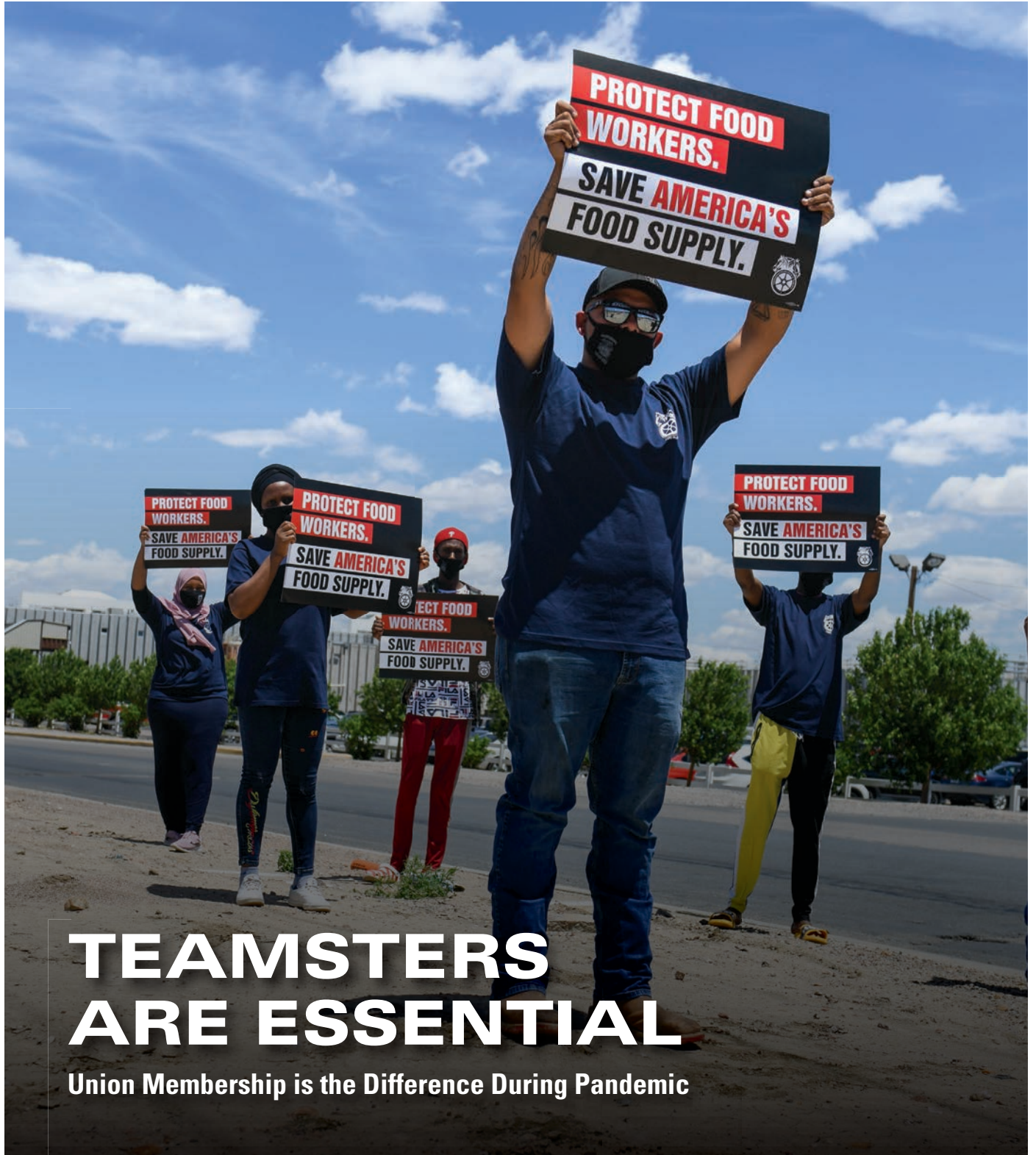




Teamster

FALL 2020



TEAMSTERS ARE ESSENTIAL

Union Membership is the Difference During Pandemic



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INFRASTRUCTURE INVESTMENT HOLDS KEY TO IMPROVING ECONOMY

Photo taken before social distancing was implemented.

The coronavirus has brought the American economy to its knees. During the last few months, millions of Americans have filed for unemployment, forced out of jobs by a pandemic that has shuttered businesses, many never to reopen again.

COVID-19 is the biggest calamity to hit the U.S. workforce since the Great Depression. Getting people back on the job is going to require a detailed federal plan and innovative thinking. There is a place, however, for some tried-and-true ideas. And that means one thing—infrastructure investment.

Some 85 years ago, President Franklin D. Roosevelt put Americans to work by making massive amounts of public dollars available to rebuild a nation in distress. Now, we need a 21st century version that rebuilds roads, bridges, public transit, airports, water systems, power grids, broadband networks and more.

Most Americans use these systems every day, including hundreds of thousands of Teamsters, be it as truckers, railroad workers, bus drivers, building tradesmen and others. Our nation's failure to maintain and improve this infrastructure is costing Americans. The irony is that increased infrastructure spending is widely supported, with a recent poll showing 80 percent back it.

Increasing investments in necessary networks is essential to turning the economy around. Why? Because infrastructure jobs, unlike those in other sectors, can't be outsourced. They improve living

standards for all Americans, including the men and women who help to repair and maintain roads, bridges, ports, airports and mass transit systems, along with those who earn a living transporting goods and the vast majority of Americans who use our transportation networks every day.

Getting a bipartisan plan signed into law is a challenge that President Trump and congressional leaders are going to have to come together to solve. More funds will be necessary to get it done. The importance of doing so, however, cannot be dismissed.

The gains from making such investments go beyond better infrastructure. Rebuilding, repairing and reinvestment is also about rebuilding and repairing the trust between government and workers by reinvesting in the people that have and can continue to make this nation great. Better pay will lead to more spending and improve the economy at a time it is desperately needed.

There was a time when building roads and rails weren't just political issues—they were American values, something everyone could support. The leadership in Washington, D.C. has an opportunity to return to that era right now by breaking political gridlock. Americans need that now more than ever.

James P. Hoffa

Teamsters Make Sure Members Are Working—and Working Safe

The Teamsters Union is working at all levels on behalf of members—and to ensure that they are working safe.

Employers don't always consider what's best for their workers. And as the world grapples with the coronavirus and its fallout, a million essential Teamsters never stopped working. That's a lot of potential for danger.

Whether it's organizing a nationwide day of action, bargaining an innovative agreement to keep Teamsters working, or simply supplying members with information on how to do their jobs safely, the union is working nonstop.

"Our nation will emerge stronger from this pandemic because of the work of essential Teamsters. The work ethic, compassion and skill of our members can't be matched," said Jim Hoffa, Teamsters General President. "The Teamsters Union continues to stand shoulder to shoulder with working families trying to make it through this pandemic safely and financially intact."

Day of Action

In a nationwide protest on June 10, Teamsters in the food supply chain demanded state governments and employers take action to keep them safe and protect the nation's food supply amid the COVID-19 pandemic. The Teamsters represent nearly 500,000 workers at every level of the food chain—from meat and dairy processing, packing, transportation and delivery, to the country's largest breweries, bakeries, soft drink companies and grocery chains.



STANDING UP FOR WORKERS





Workers in more than 30 cities raised their voices to demand change in the wake of recent COVID-19 outbreaks in the food industry, specifically the need for enforceable safety standards, government funding for paid sick and family leave, hazard pay, access to PPE and increased testing capacity.

The protests took place outside of major U.S. food facilities, including the Kroger warehouse in Memphis, the UNFI warehouse in Denver, and were held in cities from La Habra, Calif. to Springfield, Mo. to Houston. COVID-19 cases have been reported at more than 115 meat and poultry processing facilities across 19 states, with over 5,000 food supply chain workers testing positive and more than 20 killed from the virus.

"CVS took far too long to respond to numerous worker concerns, including crowding issues in my department, the Pharmacy Department, putting many workers at risk of being exposed to the virus," said Job Parra, an 11-year employee of the CVS Distribution Center in La Habra, Calif., who is a member of Local 952 in Orange. He was one of hundreds of Teamsters who turned out for the day of action. "As a result, 35 of us were possibly exposed to a co-worker who got infected and we all had to be sent home for two weeks."

Until employers, state governments and the fed-

eral government step up and deliver enhanced safety measures and federal funding to food facilities, warehouses and stores in need, millions of workers' lives will be at risk—not to mention the well-being of millions of American consumers.

Teamsters are calling for a shield, test, trace and treat approach for food workers across the industry. This means providing PPE for all workers, adjusting work practices for social distancing, prioritizing regular COVID-19 testing and tracing for food supply chain workers, and covering all COVID-related health expenses and quarantine pay to prevent outbreaks for all workers impacted by COVID-19.

Teamsters Take Action at Republic Services

Too many employees are being told to work safe but are not given the training or tools they need to do so, putting families and communities at risk. This has been the case for thousands of Teamsters at Republic Services, the \$10 billion trash and landfill corporation.

Standing six feet apart in solidarity and holding signs saying "Republic Services: Workers Need Protection," hundreds of Teamsters stood in unity on May 1 for a national day of action for worker safety. The protests took place at Republic Services facilities from coast to coast to demand proper personal

protective equipment (PPE) during the coronavirus pandemic, as well as paid sick leave and an end to punitive attendance policies.

"It is unconscionable that in the midst of a global pandemic, sanitation workers have to protest to demand the most basic protections required simply to do their job safely," said Chuck Stiles, Director of the Teamsters Solid Waste and Recycling Division. "Sanitation work is essential work, especially during a global pandemic. However, our guys do not have the gear needed to do their jobs safely, and are fearful every day of contracting the virus and bringing it home to their loved ones."

In a March 16 letter to the CEOs of four of the largest waste companies in the U.S., including Republic Services, Stiles outlined the union's requests on behalf of its membership. Republic Services was the only company to not respond to the letter and it remains the only company that has failed to implement an adequate plan for keeping workers safe.

"We need the company to put people's lives first," said Demetrius Tart, a 14-year driver for Republic Services who took part in the protest in Cumming, Ga.

Warehouse Solutions

While a million Teamsters have been deemed essential and never stopped working through the pandemic, others have experienced hour cuts or furloughs. The union has been working on innovative ways to keep nonessential members working while helping other industries that have been struggling to put enough workers on the job.

The food service industry has been classified as "essential infrastructure" by the federal government and supermarkets are required to operate during the pandemic. That's not the case for all warehouse workers.

Teamster representatives have reached a significant agreement with US Foods and Safeway-Albertsons in response to the COVID-19 pandemic. The new, temporary agreement will allow members of Local 455, Local 690, Local 174 and Joint Council 28 to continue working through the public health crisis and serve as a template for other locals across the country. Both companies agreed for bargaining unit members employed by US Foods to begin performing work at Safeway distribution centers to address the imbalance between the broadline foodservice and grocery industries caused by the coronavirus outbreak.





"Our work is needed now more than ever, and this agreement meant a lot to all of us," said Pablo Coria, a 15-year employee at US Foods and steward for Local 455 in Denver. "I had the seniority to stay at US Foods, but there was no change to our contract whatsoever, so I decided to make the switch to help my co-workers. I am just blessed to be working and very grateful to the Teamsters for fighting to keep us working."

"Safeway has agreed to honor the workers' union contract at US Foods in its entirety," said Larry Kroetch, business agent for Local 690 and Joint Council 28 Warehouse Division Chair. "This agreement will ensure warehouses are staffed and stocked, and it will ensure communities have access to food by keeping professional drivers on the road."

Union representatives worked quickly with both companies to prevent a scale-back in operations at US Foods, preventing furloughs and time cuts for its members amid the COVID-19 crisis.

"This is the way unions and companies work together on creative solutions in times of crisis. This is the way we keep people working, and it will serve as the template for more locals moving forward," said Steve Vairma, President of Local 455 and Director of the Teamsters Warehouse Division. "I commend both companies for their commitment to their workers during these difficult times and hope other companies will step up to the plate and follow suit."

Public Workers

Public workers are in a unique position. They are on

the front lines, keeping our communities running by providing emergency services, transportation, child care, public safety and more. The majority of them are considered essential workers, and many of them will come in contact with those infected by COVID-19.

Local 237 represents municipal employees in all five New York City boroughs and Long Island at public schools and colleges, food services, public housing, homeless shelters, public hospitals, the Administration for Children's Services and many other agencies.

Early on in the pandemic, many of these frontline workers were not getting proper training or safety gear for their jobs. This was happening not only while these Teamsters were being asked to work safe, but while dozens of them were falling ill with the coronavirus.

"It's inhumane and hypocritical to ask workers to do a job without any thought to their well-being," said Greg Floyd, President of Local 237 and International Vice President. "Our members serve and protect the public. How can they be expected, in good conscience, to protect the public, when they are not protected themselves?"

The local took their case directly to the mayor and to the press. Shortly after, New York City's mayor appointed Floyd to a Labor and Workforce Advisory Council, which serves as guidance to shape the city's response to the pandemic.

While the situation has improved somewhat for New York City's municipal workers, a shortage of PPE persists. Local 237 and their members continue to speak with a unified voice about their needs.

BLOWING THE WHISTLE ON REPUBLIC SERVICES

Teamsters Get Georgia Member Reinstated

Greg Dowis has been called a lot of names since he and his co-workers at Republic Services in Cumming, Ga. decided to organize with Local 728 in 2019.

To his employer, Republic Services, he has been labeled everything from a "poster child" to a "cry baby" for the union, constantly challenging the company when it comes to safety and fairness on the job. To his brothers and sisters in the Teamsters, however, he is a courageous leader in the fight for worker justice.

"I've been called all kinds of names," Dowis recently told a reporter at a CBS affiliate in Atlanta. The reporter concurred, saying she had reached out to the company for comment and was told he was, in fact, described by management as a "poster child" for the union. Dowis responded that he considers the label a source of pride.

"If standing up for worker safety makes me a 'poster child,' then I consider that to be a badge of honor," said Dowis, who is also a union steward for Local 728.

