



# Teamster

WINTER 2020

CANDIDATE CAMPAIGN  
LITERATURE INSIDE:  
PAGE 30



***On November 3, Support Those Who Support Working Families***



8



14



20



28

**8 Teamsters Endorse Biden-Harris Ticket**  
Former Vice President, Senator Have Decades-Long Record of Standing with Workers

**12 Senate is Key to Creating a Congress That Helps Workers**  
Teamster Senate Endorsements in Arizona, Iowa, Michigan, Montana and North Carolina

**14 Teamsters Demand Racial and Economic Justice**  
Members Take Action Nationwide

**20 Teamsters Step Up During Pandemic**  
Union Continues Fight for Safety, Accountability

**26 \$1.2 Million in Scholarships**  
Winners of the James R. Hoffa Memorial Scholarship

**28 Wages Unfrozen in Illinois**  
Illinois Department of Transportation Contract Ratified

**2 News**

- Teamsters Hail Supreme Court Decision] Protecting LGBTQ+ Workers
- A Summer Streak for Sanitation Workers
- Teamsters Assist After Storm
- Union Lauds YRCW Relief
- Pipeline Contract Ratified
- Teamsters Remember John Lewis, Ricardo Galindo

**18 Organizing**

- Tankhaulers Join Local 667
- Local 223 Welcomes Red Cross Workers
- Patient Care Workers Join Local 2
- Local 991 Welcome MV Transportation
- A&S Transportation Workers Join Teamsters
- Local 856 Welcomes Public Defenders

**30 Election Material**  
**54 Election Supervisor's Report**  
**57 IDO Report**



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## Biden-Harris Will Improve Lives of Workers

**2020** is a year for the record books. A global pandemic has wreaked havoc not only on the health of Americans, but also on their wallets. Tens of millions of Americans have lost their jobs during the coronavirus pandemic, and millions are still out of work.

But if we are honest with ourselves, these tumultuous times did not start back in March. Working families all over the country have been struggling for years with a federal government that's prioritized the corporate class over the working class. That's why we've seen a curtailing of union rights and a lack of attention to pension security issues.

We need a change at the top. So the Teamsters are backing former Vice President Joe Biden for president and Sen. Kamala Harris of California for vice president due to their strong record of standing with working families throughout each of their careers.

The Democratic ticket has proposed a bold plan to protect the interests of hardworking Americans going forward, one that prioritizes collective bargaining, worker organizing and unions. It calls for workers to be treated with dignity and receive the pay, benefits and workplace protections they deserve.

Biden and Harris both signed the Teamsters Pledge last year promising to back the union's priorities. They also both sat down with the Teamsters to discuss their views on the issues. And Biden's and Harris' national field organizers voted via card check to join Teamsters Local 238 in Iowa, proving their campaigns were willing not just to talk-the-talk, but walk-the-walk.

But it won't matter if workers don't vote. There will be new challenges at the ballot box this year, that is certain. That is why people must first ensure they are registered, and once they are, look to see how they can vote absentee or by mail so they can ensure they can cast their vote safely. Members can go to [www.teamstersvote.com](http://www.teamstersvote.com) to do so. If you decide voting in person is the safest option, you can also find your polling location on the site.

Joe Biden and Kamala Harris have both had to fight hard to get to where they are today. The Teamsters will be just as determined working for Biden and Harris this fall because we know they will work for our members in the White House.

*James P. Hoffa*



## Teamsters Hail Supreme Court Decision Protecting LGBTQ+ Workers on the Job

The Supreme Court, in a ruling issued in June, affirmed that sex-based discrimination under Title VII of the Civil Rights Act of 1964 includes sexual orientation and gender identity. The decision is significant because some Circuit Courts ruled that sex discrimination didn't include sexual orientation or gender identity which left LGBTQ+ communities subject to "lawful" discrimination and harassment at work under federal law and in states that do not recognize these groups as protected classes in state anti-discrimination laws.

"This decision continues the fight to ensure that every worker has dignity on the job," said Jim Hoffa, Teamsters General President. "Every person who shows up for work deserves to be treated equally, fairly and with the respect they deserve. No one should face discrimination for their sexual orientation, identity or for any other reason."

A negative court decision would have left the LGBTQ+ community vulnerable to lawful discrimination at the federal level and in most states where anti-discrimination statutes do not include sexual orientation or gender identity as protected classes.

The Teamsters Union, SEIU and Jobs with Justice filed an amicus brief in support of the plaintiff's case that told the stories of women who work in non-traditional fields who have been labeled as trans, bisexual or lesbian, even if they are not, as a form of harassment or discrimination. The brief showed that no clear or easy line can carve out discrimination on the basis of being LGBTQ+ from Title VII, as sometimes claims and stereotypes about what it means to be gay or transgender affect heterosexual and cisgendered people as well. The brief highlighted the experience of Laura McAdams, a member of Local 630 and the Teamsters LGBTQ+ Caucus.

"The relief this decision provides my LGBTQ+ community who has suffered so much discrimination in the workplace, is monumental," McAdams said. "As one of the members of this community I can personally testify to the injustice that has prevailed and welcome a workplace that provides equality for all. Thank you to the six Supreme Court justices who helped millions of Americans and thank you IBT."

"The Supreme Court has finally confirmed what we have known for a long time: Every worker is entitled to a workplace free of discrimination," said Marcus King, Director of the Teamsters Human Rights and Diversity Commission. "The right of every worker to do their job without judgement or abuse because of their sexual orientation or gender identity is now codified by the courts."

Prior to the surprise decision, the Teamsters LGBTQ+ Caucus was preparing its members to start moving state legislation to include sexual orientation and gender identity, and also place it in collective bargaining agreement Equal Employment Opportunity (EEO) clauses. While this is no longer necessary for employees covered by Title VII, the work continues for public sector employees who live in states that may not adopt the Supreme Court's interpretation when applying state anti-discrimination laws.

### Contact or Join the Teamsters LGBTQ+ Caucus

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## A Summer Streak for Sanitation Workers

### Waste Division Members Make Major Gains at the Bargaining Table

**T**he American people are finally waking up to the service and the risks waste workers take every day to protect the public health. While improving on-the-job safety remains a top priority for Teamsters, members of the Solid Waste and Recycling Division know the best way to truly protect waste workers is at the bargaining table.

It all began in early May, when waste workers at Republic Services in Mobile, Ala. and Salem, Ore. ratified two new contracts after hard-fought battles at the bargaining table. Republic Services workers in Oregon stood united in the face of a company-led decertification campaign. The 55-worker unit was able to beat back the anti-union effort to win a significant new agreement.

"The workers' effort should serve as a great example of how they can empower one another and stand up to the lies from the anti-worker, anti-union forces," said Chris R. Muhs, Secretary-Treasurer of Local 324 in Salem.

Likewise, Local 991 members in Alabama were also united in their efforts for an improved contract, holding negotiating sessions throughout the pandemic via conference calls and teleconference meetings to

secure a strong agreement for the 24-person bargaining unit.

"This contract will give our members stability over the next three years, and provides them with the respect and dignity they deserve," said Jim Gookins, Secretary-Treasurer of Local 991 in Mobile.

In less than three months, the Teamsters Solid Waste and Recycling Division successfully helped secure a solid streak of new bargaining agreements for nearly 1,000 members nationwide. Momentum at the bargaining table continued throughout the summer, with Local 350 members at Recology Mountain View and Recology South Bay voting overwhelmingly, 70-2, in June to ratify an excellent five-year agreement.

"Our members knew their worth, and we made sure they either kept up with the industry standard or be the leaders for their region," said Local 350 President Sergio Arraño, who also served as lead negotiator. Local 350, based in Daly City, Calif., didn't stop there. In San Jose, workers at Republic were able to ratify a re-opener agreement.

Republic Services workers at Local 957 in Dayton, Ohio, and

Local 326 in Wilmington, Del., followed suit shortly after. For members of Local 957, the win was especially meaningful as members stood united and fought back an anti-union decertification from management to secure an excellent new agreement that not only brought improvements for years to come, but inevitably solidified the unit's resolve and strength as Teamsters.

Workers at Republic Services continued the bargaining streak at Local 25 in Boston in July, reaching a major victory at the bargaining table that will ensure the more than 160-worker unit significant gains for the next five years. "It was a win-win-win across the board. We got everything we wanted, and that reflects our great leadership at Local 25," said Brian Beaton, a 35-year driver for Republic Services and shop steward for Local 25 who played a key role on the negotiating team.

"The ability to achieve our bargaining goals comes from solidarity and I'm proud of how these workers stayed united," said Chuck Stiles, Director of the Teamsters Solid Waste, Recycling and Related Industries Division.



## Teamsters Assist After Storm

### Local 238 Steps Up After Devastating Derecho

Members of Local 238 in Cedar Rapids, Iowa opened their union hall, turning it into a help center for local families who were affected by the recent derecho storm.

The derecho was a severe weather event that caused widespread damage in the Midwest on August 10-11. The storm had extreme winds higher than 100 miles per hour, an outbreak of tornadoes, torrential rain and large hail. It caused utility disruptions for millions of people, plus residential and commercial property damage that is still being assessed. The greatest damage occurred in eastern Iowa, and in some places it was catastrophic.

Roy Gillespie, Teamsters Disaster Relief Coordinator, arrived in Iowa to find the devastation looking like a hurricane had hit.

"I couldn't believe what I was seeing was in the state of Iowa," Gillespie said.

Immediately after the storm, Local 238 and its members began collecting essential items such as bottled water, diapers and non-perishable food for the affected community. They are also accepting donations to buy supplies.

"Local 238 has set up a food distribution program and we're collecting thousands of pounds of essential goods and distributing them to families in need," said Jesse Case, Secretary-Treasurer of Local 238.



For information on how to donate to Local 238's fund, visit [www.teamsterslocal238.com](http://www.teamsterslocal238.com).

For information on the Teamsters Disaster Relief Fund, including how to donate, visit [teamster.org/benefits/disaster-relief/](http://teamster.org/benefits/disaster-relief/) or scan the QR code with your phone's camera.





## Union Lauds YRCW Relief

### LOAN SAVES 30,000 FREIGHT JOBS

A \$700-million loan provided by the United States Treasury under the CARES Act has helped YRC Worldwide, Inc.'s operating companies pay its employees' health care and other benefits and get through this pandemic while protecting the livelihoods of about 24,000 Teamsters and their families, Teamsters General President Jim Hoffa announced in early July.

"I want to thank Congress for passing the CARES Act, and the President and the Treasury Secretary for their help in making this essential bridge loan possible," Hoffa said. "They recognized the urgency and acted swiftly to avoid our members' health benefits from being cut and, in the long term, to protect 24,000 Teamster jobs at

YRC Freight, Holland, Reddaway and New Penn."

The CARES Act assistance will be used to pay for employee health care and pension costs and other obligations. YRCW employs 30,000 freight workers, including 24,000 Teamsters.

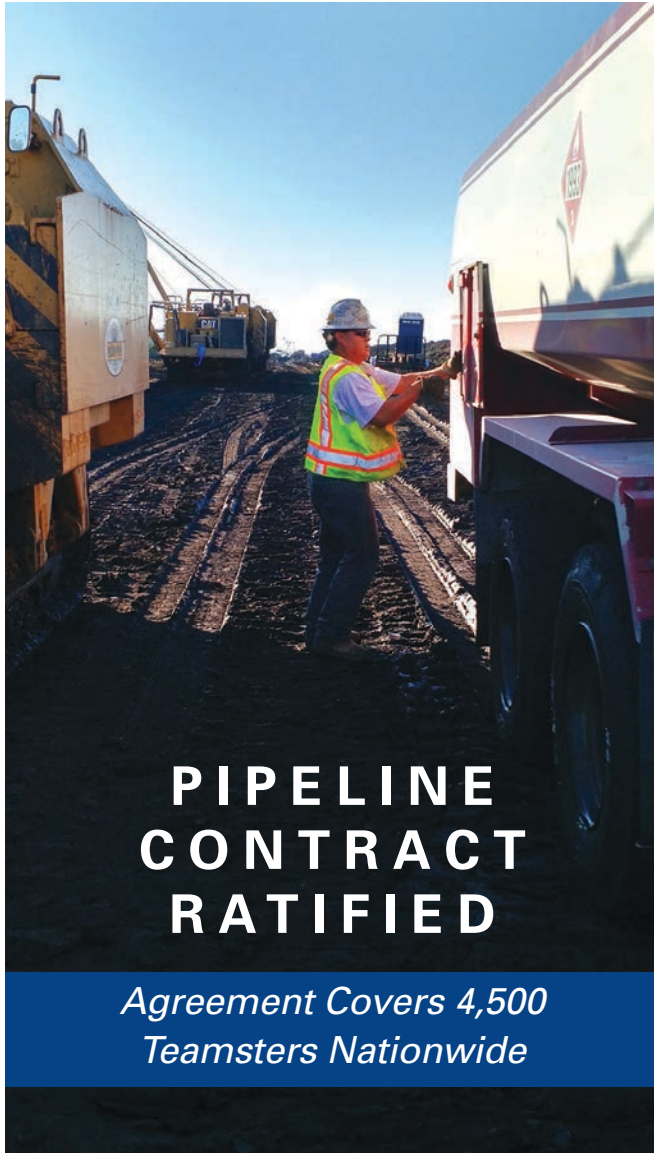
"I echo General President Hoffa in thanking the government for providing this loan and protecting our members' livelihoods," said Ernie Soehl, Freight Division Director. "Like so many Teamsters who are essential workers, our members working at the YRCW operating companies have continued to keep our nation's supply chain moving to serve millions of Americans. They are true heroes. This assistance gives them some peace

of mind moving forward and we hope it gives YRCW the economic stability it needs in the months and years to come."

Anthony Fischetti, a member of Local 701 in New Jersey and 36-year YRC employee, said he and his co-workers' anxiety eased after the loan was announced.

"YRCW was facing difficult economic conditions, so this loan has helped save the livelihoods of 24,000 Teamsters, including mine," Fischetti said. "This means 24,000 Teamsters will continue working and will receive medical coverage, dental coverage, vision coverage and other benefits for themselves and for their families."

For the latest information, visit [www.teamster.org](http://www.teamster.org).



By an overwhelming majority, Teamster local unions representing workers in the growing pipeline construction industry have voted to accept and approve the recently negotiated Teamsters National Pipeline Agreement.

The agreement covers more than 4,500 workers nationwide, and will soon be engaged in building several large projects nationwide.

"I feel that it's a very good agreement," said James Cook Jr., a Teamster with Local 697, based in Wheeling, W.V. "The new agreement has increased my wages as a mechanic greatly. It also keeps my benefits secure for the duration of the agreement. My hope is that by continuing down this path I will be able to finish out my career in this profession."

This three-year agreement represents a total economic package increase of nearly 12 percent, which is far greater than the non-Teamster trades were able to negotiate.

"We not only negotiated a strong contract with a substantial economic increase, but one that also includes a new per diem allowance and adds new job classifications while enhancing existing classifications," said Marion "Bubba" Davis, Director of the Teamsters Building Material and Construction Trade Division. "My thanks go to our entire team of negotiators, in particular David LaBorde, who chaired the negotiating committee."

The term of agreement began June 1, 2020 and concludes on June 1, 2023.

"I have been in the Teamsters Union for 14 years. When I first joined and started pipelining it was just a job but I quickly realized that it is truly a family," Cook said. "The Teamsters stood by me and I will stand by them through the good times and the bad times."

## News for Working Families



Check out the Teamsters Union's podcast at [teamster.org/podcast](https://teamster.org/podcast)

For more information, to listen or subscribe, visit [teamster.org/podcast](https://teamster.org/podcast) or scan the QR code with your smartphone's camera or QR reader (available for free).







**R**ep. John Lewis, who passed away on July 17, dedicated his life to causes that were bigger than himself. For more than 60 years, his courageous leadership gave hope to the entire nation, reminding us all to be better.

"More than anything, John Lewis was a fighter. He never backed down when it came to the rights and equality of Black people and the disadvantaged, be it at the ballot box or in the workplace. He never stopped fighting, and he never lost sight of the ultimate goal of equality for all. He was a happy warrior looking for 'good trouble' to protest the wrongs of racism and systemic oppression," said Jim Hoffa, Teamsters General President.

His deep commitment to civil rights made him a staunch supporter for workers' rights. When the Teamsters needed a friend in Congress, Rep. Lewis would always stand with workers and deliver. His steadfast opposition to discrimination and intimidation anywhere made him one of labor's strongest allies and closest supporters. And he understood on a deep and fundamental level that human rights and workers' rights are one and the same.

Rep. Lewis was a longtime friend of the Teamsters Union, frequently teaming with the union on common causes—and even joining Teamsters on strike lines.

"If it wasn't for this union in particular, I wouldn't be standing here as a state representative. I thank you," Rep. Lewis said at a 2013 Teamsters National Black Caucus event. "Teamsters! The wind may blow, the thunder may roll, the lightning may flash, but stay with the union, hold hands! We've come too far. We've made way too much progress to go back."

## *In Memoriam*

### **Union Mourns Loss of Ricardo Galindo**

**T**eamsters everywhere are mourning the loss of Ricardo Galindo, a port truck driver at Pac9 and dedicated member of Local 848 in California, who passed after a tragic accident on the job in August.

"My father was a port truck driver for more than 21 years. He put his heart and soul to seek dignity and respect for all his co-workers and all truck drivers from the ports of Los Angeles and Long Beach, regardless of what other people thought. He always fought to bring justice and have a better future for all his co-workers," said Gladis Galindo, daughter of Ricardo. "My father was a person who loved helping other people, he was always positive and no matter what situation he was going through, he always had a beautiful smile for everyone."

Galindo leaves behind a wife and four children; as well as a brother Jose, also a port truck driver at Pac9 and member of Local 848.