In March, Dowis took on a new title when he called out Republic Services for failing to provide basic PPE for workers in the midst of the pandemic: whistleblower.

It all started when Dowis arrived to work one morning in the early days of the pandemic and surveyed the cleaning supplies available for the 35-worker unit in Cumming: one face mask and a couple of boxes of blue nitrile gloves. He went straight to management to voice his concerns. Rather than listen, Republic Services retaliated by suspending Dowis.

"Greg had a long history of speaking out against worker abuse at Republic Services," said Chuck Stiles, Director of the Teamsters Solid Waste and Recycling Division and Vice President of Local 728.

Upon hearing news of Dowis's suspension, Stiles, Local 728 and the Teamsters Solid



Waste and Recycling Division immediately went to work to get Dowis reinstated. The outpouring of support, along with a union-wide petition and mounting pressure from the media, proved successful.

Less than a week after being suspended, Dowis was reinstated with full backpay.

In the weeks and months since being suspended, Dowis has been a key spokesperson in the Teamster campaign to ensure Republic Services provides its workers with proper PPE.

Dowis is more determined to speak out for worker safety than ever. Since being reinstated, he continues to be an outspoken critic of the company and has appeared in several local and national media stories to share his experience as a whistle-blower for worker safety and call on the company to provide workers with proper safety and PPE.



SOLIDARITY IS ESSENTIAL

In a few short months, a global pandemic has devastated and reshaped the lives of workers in America. While the infection has suffocated large parts of the economy, it has produced another symptom: worker unrest.

The coronavirus has put a spotlight on the essential labor American workers perform to keep society running. At the same time, it has also exposed the vulnerability of nonunion workers who have been stripped of so many rights and protections on the job. The crisis has forced too many working people to the front lines without adequate health and safety standards, at the mercy of business decisions and bosses who often are more interested in profit than protecting the lives of their employees.

Fortunately, many Teamsters and other union members have the benefit of strong collective bargaining agreements that include strict workplace safety measures. But most workers in America are unprotected. Meanwhile, the federal government is also failing in many ways to step up for workers' safety. The result has been an upsurge of collective action by both union and nonunion workers.

"As Teamsters, we stand shoulder to shoulder with all workers fighting for safety, dignity and respect on the job, and this can only be won through solidarity," said Teamsters General President James P. Hoffa. "Now, more than ever, workers need to speak up and

take action to protect themselves, their families and their communities."

On May 1, marking International Workers' Day, Teamsters launched www.SolidarityIsEssential.org, a comprehensive online resource guide for nonunion workers to take action and fight for safer working conditions for themselves and their co-workers. The site provides information on workers' legal rights on the job, information on filing complaints with federal and state regulators, and technical information on occupational safety and health during the COVID-19 pandemic.

"Since the start of the COVID-19 pandemic, there have been more than a hundred walkouts and strikes by workers who are demanding appropriate safety protections," said Iain Gold, Director of the Teamsters Strategic Research and Campaigns Department.

The "Solidarity Is Essential" website lays out a set of basic protections that should be guaranteed to every worker, including the right to be kept safe from illness, injury or death at work and access to the personal protective equipment (PPE) they need to do their jobs safely.

The website includes resources for workers to take action, including steps to build a network, understand workers' rights under federal labor law, come up with demands, and take actions like blowing the whistle or, if necessary, going on strike. It also provides health and safety tips for workers trying to stay safe on the job.

"The pandemic has created an environment where



Photo taken before social distancing was implemented.



• TEAMSTERS STAND WITH FRONT LINE WORKERS •

workers fearful for their lives are taking action with their co-workers that they hadn't contemplated before," Gold added.

Teamsters Help Workers Fight Back

The new wave of worker-led activity has taken place especially among nonunion, low-wage workers in the logistics sector. Food industry workers and warehouse workers keeping critical supply chains moving for a nation under stay-at-home orders have found themselves at heightened risk of infection and are demanding more protection and hazard pay.

A major flashpoint of worker activism has been at Amazon. While the rest of the economy has felt the crush of the pandemic, the online retail goliath has enjoyed the booming business of Americans forgoing trips to the store in favor of online shopping.

In April, workers at a Minnesota Amazon facility staged a walkout and won the reinstatement of one of their co-workers who was fired for refusing to report to work due to concerns about the virus and the company's failure to ensure safety.

Across the country, Teamsters, along with other labor and community organizations, have been responding to worker calls for assistance to help assert their rights for safer working conditions during the health crisis. This includes helping Amazon workers file OSHA complaints, demanding PPE and transparency about worker infections, and calling for continued hazard pay.

In California, Teamsters have been supporting Amazon workers and community members in the

Inland Empire who are demanding higher standards at warehouse facilities, including a planned air freight terminal being developed for Amazon in San Bernardino. And not far from there, misclassified port truck drivers who have long been supported by Teamsters are facing similar challenges from unsafe working conditions during the pandemic.

"Since the COVID-19 pandemic began, my work at the port has slowed down and it's become nearly impossible to support my family," said Juan Giraldo, a misclassified port truck driver from Los Angeles. "We haven't been provided with the masks and gloves necessary to stay safe, and if I got sick I'd be in an even tougher situation since my company doesn't provide me with paid sick leave."

In May, Teamsters and community allies joined truck drivers who circled the Port Administration Building at the Port of Los Angeles. The drivers delivered a petition demanding proper PPE, paid sick leave, immediate cash assistance, free COVID-19 testing, social distancing procedures and a suspension of payment requirements related to truck loans and leases.

"There is an unprecedented amount of organic, worker-led activity taking place right now and the Teamsters Union wants to provide as much support as we can to these workers," Gold said. "We are saying, in this period of crisis that is affecting all workers, solidarity is absolutely essential."



For more information, visit www.SolidarityIsEssential.org or scan the QR code.

TEAMSTERS ON THE JOB

Union Membership is the Difference During Pandemic





Working in a foundry is hot, difficult work. Wearing a face mask at a foundry, where they melt aluminum at 1,200 degrees Fahrenheit, is even hotter and more difficult. But that's what George Lewicki and his Teamster co-workers are doing every day.

Lewicki is a Teamster steward at Cast Specialties, Inc. in Cleveland, which manufactures die-cast aluminum and die-cast zinc products.

"It would be pretty hectic here without a union. They could hire and fire whoever they wanted, and people like me, who have been there a long time...they'd rather hire someone new and pay them less," Lewicki said.

Lewicki has been there 21 years and is no stranger to the heat. But like most jobs, things changed after the pandemic hit. He and his Teamster co-workers have adjusted.

"It's a little tough wearing a mask in a foundry while working, because of the heat. But other than that, it's not too bad right now," he

said. "It has been a little difficult keeping your distance from people. We all just have to be careful."

Lewicki said he's thankful his job is essential right now—and thankful that they are members of Local 416 in Cleveland.

"Teamsters are working tirelessly through crazy times. Whether they're making parts for ventilators, picking up garbage, boxing sanitizer or any number of other jobs, Local 416 members are doing their part and they are proud to be working union," said Sonny Nardi, President of Local 416.

Teamster Heroes

As of June 18, the U.S. had 2.21 million confirmed cases of COVID-19. Approximately 119,000 of those Americans have died.

And while countless people are still under stay-at-home orders, and a historic number of Americans have been laid off, more than a million Teamsters are still working hard.



"Essential Teamsters are heroes. They are keeping our country running," said Jim Hoffa, Teamsters General President. "Every American can now clearly see the contributions that these frontline workers make, whether there is a pandemic or not."

Across North America, Teamsters deemed essential are working in health care, public services, transportation, grocery, food processing, package delivery and other industries. While Americans have rightly saluted many of the essential workers they see or hear about, there are countless essential jobs being worked with little to no recognition.

Being an essential worker right now can be both rewarding and difficult. But it is made safer, more lucrative and more secure if the worker is in a labor union.

Working Safe

Greg Vaughn is a Teamster steward and CDL driver for C&K Industrial Services. C&K is a company that offers industrial cleaning solutions in the municipal and commercial sectors.

"We are essential workers and we have been keeping busy. All of

us here are doing what's necessary for our customers and we're doing it safely," Vaughn said. "This would be a difficult job to do without a union backing us up."

Because of the coronavirus pandemic, sanitizing and disinfecting has been getting a lot of attention. Vaughn and his Teamster co-workers all have plenty on their plate.

"We clean power plants, steel mills, that sort of thing. We do water blasting and street sweeping. Also, the cleaning and camerawork of sewers. We do sanitizing and disinfecting of companies," said Vaughn, who has worked for C&K for 24 years. "We're fairly busy and everyone is still working."

The nature of their job requires everyone to know proper PPE procedures and Vaughn said they get a 40-hour safety training every year.

Teamster Pride

Health care facilities and those who work in them are in the news a lot lately. While doctors and nurses certainly deserve our thanks, there are many workers that keep health care facilities running that are currently unsung.

Every day, hospitals produce thousands of pieces of dirty laun-

dry. Angelica Linen, a Teamster employer, specializes in laundry from hospitals, long-term care centers, surgery centers, clinics and other health care facilities. Right now, those workers are considered essential, as are Teamster laundry employers like Aramark, AmeriPride, AlSCO and Emerald Textiles.

"The Teamsters always give us the support and backing we need," said Harry Gutierrez, a driver with Angelica Linen and member of Local 952 in Orange, Calif. He is also steward for his bargaining unit. "My co-workers are very hardworking, reliable and proud Teamsters."

The job Gutierrez and his co-workers do is difficult and dangerous.

"We deliver linen, scrubs, medical lab coats, patient gowns, and pretty much everything that's made out of fabric that a hospital or medical center could possibly need. We also pick up all the dirty linen, which includes the contaminated COVID-19 linen, and return it to the plant to be cleaned," he said.

Gutierrez, who has worked at Angelica Linen for 13 years and has been a Teamster for 20 years, said wearing personal protective equipment (PPE) has always been part of his job.







"We've worked through SARS and H1N1. We have always been careful about how we pick up linens and scrubs and we're careful now," he said. "Work has been steady for us. Obviously the disinfecting methods have improved and gotten more detailed, but we're still out there grinding it out."

Disinfecting and sanitizing has become an even bigger part of work for Gutierrez and his co-workers. Vehicles get sanitized, as well as any part a driver might have touched. Drivers have more stringent protocols for safety than they did before the pandemic.

"Teamsters in the linen industry are some of the hardest working members we have," said Dave Dudas, Director of the Teamsters Bakery and Laundry Conference. "The union is working to make sure all our members are working safe, and I salute these essential employees for their continued work in such

difficult times."

"We work in a gray area. We're in the medical industry but we're not a medical profession. Still, my co-workers and I take great pride in the quality of our linens, how they're delivered, how we communicate with customers," Gutierrez said. "This job is important. It's essential. It can be rewarding. I lost my mom recently. In the hospital, she saw she was on Angelica sheets and felt like her son was there with her."

His Angelica Linens location has been members of Local 952 since long before he started there.

"These Angelica workers are showing what the Teamsters Union is all about," said Eric Jimenez, Secretary-Treasurer of Local 952. "Teamsters have always been essential. During this time of uncertainty, Teamsters across the country are proving it and we are going to keep doing

what we do best to get our country back on track."

'Doing My Part'

Back in Cleveland, Tavens Packaging and Display Solutions designs and manufactures packaging products, retail displays, does digital printing and more. One of the accounts of this Teamster employer entails packaging hand sanitizer.

Carl Morris, a Local 416 Teamster who has worked at Tavens for seven years, is a machine operator and steward. With his folder gluer machine, he services four or five different customers each day. He has been an essential worker since the beginning of the pandemic.

"I'm just doing my part to keep things going. I know the other Teamsters I work with are doing the same. We're all doing what we're supposed to be doing, doing it safely, and nobody is complaining," he said. "I'm glad I have a



job and glad the Teamsters have got our back”

Morris is the steward for the Teamster bargaining unit at Tavens and they recently approved a new contract. Morris said times like this show why workers need a union.

Job Protection

“It feels good to be essential. It feels like I’m helping the economy move forward during this pandemic,” said Antonio McPherson, a lead mechanic in Landover, Md. He has been a Teamster for 17 years at the Washington Metropolitan Area Transit Authority (WMATA).

“If I didn’t have the Teamsters Union, I’d probably be out of a job at this time,” McPherson said, adding that he has seen a lot of job loss in the private sector. “In a lot of jobs, there’s no protection. The Teamsters always protect their people.”

Roderick Hodge also works as a WMATA Teamster. He has been a member for 23 years and works in the body shop maintaining buses.

“I’m glad I’m a Teamster because they represent me. They are trying to make sure we all know how to keep safe and go home to our family at the end of the day,” he said. “If you’re out there working and not represented by a union, you should know that the Teamsters can help protect your job, fight for higher wages and make sure you can take care of your family.”

“Being Teamsters, we have a sick policy. That’s important right now,” said Dania Price, another WMATA bus operator and Teamster for 25 years. “Everyone should have a union backing them up at work.”

“I’m proud and I’m scared right now,” said Marlin Fontenette, a WMATA bus driver who has been a Teamster for 28 years. “I’m not only on the front lines, I’m also taking people to and from the front lines. I’m essential, and I’m taking other essential people to fight the virus at hospitals. It’s an important but dangerous job. We’re also picking peo-

ple up at the hospitals...it’s a health scare for us and the public.”

Fontenette said he’s thankful his job is considered essential, and thankful for having a union.

“If I didn’t have a union, I guess I’d be beholden to management. They alone would decide whether to keep me or not. There’s a lot of people right now without a union who lost jobs and they’re not certain if they’re ever going to be picked back up. But the Teamsters make sure they take care of their members,” he said.

The Bigger Picture

For many essential Teamsters, not much has changed, and for others things have changed a great deal. The one constant is how hard Teamsters work.

Dana Logston is a Teamster steward at a company that makes parts for ventilators—machines that help lungs work. These machines have been in high demand during the coronavirus pandemic, but Logston said not much has changed at work.

“We’re still there. Lately, not much has changed,” he said. “We’re still social distancing and using masks, but we’re going about our business as usual, working hard.”

Logston is glad he’s still able to work during difficult times for so many.

“I like the idea of being part of the bigger picture,” he said. “Being essential, it’s great that we still get to work. I’m proud that we’re working on ventilators and I know we have a lot of other proud Teamsters here, too.”

“Whether someone is operating a ventilator for a patient or making parts for ventilators, they are both essential,” Hoffa said. “And they both deserve safe working conditions and dignity and respect on the job. As Teamsters, that’s what they get.”



Compassion *in a* Crisis



Teamsters Meeting the Needs of Members and Communities

Many employers haven't been doing enough to make sure their essential workers are as protected on the job as they should be. And that's where the leadership of unions like Local 171 in Salem, Va. have stepped in.

Noting a lack of personal protective equipment, hand sanitizer and cleaning solution for its worksites, Local 171 President Todd Robertson and Secretary-Treasurer Jim Pappas, with the help of other staff, their families, shop stewards and workplace safety committees, have made sure members have the materials they need to stay safe on the job.

Members of Robertson's and Pappas' families have been sewing face masks so that all of the local's 1,200 members can have at least one. After picking up a 55-gallon drum of cleaner and a 55-gallon drum of hand sanitizer to distribute to

workers and communities are safe right now. I'm proud of how, during every national crisis, our union and our members have been front and center making a difference," said Jim Hoffa, Teamsters General President. "Local 171's leadership is just one example of thousands showing what it means to be a Teamster."

When the Teamsters see a need—whether it's because of bad employers or government policies that don't consider working families—they step in.

Food and PPE Drives

The pandemic has resulted in millions of lost jobs in the U.S., and countless more worldwide. As Teamster affiliates are adjusting to the situation and preparing for a difficult economic recovery, many of them have stepped up to help feed their communities.

Ever since job losses started piling up nationwide, Teamsters have been hosting food banks for vulnerable members of their community.

Members from Local 572 in Carson, Calif. served more than 2,300 families during a community food distribution from the local union parking lot on April 18.

The union partnered with the LA County Federation of Labor, Labor Community Services and the Los Angeles Regional Food Bank for the three-hour drive-through event. Throughout the food drive, Teamsters ensured social distancing was in place.

"There are a lot of families in need right now," said Rick Middleton, Secretary-Treasurer of Local

"I'm proud of how, during every national crisis, our union and our members have been front and center making a difference."

—James P. Hoffa, General President

members who needed it, the local also provided gloves for their essential members.

"There have been so many stories about locals, Joint Councils and individual rank-and-file Teamsters stepping up and making sure their co-



572 and International Vice President. “Our members have stepped up to help and are making a difference in our community. Our members have been volunteering at food banks across the region and were instrumental in making this one a success.”

The Teamsters Port Division has also been busy hosting charitable drives. Cargo at ports is down because of the coronavirus. Drivers that used to get two or three loads a day are now only getting three or four a week.

Since many port truck drivers are illegally classified as independent contractors, they don’t have employer protections, and many are not members of a union.

The Port Division and a local food bank came together to help drivers in the San Pedro area of California. They not only provided food but personal protective equipment.

Convention Centers to Hospitals

As the demand for more medical facilities has grown during the fight against the COVID-19 pandemic, convention centers have been enlisted to serve as temporary treatment centers for patients being treated or recovering from the virus.

Convention and trade show Teamsters have

been brought on in Boston, New York City, Chicago and Detroit to help with construction and ongoing support of these temporary facilities.

While the work is just a drop in the bucket for the thousands of members out of work due to the nationwide cancellation of trade shows and closure of convention centers and casinos, it is critical work that must be done.

“Our members are playing an invaluable role in the construction and support of these medical facilities, but our industry is still reeling from the impact of COVID-19,” said Tommy Blitsch, Director of the Teamsters Convention, Trade Show and Casino Division. “Whatever work that our members can do to help support treatment and containment of COVID-19 only brings us closer as a union to getting all our convention, trade show and casino Teamsters back on the job.”

In Boston, more than 100 Local 25 members at the Boston Convention and Exhibition Center helped with the set-up and construction of a 1,000-bed field hospital in April for patients with COVID-19 that can’t be accommodated in local medical facilities. The field hospital also housed the homeless with COVID-19 but do not require hospitalization.

“Local 25 Convention Center Teamsters



worked extremely hard to get this job done,” said Sean M. O’Brien, International Vice President and Local 25 President. “We built a 1,000-bed hospital in five days. That’s Teamster strong. Hats off to the men and women in the Local 25 Trade Show Division.”

New York City’s Javits Center is also serving as another field hospital that was set up in coordination with the National Guard, Teamsters Local 807 and the Carpenters Union. Teamsters have been working around the clock to offer logistical support, unloading, loading and staging supplies.

Joe Fisher, a 25-year member of Local 807 and shop steward for the unit at the Javits Center, said that the union has a long history of pitching in during times of crisis.

“Working on this project made me feel like I was contributing and helping the effort to curb the spread of the virus,” Fisher said. “We have done similar work supporting relief efforts during 9-11 and Hurricane Sandy when we processed supplies for the first responders. This is something we are always ready to do in times of crisis.

We are there to help in any way we can.”

Chicago’s McCormick Place Convention Center is also serving as a field hospital and members of Local 727 have been on the job since day one, processing and unloading critical medical supplies that are needed in the 2,250-room facility. Working in conjunction with the Army Corps of Engineers and the Illinois National Guard, the Teamsters are doing their best to help flatten the curve.

“We are doing our part to assist the companies and the Army Corps of Engineers to make sure they have what they need for the treatment center,” said Bob Voss, chief steward for the McCormick Place convention and trade show Teamsters.

Illinois Governor J.B. Pritzker thanked Local 727 members working at McCormick Place for helping convert sections of the convention center floor into a COVID-19 alternate care facility in April.

“When I walked into this building and saw just how it was transformed in five days, I was

flooded with an overwhelming sense of pride and patriotism,” Gov. Pritzker said. “In one week’s time, the heroes who came together to make this possible built us a facility larger than the largest hospital in Illinois.”

Gov. Pritzker applauded the hard work of the United States Army Corps of Engineers (USACE), Illinois National Guard, Federal Emergency Management Agency (FEMA), and Chicago’s labor unions that created 500 new hospital beds ready to treat COVID-19 patients experiencing mild symptoms. Gov. Pritzker also reached out to Joint Council 25 President Terrence J. Hancock to thank the thousands of Teamsters throughout Illinois for the essential work they are performing keeping the state operating during the COVID-19 pandemic.

“We’re willing to help in any way, shape or form. We’re working with McCormick Place to provide as many Teamsters as necessary to get the job done. We’re all in this together and ready to do our part,” said Local 727 Business Agent Michael DeGard.

In addition to Boston, New York and Chicago, Local 299 in Detroit assisted in the setup and sup-

port of a 1,000-bed Army Corps of Engineers facility in Detroit’s Cobo Center and Local 631 members helped build a temporary facility for the homeless impacted by COVID-19 in Las Vegas.

“I want to thank all the Teamsters who have worked tirelessly throughout this pandemic to help our community. Our members have been critical in so many aspects of essential work during this unprecedented time,” said Kevin Moore, President of Local 299 and International Trustee.

“Across the country, Convention, Trade Show and Casino Division workers are doing what they can in this fight against the spread of COVID-19 despite the challenges they face both personally and professionally as a result of this pandemic,” Blitsch said.

Donating and Moving Supplies

Many workers in the airline industry have been sidelined by the COVID-19 pandemic, but the members of Local 2750 have never been busier. As cargo pilots for Atlas Air Worldwide, they are some of the most essential workers in the





global supply chain.

After the COVID-19 pandemic hit the U.S., the company agreed to supply them with personal protective equipment (PPE). The pilots, however, had another idea.

"Since mid-January we have been advocating and pushing the company to supply all flight crewmembers and ground personnel with PPE and other safety items," said Local 2750 Trustee Bob Kirchner. "We received N95 masks from the company, but together we de-

"In the middle of the worst pandemic in over 100 years, pilots and other workers in the aviation industry on the frontlines of this crisis are saving lives by the thousands and it's made me even more proud to be a Teamster,"

***—Capt. David Bourne, Director,
Teamsters Airline Division***

cided to donate them to nurses, doctors and other frontline responders working in the hospitals throughout New York City. We all have a critical role to play when it comes to saving lives, and we know that if those of us at Local 2750 were in desperate need of something and they could help, they would do it in a heartbeat."

The crewmembers have been resupplied with masks made of cloth and other material.

The mask donation isn't the only thing Local 2750 pilots have been doing to help save lives during the pandemic. They have also been tapped by FEMA to expedite coronavirus relief supplies to areas of urgent need. To that end, the pilots delivered a cache of desperately needed supplies to JFK Airport on March 29 – over 12 million pieces of PPE, including 130,000 N-95 masks.

True to form as professionals who perform well under pressure, the shipment arrived three days ahead of schedule.

It's not just the hard-hit tri-state area that Local 2750 members are servicing. On April 2, Atlas Air operated a charter that carried 65 tons of PPE for medical teams in the San Francisco Bay Area.

"In the middle of the worst pandemic in over 100 years, pilots and other workers in the aviation industry on the frontlines of this crisis are saving lives by the thousands and it's made me even more proud to be a Teamster," said Capt. David Bourne, Director of the Teamsters Airline Division. "The airline Teamsters are some of the many essential service workers who are the hidden heroes behind the scenes of the COVID-19 response, and I'm honored to represent them."

Members of Local 769 who work at Amerijet as pilots have also been coordinating deliveries of pharmaceuticals and other desperately needed medical supplies during the response to the coronavirus outbreak, delivering as much as 20 tons in a single flight. Local 769





President Josh Zivalich said the dedicated professionalism of the Amerijet members embody what being a Teamster is all about.

"Our members at Amerijet are the everyday heroes emerging from the tragedy of this public health crisis," Zivalich said. "While millions of people are staying at home with their families, these workers are not just continuing to work, but putting in extra hours to save as many American lives as they possibly can. It is truly an honor to represent such an amazing group of men and women."

Miami International Airport is the number one airport not just for perishables like medicine, but for all air cargo in the United States, with over 150 cargo flights arriving every day. Some Local 769 members were part of a crew that coordinated a delivery of pharmaceuticals and medical supplies.

"As a brotherhood of pilots, we are proud of our actions as first responders, by placing our own health at risk to fly home the much-needed

medicines and medical supplies from Europe," said Capt. Mike Meyer, one of the Local 769 Teamsters who helped coordinate and deliver the supplies.

Individual Heroism

Locals and Joint Councils aren't the only ones who have stepped in to fill a void when necessary. Countless individual Teamsters have volunteered for difficult jobs when others didn't want to do them.

In order to provide assistance in the different areas of the country that are experiencing higher rates of coronavirus infection and fatalities, those in the funeral service industry have been asked to volunteer in these regions and share their expertise.

When Service Corporation International, a funeral services company and Teamster employer, called upon its employees to volunteer in the New York area at a time when that was the country's coronavirus epicenter, longtime

Local 727 funeral director Howard Switalla immediately answered the call.

Chicago-area funeral workers, over 350 of which are members of Local 727, continue to put the needs of grieving families ahead of their own. Switalla worked long shifts for weeks at great risk to himself. Teamsters across North America are doing the same.

Teamster Contributions

The stories of Teamster contributions are coming in from all corners of North America.

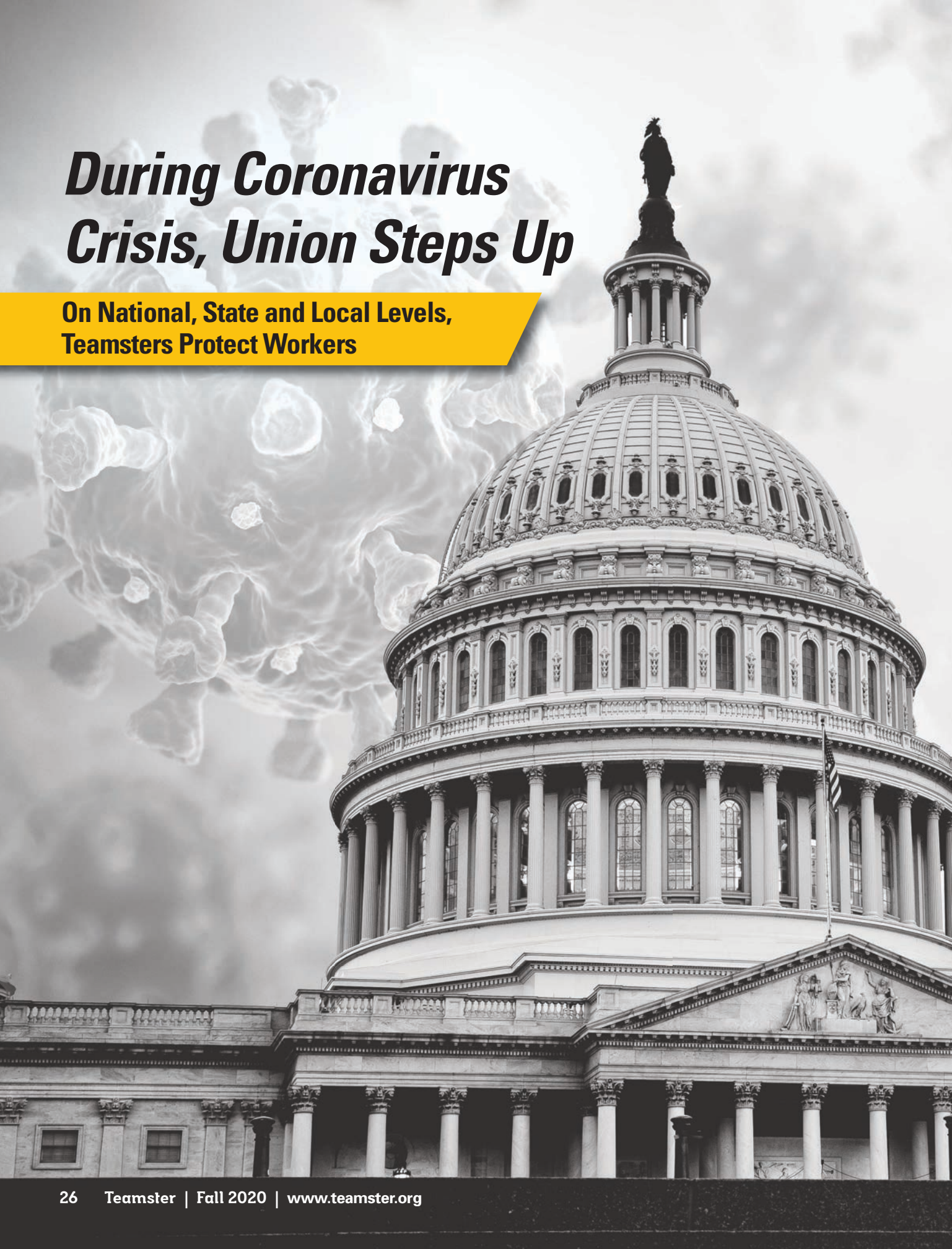
- Local 988 in Houston has been getting care packages and PPE out to members at their worksites.
- Empire Merchants Teamsters with Local 917 in Floral Park, N.Y. delivered hand sanitizer to local wine and spirits retailers.
- School bus drivers with Local 777 in Lyons, Ill. have been delivering school lunches to children while classes were cancelled.