"Even in death, Ricardo is inspiring, encouraging and empowering his co-workers, friends and family," said Jim Hoffa, Teamsters General President. "I am proud to have called Ricardo a brother in labor and know his courageous spirit will live on in those whose lives he touched."



# Teamsters Endorse Biden-Harris Ticket

**Former Vice President, Senator Have Decades-Long Record of Standing with Workers**

**T**he International Brotherhood of Teamsters are backing former Vice President Joe Biden for president and Sen. Kamala Harris of California for vice president in 2020, citing their strong record of standing with working families throughout each of their careers.

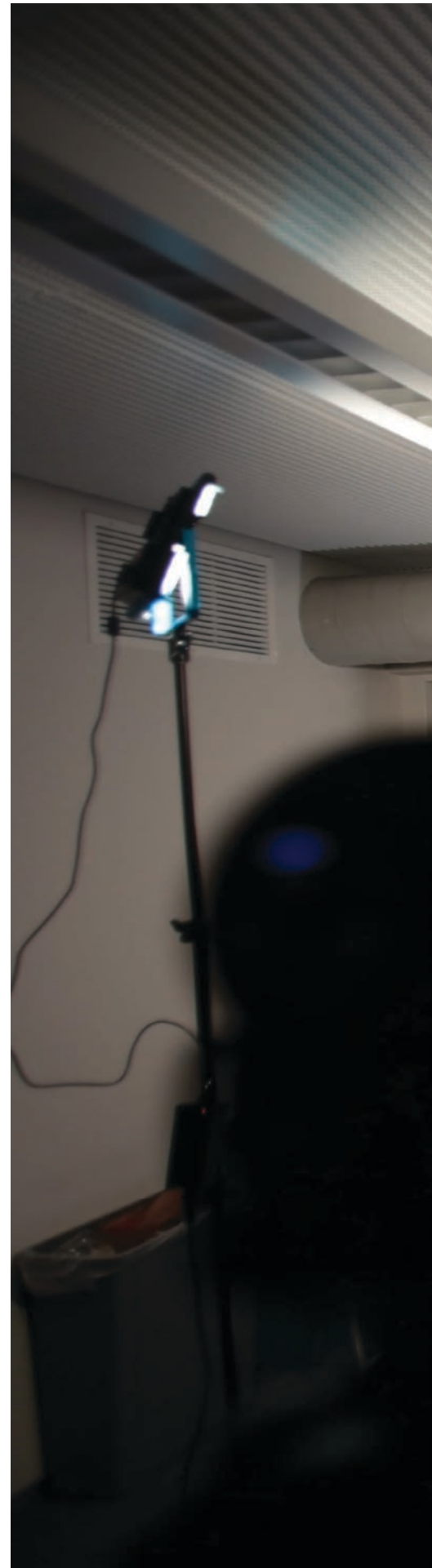
The union's General Executive Board voted unanimously in mid-August to support the candidacy of Biden and Harris.

Biden has a long history of standing with unions and workers on the job site. As vice president, he helped put rules in place that made it easier to organize and expanded overtime eligibility to millions of additional workers, and he has committed to protecting workers' hard-earned pensions.

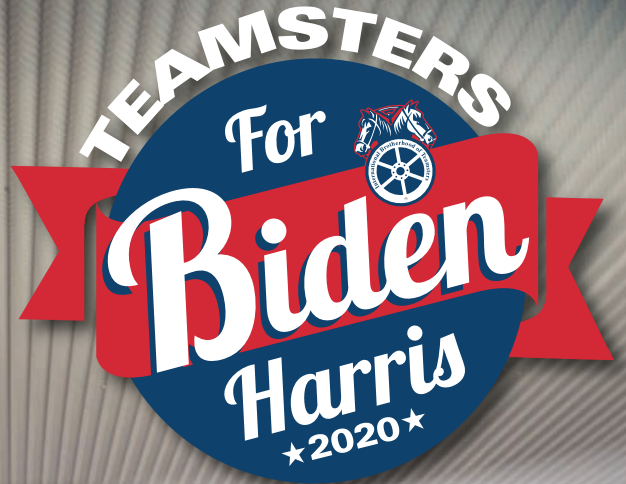
Harris has advocated for workers as attorney general of California and as senator and offered her own thoughtful pro-worker platform during her run for the presidency.

Biden, the Democratic Party nominee, has proposed a bold plan to protect the interests of hardworking Americans going forward, one that prioritizes collective bargaining, worker organizing and unions. It calls for workers to be treated with dignity and receive the pay, benefits and workplace protections they deserve.

"The Teamsters have a friend in Joe Biden," said Jim Hoffa, Teamsters General President. "From his very first election to the senate until now, Vice President Biden has been on the side of working Americans supporting their right to organize, their desire for fair wages and their need for a secure retirement."









## The Process

The Teamsters began in spring 2019 crafting a path forward for highlighting key issues and setting up an endorsement process for the 2020 presidential election.

The union surveyed Teamster leaders across the country and more than 22,000 rank-and-file members and found out they were most focused on three topics—pension security, collective bargaining and fair trade.

The union also created an endorsement process that any candidate seeking the union's backing had to fulfill.

Presidential contenders were required to sign a Teamsters Pledge that said they would back the union's stance on pensions, collective bargaining and trade.

They also had to sit for a video interview where they would speak to the membership about their views on the three issues.

Finally, candidates were told they had to get involved in at least one pro-labor protest and remain neutral if their campaign staffs chose to organize with a union.

Specially trained Teamster members spent the late summer and early fall of 2019 going to candidate forums in early primary and swing states and questioning contenders about their views.

## Teamsters Pledge

Biden and Harris both signed the Teamsters Pledge last year promising to back the union's priorities. They also both sat down with the Teamsters to discuss their views on the issues. Additionally, Biden participated in the union's candidate forum held in Cedar Rapids, Iowa last December.

"I want the support of the Teamsters because we need an incredibly strong labor movement that has to grow in America," Biden said during his interview. "We need to strengthen unions. It is something I have done my whole career, I think it is critically important and the Teamsters are an incredibly, incredibly important element of organized labor in America."

"I want Teamster members and their families to know that I stand with them," Harris said during her interview. "I want them to know in the America I believe in, no one should have to work more than one job to have a roof over their head or to put food on the table."

Both Biden's and Harris' national field organizers voted via card check to join Local 238 in Iowa, proving their campaigns were willing not just to talk the talk, but walk the walk.

## Different Views

By comparison, President Trump and Vice President Pence promised to stand with hardworking Americans, but their actions show otherwise. They did not fulfill any of the requirements put forward by the Teamsters to be considered for the union's endorsement.

The Trump administration appointed anti-worker members to the National Labor Relations Board that made it harder to organize and rolled back or watered down key decisions, including the Browning-Ferris joint employer case involving Local 350 Teamsters.

President Trump also appointed Supreme Court justices who are unfriendly to workers and unions. That led to an affirmative vote in the Janus case that gutted the ability of public sector workers to collectively bargain.

Meanwhile, Biden spoke to Teamsters at various venues during the presidential primary campaign, including a visit to a First Student school bus yard in Nashua, N.H. in February. There, he discussed with the Local 633 members his own experiences of driving a school bus while a law student at Syracuse University.

"Joe Biden and Kamala Harris have both had to fight hard to get to where they are today," Hoffa said. "The Teamsters will be just as determined working for Joe and Kamala this fall because we know they will work for our members in the White House."

For more information, visit [teamster.org](http://teamster.org) or [teamstersvote.com](http://teamstersvote.com).



**AT DNC, TEAMSTERS  
EXPLAIN WHAT IS NEEDED**

# PENSION REFORM NOW!



**A** top Teamster voice on the issue of pension security joined with the House Ways and Means Committee chairman and other union leaders on August 18 in calling for reforms that would boost failing multiemployer pensions plans to ensure that workers and retirees get the benefits they deserve.

International Vice President John Murphy, one of several participants in a virtual panel on retirement security at the Democratic National Convention, said there is no time for delay in coming up with a solution to the nation's multiemployer pension crisis, which is jeopardizing the hard-earned nest eggs of some 1.5 million Americans.

"Today, approximately 125 pension plans face insolvency in the next 10 years," he told viewers. "Congress must fund the failing pension system. General President Hoffa of the Teamsters has promised he will not rest until it happens."

The Teamsters have worked closely with House Ways and Means Chairman Richard Neal (D-Mass.) over the past several years to craft pension reform legislation that would stabilize funds like the union's Central States Plan. That bill, known as the Butch Lewis Act, passed the House of Representatives with bipartisan support in July 2019 but has remained stalled in the U.S. Senate. Efforts to reach a consensus on the issue are ongoing.

"What we are asking for as John Murphy described...is not the federal government to bail out the pension plans, but provide a backstop," Rep. Neal said. "We don't want to say to someone who is 58 years old that they need to take a benefit cut."

Marc Perrone, the United Food & Commercial Workers' International President, acknowledged that pension reform can be a complicated issue. But he said it is one that cannot be ignored, given those who

participate in multiemployer plans have contributed their own dollars to them and have done nothing to deserve having their retirements imperiled.

"It is time for the executive branch and Congress to fix this problem. Not only because it is the moral thing to do, but because it is good public policy," he said. "We must choose to lead where others have not."

Ben Harris, a Biden-Harris campaign senior adviser, agreed.

"Just because that compensation is deferred, doesn't mean workers have any less right to it," he said. "There is a real fairness element here. They paid into it and should have it. And under a Biden administration, they will."

Murphy has spent the last five years traveling across the country hearing from members and their families about what will happen if their benefits are cut. He recalled a visit to Buffalo, N.Y., where he spoke to a retiree who told him he would have to put his wife—who suffers from multiple sclerosis—in a Medicaid nursing home if his benefits were slashed.

Those stories, he said, bring this retirement crisis into focus.

"I am passionate about this because this issue is real and it matters to millions of Americans," Murphy said. "These are human stories. When Franklin Roosevelt created the New Deal, he said the government would create a social safety net so you can live with dignity. That net is being torn up."

Murphy wasn't the only Teamster to be featured at the DNC. On August 17, Local 8 member Russell Bruce appeared in a video montage that aired during event. Bruce works as a Teamster groundskeeper at Penn State University.

"We need a leader who actually supports unions for our hard-working people," he said in the DNC video.

# *Senate is Key to Creating a Congress That Helps Workers*

## **Teamster Senate Endorsements in Arizona, Iowa, Michigan, Montana and North Carolina**

**M**uch of the focus when it comes to the 2020 election, not surprisingly, has been on the presidential campaign. But there is no shortage of important races where the Teamsters can make a difference.

Ensuring real change in the nation's capital means electing a working majority of lawmakers in Congress that will support a pro-worker agenda. And there is much work to be done there to do so, especially in the Senate, where the GOP majority has tamped down on policies to help hardworking Americans.

The Teamsters have prioritized pension reform, collective bargaining and fair-trade deals as their top priorities for the 2020 election. And that means backing candidates who share those values with the union.



*Gov. Steve Bullock, Montana*



*Cal Cunningham, North Carolina*



*Theresa Greenfield, Iowa*

Photo by AP Images



## Teamster Endorsements

"At the beginning of this election cycle, we asked for insight from our members and found out what issues mattered to them," said Jim Hoffa, Teamsters General President. "Since then, the union has identified those who will stand with the membership to make sure a workers' agenda is instituted. If we want to move forward, Teamsters need to back our friends in these pivotal races."

There are 35 Senate seats to be decided in the November election, many of which are competitive. The Teamsters urge its membership to look closely at those races to see which are in your state and vote for those candidates who stand with workers.

However, the union has identified five critical Senate races to ensure having a chamber that will empower working Americans:

- **Sen. Gary Peters (D-Mich.)** is running for a second term in the Senate after serving four terms in the House. He has stood with the Teamsters in prioritizing vocational training and good-paying jobs.
- **Mark Kelly of Arizona** is a former astronaut who understands the plight of working-class families because that is his background as well. He is prioritizing the need to increase job opportunities and wages while also ensuring hardworking Americans can retire with dignity.
- **Gov. Steve Bullock (D-Mont.)**, a former labor lawyer who represented the Teamsters in the Big Sky State, is looking to bring his record of success to the nation's capital. He has stood up for pension security both at the state and national levels.

- **Cal Cunningham of North Carolina** is a veteran and a former state senator. He wants to grow economic opportunity for all by closing the existing income gap through higher wages and ensuring paycheck fairness for women. He also wants to beef up workplace protections.
- **Theresa Greenfield of Iowa** knows all about the value of unions. When her first husband, a union electrician, died on the job, the union helped her family land on its feet. She pledges to work to strengthen unions' standing in the U.S.

## Evolving Tactics

Getting these pro-worker candidates elected, however, will take a lot of work.

In this age of COVID-19, the Teamsters are pulling out all the stops to make sure their members get out and support pro-worker candidates like these.

With jobsite visits limited, that means using phone banking efforts as well as texting to educate union brothers and sisters about the election. Increased social media advertising is also being utilized.

The Teamsters see these changes not as a disruption, but as an evolution. These new tactics are ones the union can add to its already significant 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.

That's what it is going to take to make sure the union can help ensure we have a U.S. Senate that is ready to watch out for the interests of working Americans.



Mark Kelly, Arizona



Sen. Gary Peters, Michigan



For the latest, visit  
[teamstersvote.com](https://teamstersvote.com) or  
scan the QR code.



# Teamsters **DEMAND** Racial and Economic Justice

## *Members Take Action Nationwide*

**O**n July 20, the Teamsters joined other national labor organizations and racial and social justice groups in a national “Strike for Black Lives.”

Hundreds of Teamsters in various industries held protests in 15 cities across the U.S., joined by thousands more who walked off of their jobs for eight minutes and 46 seconds in honor of George Floyd, Breonna Taylor, Elijah McClain, Local 320 member Philando Castile and so many other Black people who are victims of police violence.

Drawing from the union’s rich history of civil rights activism, Teamsters stood with the national movement to confront systemic racism and demand action from government and corporations that addresses the ongoing injustices facing communities of color.

“The International Brotherhood of Teamsters was founded on the principle of winning justice for all workers, and that cannot happen unless we dismantle racism and racist systems that continue to hold Black workers back,” said Marcus King, President of Local 331 and Director of the Teamsters Human Rights and Diversity Commission.





## **'Acknowledge and Understand'**

"The murder of George Floyd in Minneapolis marked another tragic moment in our nation's history," said Jim Hoffa, Teamsters General President, in May. "Unfortunately, this is just the latest incident of an unwarranted police killing of an unarmed Black man in the United States, and a harsh truth that we must accept—equal justice under the law is not a reality for all Americans. Black people fear for their lives on a daily basis by the very institutions which are supposed to protect them. It may not be most of our truths, but we must acknowledge and understand that this is the truth of so many Black and Brown brothers and sisters in this union and throughout our country."

"The one-two punch of the horror of the pandemic crisis and the surge of deaths of Blacks at the hands of law enforcement can't be minimized. The pandemic has hit communities of color the hardest, whether we're talking about lives lost, unemployment, or the isolation felt by restrictions on social interaction. In many ways, the protests brought on by the murder of George Floyd are about him and more," said Gregory Floyd, President of Local 237 in New York City, the union's largest local, and International Vice President.

In addition to the Strike for Black Lives, the Teamsters have also participated in numerous other demonstrations of solidarity, including an eight-minute 46-second moment of silence for George Floyd on June 9, organized by James Curbeam, National Chairman of the Teamsters National Black Caucus.

"Working people of America, we must root out racism, discrimination, bullying, abuses of power, and the disenfranchisement of all American people, in our families, workplaces, institutions and in our society," Curbeam said. "We have the power to have our voices heard now, and always, not just in a time of a crisis. Stand with me. Let us continue to fight, demand, and win justice now and into the future! We must hold our leaders accountable and uphold justice."

## **Strike for Black Lives**

In New York City, numerous Teamster locals took action during the Strike for Black Lives, including

UPS members and building services members who held rallies and observed a moment of silence.

In Chicago and Detroit, Teamsters from several locals held actions outside of their workplaces where they made the connection between the fight for worker justice and anti-racism. Sanitation members in San Francisco and warehouse workers in Los Angeles also joined #StrikeForBlackLives rallies along with local Fight for 15 activists.

"We're demanding action from corporations and government to dismantle white supremacy and to ensure the health, safety, and economic well-being of every worker," Hoffa said on the day of the strike. "This is a moment of reckoning, a chance to decide who we are as a nation. We can no longer turn a blind eye to the deadly impacts of structural racism in America's economy and democracy."

Antoine Andrews, a UPS member and shop steward with Local 804, echoed that point as he and his co-workers rallied outside of their facility in Brooklyn.

"We all have a choice about how we want to move forward, whether we are going to be silent or speak out to change things for the betterment of humanity. I'm doing the Strike for Black Lives because it's time for a change. It's time for justice for all people," Andrews said.

Amid historic national outrage and unrest over racist police violence, union members across the country have been eager to show solidarity and bring the voice of labor into the new movement. The call to action for the Strike for Black Lives was spearheaded by the Change to Win federation as well as SEIU, Fight for 15, Teamsters, Communications Workers of America, and other unions to demonstrate that worker justice and racial justice are part of the same struggle.

"We're proud to stand with our Black members, families and the entire Black community to say that their lives unequivocally matter," King said. "We demand greater protections for these workers, and all working people. That means ending systematic racism and economic exploitation."

## **Caravan for Justice**

Teamsters also joined with fellow union members in Washington, D.C. and across the country on



June 17 to participate in the Workers First Caravan for Racial and Economic Justice, a massive mobilization calling for bold policies to confront the coronavirus pandemic, an economic free fall and longstanding structural racism. Approximately 1,000 cars met up at locations in Silver Spring, Md. and Arlington, Va. before heading to Capitol Hill, where they drove around the U.S. Capitol.

Besides the Teamsters, the caravan was organized by AFSCME, AFT, the Painters Union, UFCW, UNITE HERE and the AFL-CIO. Similar protests were held across all 50 states and Puerto Rico.

In Atlanta, Local 728 members joined with other members of the Atlanta-North Georgia Labor Council to hold a protest outside the Republic Services Bankhead facility. The protest followed a caravan of union members at the Georgia Capitol where workers called on public officials to demand racial and economic justice for Atlanta workers.

The caravan ended at Republic Services and union members from throughout the city came to support the Teamsters in their calling out of management for unjust termination and layoffs, as well as the overall unfair treatment, of Black workers at the company.

"I've been dealing with this company for 18 years, and every year it gets worse. I could go on all day about this company's horrendous record of

anti-union behavior and corporate greed. But I'm here today to talk about race," said Chuck Stiles, Teamsters Waste Division Director. "It's time Republic Services understands that this fight is more than a union fight, it's a moral fight."

Republic's decision to terminate and lay off Black workers without just cause only further affirms the company's corrupt practices and heedless leadership, Stiles said.

In addition to calling out Republic Services for its mistreatment of Black workers, Stiles also called on the Atlanta City Council to reevaluate the private companies that have been contracted out in the city, specifically in communities around Hartsfield-Jackson Airport.

## Continuing the Fight

Dignity in the workplace does not only come from good contracts. It comes from equality, something the Teamsters Union has fought for from its beginning. If you are a member of the Teamsters Union, you're already part of one of the oldest and strongest civil rights groups in North America.

"The Teamsters Union has long supported the civil rights movement and the fight to ensure the fair treatment of all our people regardless of race, color, gender or sexual orientation. We reject social injustices such as racism, which have eroded and



divided us as a country for far too long. Denying that racism still exists and continues to operate in ways which destroys lives and communities threatens our very freedom,” Hoffa said.

Women’s rights, civil rights, the rights of migrant workers, protections for minor, senior and disabled workers are just a few of the causes the Teamsters have taken up in the name of fairness.

Through legislation, donations and activism, the Teamsters Union has made more of a difference in these areas than perhaps any union or single organization in North America. Wherever working men and women marched for jobs, civil rights or justice, the Teamsters were on the front lines.

As the civil rights movement grew in the 1950s and 1960s the Teamsters became very involved. The union provided money and supplies to many civil rights groups, including the more than 700 families living in “Freedom Village,” who faced retribution for registering to vote in 1960. Teamsters were active participants in the movement at a time when such actions were considered risky, if not downright dangerous for any organization.

The Teamsters had a good working relationship with Dr. Martin Luther King Jr. and scores of members were among the more than 200,000 people who participated in the historic March on Washington in 1963.

“The Teamsters Union has always played an integral role in the fight for civil rights. We will continue this fight,” said Marcus King.



# Teamsters Applaud Supreme Court’s ‘Dreamers’ Ruling

## Allowing ‘Dreamers’ to Remain Continues Promise of This Country

The Teamsters Union celebrated the decision of the U.S. Supreme Court on June 18 to reject the challenge to the so-called “Dreamers” program that would have resulted in 650,000 people brought to the U.S. as children being deported.

The Teamsters previously joined an amicus brief for this case with other unions which demonstrated how rescinding the DACA program would jeopardize union workers, their families and the country in general, while doing little to address the need to reform our broken immigration system.

“For centuries, this country has served as a beacon of hope to millions across the globe who sought opportunity and refuge,” said Jim Hoffa, Teamsters General President. “We are glad to see the Supreme Court agrees. These children are our children now.”

While the issue of immigration can be complicated, immigrant children in good standing should not be penalized because elected officials refused to get their act together and enact comprehensive reforms. They deserve an opportunity to continue to live their lives with their loved ones in their adopted home country.

“DACA has allowed young people, including Teamster members and their children, to go to college, work, and live their lives in the open,” said George Miranda, President of the Teamsters Hispanic Caucus and International Vice President. “We cannot have worker rights without immigrant rights, or vice versa. Working people regardless of nationality must be part of one labor movement if we want safe jobs, strong unions and prosperity for our families.”



## Tankhaulers Join Local 667

*Jacobus Energy Workers in Memphis Choose Teamsters*

A group of Jacobus Energy tankhaul drivers in Memphis, Tenn. recently joined Local 667. The new Teamsters, who haul fuel, work in one of the most difficult and dangerous trucking jobs.

Ricardo Hebron is a Jacobus Energy worker in Memphis who has been with the fuel services provider for 17 years. He has been a Teamster twice before in his career so he already knows the benefits of union membership. He and his co-workers deliver fuel to construction sites, Amtrak, FedEx, Coca-Cola and other companies.

"It's a demanding job but I love it," Hebron said of his job at the fuel services provider. "I describe this as a sort of freestyle company, where they do what they want to do and assign jobs to whoever they want."

Local 667 Organizer Nebraska Dover worked with Hebron to form their union with Local 667.

"It was clear these workers didn't have a voice or any standard operation procedures on that job," Dover said. "The company was saying the union just wanted dues, but everyone knew better than that. They stuck together because they wanted a better future, and that gave them energy and momentum. It seemed like everything was against them, but they stuck it out. Everyone followed the directions of the game plan we set up."

Dover has only been an organizer for a few years but his enthusiasm is evident. He was a freight driver for 35 years, including time as a Teamster at USF Holland and, before that, as a nonunion driver. He knows

the union can give the workers what they are looking for: seniority rights, an end to favoritism, and dignity on the job.

"Everyone stuck together. It wasn't easy because the campaign was really negative," Hebron said. "They tried to turn us against each other but it didn't work."

They won the election overwhelmingly, even though the company successfully challenged some of the "yes" votes.

"With this pandemic, workers need someone who is going to speak up for them—especially essential workers," said James E. Jones III, President of Local 667 in Memphis. "Right now more than ever, companies are looking out for themselves. Workers need a collective voice and someone looking out for them, for their health and safety on the job. And your voice is always louder when you speak as a group."

This is Local 667's second organizing victory since the quarantine caused mass stay-at-home orders for everyone but essential workers.

"We've been looking at groups that we have thought about before or have shown interest but they just weren't all the way there. Nonunion workers right now are showing more interest in unions," Jones said. "People are looking at how they are being treated...working the same amount of hours or more, not getting PPE or hazard pay from employers. Those working without a union contract are starting to realize what they're missing."



## LOCAL 223

### **American Red Cross**

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Specialized blood collection (apheresis) workers throughout Oregon who work for the American Red Cross (ARC) voted to join Local 223 in Portland earlier this year. The workers are based in Portland, Bend, Medford and Salem, Ore., and Vancouver, Wash.

Local 223 represents 169 workers in collections and hospital services. Nearly half of the apheresis workers are senior workers who previously worked in collections, where they were Teamsters and experienced the benefits of Teamster membership.

The 36 apheresis workers perform a collection which separates blood components, including platelets and plasma, in a process that can take several hours of working with each donor.

In addition to negotiating an agreement at the local level in the future, the group benefits immediately from being a part of the Teamsters and Coalition of American Red Cross Unions' nationally negotiated addendum. They will participate in the superior TeamCare health care benefits plan.

"We welcome the apheresis group to the Teamsters, and look forward to working with each and every one of the new members," said Leslie Sloy, Secretary-Treasurer of Local 223.

## LOCAL 2

### **Fresenius Medical Care**

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Patient care technicians and licensed practical nurses at Fresenius Medical Care in Butte and Bozeman, Mont., have voted to join Local 2.

The workers provide a range of patient care including taking vitals, preparing and providing medications, operating medical equipment and more.

The workers voted to join Local 2—in separate elections conducted in Butte and Bozeman—to improve their

working conditions, working hours and health insurance.

"We are really excited to organize these groups and to fight for better working conditions for them," said Erin Foley, Secretary-Treasurer of Local 2.

## LOCAL 991

### **MV Transportation**

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With 97 percent voting in favor of union representation, workers at MV Transportation in Ft. Walton Beach, Fla. recently joined Local 991 in Mobile, Ala. The workers provide transportation services for residents of Okaloosa County.

"Congratulations to our newest members, brave and selfless essential service workers who kept their eyes on the prize and stuck together in spite of the turmoil that has thrust upon all of us by the COVID-19 pandemic," said Jim Gookins, Secretary-Treasurer of Local 991. "We look forward to negotiating a contract with the wages and working conditions that reflect the incredible value that these men and women bring to their communities."

The workers filed for an election on March 13, shortly before the coronavirus caused a temporary nationwide shutdown, which caused the election to be slightly delayed.

"We want protections, better compensation and to be treated equally and fairly. That's why we reached out to the Teamsters. There's nobody better for us to have in our corner," said driver Dyllon Offield.

## LOCAL 270

### **A&S Transportation**

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With more than 70 percent of workers signing cards in favor of representation, drivers and monitors employed by A&S Transportation recently joined Local 270 in New Orleans. The workers of A&S, a subsidiary of National Express, provide

pupil transportation services for New Orleans Public Schools.

"We are thrilled to welcome the men and women of A&S Transportation into our Teamster family," said Stephen Sorrell, President of Local 270.

"Even in the midst a pandemic that has brought the entire country to a standstill, these workers still found a way to organize for a voice on the job. We look forward to bringing that zeal to the bargaining table when we begin negotiations with the company," Sorrell said.

The organizing drive started in February and wrapped up at the end of April.

## LOCAL 856

### **SCDPDAA**

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The Sonoma County Deputy Public Defenders Attorneys' Association (SCDPDAA) voted to affiliate with Local 856. The association comprises nearly 30 attorneys serving as public defenders across Sonoma County. The public defenders join more than 300 new workers organized by Local 856 in 2020 alone.

Local 856 also represents the Sonoma County Prosecutors' Association, as well as more than 500 members working for the city of Santa Rosa — the seat of Sonoma County.

"I welcome SCDPDAA to Local 856 and look forward to providing strong representation for these public servants," said Peter Finn, Secretary-Treasurer of Local 856.

Through the affiliation, the public defenders join Local 856's 17,000 members throughout Northern California, including over 7,000 public employees.

# TEAMSTERS STEP UP DURING PANDEMIC

Union Continues Fighting for Safety, Accountability





**A**s the coronavirus continues to wreak havoc on our nation and the American economy, Teamsters have continued their fight on behalf of working families struggling during this pandemic.

Through legislation at every level, demanding PPE and holding employers accountable, and with countless charitable acts, the Teamsters Union is making sure members make it through these difficult times.

"Workers are facing unprecedented challenges in the age of the coronavirus. Many have lost their jobs, been temporarily laid off with no idea when they are going to return or been forced to work despite the ongoing health crisis. It has been a stressful time for millions across the country," said Jim Hoffa, Teamsters General President.

As of September 16, the U.S. had reported 6.61 million confirmed cases of COVID-19, with nearly 200,000 of those infections resulting in death. The coronavirus has also torn the economy to shreds. Tens of millions of Americans are receiving some form of unemployment benefits in an economy where there is little hope of finding new work.

While some jobs lost since the



pandemic hit have now been recovered, millions more will be harder to make up, according to experts. Employment in some sectors might remain well below pre-pandemic levels.

Teamster members are faring much better than the average worker right now. Union workers not only have more secure jobs and better pay, they have better on-the-job safety than nonunion workers.

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 will make sure that penalties will exist. The union is fighting 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.

"The Teamsters, who represent more than a million essential workers, are on the front lines, keeping North America moving," Hoffa said. "But Teamsters are doing so much more than simply working







right now. We're making a difference in our communities through legislation and charitable work."

### Charity Partnership

In June, Local 340 in Maine and Catholic Charities USA launched a three-day mission to deliver desperately needed food to the charitable organization's chapters across New England, starting the trip from the union hall in South Portland. Over three days, the Teamsters delivered more than 40,000 pounds of food to locations in Maine, Massachusetts, New Hampshire and Rhode Island.

Local 340 and New England's Joint Council 10 have partnered with Catholic Charities for more than 10 years, donating time, labor and the use of the Joint Council's truck to help deliver food and supplies to those most in need.

"Teamsters are always happy to participate in something so worthy that helps so many of our friends and neighbors," said Brett Miller, President of Local 340. "It is what we do, and it is even more needed right now. We always hope none of our members need this help, but if they do, we know it is there and we are doing our part to

make sure of that."

In the past, the two organizations have held an annual Statewide Food Drive which concluded at the Maine Potato Blossom Parade in Fort Fairfield, Maine. Due to COVID-19, the 2020 parade was cancelled, but the demand for food and donations for those in need has only increased during this crisis.

"We have a tremendous amount of gratitude for the relationship we have with the Teamsters," said Judy Katzel, spokesperson for Catholic Charities Maine. "We couldn't do something of this magnitude without this support from Teamsters







Local 340 and Joint Council 10. Working with the Teamsters, we are literally able to feed thousands of people across four states with just one drive."

### Equity Through Connectivity

Local 502/Commonwealth Association of School Administrators (CASA) members joined with political, community and labor leaders in August to call on Comcast to provide reliable, high-speed internet access to thousands of students at the School District of Philadelphia who cannot participate in distance learning.

Wearing masks and holding signs that read "Equity Through Connectivity," principals, administrators, teachers, building engineers and climate managers for the school district, who are represented by Local 502/CASA, joined with parents and students outside the Comcast Center, calling on the country's largest cable provider to make a greater investment in the community.

"If you look at PEW Research Center, Black and Brown families are at a disadvantage when it comes to internet access; many only have access through a mobile device. Large corporations like

Comcast and Verizon do not run the newest equipment in high poverty and rural areas. This is not just an urban issue. The lack of high-speed internet in these communities puts our students at a disadvantage," said John W. Spencer, a School District of Philadelphia principal and member of Local 502/CASA. "In order for virtual learning to work, students need reliable internet that allows access to video, audio and other interactive media. We are calling on Comcast to make a bigger investment in the community and our children."

In late July, it was announced that Philadelphia public school students will not return to classrooms until November at the earliest and that students will continue distance learning until schools reopen.

"It is unacceptable to deny any student an education. Education is a right, and we have a moral obligation to stand up for our children in Philadelphia and their families. This shouldn't be about dollars and cents; it's about taking collective responsibility to do what is morally right. What's right is for Comcast to remove any barriers to reliable, high-speed internet access. The end justifies the means," said Dr. Robin Cooper, President of

Local 502/CASA in Philadelphia.

Local 502/CASA represents approximately 700 school administrators who work in the School District of Philadelphia as principals, assistant principals, facilities area coordinators, climate managers and school police, food service supervisors, early childhood supervisors, leadership coaches and curriculum specialists.

Following the rally, the deputy mayor of Philadelphia reached out to the Teamsters Union to share that Comcast will soon announce it is providing internet access for the 35,000 kids with the most need.

### Statewide Standards

Virginia became the first state in the nation to establish workplace safety coronavirus standards in July, a move demanded by workers, grassroots organizations and unions like the Teamsters.

The Virginia Department of Labor and Industry's Safety and Health Codes Board voted July 15 to approve an emergency temporary standard on infectious disease prevention after Gov. Ralph Northam (D) directed the creation of enforceable regulations in May. The standards will remain in effect for six months but can be made

# TEAMSTERS WIN DESPITE THE ODDS

## *In Midst of Pandemic, Workers Want Representation*

When the coronavirus landed in North America and cities from coast to coast entered into some level of quarantine, anti-union forces hoped that the efforts to build worker solidarity had gone the same way as bars and gyms.

Fortunately, Teamster organizing victories proved those hopes to be nothing more than wishful thinking.

The pandemic gave school bus and transit drivers a whole new host of concerns regarding safety on the job, so it wasn't a surprise that many of these workers found a way to win union recognition in spite of a nationwide lockdown.

When drivers at MV Transportation in Ft. Walton Beach, Fla. won their NLRB election to join Local 991 in May, Florida was averaging over 700 deaths per day from COVID-19. Driver Dyllon Offield indicated that a voice on the job was essential for safety at MV Transportation.

"We joined the Teamsters because we needed to have something that is there for us, not just for the company," Offield said. "We want protections, better compensation and to be treated equally and fairly. That's why we reached out to the Teamsters. There's nobody better for us to have in our corner."

A couple of weeks earlier, school bus drivers and monitors at A&S Transportation in another COVID-19 hotspot, New Orleans, had also won an election.

"We want to have a platform in order to present ourselves," said driver Harold J. Fedison. "Whether it's individually or as a group, without a union you are under an employee-at-will policy, but with a union you have a voice on the job."

Transit and school bus drivers weren't the only workers winning union elections during the pandemic. Public defenders of Santa Rosa, Calif. voted to affiliate with Local 856, a group that joined over 300 workers who joined the local union in 2020 alone.

"The association chose to affiliate with Local 856 to align with an organization that has a proven record of providing aggressive representation for members in the public sector," said Matt Finnegan, Teamsters 856 Staff Attorney.

Those are only three of more than 35 organizing victories that the Teamsters secured since the pandemic started.

"No matter what the world throws at our union, we will never give up the fight," said Jim Hoffa, Teamsters General President.

permanent through a process defined in state law.

But all of this would not have happened if workers in Virginia's food chain industry hadn't stood up to demand safer conditions, and if workers, community organizations and labor unions hadn't pushed back on efforts by the poultry industry to water down the new rules.

The Teamsters have been pushing for safety in the food supply chain since the beginning of the pandemic. In June, Teamsters working in the food supply chain in more than 30 cities across the country rallied 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 testing capacity.

"The union argued Virginia should enshrine the science-based safety standards into law so workers, communities and business in the state could be protected. Now all workers there can benefit," said Christy Bailey, Director of the Teamsters Department of Political and Legislative Action.

Assisted by the Northern Virginia Labor Federation, the Teamsters delved in and gave a greater voice to its 3,000 food processing workers impacted in the state.