- Joint Council 25 in Chicago delivered 150,000 KN 95 masks to the Illinois Emergency Management Agency. The masks were acquired and donated by Blue Cross Blue Shield of Illinois and delivered by the Teamsters Joint Council 25 Disaster Relief Team to Springfield on April 8 to replenish the state's dwindling supply.

- Teamster essential workers at US Foods helped deliver more than \$10 million in donated food and supplies to local food banks across the country.

"Once the scope of the pandemic was apparent, Teamsters have been working and volunteering nonstop and at every level of the union," Hoffa said. "This is not the first time the Teamsters Union has shown solidarity and compassion in the face of a crisis, nor will it be the last. However, I could not be more proud of the Teamsters Union, our dedicated members and hardworking affiliates."





During Coronavirus Crisis, Union Steps Up

**On National, State and Local Levels,
Teamsters Protect Workers**

The coronavirus quickly brought the American economy to a standstill. COVID-19 is the biggest disruption to the U.S. workforce since the Great Depression. Tens of millions of Americans have filed for unemployment, forced out of jobs by a pandemic that has shuttered businesses, many never to reopen again.

Putting people back to work is going to require a historic federal plan that restores employment to millions of Americans and makes transformational changes to ensure the safety and economic security of working Americans.

"The coronavirus pandemic continues to affect hardworking Americans' everyday life," Teamsters General President Jim Hoffa said. "The toll this scourge is enacting on the public is immense. That's why the Teamsters are pushing even harder now to get the support working families need."

The Teamsters have led the fight to make sure that the needs of its members – and all hardworking Americans – are heard. That means addressing not only the economy, but workplace safety, pensions, infrastructure investment and more.

Advising the President

Hoffa was appointed to the Great American Economic Revival Industry Group by President Trump in mid-April and shared with him and other members the top needs of members, including increased access to personal protective equipment (PPE), sanitizer and a disinfected workplace; easy access to reliable testing; and having the Occupational Safety and Health Administration (OSHA) implement a broad federal standard so that bad actor employers can be held accountable.

"It is important that working people have a voice as our nation works to find a way through the COVID-19 pandemic and to restart the econ-

omy," Hoffa said.

The coronavirus pandemic has brought into focus now more than ever the need for improved health and safety standards for frontline workers who have placed their lives and those of their loved ones at risk to serve their fellow Americans. And the Teamsters have been a leading voice to ensure that they are protected.

The union has placed paramount importance on making sure its more than 1 million essential worker members and others still working are protected. And that required the Teamsters to strongly advocate for expanded safety rules on the job.

PPE and Pensions

The Teamsters Union urged OSHA to issue a temporary emergency standard that covers all workers, including public sector employees in states that have not opted into OSHA coverage, as well as transportation workers not covered by another federal safety agency.

The Teamsters also called on Congress to provide funds for appropriate PPE and make those materials widely available, as well as a non-retaliation policy as a piece of comprehensive health and safety standards to ensure that workers can report non-compliance violations without fear of reprisal.

The House-passed HEROES Act additionally contained the Emergency Pension Plan Relief Act that would require the federal government to set up a partition program at the Pension Benefit Guarantee Corporation to rescue financially troubled multi-employer pension plans without cuts to benefits.

Unfortunately, the House bill also included the controversial GROW Act, which permitted the creation of so-called composite plans. The Teamsters were deeply disappointed at the inclusion of the GROW Act, as it is unproductive and will



prove to be divisive moving forward.

It is imperative that Congress protect retiree benefits, do no harm to healthy plans, and provide the financial stability that multiemployer plans need.

As of press time, it was unclear when the Senate will move to begin negotiations or introduce their own stimulus package.

Additionally, the Teamsters have also pushed those on Capitol Hill to repeal the CARES Act rule that limits use of the \$150-billion Coronavirus Relief Fund to only an unbudgeted response to COVID-19. This restriction blocked states from addressing the substantial revenue losses governments are experiencing at a time when there is also a sharp increase in demand for services.

Invest in Infrastructure

But when it comes to a way forward to revitalize the American economy, the union argues that one old reliable proposal is needed now more than ever – infrastructure investment.

The country needs a 21st century version of President Franklin D. Roosevelt's New Deal that put Americans back to work. Infrastructure improvement is a great place to start.

Our nation's infrastructure is in poor shape. We need to rebuild roads, bridges, public transit, airports, broadband networks, rails, power grids and more. These things are used by all Americans and our failure to maintain and improve this infrastructure is taking a toll.

Increasing investments in infrastructure is essential to turning the economy around because those jobs can't be sent overseas. They also improve living standards for all Americans.

Getting a bipartisan plan signed into law is a challenge that congressional leaders are going to have to come together to solve. More funds will be



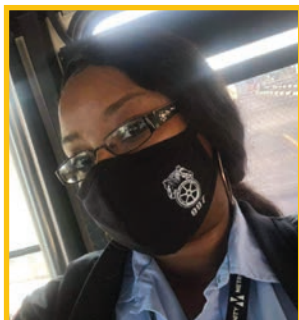
necessary to get it done. The importance of doing so, however, cannot be dismissed.

Rebuilding America's roads and bridges has not always been a political issue. Traditionally those have been services everyone could get behind. The country's leaders have an opportunity to break political gridlock and restore our infrastructure.

State Action

Teamsters across the country have also fought to shape state-level public policy during the pandemic.

Whether it be protecting workers through workplace standards, pushing to expand unemployment, or holding employers accountable, Teamsters have been in on the fight.





Minnesota Teamsters, for instance, joined with eight other unions in the state to push for the enactment of a new law in April that guarantees workers compensation and full health coverage for first responders and other frontline workers who come down with coronavirus.

Previously, workers had to prove that any instance of COVID-19 was caused by their job – an impossible task. But Gov. Tim Walz signed a bipartisan bill that presumes that if a frontline worker contracts the virus, it was done so while on the job. It is a win for workers who are putting their lives at risk to serve the public, and has served as a model for other states to follow.

Other states have expanded the definition of essential workers to include food distribution workers, including those who work in the warehouses. Such a move increases the types of benefits they are eligible to receive from the state, such as assistance with childcare.

Safety and Health Standards

Teamsters are also fighting back against the anti-union forces that look to take advantage of the pandemic in pushing their agenda.

Teamsters are on the front line against efforts

by politicians to provide overly broad, blanket liability protection to businesses, making it more difficult for workers or patrons to hold employers accountable if they discard safety standards.

While Teamsters and workers everywhere are ready to get back to work, there must be safety and health standards in place that are effective and enforceable. If employers purposefully discard safety guidelines, Teamsters are making sure that penalties will exist.

Teamster members have been the essential workers who have gotten the country through this unprecedented pandemic. From delivering food and essential materials, to keeping our communities safe, to caring for patients in hospitals, the Teamsters have been there.

Elected officials must recognize that fact, step up to the challenge, and support all working Americans who need help now more than ever.



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



Teamsters Use New GOTV Methods

In Age of COVID-19, Traditional Tactics Not Possible

The work of educating and getting people out to vote in the wake of the coronavirus pandemic has been completely turned on its head. The usual process of worksite visits and holding rallies and other public events for now are impossible.

But the Teamsters have found a way forward, and it might be a new model which could be used not only for the November vote, but all elections in the future. The union, working with its locals and Joint Councils, has used methods old and new during elections and primaries in May and June to reach out to members, get them registered to vote and to vote by mail as concerns about COVID-19 continue.

Harnessing the power of social media, the Teamsters have connected members with tools to vote from the safety of their homes. Meanwhile, they also had members reach out to members via texting and phone calls to get them interested in voting. The union instituted programs to get members involved as part of a Wisconsin U.S. House special election in May as well

as primaries in Colorado, Iowa, Nevada and Pennsylvania in June.

Educate and Engage

In Pennsylvania, for example, the Pennsylvania Conference of Teamsters hosted a statewide call for shop stewards to learn more about the process to vote by mail and opportunities to educate and engage members to support endorsed candidates.

Hearing from elected officials like state Attorney General Josh Shapiro that clearly stand on the side of workers is a good reminder of how important it is to elect pro-union candidates – especially in times like this.

Jeannette Barnes, field representative for the Teamsters Department of Political and Legislative Action, said the call allowed the union to hear from stewards in Pennsylvania about what was the best way to reach out to their workers.

“We created a steward’s toolkit so they would just go online and print out different fliers to post on bulletin boards,” she said. The union also got 92 stewards across the state to phone bank and



use the Hustle app to text members.

Coordinated Local Network

Meanwhile, local unions in Nevada ran a robust, multi-pronged campaign to encourage members to vote for pro-worker candidates.

The hallmark of their program was a coordinated network between locals made up of full-time union staff and rank-and-file political activists that dedicated their time and energy to reaching out directly to their members. The program included text messages, phone calls, worksite fliers and a unique program of empowering stewards to share important messages leading up to the election.

"There's a connection with the members," said Francisco Miranda, a Local 631 business agent and its political coordinator. "Everyone is involved with doing something new, and it's obviously working."

Beverly Williams, a Local 986 business agent, trustee and its political coordinator, said word is getting out about what the Teamsters are doing, and others in labor are interested.

Williams, who is also Secretary-Treasurer of the Southern Nevada Central Labor Council, said leaders and other unions were impressed and reached out to her after hearing how the Teamsters were

conducting their outreach during the pandemic.

"This can be used somewhere else because it was so easy," she said. "They are able to see that we are doing our part. It's exciting."

Evolving Tactics

The Teamsters see these changes not as a disruption, but as evolution. These new tactics are ones the union can add to its already powerful arsenal. They will complement more traditional methods of communicating with members and make the union more politically powerful.

Members know what a difference voting makes when it comes to vital things from workplace safety to retirement security. It's the Teamsters' job as a union to provide in-depth information on the candidates and connect them with the easiest/safest ways to vote.

Erica Goldblatt, a shop steward with Local 856 in San Francisco who did work on behalf of Local 533 in Reno, Nev. in the lead up to the state's primary, said she is hopeful the efforts will also be successful for the November general election.

"I do think it is an effective model," she said. "Our main goal was to make sure members could vote, and people appreciated that."

ELECTION SUPERVISOR'S REPORT No. 3

THE DELEGATE ELECTION PROCESS

Final 2021 Election Rules. The final Rules for the 2020-2021 IBT International Union Delegate and Officer Election took effect on May 4, 2020. You can view the 2021 Rules on line at the Office of the Election Supervisor ("OES") website, www.ibtvote.org, and you can print all or any part of the 2021 Rules at the website. Spanish and French translations of the 2021 Rules are also available on line.

Parking lot campaign access. Following practice from previous International Officer elections, a Court order once again allows access to "any parking lot used by [Union members] to park their vehicles in connection with their employment." 2021 Rules, Art. VII, § 12(e). This right is available to all candidates and members involved in campaigning for the International Union Delegate and Officer Election—whether in employee parking lots of their own employers or in the employee parking lots of other employers where their fellow union members work. Guidance on exercising this limited right of access is available at www.ibtvote.org. Unlike previous elections, exercise of this right of access may need to take account of public health law, regulations, or guidelines aimed at containing COVID-19. Case-by-case adjustments may be required to harmonize the campaign right with the need to protect public health.

Delegate Elections. Delegate elections are a prime forum for members to make their views on current issues and IBT policy known to leaders of the union. Find out about the delegate elections, and be part of the discussion in your Local, GCA or System Federation.

As each Local, GCA and System Federation schedules its delegate election, the date, time, and place of nomination meetings and ballot counts will be posted to a table at www.ibtvote.org. OES has approved delegate election plans for seven local unions with a significant number of members employed in seasonal agricultural work. Those local unions will elect their delegates this summer. Plans for local unions holding fall delegate elections were submitted at the end of June. All other Locals, GCAs and System Federations will submit delegate election plans by September 30, and will conduct their local union delegate nominations and elections between January and May 2021—the months leading up to the 30th IBT International Convention where the delegates will nominate International officer candidates.

Each local union election plan details the critical dates and procedures for the nomination and election of convention delegates and alternate delegates. Election plans are posted for comment, and you can view any local's delegate election plan at the OES website, both when it is proposed and later when it is approved. You should be notified by a posting on union bulletin boards, or other media your local uses to disseminate information to the membership, when your local proposes its plan to OES. To check whether a plan has been submitted or approved, go to www.ibtvote.org, click on the "Delegate Elections" link and then on the "View Plans" link. You can also see the schedule for each delegate election on the "Dates, Times, and Places" table posted on the OES website.