"More often than not, the voices of workers are not heard. It is for this reason Joint Council 83 has worked hard to increase Teamster political presence and power in Virginia. All workers deserve to be treated with dignity and respect. The recent victory for Virginia workers shows the power of persistence," said Brian Peyton, political coordinator at Joint Council 83.

"The COVID-19 pandemic has taught Americans just how essen-



tial some jobs are. This victory for Virginia workers shows exactly what can be accomplished when powerful coalitions stick together for a common good,” said Ritchie Brooks, Vice President of Joint Council 55.

## Families First

In Colorado, Gov. Jared Polis signed two bills strongly supported by the Teamsters into law recently that will guarantee paid sick leave and expand unemployment payments at a time when those on the job are particularly vulnerable.

As part of the sick leave legislation, all state employers must provide paid leave in accordance with Congress’ “Families First” bill through the end of 2020, removing the cap that limited it to employers with under 500 workers in the federal legislation.

Additionally, the new law mandates that employers with 16 or more workers provide paid sick leave beginning Jan. 1, 2021, and that all employers regardless of size must begin providing leave on Jan. 1, 2022. The formula laid out calls for one hour accrued for every 30 hours worked up to 48 earned hours per year, or approximately six paid days annually.

Senate Bill 205 is historic legislation that is improving the health and safety of all workers in Colorado who haven’t been covered by paid sick leave in the past. It could not have been signed into law had Teamsters in the state not been successful in electing worker-friendly legislators in 2018.

Meanwhile, the unemployment measure expands what an individual can make and still be eligible for unemployment insurance, increasing the threshold to 50 percent from 25 percent of the benefit



amount. The increased payment level will last for two years.

The legislation also expands what constitutes “good cause” to quit a job and still be eligible for unemployment, including employers not following safety and health guidelines, child-care issues due to school closings, and caring for sick family members, among other things.

The Teamsters for years have pushed for the passage of similar legislation at all levels of government because it is the right thing to do. These victories in Virginia and Colorado are only the begin-

ning. The Teamsters are bringing the fight for beefed up safety regulations not only to states like Colorado, Oregon, Wisconsin and California, but the nation’s capital as well, where the union has joined with other labor allies in pushing for a temporary standard overseen by the Occupational Safety and Health Administration.

“Workers deserve to be treated with respect and dignity. That only happens when they can care and support themselves and their families. Those needs have become even more important during this coronavirus epidemic,” Hoffa said.

# Sons and Daughters of Teamster Members Win \$1.2 Million in Scholarships



For 2020, the James R. Hoffa Memorial Scholarship Fund awarded \$1.2 million in academic and vocational/training program scholarships to the sons and daughters of Teamster members. The fund awards \$10,000 academic and \$1,000 “bootstrap” academic scholarships in addition to scholarships for students pursuing vocational/training programs.

In January, the fund held an event celebrating the scholarship’s 20th year. The funds raised from locals, Joint Councils and supporters made it possible for the awards this year. For more information, visit [jrhmfsf.org](http://jrhmfsf.org).

## 2020 Scholarship Winners \$10,000 Scholarship Winners

### CANADIAN

Anjali Dhaliwal, Local 464, Surrey, B.C.  
William Hamilton, Local 213, Rolla, B.C.  
Shadina Henry, Local 847, Toronto  
Brandon Munday, Local 31, Langley, B.C.  
Chelsea Penner, Local 31, Abbotsford, B.C.  
Katerina Romanenko, Local 31, Maple Ridge, B.C.  
Ashpreet Roy, Local 213, Surrey, B.C.  
Allyson Stepanko, Local 362, Sturgeon County, Alberta  
Leyton Vergeire, Local 31, Abbotsford

### CENTRAL

Hailey Biehl, Local 92, Massillon, Ohio  
Denali Bruce, Local 344, Watertown, Wis.  
Rose Carani, Local 705, Lombard, Ill.  
Kevin Daugherty, Local 651, Shelbyville, Ky.  
Bailey DeHaven, BMWED, Iaeger, WV  
Jordan Dudas, BLET, Holyoke, Mass.  
Geraldine Evans, Local 700, Calumet City, Ill.  
Paige Fleming, Local 554, Omaha, Neb.  
Lily Grassel, Local 406, Escanaba, Mich.  
Rylee Johnson, Local 238, Keokuk, Iowa  
Eiley Kuhlmeier, BLET, Hermantown, Minn.  
Sofia Mioduszewski, Local 200, Muskego, Wis.  
Emma Myers, Local 1224, Logan, Ohio  
Kenedy Rogers, BMWED, Colmesneil, Texas  
Timothy Rosno, Local 320, West St. Paul, Minn.  
Janson Smith, Local 348, Uniontown, Ohio  
Jared Somerick, Local 24, Barberton, Ohio  
Jacob Woodward, BMWED, Crane, Mo.  
Evelyn Wright, BMWED, Pueblo, Colo.  
Hannah Ziegler, Local 243, Royal Oak, Mich.

### EASTERN

Christian Barbosa, Local 25, Chelmsford, Mass.  
Austin Bridenbaugh, BLET, Martinsburg, Pa.  
Nina Carrozza, Local 628, Wallingford, Pa.  
Sophia Chan, Local 251, Cranston, R.I.

Erin Drebych, Local 177, Milltown, N.J.  
Noah Fredericks, Local 401, Pottsville, Pa.  
Samantha Geis, Local 317, Syracuse, N.Y.  
David Greybosh, Local 463, Hazle Township, Pa.  
Cameron Keating, Local 210, Edison, N.J.  
Joshua Kobuskie, Local 97, Hawthorne, N.J.  
Carly Manchio, Local 804, Commack, N.Y.  
Dominic Manzella, Local 264, Boston, N.Y.  
Abigail McDonald, Local 676, Cinnaminson, N.J.  
Rosanna Pentola, Local 237, Carle Place, N.Y.  
Anne Ruperto, GCC, Jacksonville, Fla.  
Annabelle Sala, Local 294, Ballston Lake, N.Y.  
Kayla Stanczak, Local 30, North Huntington, Pa.  
Joseph Stuter, Local 776, Middleburg, Pa.  
Dion Sun, Local 97, Jackson, N.J.  
Natalie Thomas, Local 355, Shrewsbury, Pa.

### SOUTHERN

Victoria Baldwin, Local 519, Oak Ridge, Tenn.  
Raul Benavides, Local 988, Baytown, Texas  
Garrit Blizzard, Local 373, Atlanta, Texas  
Anna Burnett, Local 728, Appling, Ga.  
Brendan Frizzell, Local 745, Euless, Texas  
Katherine Griffin, Local 991, Dothan, Ala.  
Benjamin Hayes, Local 480, Sprinville, Tenn.  
Gabrielle Hunter-Davis, Local 480, Nashville  
Shea Lusco, Local 79, Naples, Fla.  
Hong Nguyen, Local 577, Amarillo, Texas  
Jonathan Pham, Local 767, Arlington, Texas  
Gracelyn Ramsey, Local 402, Hamilton, Ala.  
Briana Stunda, Local 19, Conroe, Texas

### WESTERN

Emmah Baca, Local 222, West Jordan, Utah  
Abbie Bradt, Local 117, Cosmopolis, Wash.  
Rodrigo Campos, Local 856, Pinole, Calif.  
Minh Allan Dao, Local 174, Kenmore, Wash.  
Zainub Darsot, Local 911, Lawndale, Calif.  
Maurissa Dawson, Local 572, Los Angeles  
Abigail Delgado, Local 150, Sacramento, Calif.  
Jacie Fabela, Local 117, Lacey, Wash.  
Kristine Foronda, Local 952, Fontana, Calif.  
Alexandra Gonzalez, Local 2, Fort Worth, Texas

Ashtyn Hooten, Local 223, Roseburg, Ore.  
Anna Knapp, Local 589, Port Orchard, Wash.  
Ian Martin, Local 2010, San Francisco  
Abas Mousa, Local 174, Tukwila, Wash.  
Kyle Pittman, Local 2, Glen, Mont.  
Colin Daniel Porciuncula, Local 856, Lafayette, Calif.  
Miyamora Rosenthal, Local 174, Tacoma, Wash.  
Darius Rubianes, Local 439, Ripon, Calif.  
Olivia Tate, Local 17, Loveland, Colo.  
Meadow Torres, BLET, Glendive, Mont.  
Kaedon Tuomela, BLET, Gillette, Wyo.

## \$1,000 Scholarship Winners

### CANADIAN

Jessica Alsop, Local 31, Powell River, B.C.  
Jaylyn Askeland, Local 213, Kamloops, B.C.  
Emma Bertrand, Local 31, Abbotsford, B.C.  
Joelle Angela Callope, Local 31, Richmond, B.C.  
Carson Chorpita, Local 31, Surrey, B.C.  
Jaymie Fallon, Local 213, Surrey, B.C.  
Cosimo Figliomeni, TCRC, Schreiber, Ont.  
Tyson Goglin, Local 213, Hope, B.C.  
Jaimee Hodgson, TCRC, Moosejaw, Sas.  
Siraj Khanna, Local 31, Surrey, B.C.  
Justin Leong, Local 464, Vancouver, B.C.  
Josiah Levale, Local 31, Abbotsford, B.C.  
Maria Lim, Local 31, Surrey, B.C.  
Grace Moffat, TCRC, Pickering, Ont.  
Daylen Nair, Local 464, Abbotsford, B.C.  
Ayomide Ogundimu, Local 419, Brampton, Ont.  
Alisha Premanand, Local 362, Calgary, Alb.  
Logan Rodger, TCRC, Mission, B.C.  
Marcus Soo, Local 213, Burnaby, B.C.  
Vylan Tran, Local 31, Surrey, B.C.  
Alan Xiang, Local 987, Calgary, Alb.  
Michelle Yablunovsky, Local 362, Edmonton Alb.

### CENTRAL

Colton Basar, Local 407, Brunswick Hills, Ohio  
Payton Beckholt, Local 406, Hudsonville, Mich.  
Ainsley Bennett, Local 638, Belle Plaine, Minn.

Amelia Boone, Local 2727, Bardstown, Ky.  
Mary Kate Bordenkircher, Local 833, Columbia, Mo.  
Daniel Braille, BLET, Jackson, N.J.  
Jameson Britt-Nellis, Local 710, Evansville, Ind.  
Elizabeth Brown, Local 696, Colby, Kan.  
Summer Carlson, Local 320, Brooklyn Park, Minn.  
Phylcia Childs, BLET, Baltimore  
Rhett Cox, Local 89, Campbellsville, Ky.  
Zachary Crouse, Local 175, Saint Albans, W.V.  
Malorie Crumpler, BMWED, Forgan, Okla.  
Jaime DiChiara, BLET, Blue Point, N.Y.  
John Dirkse, Local 406, Hudsonville, Mich.  
Marissa Ellenbecker, Local 344, Edgar, Wis.  
Jacob English, Local 89, Jeffersonville, Ind.  
Jacob Etienne, Local 50, Eldorado, Ill.  
Owen Flanigan, GCC, Newport, Ky.  
Hannah Furey, Local 346, South Range, Wis.  
Jared Gobin, BLET, Hanson, Ky.  
Gage Green, Local 710, Lynnville, Ind.  
Sara Groen, Local 142, DeMotte, Ind.  
Madelyn Harris, BLET, Marblehead, Ohio  
Samantha Hellwig, Local 964, Litchfield, Ohio  
Elizabeth Hill, Local 89, Charlestown, Ind.  
Hunter Hoatson, BLET, Sutherland, Neb.  
Bailey Imhoff, Local 344, Edgar, Wis.  
Isabelle Johnson, Local 135, Fishers, Ind.  
Cayden Kelley, Local 238, Nora Springs, Iowa  
Makayla Kerns, Local 541, Saint Joseph, Mo.  
Maya Klein, Local 284, Westerville, Ohio  
Matthew Koenig, Local 554, Papillion, Neb.  
Zachary Kroesen, GCC, Henrietta, N.Y.  
Andrew Lane, Local 175, Saint Albans, W.V.  
Joshua Marshall, Local 120, Princeton, Minn.  
Margarita McEwen, Local 743, Chicago  
Margaret Merz, Local 682, O'Fallon, Mo.  
Zachary Mester, Local 344, Belmont, Wis.  
Brianna Mikla, Local 320, Baldwin, Wis.  
Connor Niznik, Local 710, Mount Prospect, Ill.  
Cassidy Nowak, Local 20, Oregon, Ohio  
Audrey Paige, Local 823, Neosho, Mo.  
Jackson Perry, Local 175, Charleston, W.V.  
Sarah Poore, Local 964, North Ridgeville, Ohio



Ethan Price, Local 337, Sterling Heights, Mich.  
 Olivia Propeck, BLET, Fargo, N.D.  
 Morgan Riddle, Local 413, Goshen, Ohio  
 Isaac Robinson, Local 236, Golconda, Ill.  
 Knox Sandlin, Local 236, Calvert City, Ky.  
 Savannah Saunders, Local 89, Louisville, Ky.  
 Lacy Schoneboom, Local 688, Mexico, Mo.  
 Jacob Schwartz, Local 662, Neenah, Wis.  
 Jonah Steffi, Local 320, Callaway, Minn.  
 Sheridan Swanson, BMWED, Veblen, S.D.  
 Roman Swarc, Local 89, Prospect, Ky.  
 Kaitlyn Tarasiewicz, Local 700, Chicago  
 Hailey Todd, Local 957, Dayton, Ohio  
 Dacey Turner, BLET, Nevada, Mo.  
 Josephine Voigt, Local 662, Granton, Wis.  
 Jennifer Weir, Local 243, Washington Twp., Mich.  
 Aubrey Wheeler, Local 215, Evansville, Ind.  
 Martha White, Local 638, Roseville, Minn.  
 Charles Williams, BMWED, Laredo, Mo.  
 Joshua Young, BLET, Abilene, Kan.

## EASTERN

Katherine Ackley, Local 317, Oneonta, N.Y.  
 Abigail Adamiak, Local 538, Sewickley, Pa.  
 Mia Anjali Advensky, Local 877, Glen Ridge, N.J.  
 Deanna Ayello, Local 804, Massapequa Park, N.Y.  
 Victoria Baliga, Local 145, Beacon Falls, Conn.  
 Graycie Bustle, Local 61, Statesville, N.C.  
 Elaina Cainzos, Local 469, Jackson, N.J.  
 Andrew Cardone, BLET, Levittown, N.Y.  
 Julia Chen, Local 25, Lynn, Mass.  
 Raymond Chitswara, GCC, Mountaintop, Pa.  
 Matthew Coppolino, Local 170, Blackstone, Mass.  
 Joseph Damiano, Local 202, Morganville, N.J.  
 Sean Davis, Local 804, Port Jefferson Station, N.Y.  
 Zafira Demir, Local 1205, Freehold, N.J.  
 Logan Dumas, Local 1035, Newington, Ct.  
 Sara Frunzi, Local 929, Philadelphia  
 Kaitlyn Gray, Local 29, Stuarts Draft, Va.  
 Phoebe Gray, Local 35, Mount Holly, N.J.  
 Rylan Greene, GCC, Rogersville, Tenn.  
 Zoe Gress, Local 294, Petersburg, N.Y.  
 Jenna Haeefe, Local 77, Dickson City, Pa.  
 Dylan Hiser, BLET, Seward, Neb.  
 Madalyn Jenkins, Local 771, Lititz, Pa.  
 Shelby Jones, Local 355, Reisterstown, Md.  
 Elana Jones, Local 391, Calabash, N.C.  
 Olivia Kitlas, Local 115, Voorhees, N.J.  
 Isabella Kudyba, BLET, Grindstone, Pa.  
 Jonathan Kurdziel, Local 449, Tonawanda, N.Y.  
 Travis Lavigne, Local 443, Plainville, Conn.  
 Michelle Li, Local 177, Basking Ridge, N.J.  
 Michael Long, Local 25, Andover, Mass.  
 Casimira Lopez, BLET, E. Northport, N.Y.  
 Valeria Macchini, Local 469, Fanwood, N.J.  
 Jamie Malone, Local 677, Wallingford, Conn.  
 Angelina Mandell, Local 529, Horseheads, N.Y.  
 Trevor Marin, Local 295, Jericho, N.Y.  
 Misha Mathai, Local 115, Huntingdon Valley, Pa.  
 Terrence McCallen, Local 391, Raleigh, N.C.  
 Aislinn McDonald, Local 633, Boscawen, N.H.  
 Abigail McDonough, Local 653, Taunton, Mass.  
 Sean McFadden, Local 384, Drexel Hill, Pa.  
 David Mezzina, Local 177, Lyndhurst, N.J.  
 James Morton, Local 384, Nottingham, Pa.  
 Vanessa Moylan, Local 463, Jefferson Township, Pa.  
 Lillian Newton, Local 42, Amesbury, Mass.  
 Angela Nicotera, Local 449, Eden, N.Y.  
 Chance Ortiz-Sorrenti, Local 177, Warwick, N.Y.  
 Sydney Patrick, Local 30, Greensburg, Pa.

Mary Piccitto, Local 97, Landing, N.J.  
 McKayla Preto, Local 25, Walpole, Mass.  
 Trevor Reformat, Local 264, Depew, N.Y.  
 Mary Beth Rhyne, Local 61, Statesville, N.C.  
 Emilee Robinson, Local 61, Weaverville, N.C.  
 Jenna Seigworth, Local 205, Oil City, Pa.  
 Kimberly Serio, Local 118, Lakeville, N.Y.  
 Heaven Thornton, Local 61, Walnut Cove, N.C.  
 Grace Tyrrell, GCC, Huntington, N.Y.  
 Jenna Van Hynning, Local 122, Franklin, Mass.  
 Samantha VanVoorhis, Local 445,  
 Poughkeepsie, N.Y.  
 Emma Wade, Local 264, Cheektowaga, N.Y.