If you are considering participating in the delegate election process, read Article V of the 2021 Rules. In brief,

- **to be eligible to run for delegate or alternate delegate**, a candidate must be a member in **continuous good standing** at the local union for a period of 24 consecutive months prior to the month of nomination. Generally, "continuous good standing" means timely payment of dues plus employment under the local union's jurisdiction for each of the months in the 24-month period, without interruption in active membership due to suspensions, expulsions, withdrawals, transfers, or failure to pay fines or assessments.
- **to be eligible to nominate or second a candidate for delegate or alternate delegate**, a member must be in **good standing**, with dues paid through the month before the month of nomination. The deadline for payment of dues in order to be in good standing to nominate or second will be stated in your Local Union's Delegate Election Plan Summary, which will be posted on bulletin boards and available at www.ibtvote.org after approval.
- **to be eligible to vote for delegate or alternate delegate**, a member must be in **good standing**, with his/her dues paid through the month before the month the ballots are counted. The deadline for payment of dues in order to be in good standing to have your ballot counted in an election will be stated in your Local Union's Delegate Election Plan Summary, which will be posted on bulletin boards and available at www.ibtvote.org after approval.

OES answers inquiries from rank-and-file members who would like to know whether they are eligible to stand for election as a candidate, or to serve as a nominator or seconder. Candidates and members who plan to nominate or second are strongly encouraged to ask the Election Supervisor to verify their eligibility before the date of the local union's nominations meeting.

Individuals may submit inquiries and receive a confidential response regarding their eligibility status by going to www.ibtvote.org, clicking on "Official Forms," and completing and submitting Form 17—Request for Eligibility Verification. Requests may be submitted as early as thirty days before your local union's nominations meeting, but not less than five working days before the meeting.

Regional Director Staff Update: The Election Supervisor's Regional Director for the Atlantic Region (NJ, MD, DE, DC, VA and WV) is now Joe Childers. His contact information is available under the "Contact Us" tab of our website, www.ibtvote.org.

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

Richard W. Mark
Election Supervisor

WWW.IBTVOTE.ORG
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INFORME No. 3 DEL SUPERVISOR ELECTORAL

EL PROCESO DE ELECCIÓN DE DELEGADOS

Versión Final del Reglamentos Electoral de 2021. La versión final del Reglamentos 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) entró en vigor el 4 de mayo de 2020. Usted puede ver el Reglamentos de 2021 en línea, en el sitio web de la Oficina del Supervisor Electoral (Office of the Election Supervisor – OES), www.ibtvote.org, y puede imprimir ya sea todo o una parte de dicho Reglamentos desde el sitio web. También se encuentran disponibles en línea traducciones del Reglamento de 2021 al español y francés.

Acceso a zonas de estacionamiento para propósitos de campaña. Siguiendo las prácticas vigentes en elecciones anteriores de Oficiales de IBT Internacional, una orden judicial una vez más concede acceso a “cualquier zona de estacionamiento utilizada por [miembros del Sindicato] para estacionar sus vehículos en relación con su empleo,” Reglamentos de 2021, Art. VII, § 12(e). Este derecho se concede a todos los candidatos y miembros participantes en campañas para la elección de Delegados y Oficiales del Sindicato Internacional—ya sea en zonas de estacionamiento para empleados de propiedad de sus propios empleadores o en zonas de estacionamiento para empleados de otros empleadores donde trabajen compañeros sindicalistas. Puede encontrarse orientación sobre el ejercicio de este derecho limitado de acceso en www.ibtvote.org. A diferencia de elecciones anteriores, el ejercicio de este derecho de acceso posiblemente tenga que tomar en cuenta las leyes, reglas o directrices de salud pública dirigidas a contener la COVID-19. Puede ser necesario efectuar ajustes sobre la base de casos individuales a fin de armonizar el derecho de realizar campañas con la necesidad de proteger la salud pública.

Elecciones de delegados. Las elecciones de delegados son un foro importante para que los miembros hagan saber a los dirigentes del sindicato sus opiniones en relación con los temas de actualidad y las políticas de la IBT. Infórmese sobre las elecciones de delegados y participe en las discusiones en su sindicato local, GCA o Federación de Sistemas.

A medida que cada sindicato local, GCA y Federación de Sistemas programe su elección de delegados, la fecha, hora y lugar de las asambleas de nominaciones y de los recuentos de votos serán publicados en una tabla en www.ibtvote.org. La OES ha aprobado los planes para la elección de delegados de siete sindicatos locales que tienen un número significativo de miembros que realizan trabajos agrícolas estacionales. Esos sindicatos locales elegirán sus delegados este verano. Los planes de los sindicatos locales, programando sus elecciones de delegados en el otoño fueron presentados al fin de junio. Todos los demás sindicatos locales, GCA y Federaciones de Sistemas presentarán sus planes para la elección de delegados no más tarde el 30 de septiembre y llevarán a cabo sus nominaciones y elecciones de delegados a nivel de sindicato local entre enero y mayo de 2021—que son los meses que preceden la 30ª Convención Internacional de la IBT durante la cual los delegados nominarán candidatos para oficiales del Sindicato Internacional.

El plan electoral de cada sindicato local especifica las fechas críticas y los procedimientos que regirán la nominación y elección de delegados y delegados suplentes a la convención. Los planes electorales se publican para la recepción de comentarios, y usted puede ver el plan para la elección de delegados de cualquier sindicato local en el sitio web de la OES, tanto cuando se propone el plan como más tarde cuando se aprueba. Se le informará a usted cuando su sindicato local haya presentado su plan a la OES, ya sea mediante una publicación en los tableros para anuncios de su sindicato o a través de otros medios utilizados por su sindicato para diseminar información a los miembros. Para ver si un plan ha sido presentado, visite www.ibtvote.org, haga clic en el enlace “Elecciones de Delegados”

(Delegate Elections) y luego en el enlace “Ver Planes” (View Plans). También puede ver la lista para cada elección de delegado en la tabla “Fechas, Horarios, y Lugares” publicada en el sitio web de OES.

Si usted está considerando participar en el proceso de elección de delegados, debe leer el Artículo V del Reglamentos de 2021. En breve,

- **para ser elegible para postularse para delegado o delegado suplente**, el candidato debe ser un miembro que haya estado **continuamente en regla con las disposiciones** del sindicato local por un período de 24 meses consecutivos anteriores al mes en que se realizará la nominación. Como regla general, “haber estado continuamente en regla” implica haber pagado puntualmente sus cuotas sindicales y también haber sido empleado bajo la jurisdicción del sindicato local durante cada uno de los meses abarcados por el período de 24 meses, sin interrupción en su calidad de miembro activo atribuible a suspensión, expulsión, retiro, transferencia o incumplimiento del pago de multas o asignaciones.
- **para ser elegible para nominar o secundar a un candidato para delegado o delegado suplente**, el miembro debe **estar en regla con las disposiciones**, habiendo pagado sus cuotas hasta el mes anterior al mes de la nominación. La fecha límite para el pago de las cuotas y así estar en regla con las disposiciones para nominar o secundar figurará en el Resumen del Plan de Elección de Delegados de su sindicato local, el cual se publicará en los tableros de anuncios y estará disponible en www.ibtvote.org después de su aprobación.
- **para ser elegible para votar por un delegado o un delegado suplente**, el miembro debe **estar en regla con las disposiciones**, habiendo pagado sus cuotas hasta el mes anterior al mes en el cual se hará el recuento de los votos. La fecha límite para el pago de las cuotas y así estar en regla para que su voto sea contado en unas elecciones figurará en el Resumen del Plan de Elección de Delegados de su sindicato local, el cual se publicará en los tableros de anuncios y estará disponible en www.ibtvote.org después de su aprobación.

La OES responde a las preguntas de los miembros de base que quisieran saber si son elegibles para postularse como candidato o para servir como nominador o secundante. Se exhorta enérgicamente a los candidatos y a los miembros que tengan pensado nominar o secundar candidatos que soliciten al Supervisor Electoral que verifique su elegibilidad antes de la fecha de la asamblea de nominaciones del sindicato local.

Las personas pueden someter preguntas y recibir respuestas confidenciales con respecto a su situación de elegibilidad, visitando www.ibtvote.org, haciendo clic en “Formularios Oficiales” (Official Forms), y llenando y devolviendo el Formulario 17—Petición de Verificación de Elegibilidad (Form 17—Request for Eligibility Verification). Las peticiones pueden presentarse hasta treinta días antes de la asamblea de nominaciones de su sindicato local pero no menos de cinco días laborables antes de la dicha de la asamblea.

Actualización del Personal del Director Regional: El Supervisor De Elecciones para la Región Atlántica (NJ, MD, DE, DC, VA, y WV es ahora Joe Childers. Su información de contacto está disponible bajo el “Contactenos” (Contact Us) el enlace de nuestro sitio www.ibtvote.org.

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

Richard W. Mark
Supervisor Electoral

WWW.IBTVOTE.ORG
ElectionSupervisor@IBTvote.org

TEAMSTER FINANCES REMAIN STRONG

We are living through troubled times. Fortunately for Teamster members, their jobs are more secure and they are working safer. This is only possible because of the strong collective bargaining agreements and sound financial footing upon which our union rests.

The financial consequences of this pandemic will be severe, but the Teamsters Union is financially secure.

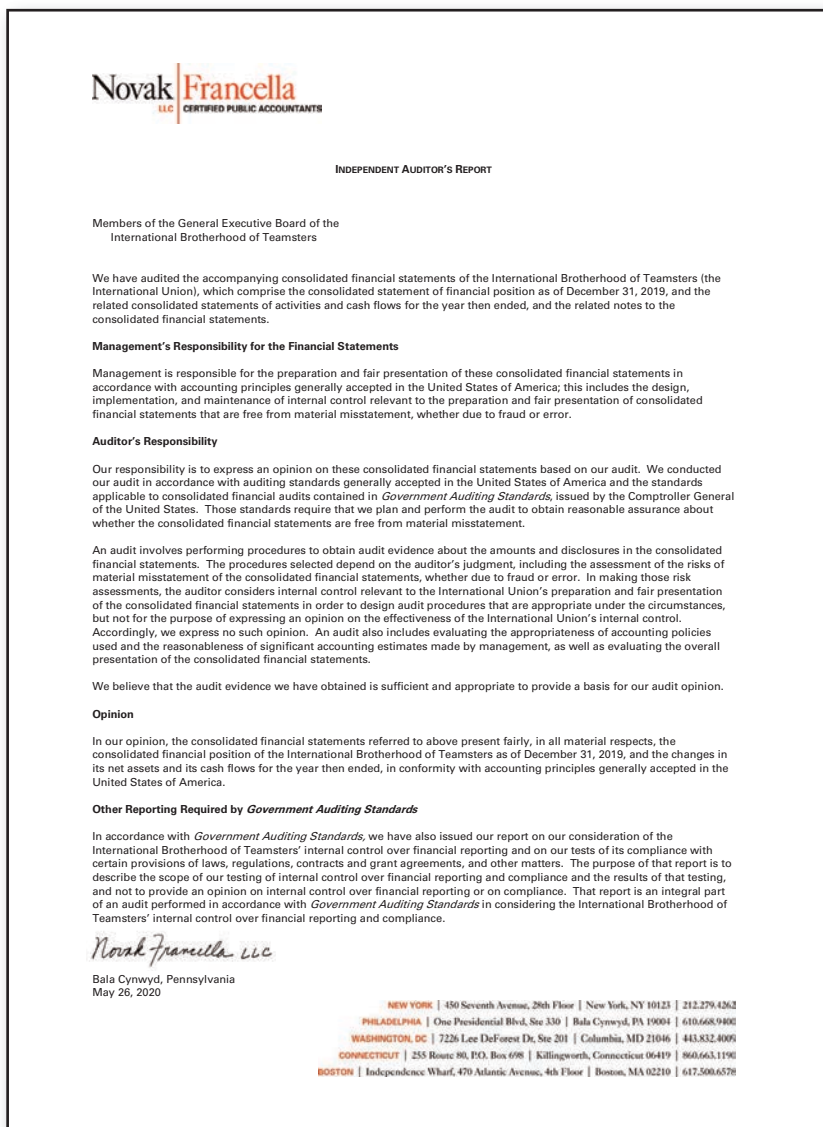
Despite political attacks and corporations trying their hardest to stop us, our finances and assets grew through 2019.

The strength of the International Brotherhood of Teamsters comes from our membership, but our financial strength makes it possible to maintain our position as one of the most powerful and effective voices for working people in North America.

Having a solid treasury allows the Teamsters Union to continue to organize, negotiate and uphold contracts, and fight to keep workers safe—even in the midst of a pandemic.

The strike fund continues to grow and is at an all-time high. A strong strike fund sends the message to employers that we will not back down whether we are negotiating a national contract or a local stand-alone contract.

I am proud to report that, through March 2020, we have more than \$237 million in our strike fund. That's up \$16 million from March of last year.



Through March 2020, the total assets in the General Fund and the Strike and Defense Fund exceeded \$394 million, up \$42 million from last year.

In my years as General Secretary-Treasurer, I have worked hard to be a strong fiduciary

steward of your membership dues and will continue to do so. But the success of this union depends on all of us.

Ken Hall
Ken Hall
General Secretary-Treasurer

INTERNATIONAL BROTHERHOOD OF TEAMSTERS FINANCIAL REPORT 2019

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

CONSOLIDATED STATEMENT OF FINANCIAL POSITION

DECEMBER 31, 2019

	General Fund	Strike and Defense Fund	Teamster Disaster Relief Fund	Supplemental Benefits Trust	Eliminations	Total
ASSETS						
Cash and cash equivalents	\$ 35,312,771	\$ 1,126,774	\$ 514,414	\$ 1,128,480	\$ -	\$ 38,082,439
Receivables, net						
Trade	24,211,445	100,500	-	509,387	(4,598,891)	20,222,441
Grants and contributions	712,531	-	-	-	-	712,531
Accrued investment income	18,695	179	-	25	-	18,899
Due from/(to) related entities	505,793	6,725	-	(216,000)	-	296,518
Loan receivable from related entity	-	-	-	3,000,000	-	3,000,000
Other	92,890	-	-	-	-	92,890
Investments	41,198,987	250,278,857	-	20,252,369	-	311,730,213
Inventories	271,444	-	-	-	-	271,444
Prepaid expenses	664,923	-	-	-	-	664,923
Security deposits and other	408,847	-	-	15,000	-	423,847
Property and equipment, net	37,697,739	-	-	-	-	37,697,739
Postretirement benefit asset	17,574,997	-	-	-	-	17,574,997
Total assets	\$ 158,671,062	\$ 251,513,035	\$ 514,414	\$ 24,689,261	\$ (4,598,891)	\$ 430,788,881
LIABILITIES AND NET ASSETS						
LIABILITIES						
Accounts payable and accrued expenses	\$ 25,101,732	\$ 4,612,471	\$ -	\$ 51,453	\$ (4,598,891)	\$ 25,166,765
Accrued postretirement benefits cost	884,966	-	-	-	-	884,966
Total liabilities	25,986,698	4,612,471	-	51,453	(4,598,891)	26,051,731
NET ASSETS						
Without donor restrictions	132,182,691	246,900,564	-	24,637,808	-	403,721,063
With donor restrictions	501,673	-	514,414	-	-	1,016,087
Total net assets	132,684,364	246,900,564	514,414	24,637,808	-	404,737,150
Total liabilities and net assets	\$ 158,671,062	\$ 251,513,035	\$ 514,414	\$ 24,689,261	\$ (4,598,891)	\$ 430,788,881

See accompanying notes to consolidated financial statements.

INTERNATIONAL BROTHERHOOD OF TEAMSTERS FINANCIAL REPORT 2019

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

CONSOLIDATED STATEMENT OF ACTIVITIES

YEAR ENDED DECEMBER 31, 2019

	General Fund		Strike and Defense Fund	Teamster Disaster Relief Fund	Supplemental Benefits Trust	Total
	Without Donor Restrictions	With Donor Restrictions	Without Donor Restrictions	With Donor Restrictions	Without Donor Restrictions	
REVENUE AND OTHER SUPPORT						
Per capita and initiation fees	\$ 170,413,409	\$ -	\$ 24,123,612	\$ -	\$ -	\$ 194,537,021
Grants and contributions	3,631,133	-	-	22,604	-	3,653,737
Affinity program	-	-	-	-	2,242,720	2,242,720
Investment income, net	4,747,175	-	27,686,613	-	2,118,158	34,551,946
Sales of supplies, net	33,003	-	-	-	-	33,003
Loss on disposal of property and equipment	(7,209)	-	-	-	-	(7,209)
Other	182,526	-	-	35,500	-	218,026
Net assets released from restrictions	3	(3)	-	-	-	-
Total revenue	179,000,040	(3)	51,810,225	58,104	4,360,878	235,229,244
EXPENSES						
Program services						
Member services						
Communications, magazine and public relations	10,751,025	-	-	-	-	10,751,025
Financial assistance to affiliates	88,900	-	-	-	-	88,900
Industry trade divisions and relations	37,106,091	-	-	-	-	37,106,091
Strike and defense	2,393,438	-	11,079,926	-	-	13,473,364
Research, education and training	17,265,888	-	-	-	186,554	17,452,442
Retiree relations, scholarships and other	69,104	-	-	-	-	69,104
Organizing	20,521,985	-	-	-	-	20,521,985
Other	10,193,923	-	-	28,500	535,639	10,758,062
Affiliation fees	11,516,172	-	-	-	-	11,516,172
Government affairs	11,966,222	-	-	-	-	11,966,222
Legal and litigation	5,536,489	-	-	-	-	5,536,489
Civil RICO	6,739,473	-	-	-	-	6,739,473
Teamster Affiliates Pension Fund	14,750,004	-	-	-	-	14,750,004
Convention	1,563,760	-	-	-	-	1,563,760
Total program services expenses	150,462,474	-	11,079,926	28,500	722,193	162,293,093
Support services						
Administration and governance	8,735,621	-	-	10	276,631	9,012,262
Total expenses	159,198,095	-	11,079,926	28,510	998,824	171,305,355
CHANGE IN NET ASSETS	19,801,945	(3)	40,730,299	29,594	3,362,054	63,923,889
NET ASSETS						
Beginning of year	101,140,315	501,676	206,170,265	484,820	21,275,754	329,572,830
Other pension and postretirement adjustments	11,240,431	-	-	-	-	11,240,431
End of year	\$ 132,182,691	\$ 501,673	\$ 246,900,564	\$ 514,414	\$ 24,637,808	\$ 404,737,150

See accompanying notes to consolidated financial statements.

INTERNATIONAL BROTHERHOOD OF TEAMSTERS FINANCIAL REPORT 2019

INTERNATIONAL BROTHERHOOD OF TEAMSTERS
YEAR ENDED DECEMBER 31, 2019

CONSOLIDATED STATEMENT OF CASH FLOWS

	General Fund	Strike and Defense Fund	Teamster Disaster Relief Fund	Supplemental Benefits Trust	Total
CASH FLOWS PROVIDED BY (USED FOR) OPERATING ACTIVITIES					
Cash received from					
Affiliated conferences, joint councils and local unions	\$ 166,981,011	\$ 24,057,885	\$ -	\$ -	\$ 191,038,896
Investment income	1,681,212	8,767,397	-	756,500	11,205,109
Other revenue and reimbursements	3,836,576	(67,000)	58,104	2,360,583	6,188,263
Net cash received	172,498,799	32,758,282	58,104	3,117,083	208,432,268
Cash disbursed to					
Service providers, suppliers, vendors and others	(155,584,468)	(7,228,123)	(28,510)	(1,057,303)	(163,898,404)
Affiliated conferences, joint councils and local unions	(8,458,568)	-	-	-	(8,458,568)
Members for benefits under Strike Benefit Assistance Program	-	(1,150,740)	-	-	(1,150,740)
Net cash disbursed	(164,043,036)	(8,378,863)	(28,510)	(1,057,303)	(173,507,712)
Net cash provided by operating activities	8,455,763	24,379,419	29,594	2,059,780	34,924,556
CASH FLOWS USED FOR INVESTING ACTIVITIES					
Proceeds from sale or redemption of investments	20,643	13,005,283	-	1,500,000	14,525,926
Purchase of investments	(1,453,366)	(38,768,030)	-	(3,756,501)	(43,977,897)
Purchase of fixed assets	(3,456,577)	-	-	-	(3,456,577)
Disposal of fixed assets	1,335,872	-	-	-	1,335,872
Payment of loans by affiliates	83,497	-	-	-	83,497
Net cash used for investing activities	(3,469,931)	(25,762,746)	-	(2,256,501)	(31,489,178)
NET INCREASE (DECREASE) IN CASH	4,985,832	(1,383,327)	29,594	(196,721)	3,435,378
CASH AND CASH EQUIVALENTS					
Beginning of year	30,326,939	2,510,101	484,820	1,325,201	34,647,061
End of year	\$ 35,312,771	\$ 1,126,774	\$ 514,414	\$ 1,128,480	\$ 38,082,439

See accompanying notes to consolidated financial statements.

NOTE 1. NATURE OF OPERATIONS

The International Brotherhood of Teamsters (the International Union) is one of the largest labor unions in North America with a membership representing a variety of industries and trades. The primary source of revenue is per capita taxes paid by local unions.

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Method of Accounting - The consolidated financial statements have been prepared using the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America. Per capita taxes, grants, and royalties are accounted for as exchange transactions. Net assets are classified as net assets without donor restrictions and with donor restrictions. Net assets are generally reported as net assets without donor restrictions unless assets are received from donors with explicit stipulations that limit the use of the asset. Net assets with donor restrictions in the General Fund as of December 31, 2019, resulted from contributions from local union members, local unions, and other affiliates for member-to-member communications through a Field Action Fund run by the International Union.

Net assets without donor restrictions: Net assets that are not subject to donor-imposed restrictions and may be expended for any purpose in performing the primary objectives of the organization. These net assets may be used at the discretion of International Union's General Executive Board and Management.

Board-designated net assets: Net assets that are not subject to donor-imposed restrictions but are subject to self-imposed limits by the action of the General Executive Board of the International. These net assets may be used at the discretion of the International's General Executive Board.

Net assets with donor restrictions: Net assets subject to stipulations imposed by donors, and grantors. Some donor restrictions are temporary in nature; those restrictions will be met by actions of the International or by the passage of time. Other donor restrictions are perpetual in nature, whereby the donor has stipulated the funds be maintained in perpetuity. Donor restricted net assets are "released from restrictions" when the amounts are expended for the purpose specified.

Consolidation and Fund Accounting - The consolidated financial statements include the accounts and activities of the International Union and related entities under the International Union's control. For purposes of presentation in the consolidated financial statements and in accordance with requirements set forth in its Constitution, the International Union reports its accounts and activities in the following funds:

Program Services

General Fund - Provides for the ongoing activities of the International Union not specifically carried out by any other fund. The General Fund also includes the consolidated accounts of the Teamsters National Headquarters Building Corporation, a for-profit corporation formed to be a title holding corporation

for the International Union's headquarters building. All significant intercompany account balances have been eliminated in consolidation. Also included in the General Fund are funds designated for organizing activities. Ten percent of per capita tax received by the International Union, excluding the amount received for members in Teamsters Canada, is designated for organizing activities. Per capita taxes are accounted for as exchange transactions. Funds designated for organizing activities for the Brotherhood of Locomotive Engineers and Trainmen, Brotherhood of Maintenance of Way Employees Division and the Graphic Communications/IBT Conference are governed by the applicable merger agreements.

Strike and Defense Fund - The Strike and Defense Fund was created in 2002 to support members engaged in collective action to obtain recognition, obtain and/or protect wages and benefits through the negotiation of collective bargaining agreements, enforce collective bargaining agreements, and support members who have been locked out by their employers. Fifteen percent of per capita tax received by the International Union, excluding the amounts received for members in Teamsters Canada and members employed in the public sector who do not have the legal right to strike, are transferred to the Strike and Defense Fund. Participation in the Strike and Defense Fund for the Brotherhood of Locomotive Engineers and Trainmen Division, Brotherhood of Maintenance of Way Employees Division, and the Graphic Communications Conference are governed by the applicable merger agreements. The net assets of the Strike and Defense Fund are considered board designated net assets as prescribed by the International Union constitution.

Teamster Disaster Relief Fund - The Teamster Disaster Relief Fund represents the accounts and activities of the Teamster Disaster Relief Fund, a related organization under the International Union's control. The Fund was incorporated in September 1992 and began operations in 1992 for the purpose of providing monetary and non-monetary relief directly or indirectly to individuals who are victims of hurricane, flood, earthquake, fire, accident, or other disaster. Funding is provided by monetary and non-monetary contributions from individuals or organizations affiliated with the International Union and the general public. As a form of financial assistance to the Disaster Relief Fund, the International Union provides facilities, management, administrative, accounting, and clerical assistance.

Supplemental Benefits Trust - The Supplemental Benefits Trust represents the accounts and activities of the International Brotherhood of Teamsters Supplemental Benefits Trust, a financially inter-related organization under the International Union's control. The Trust was established on January 1, 2003, to serve as a vehicle for the coordination of several credit cards, insurance, and other programs offered to members of the International Union and their families by third party vendors. The Trust is funded primarily through royalty payments payable in accordance with the provisions of various agreements between the International Union and third party vendors which have been assigned by the International Union to the Trust.

Support Services

General and Administrative - This supporting service category includes the functions necessary to secure the proper administrative functioning of the International Union's governing board, maintain an adequate working environment, and manage financial responsibilities of the International Union.

Cash and Cash Equivalents - Cash and cash equivalents consist of amounts held in demand deposit accounts and money market accounts.

Inventory - The International Union maintains an inventory of supplies for resale to local unions and individual members. Inventory is stated at cost which approximates the selling price of items held.

Investments - Investments are reported at their aggregate fair value. The fair value of investments is determined by quoted market prices as reported by the investment custodian.

Property and Equipment - Property and equipment are carried at cost. Major additions are capitalized, while replacements and repairs that do not improve or extend the lives of the respective assets are expensed. Depreciation and amortization expense are computed using the straight line method over the following estimated useful lives of the assets:

Building and improvements	39 years
Data processing equipment	5 years
Office equipment and capitalized software	3-10 years
Furniture and fixtures	10 years
Automobiles	5 years

Canadian Currency - The International Union maintains checking and savings accounts in Canada as well as the United States. For financial statement purposes, all assets are expressed in U.S. dollar equivalents.

Canadian currencies included in the consolidated statement of financial position are translated at the exchange rates in effect on the last day of the year. Unrealized increases and decreases due to fluctuations in exchange rates are included in the consolidated statement of activities.

Funds received and disbursed in Canada are stated in U.S. dollars based on the average exchange rates in effect during the year when reported in the revenue and expenses included in the consolidated statement of activities.

Use of Estimates in the Preparation of Financial Statements -

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

Financial Presentation - The International Union's consolidated financial statements present its net assets, revenues, expenses, gains, and losses, classified between net assets without donor restrictions and net assets with donor restrictions, based on the existence or absence of donor-imposed restrictions.

NOTE 3. TAX STATUS

The International Union is exempt from Federal income taxes under Section 501(c)(5) of the Internal Revenue Code, except on any income derived from activities unrelated to its exempt purpose.

Income taxes on net earnings are payable by the Teamsters National Headquarters Building Corporation pursuant to the Internal Revenue Code. All operating costs of the Corporation are fully reimbursed by the International Union resulting in no net income or loss with the exception of rental income for an office for which appropriate Federal and state income taxes are paid.

The Teamster Disaster Relief Fund is exempt from Federal income taxes under Section 501(c)(3) of the Internal Revenue Code and is reasonably expected to be a publicly supported organization and not a private foundation. This Fund is subject to tax derived from unrelated business activities.

The Supplemental Benefits Trust is exempt from Federal income taxes under Section 501(c)(5) of the Internal Revenue Code and is, therefore, not subject to tax under present income tax laws.