## SOUTHERN

Juliana Alvear, Local 767, Dallas  
 Favin Arreola, Local 19, Flower Mound, Texas  
 Nicolas Banda, Local 657, Laredo, Texas  
 Victoria Boone, Local 270, Gonzales, La.  
 Caleb Bowers, Local 270, Baton Rouge, La.  
 Germanie Bozeman, Local 512, Jacksonville, Fla.  
 Ashley Brooks, Local 480, Antioch, Tenn.  
 Sui Cin, Local 577, Amarillo, Texas  
 Jazmyne Clark, Local 728, Valdosta, Ga.  
 Hannah Clark, Local 767, Sanger, Texas  
 Raven Cook, Local 728, Tucker, Ga.  
 Cobe Crowder, Local 728, Atlanta  
 Shelby Daniel, Local 728, Temple, Ga.  
 Lynsey Dunlap, Local 991, Milton, Fla.  
 Delaney Elder, Local 79, Lake Wales, Fla.  
 Cooper Ferguson, Local 270, Mandeville, La.  
 Caden Fleming, Local 728, Locust Grove, Ga.  
 Nicholas Flores, Local 270, Kenner, La.  
 Victoria Fox, Local 79, Dunedin, Fla.  
 Azucena Garza, Local 919, Pasadena, Texas  
 Savannah Gill, Local 385, Winter Garden, Fla.  
 Bethany Guerra, BLET, San Antonio, Texas  
 Mandi Haller, Local 988, New Waverly, Texas  
 Ethan Handley, Local 728, Fayetteville,  
 Emmanuel Hayes, BLET, Hueytown, Ala.  
 Peyton Herrera, BMWED, Crockett, Texas  
 William Ingram, Local 612, Selma, Ala.  
 Morgan Keen, Local 568, Dubach, La.  
 Leif Kicklighter, Local 612, Deatsville, Ala.  
 Isabella Latenser, Local 728, Omaha, Neb.  
 Gianni Libero, Local 512, Jacksonville, Fla.  
 Alexis Lowe, Local 480, Murfreesboro, Tenn.  
 Mariana Lucero, Local 745, El Paso, Texas  
 Mason Malone, Local 728, Shellville, Ga.  
 Abby McBride, Local 919, Magnolia, Texas  
 Ryan McMahon, Local 947, Jacksonville, Fla.  
 Gracie McVay, Local 480, Newbern, Tenn.  
 Cameron Miller, Local 373, Harrison, Ark.  
 Mack Morris, Local 1129, Cartersville, Ga.  
 Brandon Nguyen, Local 577, Amarillo, Texas  
 J'Ce Faith Petty, BLET, Adrian, Texas  
 Lynda Phan, Local 577, Amarillo, Texas  
 Ariana Quilantan, Local 19, Spring, Texas  
 Addison Reyna, Local 997, Burleson, Texas  
 Tamara Rubiera, Local 769, Weston, Fla.  
 Kaia Scott, Local 480, Nashville  
 Kristin Scott, Local 728, Conyers, Ga.  
 Dylan Snow, Local 79, Cape Coral, Fla.  
 Delaney Sokolowsky, Local 769,  
 Pompano Beach, Fla.  
 Sage Stevens, BLET, Stockdale, Texas

## WESTERN

Natalie Alberto, Local 856, Richmond, Calif.  
 Aleina Andrade, Local 542, San Diego  
 Mami Aosved, Local 231, Blaine, Wash.

Madelyn Archibald, Local 589, Forks, Wash.  
 Kailyn Beierle, Local 690, Spokane, Wash.  
 Nicholas Bellison, Local 853, Castro Valley, Calif.  
 Taryn Bickle, Local 104, Mesa, Ariz.  
 August Blum, Local 399, Los Angeles  
 Rylee Bonning, Local 483, Meridian, Idaho  
 Elijah Buenarte, Local 117, Federal Way, Wash.  
 Zach Busmente, Local 17, Sterling, Colo.  
 Esmeralda Calvillo, Local 439, Manteca, Calif.  
 Jacob Carlos, Local 386, Denair, Calif.  
 Sydney Clark, Local 117, Vancouver, Wash.  
 Cora Clifford, Local 223, Rouge River, Ore.  
 Layla Comeaux, Local 986, Corona, Calif.  
 Lizette Contreras, Local 70, Lathrop, Calif.  
 Julianna Copeland, Local 542, Brawley, Calif.  
 Carlos Cortez, Local 70, Antioch, Calif.  
 Jocelyn Cruz, Local 896, Los Angeles  
 Tashina Cunningham-Goodell, Local 305, Portland, Ore.  
 Cipriana Dacuma, Local 17, Silt, Colo.  
 Janelly Durazo, Local 572, Compton, Calif.  
 Morgan Fell, Local 2010, Santa Barbara, Calif.  
 Michelle Fong, Local 856, Fremont, Calif.  
 Joshua Fritts, Local 252, Aberdeen, Wash.  
 Sonia Garcia, Local 896, Wildomar, Calif.  
 James Harris, Local 231, Lynden, Wash.  
 Evan Hendrickson, Local 2, Kalispell, Mont.  
 Jonah Henry, Local 399, Valley Village, Calif.  
 Isabel Horns, Local 162, Portland, Ore.  
 Brooke-Lyn Howell, Local 117, Tacoma, Wash.  
 Jacob Hoxie, Local 231, Anacortes, Wash.  
 Colby Huddleston, Local 324, Albany, Ore.  
 Megan Joseph, Local 386, Modesto, Calif.  
 Olivia King, BLET, Gildford, Mont.  
 Austin Kainoa Lee, Local 853, San Leandro, Calif.  
 Aaliyah Mae Lewis, Local 117, Tacoma, Wash.  
 Sophia Lugo, Local 396, Pico Rivera, Calif.  
 Isabellarose Lutgen, Local 760, Yakima, Wash.  
 Julio Montoya, Local 856, San Leandro, Calif.  
 Mercedes Moore, Local 631, Las Vegas  
 Hannah Mork, Local 206, Coos Bay, Ore.  
 Kel Mussetter, Local 399, Thousand Oaks, Calif.  
 Kinsley Noel, Local 542, San Marcos, Calif.  
 Madison Notti, Local 2, Missoula, Mont.  
 Amanda Nowak, Local 631, Henderson, Nev.  
 Katelyn Oliverson, BMWED, Franklin, Idaho  
 Jazzric Orozco, Local 63, Upland, Calif.  
 Violet Paulsen, Local 399, Valencia, Calif.  
 Sydney Pickett, Local 962, Bend, Ore.  
 Diego Platt, Local 455, Thornton, Colo.  
 Noah Portis, Local 589, Bremerton, Wash.  
 Kendal Powell, Local 455, Bennett, Colo.  
 Siena Quinn, Local 2010, San Diego  
 Andrew Reyes, Local 399, North Hollywood, Calif.  
 Alexis Rodriguez, Local 856, Hercules, Calif.  
 Mary Ruiz, Local 104, Tucson, Ariz.  
 Janissa Salazar, Local 856, Castro Valley, Calif.  
 Hannah Sale, Local 117, Graham, Wash.  
 Dorian Salomon, Local 856, Santa Rosa, Calif.  
 Alyssa Sanchez, Local 986, Henderson, Nev.  
 Haley Schoenbachler, Local 174, Marysville, Wash.  
 Sandra Seely, Local 911, Glendora, Calif.  
 Alyssa Silva, Local 431, Fowler, Calif.  
 Ty Simpkins, Local 399, Glendale, Calif.  
 Alison Smith, Local 137, Durham, Calif.  
 Ofre Sparrow Vaknin, Local 399, Los Angeles  
 Brooklyn Stubby, Local 17, Commerce City, Colo.  
 Claire Studiner, Local 190, Laurel, Mont.  
 Samantha Tapia, Local 896, Santa Clarita, Calif.

Vinny Thai, Local 986, Rosemead, Calif.  
 Preston Thrush, Local 38, Mountlake Terrace, Wash.  
 Kailani Tokiyeda, Local 399, Pasadena, Calif.  
 Emily Torres, Local 986, Vacaville, Calif.  
 Maritza Velasco Contreras, Local 350, San Jose  
 Valerie Villatoro, Local 986, South Gate, Calif.  
 Hanna Wing, Local 631, Las Vegas  
 Stephanie Wong, Local 953, Oakland, Calif.  
 Edward Yaco, Local 439, Turlock, Calif.

## Vocational/Training Program Winners

### CANADIAN

Tristan Berger, Local 931, Saint-Constant, Quebec  
 Erik Dunn, TCRC, Maple Ridge, B.C.  
 Alberto Nakasone Loo, Local 31, Surrey, B.C.  
 Kori Richardson, Local 419, Lombardy, Ont.  
 Abigail Wilken, Local 419, Peterborough, Ont.

### CENTRAL

Zoe Achenbach, BMWED, Lyle, Minn.  
 Malorie Barkman, BLET, Lingle, Wyo.  
 Dora Bell, GCC, St. Clair, Mo.  
 Dominic D'Agostino, Local 337, Center Line, Mich.  
 Jacob Davis, Local 320, Thief River Falls, Minn.  
 Brandon Fitzpatrick, Local 436, Stow, Ohio  
 Briana Hallahan, Local 364, South Bend, Ind.  
 Jady N Hopper, Local 50, Greenville, Ill.  
 Rachel Josephson, Local 320, Little Falls, Minn.  
 Ryan Knitta, Local 700, Bolingbrook, Ill.  
 Devan Lamame, Local 175, Elkins, W.V.  
 Nicholas Lehrman, Local 710, Olin, Iowa  
 Daniel McCoy, Local 651, Pikeville, Ky.  
 Caleb Moore, Local 245, Hartsville, Mo.  
 Miah Nelson, Local 120, Thief River Falls, Minn.  
 Tristen Payne, Local 700, Olney, Ill.  
 Rileah Pflugrad, Local 682, Stevens Point, Wis.  
 Trey Potter, BLET, Rayville, Mo.  
 Luke Schirmer, Local 964, Litzon, Ind.  
 Isaiah Vorce, BMWED, Merrillville, Ind.  
 Ava Walker, BLET, Berlin, Pa.  
 Aaron Wells, Local 916, Beecher City, Ill.

### EASTERN

Madison Adams, Local 1150, Ariton, Ala.  
 Samantha Hand, Local 331, Mays Landing, N.J.  
 Daryn Jackson, Local 676, Pitts Grove, N.J.  
 Andrew Jordan, Local 1, Washington, D.C.  
 Wade LoMarro, Local 384, Exton, Pa.  
 Alexa McLean, Local 97, Toms River, N.J.  
 Nolan Norcross, Local 110, Bradford, Pa.

### SOUTHERN

Amber DelaRosa, Local 657, Pflugerville, Texas  
 Mackenzie Dodson, Local 886, Washington, Okla.  
 Haylie Green, Local 769, Palm Beach Gardens, Fla.  
 Zachary Green, Local 769, Palm Beach Gardens, Fla.  
 Allison OQuain, BMWED, Lake Charles, La.

### WESTERN

Abreana Alvarez, Local 63, Whittier, Calif.  
 Jesus Arreguin, Local 631, Las Vegas  
 Destiny-Rose Bataya, Local 996, Waipahu, Hawaii  
 Brooke Fernce, Local 495, Huntington Beach, Calif.  
 Vanessa Gonzalez, Local 986, Downey, Calif.  
 Mario Valdez, Local 683, Indio, Calif.  
 Emma Viles, Local 690, Veradale, Wash.



# WAGES UNFROZEN IN ILLINOIS

## ILLINOIS DEPARTMENT OF TRANSPORTATION CONTRACT RATIFIED

In January 2015, a huge freeze was about to hit Illinois. Chicago, Rockford and other communities were buried in record-setting snowfalls. As Illinois Department of Transportation (IDOT) highway maintainers dug out city streets and cleared highways, they were about to be hit by a foe much worse than snow.

The name of the disaster that year was Gov. Bruce Rauner, and his administration's freeze on IDOT worker's wages would serve as a cold shoulder to the men and women of IDOT who perform one of the most dangerous jobs there is.

For the next four years all wages and progression step increases for all Teamster Members working for IDOT were frozen.

Fast forward to January 2020, and some of the damage done by Rauner is starting to be completely

erased with the help of Gov. J.B. Pritzker.

A new contract was ratified by Teamsters this year that won back the wage increases cancelled by Rauner's administration. Through unity and collaboration, the negotiating team scored a major win for 2,000 IDOT workers across nearly a dozen locals.

"I think this is one of the best contracts we've had since I've been here," said Chris Studebaker, a member of Local 26 in Champaign, Ill. He's worked at IDOT for 19 years and is a highway maintenance lead worker.

"It's way better than our old contract," Studebaker said. "Anyone who says the union shouldn't get involved in politics is wrong. If we had our old governor, I'm not sure we'd even have a contract right now. I was definitely worried

about what would happen to our jobs if he won reelection."

### Hard Work Paid Off

"The long hours put in by our negotiating team, led by Downstate Bargaining Committee Chairman Keith E. Gleason, really paid off in winning back our wage and benefits increases for our members. We thank them as well as the members of the International Brotherhood of Teamsters who assisted the negotiations, including General President James P. Hoffa. This truly was a team effort, and a monumental win for thousands of hardworking Teamster members across the state of Illinois," said Terrence J. Hancock, Joint Council 25 President.

In 2015, then-Gov. Rauner's anti-union administration gutted the previous agreement between the state and IDOT workers. The



administration wanted to reduce wages and take away benefits. Local 626 President Keith E. Gleason remembers how the negotiating team had to fight just to protect current wages in the form of a freeze and keep our existing benefits.

"Negotiating with Gov. Pritzker's administration in 2019 was like a breath of fresh air. They were tough, but fair. We would not have won back so much for our members if it had not been for a change in the governor's office in 2018," Gleason said.

The Teamsters Negotiating Committees was focused on winning back wage increases and benefits for some of the state's most unnoticed workers.

"I'm very happy with Local 26 and with the Joint Council. They worked diligently for this contract and kept us updated every step of the way. I don't know how many hours they put in, but we got good pay raises and other benefits," Studebaker said. "We have bereavement pay. We've never had that before.

## Essential and Dangerous Jobs

Laren Zeller has been a member of Local 525 for 23 years and has been at IDOT for seven. He's a highway maintainer; he and his co-workers repair and maintain roads, Interstates and state highways.

"Our new contract kept us on the Teamsters health insurance, so we don't have any out-of-pocket costs. Plus we got cost-of-living increases," Zeller said.

"I think one of the biggest things we got in the new contract was our in-hire rates were unfrozen. In the last contract our rates were frozen and everyone was stuck at whatever ate they were at; this contract unfroze them and made everybody whole," Zeller said. "The Joint Council and the Teamster locals all worked to-



gether to bargain and I think they did a great job."

Local 330 President Dominic Romanazzi is happy the Pritzker administration recognized that working on state roads and highways is an essential and dangerous job.

"The position of highway maintainer has been determined to be one of the most dangerous jobs in state government as job-related fatalities are amongst the highest. These men and women work very hard to protect the motoring public by keeping state roads and highways safe throughout the year. They work particularly hard during the winter snow and ice season, plowing snow and spreading salt for long hours in very hazardous conditions around the clock when needed, and I'm glad to see them compensated for that," Romanazzi said.

## 'Turn Out the Vote'

This all would never have happened if Gov. Rauner was elected to a second term in 2018. Rauner was openly anti-union, supported right-to-work legislation and was a driving force behind the Janus lawsuit, which was an attack to defund public sector unions.

In 2018, the Teamsters Union reacted to that horrendous treatment by supporting Pritzker in the 2018 gubernatorial election and

Pritzker defeated Rauner handily. Gov. Pritzker has stuck by his pro-labor stances, and even signed a bill banning right-to-work zones in local governments last year.

"We supported Gov. Pritzker from the beginning, and want to thank him for all he's done to help our members earn a fair wage and benefits since he's taken office. This shows how important it is to turn out the vote for candidates who support collective bargaining and acknowledge the essential services provided to the state of Illinois by Teamster members," Romanazzi said.

"A great deal of credit needs to be given to our membership because they fought the fight and stood with us during the tough negotiations which resulted a great benefit on their behalf," Gleason said.

"This just goes to show how much we can accomplish when we stand united together to fight for our brothers and sisters. These fair wages and benefits mean a lot for the hardworking Teamster men and women of Illinois, especially in these uncertain times. I again want to thank all involved in getting this deal done, and I look forward to working with Gov. Pritzker and his administration in the future," Hancock said.

## INTERNATIONAL OFFICER CANDIDATE CAMPAIGN LITERATURE

This issue of *Teamster*, and Teamsters Canada Supplement, publishes campaign literature from **accredited candidates for International office**.

The IBT International officer election is underway. The locals, general committees of adjustment, and system federations in all divisions of the International have started the process of electing delegates to the IBT's 30<sup>th</sup> International convention, where the delegates will vote by secret ballot to nominate candidates for International office. In the fall of 2021, IBT members will get to vote, by secret ballot, to decide the contested International officer positions.

The *2021 Election Rules* give accredited candidates the right to publish campaign literature in this issue of *Teamster*, and in an issue of the magazine distributed in February of 2021. In addition to publishing campaign literature in *Teamster*, accredited candidates have the right to obtain a union membership list and to use it for the International officer campaign.

**THE CAMPAIGN LITERATURE PUBLISHED HERE IS NOT REVIEWED OR MODIFIED BY EITHER THE IBT OR THE OFFICE OF THE ELECTION SUPERVISOR.** The candidates are solely responsible for the content of their campaign literature. The campaign literature does not in any way reflect the views of the IBT, any affiliated Unions, or the Office of the Election Supervisor (OES). This material comes to you straight from the accredited candidates.

**WHAT IS AN ACCREDITED CANDIDATE?** An "accredited candidate" is a candidate seeking International office who has demonstrated support among the Union membership at a level set by the *2021 Election Rules*. To achieve accredited status, the candidate must obtain signatures from at least 2.5% of the IBT membership eligible to vote for that office. OES published on June 1, 2020 the number of signatures required for accreditation (for example, a minimum of 32,533 unique member signatures to become an accredited candidate for an at-large International office). Candidates collect signatures and submit them to the OES for validation. As of August 31, 2020, 41 candidates for at-large and regional International offices had submitted signatures that were then checked, verified and counted by the OES. The list of accredited candidates is posted at [www.ibtvote.org](http://www.ibtvote.org). **This is not the end of the accreditation period. Candidates may still collect accreditation signatures, and the Election Supervisor may accredit candidates on signatures submitted through December 15, 2020.**

**WHY IS THIS LITERATURE SENT TO ALL IBT MEMBERS?** Candidate material is distributed to encourage the informed participation of all members in the International officer election, and to promote a fair, honest and open process. Learn more about the International officer candidates who will seek nomination at the IBT convention, and use this information to learn more about your local union's convention delegate candidates.

Richard W. Mark  
*Election Supervisor*



## IMPRESOS SOBRE LA CAMPAÑA DE CANDIDATO A DIRIGENTE DE LA IBT INTERNATIONAL

Este número de *Teamster*, y el Suplemento de Teamsters Canada, publican impresos de campaña proveniente de **candidatos acreditados para ocupar cargos en la IBT International**.

La elección de dirigentes de la IBT International está en marcha. Los sindicatos locales, los comités generales de ajuste y las federaciones del sistema en todas las divisiones de la IBT International han iniciado el proceso de elección de delegados a la 30<sup>th</sup> Convención Internacional de la IBT, donde los delegados votarán por votación secreta con objeto de nominar candidatos para cargos en la IBT International. En el otoño de 2021, los miembros de la IBT tendrán derecho a votar, por votación secreta, para decidir quiénes ocuparán los cargos de dirigentes de la IBT International sujetos a votación.

El *Reglamento Electoral de 2021* da a los candidatos acreditados el derecho de publicar impresos de campaña en este número de *Teamster*, y también en un número de la revista que se distribuirá en febrero de 2021. Además de publicar impresos de campaña en *Teamster*, los candidatos acreditados tienen derecho a obtener una lista de miembros sindical y a utilizarla para la campaña de dirigentes de la IBT International.

**LOS IMPRESOS DE CAMPAÑA PUBLICADOS AQUÍ NO HAN SIDO REVISADOS O MODIFICADOS NI POR LA IBT NI POR LA OFICINA DEL SUPERVISOR DE ELECCIONES.** Los candidatos son los únicos responsables del contenido de sus impresos de campaña. Los impresos de la campaña no reflejan en modo alguno los puntos de vista de la IBT, de ningún sindicato afiliado ni de la Oficina del Supervisor de Elecciones (OSE). Este material le llega directamente de los candidatos acreditados.

**¿QUÉ ES UN CANDIDATO ACREDITADO?** Un “candidato acreditado” es un candidato que busca un cargo en la IBT International y que ha demostrado que tiene apoyo entre los miembros del Sindicato a un nivel establecido por el *Reglamento Electoral de 2021*. Para alcanzar el estatus de acreditado, el candidato debe obtener firmas de al menos el 2.5% de los miembros de la IBT elegibles para votar por ese cargo. La Oficina del Supervisor de Elecciones (OSE) publicó el 1 de junio de 2020 el número de firmas necesarias para la acreditación (por ejemplo, es necesario un mínimo de 32,533 firmas únicas de miembros para convertirse en un candidato acreditado a cargos en la IBT International). Los candidatos recogen firmas y las envían a la OSE para su validación. Al 31 de agosto de 2020, 41 candidatos a cargos de la IBT International regionales y generales habían presentado firmas que fueron luego examinadas, verificadas y contadas por la OSE. La lista de candidatos acreditados se encuentra en [www.ibtvote.org](http://www.ibtvote.org). **Éste no es el final del período de acreditación. Los candidatos aún pueden reunir firmas de acreditación, y el Supervisor de Elecciones puede acreditar a candidatos con firmas presentadas hasta el 15 de diciembre de 2020.**

**¿POR QUÉ SE ENVÍAN ESTOS IMPRESOS A TODOS LOS MIEMBROS DE LA IBT?** El material de los candidatos se distribuye para fomentar la participación bien documentada de todos los miembros en la elección para dirigentes de la IBT International y para promover un proceso justo, honesto y abierto. Obtenga más información sobre los candidatos a dirigentes de la IBT International que buscarán la nominación en la convención de la IBT, y use esta información para aprender más sobre los candidatos a delegados de su Sindicato a la convención.

Richard W. Mark  
*Election Supervisor*

# O'BRIEN-ZUCKERMAN

## TEAMSTERS UNITED

### New Leadership For A New Direction

#### **NEGOTIATE STRONG CONTRACTS & BENEFITS**

Hoffa and Vairma have sidelined members and surrendered givebacks. We will mobilize working Teamsters to win strong contracts, pensions, and benefits.

#### **INVOLVE, EDUCATE, AND MOBILIZE MEMBERS**

Union power comes from member action. We will fight for economic, racial, and social justice for all members.

#### **RESPECT CONTRACT VOTES**

We will end the Two-Thirds Rule that Hoffa has used to impose concessionary contracts that were rejected by the members.

#### **ORGANIZE CORE INDUSTRIES**

Launch long-term, nationally coordinated campaigns to organize the nonunion competition that threaten our contracts and jobs.

#### **ENFORCE OUR CONTRACTS**

Hoffa and Vairma have stood on the sidelines while employers violated contracts. We will hold employers to the contracts they sign with the full power of the International Union.

#### **FIGHT FOR HEALTH & SAFETY**

COVID-19 has proven how essential Teamsters are to the economy, and exposed us to new risks. We will fight for 21st Century health and safety protections.

#### **MEET NEW CHALLENGES**

Automation and new technology are threatening our jobs. We will organize the industries of the future, including Amazon.

#### **BUILD UNION POLITICAL POWER**

Working Teamsters are tired of being used by politicians who pay us lip service and leave us high and dry. We will mobilize members to fight for workers' issues — not hand blank checks to politicians.

**// Our contracts, benefits, and rights are under attack, and International leadership has been asleep at the wheel. United, we will rebuild the Teamsters into a militant, fighting union from bottom to top.**

— Sean O'Brien and Fred Zuckerman





**O'BRIEN-ZUCKERMAN TEAMSTERS UNITED**

# Teamsters United Leaders Have Put Past Differences Aside And United Against Employers

## UNITING TO WIN RETIREMENT BENEFITS



"We took on First Student and won higher wages, better healthcare, and a Teamster pension. Sean O'Brien stood with workers and the community on the picket lines. Our strike win inspired hundreds of other school bus drivers to vote to join the Teamsters."

**Marina Garcia**  
First Student,  
Local 251,  
Providence

"We've put aside past differences to unite against employers and win. From contract campaigns to picket lines to organizing drives, Sean O'Brien has built unity in action."

**Matt Taibi**  
Candidate for VP  
Eastern Region

## UNITING TO BEAT RIGHT TO WORK (FOR LESS)



"Defeating Right to Work (for Less) is about economic justice and civil rights. Labor justice is social justice and we're taking on this fight from the shop floor to Capitol Hill."

**James Wright**  
Candidate for VP  
At-Large

"OZ-Teamsters United leaders like James Wright have brought Teamsters together to take on Right to Work. We're building union political power to win for working people in Right to Work states."

**Brian Peyton**  
President, Local 322



**JOAN COREY**CANDIDATE FOR VP  
AT LARGE

"I became a Teamster by organizing myself and my coworkers into the union.

I know firsthand the challenges and concerns that workers face when they take the bold step to unionize. We need the International to get back to basics and provide workers who are organizing all of the resources and support they need to stick together and win their first contract."

**PETER FINN**CANDIDATE FOR VP  
WESTERN REGION

"Active and engaged members are the best ambassadors for growing the Teamsters and the labor movement. With strong member organizing programs, education, and training, we can build the infrastructure we need to organize working people in both traditional and new Teamster industries."

## A TEAM OF AGGRESSIVE ORGANIZERS

**OZ-TEAMSTERS UNITED** brings together leaders with a proven record of building our union and organizing the unorganized.

We will put the power of the International behind locals and members to take on the nonunion competition that is threatening our wages, contracts, and futures.

Unions built this country and gave working people everything we've got. Today, nonunion companies from Estes to Amazon are threatening to destroy good jobs and the American Dream. We can stop the race to the bottom and put organizing the unorganized at the center of a new movement for economic, racial, and social justice. //

— John Palmer, Candidate for Vice President At Large





# O'BRIEN-ZUCKERMAN TEAMSTERS UNITED



## LEADERS WHO STAND UP TO UPS

**SEAN O'BRIEN AND FRED ZUCKERMAN** opposed the UPS contract because of givebacks like two-tier 22.4 drivers, subcontracting, and low part-time pay.

Hoffa imposed these givebacks even after members Voted No to reject the contract. Now, Hoffa has handpicked Vairma-Herrera to continue business as usual with UPS.

**OZ-Teamsters United will stand up to management and mobilize members to win the contracts we deserve.**



**JUAN CAMPOS**  
CANDIDATE FOR VP  
AT-LARGE

"OZ-Teamsters United will stand shoulder to shoulder with every Teamster in the workplace and at the bargaining table to make sure your voices are heard and that we win the contracts you deserve."



**ATIRA HAMILTON**  
LOCAL 413, COLUMBUS

"Management is hammering UPS Teamsters. We need International Union leaders who will get tough with the company and stand up for part-timers and full-timers alike."



**MARK DAVISON**  
CANDIDATE FOR VP  
WESTERN REGION

"At UPS there is an epidemic of harassment, excessive overtime, and supervisors working. The International isn't backing up locals to tackle these issues. OZ will stand up to UPS not just at contract time but *all* of the time."

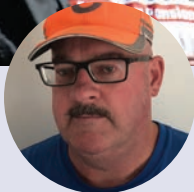
# O'BRIEN-ZUCKERMAN TEAMSTERS UNITED

## PROTECTING OUR PENSIONS

**OZ-TEAMSTERS UNITED** will fight for legislation to protect the pensions of all workers.

We will mobilize Teamsters and retirees and build alliances with community and advocacy groups to defeat attacks that would weaken our pensions.

United, we will win retirement security for all Teamsters.



**JAMES LARKIN**

CASSENS TRANSPORT,  
LOCAL 299, DETROIT

"OZ-Teamsters United will mobilize Teamsters and retirees to fight to save our pensions and give the nonunion competition a reason to join the Teamsters again."



**ROB CUNNINGHAM**

ABF, LOCAL 170,  
MASSACHUSETTS

"When ABF tried to cut our pensions, Sean O'Brien mobilized us to Vote No and fight for our retirement rights. O'Brien got tough with the company at the bargaining table and saved our pensions."



**JOHN MARCANTONIO**

WASTE MANAGEMENT,  
LOCAL 533, RENO

"Steve Vairma and Ron Herrera are playing politics with our pensions. But this is no game. More than 400,000 Teamsters are at risk of losing their pensions. We're all in this together. We need unity and leadership, not politics and division."



# O'BRIEN-ZUCKERMAN TEAMSTERS UNITED

## FIGHTING FOR FREIGHT TEAMSTERS

**FREIGHT TEAMSTERS** have been moving backward under Hoffa. We can't afford more of the same.

OZ-Teamsters United brings together local officers and freight Teamsters who are committed to rebuilding our union's power in the trucking industry.

OZ-Teamsters United will launch strategic campaigns to reverse contract concessions, organize the nonunion competition, and rebuild our union standards in freight.



**DANNY AVELYN**

CANDIDATE FOR VP CENTRAL REGION

"United, we can defend our union standards and benefits, organize the nonunion competition, and take back the freight industry for the Teamsters."

**LESLIE GARRETT**

YRC FREIGHT, LOCAL 63, SOUTHERN CALIFORNIA

"After years of concessions and pension cuts, Hoffa has lost all support among freight Teamsters. Why would we ever vote for Hoffa's handpicked successor? O'Brien-Zuckerman Teamsters United is the International Union leadership we need to fight for freight Teamsters."

# We're

## **FIGHTING FOR UPS FREIGHT TEAMSTERS**



**RICK JIMERSON**  
UPS FREIGHT, LOCAL 878, LITTLE ROCK

"OZ-Teamsters United will mobilize UPS Freight Teamsters to take on subcontracting and win the contract we deserve."

## **EMPOWERING MEMBERS**



**KRISTEN JEFFERSON**  
UPS, LOCAL 705, CHICAGO

"I've seen what OZ-Teamsters United leadership can do in my local. We build union power from the bottom up, by educating the rank and file, training members as organizers and contract enforcers, and unleashing member power."

## **UNITING CONSTRUCTION TEAMSTERS**



**JP PEREZ**  
CEMEX, LOCAL 769, MIAMI

"OZ-Teamsters United will bring construction Teamsters together to protect our work. They will help our locals enforce area standards and organize nonunion competitors."

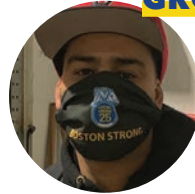
## **TAKING ON CHALLENGES IN RAIL**



**JED DODD**  
BMWED NATIONAL VICE PRESIDENT

"Rail Teamsters are uniting for change. We need an aggressive and progressive Teamsters to meet the challenges in our industry. That's OZ-Teamsters United."

## **STRONG PROTECTIONS FOR GROCERY TEAMSTERS**



**BERNARDO VICENTE**  
STOP & SHOP, LOCAL 25, BOSTON

"Grocery companies are speeding up work and coming for our wages. Teamsters need strong union leadership that protects us day-to-day on the job. I trust Sean O'Brien and Fred Zuckerman to fight for us."

## **LEADERS FOR AIRLINE TEAMSTERS**



**JOE PRISCO**  
UNITED AIRLINES, LOCAL 986,  
SAN FRANCISCO

"I served on the National Negotiating Committee at United Airlines. OZ-Teamsters United are the leaders I trust to unite airline Teamsters to build union power in our industry."

## **DRIVING SYSCO ORGANIZING FORWARD**



**SEAN MILLER**  
SYSCO, LOCAL 317, SYRACUSE

"Sysco Teamsters need an International that will ramp up organizing and unite us under one contract. Current leadership has let Sysco keep us all under separate agreements with different conditions. It's all over the place. We need new leaders ready to build a strong front for coordinated contract negotiation."

# TEAMSTERS



# Voting O'Brien-Zuckerman

## FIGHTING FOR CARHAULERS



**MCKINLEY ARCHIE**

JACK COOPER, LOCAL 89, LOUISVILLE

"Carhaulers are proud Teamsters. But it's going to take a big fight to win back our industry from the nonunion competition. We need new energy and leaders, not Hoffa's hand-picked successors."

## LEADING CONTRACTS FOR HEALTHCARE TEAMSTERS

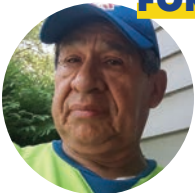


**LUZ REYES**

RHODE ISLAND HOSPITAL, LOCAL 251, PROVIDENCE

"Healthcare Teamsters are on the front-lines every day serving our communities. We need accountable leaders who will serve Teamster members with the same dedication. OZ leaders fight for working people and put members first."

## STRONG CONTRACTS FOR SANITATION TEAMSTERS



**RAFAEL CASTELLON**

REPUBLIC SERVICES, LOCAL 728, ATLANTA

"Waste Management and Republic Services are growing billion-dollar corporations. We can organize this industry wall to wall and win better wages and benefits for all sanitation Teamsters."

## STANDING UP FOR FOOD PROCESSING TEAMSTERS



**TONY HAWKINS**

RIVIANA FOODS, LOCAL 667, MEMPHIS

"Food processing Teamsters are working to keep America's shelves stocked during the pandemic. We deserve Teamster leaders who have our backs and stand up to management."

## PROGRESSIVE LEADERS IN THE PUBLIC SECTOR



**JOVANKA BECKLES**

CONTRA COSTA COUNTY, LOCAL 856, RICHMOND

"OZ Leaders bring a progressive approach that our union needs. The passion for social justice, racial justice, and member militancy is what we need at the International. That's why I'm voting for OZ-Teamsters United."

# UNITED



# O'BRIEN-ZUCKERMAN TEAMSTERS UNITED

## GENERAL PRESIDENT

### SEAN O'BRIEN



Sean O'Brien is President of Teamsters Local 25 and Secretary-Treasurer of Joint Council 10, representing more than 50,000 members in New England. O'Brien has increased Teamster membership both locally and nationally, and has been successful in organizing diverse industries. Sean serves as a Trustee on both the New England Teamsters Pension Plan and the Local 25 Health Insurance Plan where he has negotiated growth of both plans over the last five years.

## GENERAL SECRETARY-TREASURER

### FRED ZUCKERMAN



A national leader in the Vote No movements against Hoffa's contract givebacks, Fred Zuckerman has a proven record of winning strong contracts, protecting union standards and organizing the nonunion competition. Fred is the President of Joint Council 94 and Louisville Local 89, one of the largest locals in the Teamsters with more than 15,000 members.

## VICE PRESIDENTS AT LARGE

### JUAN CAMPOS



Juan Campos represents more than 15,000 Teamsters as the Secretary-Treasurer of Local 705 in Chicago. During the last UPS contract, Juan won an unprecedented pension increase for retired Teamsters who built the union, on top of major increases for current Teamsters. Under Juan's leadership, Local 705 has developed cutting edge education and organizing programs and organized more than 1,000 new members into the union.

### JOHN PALMER



A Southern Region Vice President elected on the Teamsters United Slate in 2016, John Palmer knows that we can only protect our wages and benefits if we organize the nonunion competition. As an International Organizer, John organized thousands of new members including airline mechanics, public employees, and school bus drivers.