Accounting principles generally accepted in the United States of America require management to evaluate tax positions taken by the International Union and recognize a tax liability if the International Union has taken an uncertain position that, more likely than not, would not be sustained upon examination by the U.S. Federal, state, or local taxing authorities. The International Union is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. Typically, tax years will remain open for three years; however, this may differ depending upon the circumstances of the International Union.

NOTE 4. TRADE RECEIVABLES

Trade receivables consist of the following at December 31, 2019:

Per capita and initiation fees	\$ 19,255,157
Due from Strike and Defense Fund	4,598,891
Unsecured notes receivable	131,310
Affinity programs	509,387
Other	326,587
	<u>\$ 24,821,332</u>

The amount due from the Strike and Defense Fund is recorded as a liability of the Strike and Defense Fund on the Consolidated Statement of Financial Position. It was eliminated in consolidation.

NOTE 5. UNINSURED CASH BALANCES AND INVESTMENT CONCENTRATIONS

The International Union places its cash and cash equivalents with various financial institutions deemed creditworthy. Cash balances are insured by the Federal Deposit Insurance Corporation (FDIC) up to \$250,000 in a single bank. As of December 31, 2019, the International Union's cash in excess of FDIC insurance coverage totaled \$11,017,481.

The International Union places its cash and cash equivalents with a Canadian financial institution deemed creditworthy. Canadian cash balances are insured by the Canada Deposit Insurance Corporation (CDIC) up to \$100,000 in a single bank. As of December 31, 2019, the International Union's cash in the Canadian financial institution in excess of CDIC insurance coverage totaled \$5,891,086 in Canadian dollars (approximately \$4,342,638 in U.S. dollars).

The Supplemental Benefits Trust maintains its cash with a financial institution. As of December 31, 2019, the Supplemental Benefits Trust's cash in excess of FDIC insurance coverage totaled \$878,480.

The Teamster Disaster Relief Fund maintains cash primarily with the same financial institution. As of December 31, 2019, the Teamsters Disaster Relief Fund's cash in excess of FDIC insurance coverage totaled \$264,414.

NOTE 6. GRANTS RECEIVABLE

Amounts due under grant agreements with the U.S. Government totaled \$712,531 and are due to be received within one year. Grants are accounted for as exchange transactions.

NOTE 7. INVESTMENTS

The fair value and cost of investments held by the International Union at December 31, 2019 is summarized below:

	Cost	Fair Value
Common stock	\$ 591,098	\$ 2,017,442
Mutual fund - equity	40,789,195	66,472,475
Mutual funds - fixed income	231,076,686	235,106,890
Money market mutual fund	8,133,406	8,133,406
	<u>\$ 280,590,385</u>	<u>\$ 311,730,213</u>

Investment income, net, for the year ended December 31, 2019 consisted of the following:

	General Fund	Strike and Defense Fund	Supplemental Benefits Trust	Total
Interest and dividends	\$ 1,677,044	\$ 8,766,942	\$ 756,489	\$ 11,200,475
Net realized and unrealized (loss) gain on investments	3,136,919	18,976,350	1,381,853	23,495,122
Investment expenses	(66,788)	(56,679)	(20,184)	(143,651)
	<u>\$ 4,747,175</u>	<u>\$ 27,686,613</u>	<u>\$ 2,118,158</u>	<u>\$ 34,551,946</u>

NOTE 8. FAIR VALUE MEASUREMENTS

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy are described as follows:

Basis of Fair Value Measurement:

Level 1 - Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the International Union has the ability to access.

Level 2 - Inputs to the valuation methodology include: quoted prices for similar assets or liabilities in active markets; quoted prices for identical or similar assets or liabilities in inactive markets; inputs other than quoted prices that are observable for the asset or liability; inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 - Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

Fair Value Measurements at December 31, 2019

	Total	Level 1	Level 2	Level 3
Common stock - all cap value	\$ 2,017,442	\$ 2,017,442	\$ -	\$ -
Mutual fund - equity	66,472,475	66,472,475	-	-
Mutual funds - fixed income	235,106,890	235,106,890	-	-
Money market mutual fund	8,133,406	8,133,406	-	-
	<u>\$ 311,730,213</u>	<u>\$ 311,730,213</u>	<u>\$ -</u>	<u>\$ -</u>

The availability of observable market data is monitored to assess the appropriate classification of financial instruments within the fair value hierarchy. Changes in economic conditions or model-based valuation techniques may require the transfer of financial instruments from one fair value level to another. In such instances, the transfer is reported at the beginning of the reporting period.

For the year ended December 31, 2019, there were no transfers in or out of levels 1, 2, or 3.

NOTE 9. PROPERTY AND EQUIPMENT

Property and equipment held by the International Union consists of the following as of December 31, 2019:

Land - headquarters	\$ 794,117
Headquarters building	53,059,945
Leasehold improvements	26,000
Furniture and fixtures	5,471,384
Equipment	5,085,937
Data processing equipment	2,393,622
Computer software	4,656,372
Automobiles	26,847
Work in process	6,115,695
	<u>77,629,919</u>
Less accumulated depreciation	<u>(39,932,180)</u>
Net property and equipment	<u>\$ 37,697,739</u>

Depreciation expense for the year ended December 31, 2019 was \$1,517,314.

NOTE 10. THE TEAMSTER AFFILIATES PENSION PLAN

The Teamster Affiliates Pension Plan (the Plan) provides defined benefits to eligible officers and employees of the International Union's affiliates.

The General Executive Board elected to curtail the Plan effective December 31, 1994, thus freezing benefits for most participants at the then accumulated level. Effective January 1, 1995, the Plan was amended to allow the affiliates to contribute on behalf of their employees. For those participants whose employer continued to contribute, benefits were not frozen until December 31, 2001. Effective January 1, 2002, no additional retirement or other benefit will be accrued under this Plan by any participant of the Plan. Any participation agreement which may have been submitted by an affiliate to, and accepted by, the Trustees of this Plan at any time on or after January 1, 1995, was terminated effective January 1, 2002, and no contributions were accepted by the Trustees from an affiliate on behalf of a participant employed by that affiliate with respect to any period of time beginning on or after January 1, 2002.

No individual who was initially employed by an affiliate on or after January 1, 2002, was eligible to become a participant of the Plan. No compensation that was received by a participant of the Plan with respect to any period of time beginning on or after January 1, 2002, was considered to be the earnings of that participant for purposes of the Plan. Any periods of credited service and/or vesting service earned by a participant on or after January 1, 2002, shall continue to be used to determine the eligibility of that participant to receive a retirement or other benefit under this Plan, but shall not be used to determine the amount of any retirement or other benefit which that participant may otherwise be entitled to receive under this Plan.

Prior to January 1, 2008, the International Union accounted for the Teamster Affiliates Pension Plan in accordance with "Compensation-Defined Benefit Plans." Under the provisions of the Pension Protection Act of 2006, the International Union was able to convert the Plan from a multiple employer plan to a multiemployer plan. As a result of this conversion, the International Union accounts for the Plan in accordance with "Compensation - Multiemployer Plans."

In August 2008, the Pension Benefit Guaranty Corporation (PBGC) granted the Plan multiemployer status under ERISA Section 3(37)(G)(i)(III). The PBGC's determination was, in part, based on the commitment made by the International Brotherhood of Teamsters (IBT) to maintain the Plan. The IBT has continued to make the minimum required contributions to the Plan each year as recommended by the Plan's actuary.

The International Union contributes to one multiemployer defined benefit pension plan. The risk of participating in a multiemployer defined benefit pension plan is different from a single-employer plan in the following aspects:

- Assets contributed to the multiemployer defined benefit pension plan by one employer may be used to provide benefits to employees of other participating employers.
- If a participating employer stops contributing to the multiemployer defined benefit pension plan, the unfunded obligations of the multiemployer defined benefit pension plan may be borne by the remaining participating employers.
- If the International Union chooses to stop participating in the multiemployer defined benefit pension plan, the International Union may be required to pay the multiemployer defined benefit pension plan an amount based on the underfunded status of the multiemployer defined benefit pension plan, referred to as a withdrawal liability.

The International Union's participation in the multiemployer defined benefit pension plan for the annual period ended December 31, 2019 is outlined in the table below. The zone status is based on information that the International Union has received from the multiemployer defined benefit pension plan and is certified by the multiemployer defined benefit pension plan's actuary.

Among other factors, pension plans in the red zone are generally less than 65 percent funded, pension plans in the yellow zone are less than 80 percent funded, and pension plans in the green zone are at least 80 percent funded.

Legal Name of Pension Plan	Pension Plan's Employer Identification Number	Pension Plan's Plan Number	Zone Status	Extended Amortization Provisions Used?	Expiration Date of Collective Bargaining Agreement?
The Teamster Affiliates Pension Plan	52-6128127	333	Yellow as of 12/31/19	No	N/A

Legal Name of Pension Plan	Contributions to the Pension Plan 12/31/2019	Contributions to the Pension Plan greater than 5% of total Pension Plan Contributions (Plan year ending)	Employer Contribution Rates 12/31/2019	Number of Active Participants being Contributed for 12/31/2019
The Teamster Affiliates Pension Plan	\$ 14,750,004	Yes	N/A	392

INTERNATIONAL BROTHERHOOD OF TEAMSTERS FINANCIAL REPORT 2019

INTERNATIONAL BROTHERHOOD OF TEAMSTERS
YEAR ENDED DECEMBER 31, 2019

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

Legal Name of Pension Plan	Funding Improvement Plan or Rehabilitation Plan Implemented or Pending?	Surcharge paid to Pension Plan by IBT?	Minimum contributions required in future by CBA, statutory requirements, or other contractual requirements.	
			No?	If yes, description
The Teamster Affiliates Pension Plan	Yes	No	No	N/A

For the Plan year beginning January 1, 2013, the Plan was certified as endangered status under the Pension Protection Act of 2006. The Board of Trustees of the Plan adopted a funding improvement plan to increase the funding percentage of the Plan which meets all of the statutory and regulatory requirements for a funding improvement plan effective as of January 1, 2013.

The funding improvement plan calls for the IBT to make annual contributions to the Plan beginning January 1, 2014 and ending December 31, 2023 in the amounts recommended by the actuary and approved by the IBT's General Executive Board.

The International Union is expected to contribute \$15,000,000 in 2020. Contributions to the Plan in subsequent years will be determined by the International Union in consultation with the Plan's actuary.

NOTE 11. RETIREMENT AND FAMILY PROTECTION PLAN

The International Union is the sponsor of the Retirement and Family Protection Plan (the Plan), a defined benefit plan that covers the employees of the International Union and the Teamsters National Headquarters Building Corporation (a wholly owned subsidiary). Substantially all of the employees participate in the Plan. Benefits provided by this Plan are determined based on years of service, level of compensation, and date of employment. The International Union pays the full cost of the Plan and annually determines the amount, if any, to contribute to the Retirement and Family Protection Plan, based on the advice of consulting actuaries.

The International Union reports in accordance with Financial Accounting Standards Board "Compensation-Defined Benefit Plans" which requires that the full funding status of defined benefit pension and other postretirement plans be recognized on the statement of financial position as an asset (for overfunded plans) or as a liability (for underfunded plans).

The following are the balances as of or for the year ended December 31, 2019 as provided by the Plan's actuary:

	2019	
Projected benefit obligation	\$ (171,288,027)	
Fair value of plan assets	188,863,024	
Funded status	<u>\$ 17,574,997</u>	
Accumulated benefit obligation	<u>\$(154,950,941)</u>	
Amounts recognized in the statement of financial position:		
Non-current assets	<u>\$ 17,574,997</u>	
Amounts in net assets not recognized as components of net periodic benefit cost:		
Accumulated net (loss)	\$ (50,947,070)	
Prior service (costs) credit	-	
	<u>\$ (50,947,070)</u>	
	Pension Expense	Pension Obligation
Weighted-average assumptions:		
Discount rate	4.25%	3.25%
Expected return on plan assets	7.00%	-
Rate of compensation increase	3.50%	3.50%
Employer contributions	<u>\$ 16,000,000</u>	
Benefits paid	<u>\$ 10,874,586</u>	
Net periodic pension cost included as expense in the consolidated statement of activities	<u>\$ 7,258,370</u>	

The International Union's expected contribution to the Plan for the year ended December 31, 2020 is \$16,000,000. Benefits expected to be paid by the Plan during the ensuing five years and thereafter are approximately as follows:

2020	\$ 16,546,417
2021	15,474,131
2022	14,348,124
2023	13,703,424
2024	13,040,170
Aggregate for five years beginning 2025	56,351,585

The Plan's expected long-term rate of return on assets assumption is 7.00%. As defined in Financial Accounting Standards Board "Compensation-Defined Benefit Plans," this assumption represents the rate of return on Plan assets reflecting the average rate of earnings expected on the funds invested or to be invested to provide for the benefits included in the benefit obligation. The assumption has been determined by reflecting expectations regarding future rates of return for the investment portfolio, with consideration given to the distribution of investments by asset class and historical rates of return for each individual asset class.

The Plan's overall investment strategy is to invest in securities that will meet or exceed an absolute return of 7.00%. In order to meet its needs, the Plan's investment strategy is to emphasize total return primarily by emphasizing long-term growth of principal while avoiding excessive risk and; secondly, by achieving returns in excess of the rate of inflation over the investment horizon in order to preserve purchasing power of Plan assets.