### CHRIS GRISWOLD



As Secretary Treasurer of Local 986, Griswold represents 18,500 members across multiple states and territories. Chris has grown Local 986 into the largest local in the Western Region through aggressive organizing and contract enforcement. Griswold has negotiated industry-leading contracts in airline, construction, warehousing, and hospitality by putting member needs first.

### GREG FLOYD



Floyd is President of Local 237 in New York, representing over 25,000 public employees, and an International Union Vice President. Greg is a leader for public sector Teamsters, and has built strong ties between the Teamsters and the New York community by serving on the board of the National Jazz Museum in Harlem and the Board of Trustees of the Council for Unity.

### TONY JONES



An International Union Vice President for the Central Region elected on the Teamsters United Slate in 2016, Tony Jones mobilized 73 percent of UPS Teamsters in his local to Vote No against contract givebacks. A national leader in Freight, Tony is an aggressive advocate for defending Teamster standards and organizing the nonunion competition.

### JAMES WRIGHT



As Principal Officer of Local 822 in Norfolk, Va. and Vice President of Joint Council 83, Wright represents thousands of members in a wide range of industries. James led a period of unprecedented membership growth in one of the oldest Right-to-Work states in the country, driven by aggressive organizing. Wright mobilizes union power to fight in the political arena for workers' rights.

### JOAN COREY



As Elected Business Agent in Local 25, and a leader in the Teamster Women's movement, Joan represents members in healthcare, public safety, public schools, warehouse, and public works. A tenacious organizer and negotiator, Joan has fought concessions and won major benefit increases for Air Canada members where she serves on the national negotiating committee.



# O'BRIEN-ZUCKERMAN TEAMSTERS UNITED

## EASTERN REGION VICE PRESIDENTS

### ROCCO CALO



Calo serves as the Principal Officer of Local 1150 in Connecticut, representing over 4,000 workers at Sikorsky Aircrafts. Rocco has expanded educational opportunities for members, including growing the local scholarship fund and launching Education Partnership programs with universities.

### MATT TAIBI



As Secretary-Treasurer of the second-largest local in New England, Matt represents 6,000 Teamsters in trucking, healthcare, beverage, school bus, and other industries. Hoffa expelled Matt from the UPS National Negotiating Committee for opposing concessions. But in Local 251, Matt's commitment to grassroots contract campaigns has delivered the goods, including Teamster healthcare and pensions for members who never had them before.

### BILL HAMILTON



Hamilton is President of Local 107 in Philadelphia and Joint Council 53. Bill is an International Vice President and leader in the Express Division, where he negotiated an industry-leading contract, expanded benefits, and limited subcontracting, leading to thousands of new Teamster jobs. Hamilton has successfully protected union rights and organized mass rallies at the PA State Capitol against Right To Work.

## SOUTHERN REGION VICE PRESIDENTS

### BRENT TAYLOR



Secretary-Treasurer of Local 745 in Dallas and Secretary-Treasurer of Joint Council 80, Brent represents over 4,500 Teamster members. As Principal Officer Brent has won hundreds of thousands of dollars in grievance settlements and back wages for members. He has negotiated hundreds of collective bargaining agreements at the local, regional, and national level, and served on many committees including Southern Region Freight and National Master Freight.

### THOR JOHNSON



As Vice President of Local 79 in Tampa, Thor has represented over 4,000 members in a wide range of industries. A strike captain during the 1997 UPS Strike, Thor is known as an aggressive advocate for members' rights, and for standing up to UPS management on the shop floor and at panels.

## CENTRAL REGION VICE PRESIDENTS

### AVRAL THOMPSON



An International Union Vice President elected on the Teamsters United Slate, Avral Thompson helped mobilize 87 percent of carhaul Teamsters to Vote No against contract givebacks. Avral was kicked off of the UPS National Negotiating Committee by Hoffa and Denis Taylor for informing UPS members about concessionary proposals, including two-tier 22.4 drivers which he opposed. Avral has represented members in carhaul, warehouse, freight and other industries.

### TOM ERICKSON



As President of Local 120 in Minnesota and Trustee of Joint Council 32, Erickson represents more than 12,000 members in a wide range of industries including freight, airline, food service, warehousing, and public sector. Tom has a long record of militant victories. In 2019 he won LME Freight members a \$1.25 million settlement after the company closed down their union facility and left members high and dry. Tom also led a ten-day strike for over 100 Murphy Warehouse workers over healthcare and wages, winning the best contract in the unit's history.

### DANNY AVELYN



Danny is Secretary-Treasurer of Local 554 in Omaha, President of Joint Council 56, and a national leader in the Freight Industry. Avelyn has expanded educational opportunities for members, and built strong ties between the union and the Omaha community through flood relief projects. Danny is an experienced administrator who vastly improved the finances of Local 554.

### PAT DARROW



As Principal Officer of Local 348 in Akron, and President of Joint Council 41, Darrow is an aggressive advocate for union rights in Ohio, where he has successfully fought to advance the rights and benefits of union members and to combat Right-to-Work laws. Pat has focused on strong member engagement and developing a vibrant culture of participation in Local 348.

# O'BRIEN-ZUCKERMAN TEAMSTERS UNITED

## WESTERN REGION VICE PRESIDENTS

### LINDSAY DOUGHERTY



As Recording Secretary, Business Agent, and Lead Organizer in Local 399, Lindsay represents over 5,000 movie Teamsters in Hollywood. Dougherty has negotiated thousands of contracts for television, feature films, and streaming services, taking on the world's largest Entertainment Industry corporations. As Local 399 Director of Diversity, Lindsay has fought for a more inclusive union. She has also made the educational advancement of members a priority and has organized many new members into Local 399.

### PETER FINN



Under Finn's leadership as Secretary-Treasurer, Local 856 has grown from 7,000 to over 17,000 members in a wide range of industries including airline, public sector, health care, hospitality, freight, package, and food processing. Peter more than doubled the size of the Local 856 Health and Welfare Trust Fund, winning quality healthcare at the bargaining table and taking on the insurance industry in the political arena. Peter is a leader in member engagement, and oversees many member organizing and training programs, including a political program encouraging working Teamsters to run for office.

### MARK DAVISON



As President of Local 162 in Portland Oregon, Davison represents over 4,700 members. Mark has protected and expanded Teamster pensions in his roles as Trustee and Union Chair for the Oregon Teamster Employers Trust, Chair of the UPS Retirees Subsidy Fund, and Trustee on the Teamsters Western Region & Local 177 (New Jersey) Health Care Plan, all of which cover health care benefits for tens of thousands of active and retired Teamsters working at UPS and over 200 other employers.

## INTERNATIONAL TRUSTEES

### VINNIE PERRONE



The President of Local 804, Vinnie Perrone represents more than 7,000 UPS Teamsters in Metro New York. A Vote No leader, Vinnie mobilized members to reject contract givebacks by a 95% vote, the highest margin in the country. Vinnie negotiated a \$400/month pension increase, more full-time 22.3 jobs part-timers, and double-time pay for all Sunday work. Vinnie and Local 804 are recognized nationally for their strong contract enforcement, and for taking on management harassment and contract violations.

### WILLIE FORD



Members elected Willie Ford on a reform slate to rebuild Local 71 in Charlotte. An advocate for member education and involvement, Willie is an outspoken leader against contract concessions and was a leader in the Vote No Movement against UPS contract givebacks. Willie represents Teamsters at UPS, freight, UPS freight, the Red Cross and other industries. He is rebuilding union power in his Right-to-Work state.

### DAN KANE, JR



Dan is President of Local 202, representing 4,300 members in diverse industries and crafts, including Hunts Point, the largest food distribution center for the New York Tristate area. He has successfully negotiated increases in member benefits and wages, and fought to protect working conditions. Dan is a strong political advocate for organized labor at the state and national levels.





# O'BRIEN-ZUCKERMAN TEAMSTERS UNITED

## SHOW YOUR SUPPORT FOR O'BRIEN-ZUCKERMAN TEAMSTERS UNITED 2021



This Time Our Vote  
Counts T-Shirt  
**\$35.00**

OZ 2021 Face Mask  
**\$25.00**



OZ Fleece Hat  
**\$25.00**



OZ Hooded  
Sweatshirt  
**\$75.00**



### ORDER YOUR OZ GEAR TODAY!

SCAN THE CODE OR GO TO  
[WWW.OZ2021.COM](http://WWW.OZ2021.COM)  
TO ORDER.



# HELP ELECT O'BRIEN-ZUCKERMAN TEAMSTERS UNITED

**OZ-TEAMSTERS UNITED** is a member-driven movement. We need your help to rebuild the Union. Sign up to volunteer by scanning the Code, or going to [www.oz2021.com](http://www.oz2021.com).



SCAN THE CODE OR GO TO  
[WWW.OZ2021.COM](http://WWW.OZ2021.COM)  
TO VOLUNTEER FOR THE  
CAMPAIGN.

- ☐ **Yes!** Sign me up for campaign updates.
- ☐ **Yes!** Send me campaign materials.
- ☐ **Yes!** Contact me about making a monthly donation.
- ☐ **Yes!** Contact me about hosting an event in my area.



# Meet The Teamsters Who Will Fight for Strong Contracts, Secure Pensions And Build Strength Through Aggressive Action



Para español, visite [www.teamsterpowerslate.com/battlepages](http://www.teamsterpowerslate.com/battlepages)

[Teamsterpowerslate.com](http://Teamsterpowerslate.com)

\*\*\*Official IBT titles and organizations for identification purposes only\*\*\*



# Meet The Leaders Of The Teamster Power Slate

## Steve Vairma

Candidate for General President

"Real leaders fight smart. They engage members in a real discussion, develop a sound strategy and execute their plan together. We should strike when the members are united and it gives us the best chance to win. **Help us build a stronger union that's bold and aggressive, but always fights smart.**"

Steve began his Teamster career in 1978 at a grocery warehouse in Colorado, becoming a steward two years later. Elected Teamsters Local 455 Secretary-Treasurer in 1996, Steve built a diverse local that won victories for members and their families. Vairma has served as an International Vice President since 2011.



## Ron Herrera

Candidate for General Secretary-Treasurer

"Our Teamster brothers and sisters deserve leadership that is reflective of our members to fight for a stronger future. Our team is made up of strong, experienced leaders from all backgrounds and all sectors of our union. **Join us to unify our diverse membership and build power for our all Teamsters.**"

Ron started his Teamster career in 1975 as a UPS package car driver, one of just a handful of Latino drivers at the time. Ron became the Principal Officer of Local 396 in 2002. In 2019, Ron was elected President of the Los Angeles County Federation of Labor, representing more than 800,000 hard-working men and women.



**VAIRMA  
HERRERA  
2021**

# Seven Steps to Build Power for All Teamsters

## 1. Protect & Stabilize Our Pensions

– We will develop a national strategy with input from members and retirees to stabilize our at-risk pensions and protect our healthy pension funds. We will integrate this strategy into every contract negotiation and lead an aggressive legislative campaign to win the necessary reforms in Congress.

## 2. Reform Master Agreements & Strengthen Collaboration –

We will reform how we bargain national agreements and drive member collaboration with common Teamster employers to strengthen agreements. We support repealing the “2/3 Rule” to respect majority rule and adding new protections to prevent members’ contracts from being politicized by irresponsible leaders and outside groups.

## 3. Protect Front Line & Public Sector Workers –

We will be aggressive in ensuring our front line healthcare, package delivery and warehouse workers have the protections and benefits they need to be safe on the job. We must protect public sector jobs, funding and services at the state and local level.

## 4. Lead Bold New Organizing Campaign on Amazon –

We cannot build real Teamster Power without addressing the threat that is Amazon and building density in other sectors. We will engage all union leadership to develop an aggressive new organizing plan with specific goals in each division and region.

## 5. Push Back Against Union Busting, Gig Economy & Automation –

We will lead the Teamsters on a national campaign to win true labor law reform and create stiff penalties for employers who break the law. We must fight Gig Economy employers who seek to misclassify workers and develop a national strategy on Automation that threatens Teamster jobs.

## 6. Improve Enforcement of Existing Contracts, Especially at UPS –

We will lead a national initiative to enforce the existing contracts more aggressively to protect our members. We must work with our rank-and-file members to fight implementation of any process that allows employers, such as UPS, to harass and intimidate our members.

## 7. Build the Future of Our Union –

The broad shared experience and diversity of our membership will shape the future of our union. We must develop new leaders who are women, people of color, young people and who come from every region and every sector. We must expand education programs to educate the rank-and-file to build stronger bargaining units.





# Vice President At-Large



## Bernadette Kelly

Candidate for Vice President, At-Large  
Recording Secretary, Local 210

*"The Teamsters are on the front lines of social and economic change in the United States and Canada. Our experienced and diverse slate reflects and is committed to representing all Teamster members. These are challenging times that demand strong leadership to protect our contracts, fight for our pensions, organize the unorganized and build Teamster Power. We are that leadership team."*

- » Bernadette is the Recording-Secretary of Teamsters Local 210, International Representative, and Eastern Region IBT Women's Conference Representative.
- » For 27 years, Bernadette has been a fearless advocate for Teamster members nationally, organizing new members, protecting contracts, successfully winning strikes, and moving massive policy initiatives.



## James Curbeam

Candidate for Vice President, At-Large  
Chairman, Teamsters National Black Caucus & Member, Local 480

*"The fight for civil rights and labor rights are one and the same. As Chairman of the Teamsters National Black Caucus, I know this diverse slate will lift the voices of all Teamster members. I know that we are the best team to lead a resurgence in engaging our membership and organizing new members to build a stronger union!"*

- » Began at UPS, eventually moving to Yellow Transportation in 2002; Served as an organizer, Steward, Trustee and Recording Secretary of Teamsters Local 480.
- » As the IBT's Southern Region Organizing Coordinator since 2017, Curbeam actively fights for dignity, fairness and respect for all working people.
- » Organized Red Cross employees, leading the campaign to bring thousands of new members into the Teamsters.



# Vice President At-Large



## Marcus King | Candidate for Vice President, At-Large President, Local 331

***"As an IBT organizer and Local 331 President, I have seen first hand how the Teamsters can help people build power on the job and in the community. Our union must have leadership that reflects the common experience and diversity of our members – and the Teamster Power Slate is the team that will make that happen."***

- » Teamsters Human Rights and Diversity Commission Director since 2019, traveling the country to ensure all Teamsters have a voice on the job and will work to expand Teamsters programs that promote social and economic justice for all.
- » As an organizer and business agent at Teamsters Local 676 as well as a trustee and officer, has extensive experience negotiating contracts in construction, public sector, warehouse and beverage divisions.



## Greg Nowak | Candidate for Vice President, At-Large President, Local 1038

***"As Director of the Brewery and Soft Drink Workers Conference, I have seen the power we can build when we coordinate bargaining and organizing efforts across our diverse set of employers. We can expand this model across the Teamsters Union and win stronger wages and benefits for all our members."***

- » Greg is a 46 year teamster, currently serving as President and Principal Officer of Local 1038. Greg started working in the brewery and as a beer driver he also served as a dedicated Steward for many years.
- » Greg is an experienced negotiator and negotiated a national contract for the Brewery industry that protected healthcare and pension for the members in that industry. Greg believes that the IBT executive board must include a leader from the brewery and soft drink industry, an important sector in our union.





# Eastern Region



**Maria Perez** | Candidate for Vice President, Eastern Region  
Secretary-Treasurer, Local 97

***"Every day I get up and know who I am fighting for – the Local 97 members who trust me to help them improve their lives through better contracts and strong representation. Our union is at a crossroads. We must elect leaders that reflect that diversity and experience of our membership. We can lift every voice at once and be leaders in the fight for social and economic change together as a unified Teamsters Union."***

- » Secretary Treasurer of Local 97, Maria has over 45 years of experience as a member, Shop Steward, Business Agent and officer with long track record of bargaining strong agreements, handling thousands of grievances and advocating for our members in the political and legislative process.
- » President of the Teamsters Hispanic Caucus New Jersey Chapter and Vice President of the Teamster National Hispanic Caucus, Maria is engaged in helping Hispanic members have their voices heard and become leaders.

**Tommy Gesualdi** | Candidate for Vice President, Eastern Region  
President, Local 282

***"As a third generation Teamster, I am proud to serve the rank and file members of Teamsters Local 282 who built New York City from the ground up. As your next IBT Eastern Region Vice President, I will be a strong voice for our construction industry and I will build REAL Teamster Power for ALL Teamsters by fighting for stronger contracts and leading the campaign to stabilize and strengthen our pensions."***



- » President/Principal Officer of Local 282 and Executive Board Member of the Building and Construction Trades Council of Greater New York and of Nassau/Suffolk Counties on Long Island. Will prioritize new organizing in the construction industry to build Teamster Power.
- » Extensive experience helping the Teamster Construction Trades Division with organizing efforts related to redi-mix concrete, heavy and highway, bulk aggregate hauling, building and material delivery industries.



**Paul Markwitz** | Candidate for Vice President, Eastern Region  
President, Local 118

***"The pandemic has left us at an economic crossroads. Frontline workers and all Teamsters need strong leadership from a diverse, experienced team to fight for better contracts, strengthen our pensions and lead the fight to win relief for state and local budgets to protect services. Together, we can lead the Teamsters to a new era of solidarity, strength and collective action."***

- » President/Principal Officer of Local 118; led the union to unprecedented growth by organizing 750 new members from Greece School District and coordinating with five other labor unions to help save Genesee Brewery from closure.
- » Will fight for pension reform legislation to stabilize at-risk funds while protecting healthy pensions. Will lead efforts to restore funding to state and local budgets to prevent further devastating cuts that will threaten our public sector members' pensions, benefits and wages.



# Central Region



**Nina Bugbee** | Candidate for Vice President, Central Region  
President, Local 332

***"As a licensed, registered nurse, I know the commitment, risk and sacrifice that ALL Teamster front line caregivers are showing during the pandemic. I will champion the fight for ALL workers and will lead efforts to ensure Teamster healthcare workers in every job classification have the proper equipment and safety protocols in the workplace to be safe to do their job."***

- » As a nurse, steward, business agent and Principal Officer of Teamsters local 332, Nina has been organizing her fellow healthcare workers and Teamsters since 1988.
- » Serves as the IBT Healthcare Division Director, where she helps workers with strategic campaigns and collective bargaining.
- » Serves as Director of the IBT Women's Conference, advocating for female Teamsters across all industries.

**Jesse Case** | Candidate for Vice President, Central Region  
Secretary-Treasurer, Local 238

***"My father was a Marine and Korean War Amputee. At 19, the same company that fired him for having a heart attack at work, fired me for trying to organize a union. For the last 30 years, I've organized thousands of workers and bargained hundreds of contracts in dozens of states. It's time to strengthen our union, expand coalitions, develop new strategies and lead in the rebuilding of the American Labor Movement."***



- » Vice President of the Iowa AFL-CIO and founder of the Teamsters Community Action Network, a social justice network that provides resources to grassroots campaigns.
- » Formerly served as a National Campaign Coordinator for the IBT where he led dozens of national organizing campaigns.
- » Jesse proudly led the first successful organizing campaign of a major political party nominee's presidential campaign staff.



**Brian Aldes** | Candidate for Vice President, Central Region  
Secretary-Treasurer, Local 320

***"The pandemic has left the economy and state and local budgets devastated, but now is the time to fight for our members jobs and make sure the critical service continue for all our citizens. I will be a strong voice on the IBT Executive Board for all public and private sector frontline workers that serve the public each day."***

- » Brian has bargained strong agreements for public employees in law enforcement, corrections, social work, public works, and many other crafts.
- » Led organizing efforts to bring over a thousand new members into Local 320 within a matter of a few years after joining in 1999.





# Western Region



**Karla Schumann** | Candidate for Vice President, Western Region  
Secretary-Treasurer, Local 104

***"I started out as a front line UPS worker, and the key to leadership is never forgetting where you came from. I am enormously proud to have built a local union team dedicated to internal and external organizing, and creating a strong, accountable financial foundation for our members. I will be a strong voice for ALL Teamsters on the IBT Executive Board."***

- » Decades of experience bargaining strong contracts, grievances, arbitrations and with federal mediations.
- » Karla is a member of the Arizona AFL-CIO Executive Council and through her community and political work was named Arizona Labor Leader of the Year in 2018.

**Jason Rabinowitz** | Candidate for Vice President, Western Region  
Secretary-Treasurer, Local 2010

***"Our Union and all working people face unprecedented challenges and attacks by billionaires and corporations. We have tremendous opportunity to organize and build Teamster power. We need a team of leaders that is ready to face the challenges of this moment, leaders who know how to build power by engaging, uniting, and activating the members, and who will take our Union forward to new heights."***



- » As Principal Officer, Jason led the transformation of Local 2010 into a powerhouse for workers' rights: increasing membership from 29 percent to over 80 percent; leading successful strikes and campaigns that won strong contracts; and organizing over 3,500 workers into the Teamsters.
- » As Director of the 200,000-member IBT Public Services Division, Jason has led the effort to maintain membership and build Teamster power in the face of anti-Union attacks, seeing growth in members under his leadership. Jason has led the fight to protect members' safety and jobs during the COVID crisis and has been a strong advocate for equality and diversity in our Union.



**Eric Tate** | Candidate for Vice President, Western Region  
Secretary-Treasurer, Local 848

***"As a local union officer, I know what it means to our members when they get a raise or an increase in their pension benefits. It means providing a better life for their families and retiring with dignity. I will prioritize securing our pensions and bargaining stronger contracts as a member of the IBT Executive Board."***

- » As the Secretary Treasurer and Principal Officer of Teamsters Local 848, Eric has lived by his career-long motto: Honesty, integrity, education, and hard work lead to success.
- » Started out as a rank-and-file bus driver with Laidlaw Transit and he never forgets where he came from and who he represents. He is proud to be the first African American local union Principal Officer elected in the Western Region.
- » Led the effort to pass Senate Bill 158 in California to protect bus drivers' labor rights when a city contracts out service from a private company.



# Southern Region



**Robert Mele** | Candidate for Vice President, Southern Region  
President, Local 988

***"As a Teamster who started out as a UPS Driver in 1981, I understand first-hand the critical contributions that our package delivery members are making during this pandemic. It is essential that we fight for the health and safety of our front-line Teamster members and make sure they have the necessary equipment and workplace protections in place."***

- » First President of Teamsters Local 988 to be elected directly from the UPS bargaining unit.
- » Believes in the importance of political and legislative action to hold elected officials accountable in order to support Teamster members and advocate for jobs, wages, benefits, and pensions.
- » Strongly supports the efforts of the Teamster Disaster Relief fund and would like to strengthen the programs that help members in times of need. Mele has been recognized for his substantial service to the Houston community during the 2017 Hurricane Harvey disaster, helping displaced Teamsters and their families during the crisis.
- » Believes in strong member representation with his extensive leadership experience on contract negotiations, arbitrations, and new organizing campaigns.

**Josh Zivalich** | Candidate for Vice President, Southern Region  
President, Local 769

***"Union Politics have NO PLACE in contract negotiations. We must listen to our members' concerns, develop solutions, and deliver positive changes in our members' contracts – not point fingers and pander just to be popular. The Teamster Power Slate candidates take our obligations to our members very seriously – and we will work every day to deliver for you, the members."***



- » A proud second-generation Teamster, who started out as a UPS pre-loader in Florida. Later rising to Shop Steward, then Business Representative at Teamsters Local 769. Josh served as Secretary-Treasurer of the local from 2003 to 2017 and was elected Local 769 President and Principal Officer in 2018.
- » Led in new organizing, grievances and negotiations, and was active in the union's political and legislative programs. negotiated contracts in UPS, propane/natural gas, medical transport, food service, concrete, janitorial and the public sector.
- » Active in politics and the Florida AFL-CIO, Josh strongly believes that union members must be involved in elections and the legislative process to hold politicians and employers accountable. He wants to focus on elevating Teamsters' advocacy programs to help stabilize our pension funds and pursue critical protections for front line workers during the pandemic.





## JOIN THE TEAMSTER POWER SLATE - TAKE ACTION TODAY!



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# ELECTION SUPERVISOR'S REPORT No. 4

## DELEGATE ELECTIONS; MAIL BALLOTING; COVID-19; PROTESTS

**Delegate Elections.** Delegate elections have started and a few elections have been completed. Additional elections are scheduled for this fall, but most nominations and elections will be scheduled for the period between January 4 and April 30, 2021.

Each Local, GCA or System Federation files an election plan detailing the critical dates and procedures for the nomination and election of convention delegates and alternate delegates. OES will complete approval of those plans before the start of the main election season. You can view any submitted plan, and see whether a plan has been reviewed and approved, by going to [www.ibtvote.org](http://www.ibtvote.org), clicking on "Delegate Elections," and then clicking on "View Election Plans." Click on the link for "Dates Times, and Places" for a table listing scheduled nomination meetings and listing election dates where the nominations result in contested elections.

**Mail Balloting—Vote Promptly.** The delegate elections and the International officer election rely on ballots distributed and returned by U.S. Mail or Canada Post. You may have read reports raising questions about on-time mail delivery, particularly in the context of government-run elections in the United States, and whether mail ballots in those elections will be received on time to be counted. To be counted in an election supervised or conducted by OES, a ballot must be **received** at the post office box used to collect returned ballots in time to be picked up on the morning of the ballot count date.

Every local union plan states the deadline for return of ballots; the deadline is also published in the local union election plan summary posted on union bulletin boards, and in the notice of election. You can find your local union's plan at [www.ibtvote.org](http://www.ibtvote.org). Your ballot must be received by that deadline in order to be eligible to be counted. Neither date of mailing nor postmarking will make a ballot eligible for counting. To have the best opportunity for your ballot to be received on time for the ballot count, OES recommends that you vote and return your ballot for delegate (or International officer) candidates **promptly** after you receive it.

**Nomination Procedures and COVID-19.** All local union election plans provide that delegates can be nominated and seconded in writing, and that candidates may accept in writing: it is not necessary to attend a nomination meeting in person to nominate a candidate, or to accept nomination. The election plan, and notice of nomination state how to submit written nomination

materials. OES encourages all members to take advantage of the procedure for written nominations, seconds, and acceptances.

Public health requirements that limit group meetings may affect stated plans for nomination meetings or ballot counts. Check with your local union to confirm the date, time and place of meetings or election events you want to attend or observe. Events may be rescheduled, moved to another location, or conducted in a "virtual" on-line conference if necessary to comply with local restrictions.

**Campaign finance.** *The 2021 Election Rules* cover campaign financing. The *Rules* allow candidates to accept campaign contributions only from members and limit the amount of money that members may contribute to support candidate campaign activities. For details, read Article XI of the *2021 Election Rules*. International officer candidates must report contributions received. OES examines campaign reports and conducts independent checks on contributions to confirm the candidates' reports. Members may be contacted by OES in connection with requests to verify reported information, and your cooperation in that effort is requested. Additional rules (and limitations) apply to contributions earmarked to pay for services necessary to comply with election laws or rules.

**Protests.** Through September 4, 2020, OES has received 28 protests and has disposed of 20 of them in 19 decisions. Of the decisions issued, the Election Supervisor found *2021 Rules* violations and ordered remedies in 10. Final protest rulings, including a summary of the protest, the investigation, the decision, and any remedy, are posted on [www.ibtvote.org](http://www.ibtvote.org) as they issue.

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

**Richard W. Mark**  
Election Supervisor

[WWW.IBTVOTE.ORG](http://WWW.IBTVOTE.ORG)



# INFORME No. 4 DEL SUPERVISOR ELECTORAL

## ELECCIONES DE DELEGADOS; VOTACIÓN POR CORREO; COVID-19; PROTESTAS

**Elecciones de Delegados.** Se han iniciado las elecciones de delegados y se han completado algunas elecciones. Se han programado elecciones adicionales para este otoño, pero la mayoría de las nominaciones y elecciones se programarán para el período comprendido entre el 4 de enero y el 30 de abril de 2021.

Cada Sindicato Local, Conferencia de Conexión Gráfica (GCA) o Federación del Sistema presenta un plan electoral en el que se detallan las fechas y procedimientos críticos para la nominación y elección de delegados a la convención y delegados suplentes. La Oficina del Supervisor de Elecciones (OSE) completará la aprobación de esos planes antes del inicio de la elección principal temporada. Puede ver cualquier plan enviado y determinar si un plan ha sido revisado y aprobado, en [www.ibtvote.org](http://www.ibtvote.org), haciendo clic en "Elecciones de Delegados" y luego en "Ver Planes Electorales". Haga clic en el enlace de Fechas, Horas y Lugares para ver una tabla que enumera las reuniones programadas para la nominación y las fechas de las elecciones en las que las nominaciones resultan en elecciones disputadas.

**Votación por Correo - Vote con Promptitud.** Las elecciones de delegados y las elecciones de dirigentes de la IBT International se basan en las boletas distribuidas y devueltas por Servicio Postal de Estados Unidos o de Canadá. Es posible que haya leído informes que plantean preguntas sobre la entrega de correo a tiempo, especialmente en el contexto de las elecciones dirigidas por el gobierno en los Estados Unidos, y si las boletas de votación por correo en esas elecciones se recibirán a tiempo para ser contabilizadas. Para ser contada en una elección supervisada o conducida por la OSE, una boleta debe **ser recibida** en la casilla de la oficina de correos utilizada para recoger las boletas devueltas a tiempo para ser recogidas en la mañana de la fecha del escrutinio.

Cada plan de sindicato local establece la fecha límite para la devolución de las boletas; la fecha límite también se publica en el resumen del plan electoral del sindicato local publicado en los tableros de anuncios sindicales, y en el aviso de la elección. Puede encontrar el plan de su sindicato local en [www.ibtvote.org](http://www.ibtvote.org). Su boleta debe ser recibida antes de ese plazo para que sea elegible para ser contada. Ni la fecha de envío ni la fecha del matasellos harán que una boleta sea elegible para el escrutinio. Con el fin de tener la mejor oportunidad para que su boleta sea recibida a tiempo para el conteo de boletas, la OSE recomienda que vote y devuelva su boleta para candidatos a delegados (o dirigentes de la IBT International) **rápidamente** después de que la reciba.

**Procedimientos de Nominación y la COVID-19.** Todos los planes electorales de los sindicatos locales disponen que los

delegados pueden ser nominados y secundados por escrito, y que los candidatos pueden aceptar su nominación por escrito: no es necesario asistir a una reunión de nominación en persona para nominar a un candidato, o para aceptar una nominación. El plan electoral y la notificación de la nominación indican cómo presentar los materiales de nominación por escrito. La OSE insta a todos los miembros a aprovechar el procedimiento para presentar por escrito las nominaciones, los secundamientos y las aceptaciones.

Los requisitos de salud pública que limitan las reuniones de grupo pueden afectar los planes establecidos para las reuniones de nominación o el conteo de boletas. Consulte con su sindicato local para confirmar la fecha, hora y lugar de las reuniones o eventos electorales a los que desea asistir o observar. Los eventos pueden ser reprogramados, trasladados a otro lugar, o conducidos en una conferencia "virtual" en línea si es necesario para cumplir con las restricciones locales.

**Financiación de campañas.** El *Reglamento Electoral de 2021* cubre la financiación de las campañas. El *Reglamento* permite a los candidatos aceptar contribuciones de campaña solamente de los miembros y limita la cantidad de dinero que los miembros pueden contribuir para apoyar las actividades de campaña de los candidatos. Para más detalles, lea el Artículo XI del *Reglamento Electoral de 2021*. Los candidatos a dirigentes de la IBT International deben reportar las contribuciones recibidas. La OSE examina los informes de campaña y realiza controles independientes de las contribuciones para confirmar los informes de los candidatos. La OSE puede contactar a los miembros en relación con las solicitudes de verificación de la información comunicada, y se solicita su cooperación en ese esfuerzo. Se aplican reglas adicionales (y limitaciones) a las contribuciones destinadas a pagar los servicios necesarios para cumplir con las leyes o reglamentos electorales.

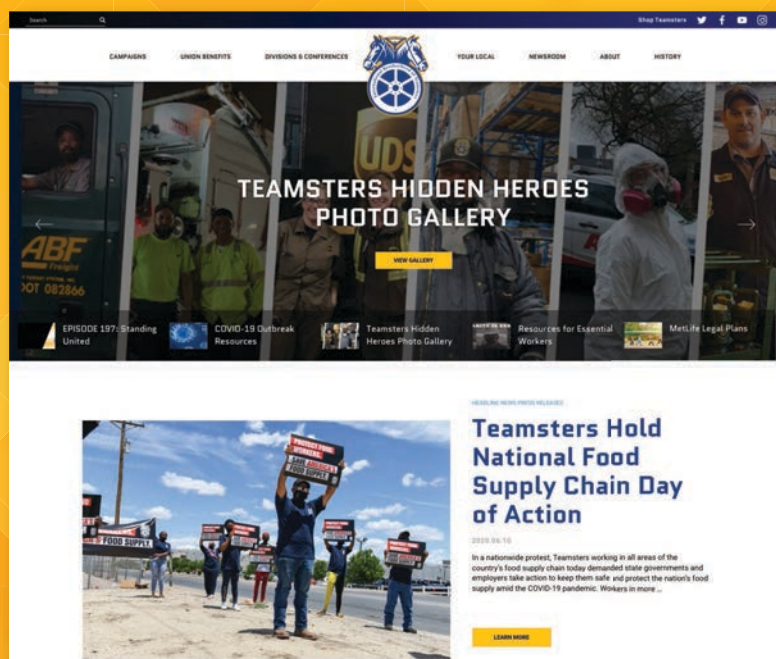
**Protestas.** Hasta el 4 de septiembre de 2020, la OSE ha recibido 28 protestas y ha dispuesto de 20 de ellas en 19 decisiones. En las decisiones emitidas, el Supervisor de Elecciones mencionó violaciones del *Reglamento de 2021* y ordenó medidas para corregir 10 de ellas. Las resoluciones finales de estas protestas, incluido un resumen de cada protesta, la investigación, la decisión y cualquiera medida de corrección, se publican en [www.ibtvote.org](http://www.ibtvote.org) cuando se emiten.

Comuníquese con la OSE para obtener más información sobre cualquier aspecto de los procedimientos electorales.

**Richard W. Mark**  
Supervisor de Elecciones

[WWW.IBTVOTE.ORG](http://WWW.IBTVOTE.ORG)

# Visit the New, Improved ***Teamster.org***



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Or Scan the QR Code With Your Smartphone's Camera





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

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](http://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.



# Education is a Lifelong Journey

*Application process opens on November 30, 2020 for academic or vocational scholarships for Teamster sons, daughters and financial dependents from the James R. Hoffa Memorial Scholarship Fund*

**Deadline:**  
**March 1, 2021**

[www.jrhmsf.org](http://www.jrhmsf.org)



## The James R. Hoffa Memorial Scholarship Fund

2021 Academic and Training/  
Vocational Program Scholarships

For the sons, daughters and financial dependents of Teamster members. Academic scholarship awards range from \$1,000 to \$10,000 for high school seniors planning to attend a four-year college or university and training/vocational program awards range from \$500 to \$2,000 for use at community college or trade schools. See [www.jrhmsf.org](http://www.jrhmsf.org) for more information.



For more information, visit [www.jrhmsf.org](http://www.jrhmsf.org) or scan the QR with your smartphone's camera or QR reader.

# Stay Teamster Strong



Protect your family.  
Protect your co-workers.  
Protect yourself.

# Wear a Mask



For more information, visit [teamster.org/covid-19/](https://teamster.org/covid-19/)