The Plan's goal is to maintain the following allocation ranges for investments:

Fixed income	75% - 85%
Risk parity	10% - 20%
Equity	0% - 20%

The major classes of plan investments at December 31, 2019 are:

	<u>Fair Value</u>
Mutual funds	\$ 147,343,297
Collective trust funds	26,046,032
Hedge fund	14,225,032
Money market mutual fund	113,500
	<u>\$ 187,727,861</u>

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy are described as follows:

Basis of Fair Value Measurement:

Level 1 - Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

Level 2 - Inputs to the valuation methodology include: quoted prices for similar assets or liabilities in active markets; quoted prices for identical or similar assets or liabilities in inactive markets; inputs other than quoted prices that are observable for the asset or liability; inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 - Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

INTERNATIONAL BROTHERHOOD OF TEAMSTERS FINANCIAL REPORT 2019

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

YEAR ENDED DECEMBER 31, 2019

	Fair Value Measurements at December 31, 2019			
	Total	Level 1	Level 2	Level 3
*Mutual funds	\$ 147,343,297	\$ 147,343,297	\$ -	\$ -
Money market mutual fund	113,500	113,500	-	-
Total assets in the fair value hierarchy	147,456,797	\$ 147,456,797	\$ -	\$ -
Investments measured at NAV	40,271,064			
Total Investments	\$ 187,727,861			

* These three mutual funds account for approximately 78% of the Plan's net assets available for benefits at December 31, 2019.

In accordance with ASU 820-10, investments that are measured at fair value using the net asset value per share (or its equivalent) practical expedient have not been classified in the fair value hierarchy. The fair value amounts presented in that table are intended to permit reconciliation of the fair value hierarchy to the amounts presented in the statement of net assets available for benefits.

The availability of observable market data is monitored to assess the appropriate classification of financial instruments within the fair value hierarchy. Changes in economic conditions or model-based valuation techniques may require the transfer of financial instruments from one fair value level to another. In such instances, the transfer is reported at the beginning of the reporting period.

For the year ended December 31, 2019 there were no transfers between levels 1, 2, or 3.

The unfunded commitments, redemption frequency and redemption notice periods for the investments measured at fair value using the Net Asset Value per Share (or Its Equivalent) practical expedient are as follows at December 31, 2019:

	Fair Value	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
Collective trust funds:				
NT Coll Russell 3000 Index Fund	\$ 12,004,042	\$ -	Daily	N/A
Invesco - Balanced Risk Allocation Trust	14,041,990	-	Daily	N/A
Hedge fund:				
PanAgora Risk Parity Multi-Asset Group Trust	14,225,032	-	Bi-monthly	3 business days
	\$ 40,271,064	\$ -		

The PanAgora Risk Parity Multi-Asset Fund's objective is to balance risk exposures in a given portfolio in an optimal fashion, so as to avoid risk concentration - be it across asset classes, or within asset class. The Fund's approach may be applied in a multi-asset class portfolio that has exposure to equities, bonds, commodities and other inflation-hedging instruments, as well as within certain stand-alone asset classes such as Diversified Risk Equity and Diversified Risk Commodities. The PanAgora Risk Parity Multi-Asset Fund is a hedge fund that may invest in derivatives.

NOTE 12. TEAMSTERS NATIONAL 401(K) SAVINGS PLAN

In 1996, the International Union entered into a trust agreement to participate in the Teamsters National 401(k) Savings Plan (the Plan). Beginning in April 1997, employees of the International Union who have completed 30 days of service may contribute to the Plan through payroll deductions. Participants may contribute up to 89% of their pretax salaries up to the maximum prescribed by law and an additional 5% of after-tax salaries. The International Union, as a Plan sponsor, does not contribute to the Plan and assumes no liability for the Plan's administrative costs.

NOTE 13. RELATED ENTITIES

The International Union has various related entities not included in the consolidation, which include a political and education fund (a separate, segregated fund of the International Union), two defined benefit pension plans, a defined contribution pension plan, a legal defense fund, and a voluntary employee benefits trust. These entities, as well as the Strike and Defense Fund, Supplemental Benefits Trust, and Teamster Disaster Relief Fund, which are included in the consolidated financial statements, and amounts due to the International Union at December 31, 2019, are as follows:

INTERNATIONAL BROTHERHOOD OF TEAMSTERS
YEAR ENDED DECEMBER 31, 2019
NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

Strike and Defense Fund	\$ (6,725)
Teamster Affiliates Pension Plan	4,469
Retirement and Family Protection Plan	49
Voluntary Employee Benefits Trust	292,000
Supplemental Benefits Trust	216,000
	<hr/>
Total	\$ 505,793
	<hr/>

The International Union absorbs the administrative costs applicable to the operations of these related entities. All but the political and education fund and Teamster Disaster Relief Fund reimburse the International Union for those administrative costs through cost sharing arrangements.

The Supplemental Benefits Trust (the Trust) shares common Trustees with the IBT Voluntary Employee Benefits Trust (VEBA). In 2015, VEBA obtained a \$7,000,000 line of credit with United Bank. The Trustees of the Trust approved to guarantee the repayment of up to fifty percent of any amount borrowed by the VEBA under this line of credit. No outstanding principal was due on the line of credit at December 31, 2019.

During the year ended December 31, 2018, the Trust gave \$3,000,000 to VEBA in the form of an interest-free loan, as approved by the Board of Trustees. At December 31, 2019, VEBA owed the Trust \$3,000,000 related to this loan.

NOTE 14. POSTRETIREMENT BENEFITS

The International Union provides life insurance benefits for retired employees meeting the requirements of a normal pension or becoming disabled and receiving a disability pension. Spouses and dependent children of these retirees are also eligible to participate. In addition, certain spouses and dependent children of deceased active employees are eligible to participate in the plan.

In accordance with applicable accounting standards, the International Union has recognized a liability of \$884,966 which represents the actuarially calculated accumulated benefit obligation. The accumulated benefit obligation represents the present value of future premiums to be paid by the International Union calculated using various assumptions for matters such as mortality and discount rate. The total recognized in net periodic benefit cost for the year ended December 31, 2019 totaled \$144,811.

NOTE 15. ACCRUED LEAVE

In compliance with "Compensated Absences," the International Union has established a liability of \$3,462,930 representing accumulated future absences of its employees through the year ended December 31, 2019, which is included under "accounts payable and accrued expenses" in the consolidated statement of financial position.

NOTE 16. COMMITMENTS AND CONTINGENCIES

The International Union is involved in litigation arising in the normal course of operations. Some of the litigation involves matters common to any organization of comparable size, including personnel, employment, contract, and trademark issues.

Other litigation relates to the International Union's status as a labor organization. Much of this latter litigation is strategic, pursued by employer's intent on pressuring the International Union with respect to its conduct as a bargaining representative, pursuing better wages, hours, and working conditions for the members of the International Brotherhood of Teamsters.

None of the litigation involves any substantial liability on the part of the International Union. Accordingly, no provision for any liability that may result upon final adjudication of any pending litigation has been made in the accompanying consolidated financial statements.

NOTE 17. AFFINITY PROGRAM

The International Union has entered into a multi-year credit card agreement with Capital One Financial (COF), formerly HSBC Finance Corporation. This agreement provides COF the right to use certain intangible property, belonging to the International Union, including the International Union's name, logo, trademarks, and membership lists, in exchange for specified royalty payments to be paid to the International Union. COF will be entitled to use this intangible property in connection with its efforts to market credit card and certain other financial products to members of the International Union. The terms of this agreement currently extend through December 31, 2023. This agreement will renew automatically for one year successive periods unless either party notifies of their intent not to renew the agreement at least twelve months prior to December 31, 2023. Under the terms of the current agreement with COF, the minimum royalty payments COF will make to IBT will be \$3.5 million per year through February 28, 2019, \$1.5 million per year from March 1, 2019 through December 31, 2022 and \$1 million per year from January 1, 2023 through December 31, 2023.

The International Union has assigned any and all rights and interest it may have related to its agreement with COF, to the Trustees of the International Brotherhood of Teamsters Supplemental Benefits Trust.

The International Union has entered into an agreement with Metropolitan Property and Casualty Insurance Company (MetLife) effective September 1, 2013. This agreement provides Met Life the exclusive right to market and sell home and auto insurance coverage to International Union members, in exchange, MetLife will pay an annual marketing fee of \$25,000 in each calendar year of the initial term of the agreement and an inquiry fee per inquiry paid in installments pursuant to the agreement. The initial term of this agreement is five years. This agreement will continue for successive annual terms until terminated by either the International Union or MetLife upon 180 days prior written notice to the other. For the year ended December 31, 2018, the annual marketing fee of \$25,000 was terminated.

The International Union assigned any and all rights and interest in may have related to the insurance plan agreement with MetLife to the Trustees of the International Brotherhood of Teamsters Supplemental Benefits Trust.

INTERNATIONAL BROTHERHOOD OF TEAMSTERS FINANCIAL REPORT 2019

INTERNATIONAL BROTHERHOOD OF TEAMSTERS
YEAR ENDED DECEMBER 31, 2019

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

Total royalty revenue for the year ended December 31, 2019 is as follows:

Royalty revenue:	
Capital One	\$ 1,833,333
MetLife	409,387
	<hr/>
Total	\$ 2,242,720
	<hr/>

NOTE 18. LEASES

The International Union leases office equipment, office space, and residential space. Monthly lease and maintenance payments are allocated to program expenses in the consolidated statement of activities. Lease obligations under non-cancelable operating leases are as follows:

Year Ending December 31,	
2020	\$ 706,079
2021	631,963
2022	632,243
2023	640,804
2024	473,205
	<hr/>
Total	\$ 3,084,294
	<hr/>

Rental payments totaled \$899,466 for the year ended December 31, 2019.

NOTE 19. LOAN PAYABLE

During the year ended December 31, 2017, the International Union signed a loan agreement (line of credit) and promissory note with Amalgamated Bank to borrow amounts up to \$6,000,000. Interest is due monthly on the outstanding balance of the note and the principal payment is due by March 31, 2020. As of December 31, 2019, the line of credit was not drawn upon and the outstanding principal balance was zero; however, the loan remains open for the International Union's working capital needs.

There was no interest expense for the year ended December 31, 2019.

NOTE 20. RISKS AND UNCERTAINTIES

The International Union holds diversified investments which are exposed to various risks including economic, interest rate, market, and sector. Such risks could cause material near term fluctuations in the market value of the investments as reported in these consolidated financial statements.

NOTE 21. AVAILABILITY AND LIQUIDITY

The following represents the International Union's financial assets available within one year of the statements of financial position date for general expenditure at December 31, 2019:

Financial assets available within one year:	
Cash and cash equivalents	\$ 38,082,439
Investments	311,730,213
Receivables	21,343,279
	<hr/>
Total financial assets	371,155,931
Less amounts unavailable for general expenditures:	
Net assets with donor restrictions	1,016,087
	<hr/>
Financial assets available to meet general expenditures within one year	\$ 370,139,844
	<hr/>

As part of the International's liquidity plan, excess cash is invested in short-term investments.

NOTE 22. NET ASSETS

Net assets with donor restrictions were as follows for the year ended December 31, 2019:

Specific Purpose	
Field Action Fund	\$ 501,673
Teamster Disaster Relief Fund	514,414
	<u>514,414</u>
Total financial assets	<u>\$ 1,016,087</u>

Net assets without donor restrictions for the year ended December 31, 2019 are as follows:

General Fund	\$ 132,182,691
Strike and Defense Fund	246,900,564
Supplemental Benefits Trust	24,637,808
	<u>24,637,808</u>
Total financial assets	<u>\$ 403,721,063</u>

Net assets released from net assets with donor restrictions for the year ended December 31, 2019 were \$3.

The Supplemental Benefits Trust (the Trust) Trustees set aside the sum of \$1,000,000 as a PDP Reserve Fund which would be made available to the IBT Voluntary Employee Benefits Trust (VEBA), in the form of a contribution, in the event that the VEBA is ever unable to repay, for any reason, out of its existing resources all or a portion of any loan extended to it by Ullico and would be forced to default upon such a loan, absent such a contribution to the VEBA.

NOTE 23. FUNCTIONAL ALLOCATION OF EXPENSES

The International Union's expenses relate to various programs and other activities. The following information presents expenses by functional and natural classification. Expenses directly attributable to a specific functional area of the International Union are represented as expenses of those functional areas.

	December 31, 2019		
	Program Services	Support Services	Total
Salaries, employee benefits and taxes	\$ 63,443,732	\$ 8,392,577	\$ 71,836,309
Occupancy, telephone, postage and office supplies	20,697,756	781,133	21,478,889
Professional fees	16,123,109	340,671	16,463,780
Contributions, grants, and awards	15,560,664	-	15,560,664
Travel	14,210,208	(305,405)	13,904,803
Teamster Affiliates Pension Plan	14,750,004	-	14,750,004
Depreciation and amortization	1,037,837	479,477	1,517,314
Other expenses	16,469,783	(676,191)	15,793,592
	<u>162,293,093</u>	<u>9,012,262</u>	<u>171,305,355</u>
Totals	<u>\$ 162,293,093</u>	<u>\$ 9,012,262</u>	<u>\$ 171,305,355</u>

NOTE 24. CHANGE IN ACCOUNTING PRINCIPLE

In May 2014 and June 2018, FASB issued ASU 2014-09 - Revenue from Contracts with Customers (Topic 606) and ASU 2018-08 - Not-for-Profit Entities (Topic 958) Clarifying the Scope and the Accounting Guidance for Contributions Received and Contributions Made, respectively. The updates address the accounting guidance for contributions received and contributions made, including evaluating whether transactions should be accounted for as contributions or as exchange transactions subject to other guidance. The International Union has adjusted the presentation of these statements accordingly. The ASUs have been applied prospectively to the 2019 presentation and did not have a material effect on the financial statements.

NOTE 25. SUBSEQUENT EVENTS

The International Union has evaluated subsequent events through May 26, 2020, the date the consolidated financial statements were available to be issued, and they have been evaluated in accordance with relevant accounting standards.

Due to the heightened uncertainty related to the potential impacts of novel coronavirus (COVID-19) on its operations, the International Union's revenue and its operations are subject to risks, uncertainties and changes in circumstances that could significantly affect its future financial results and business operations.

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

DATED: March 6, 2020

The report of the Independent Disciplinary Officers (IDO) has moved online. The full report is still available and can be found at www.teamster.org/IDOREport or by scanning the QR code with your smartphone's camera (or with free software).

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 by calling 1-800-CALL-472 (1-800-225-5472).

The Independent Investigations Officer's address is:

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

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



News for Working Families



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teamster.org/podcast

*For more information, to listen or subscribe, visit
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