



Teamster

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A Shot In The Arm

UPS Teamsters Deliver Nation's First COVID-19 Vaccines

TEAMSTERS MOURN PASSING OF TOM KEEGEL



Thomas "Tom" Keegel, General Secretary-Treasurer Emeritus of the International Brotherhood of Teamsters, passed away on Nov. 19, 2020, following a lengthy illness. Keegel served as the union's General Secretary-Treasurer from 1999 until 2012.

"Tom Keegel was a great partner who exemplified what it means to be a Teamster," said Jim Hoffa, Teamsters General President. "He is going to be dearly missed by all who knew him."

Hoffa praised Keegel as a strong partner in their effort to rebuild the strength and power of the Teamsters Union. Together they rebuilt the finances of the union and established a dedicated strike fund.

As General Secretary-Treasurer, Keegel aimed to lift up his Teamster brothers and sisters through his work as their fiscal watchdog and the guardian of their hard-earned dues money.

When Keegel took office as General Secretary-Treasurer on March 19, 1999, he instituted sweeping reforms in every area of the union's finances. He balanced the budget for the first time in more than a decade; hired skilled auditors and accountants; and developed programs to extend these reforms to Teamster affiliates. He also instructed his auditors to help local unions make their books models of clarity and ethics.

Born on September 27, 1941, in Minneapolis, Keegel retired in 2012 after a 52-year career with the Teamsters Union. He started his Teamster career in 1959 as a driver for Steeling Cartage Co. and member of Local 544 in Minneapolis.

He moved up through the ranks of the Teamsters Union, from steward up to General Secretary-Treasurer. He served in several capacities in the union, including President of Joint Council 32 and Local 120, both in Minnesota.

"My heritage is in the labor movement. I remember how I became inspired," Keegel said in 2012, detailing how his first co-workers were strong Teamsters who had fought in the famous Minneapolis Strike of 1934. "These men loved their union and taught me that the Teamsters never give up, Teamsters never give in or run from a fight."

When Keegel retired, he told his Teamster brothers and sisters, "You don't have to worry about where I'll be and how I'm doing. I'll be everywhere. Wherever someone is fighting for respect on the job, I'll be there. Wherever there's a mother striking for a fair day's pay, I'll be there. Wherever there are people trying to organize, I'll be there. Just look in their eyes and you'll see me."

Keegel is survived by his wife Patricia and three daughters, Holly, Heather and Heidi and their families.



Ten years ago, Local 495 in West Covina, Calif. saved Teamster jobs when BMW outsourced management of a facility to a third party. Originally, the members were all going to be fired.

After an international campaign against BMW by the Teamsters Union, Local 495 was able to hammer out a landmark agreement which protected the members. Under the agreement, Teamsters received job security for 10 years, regardless of whether a third party was hired to run the BMW facility.

Recently, Local 495 was preparing for negotiations with the third-party management company when BMW contacted the local. They wanted to discuss bringing the bargaining unit back in-house.

After several meetings, these workers are now BMW employees again. An agreement was reached where BMW will assume management of the plant again and members will get back benefits they lost.

"We have reached an historic agreement with BMW, and they are terminating the third-party agreement and reassuming the entire membership and our contract to once again make our members proud, full-on BMW Associates as well as Local 495 members," said Bob Lennox, Secretary-Treasurer of Local 495.

The 74 hardworking Teamsters, once again BMW employees, are thrilled.

"I've got a great group of co-workers and we have been number one at BMW facilities for years. This group does outstanding work. To be able to go back and be employees again means a lot for

everybody," said Rosendo Cardenas, assistant shop steward, who has worked there for 19 years.

Ten Years Ago

In June 2011, BMW told 65 Teamsters that the day their contract expired, their jobs would be outsourced to a third party. With only a few weeks before the contract expired, Local 495 and the International Union sprang into action to save the jobs. The union held rallies and demonstrated outside of BMW dealerships. Members of the U.S. Congress got involved, as did the international labor community. The union even flew banners from airplanes outside of major league sporting events.

The massive campaign designed to counter-attack BMW was successful and Local 495 negotiated the 10-year agreement. Shortly after the agreement was reached, a third party was hired to run the facility and manage the Teamsters working there.

"We kept up a solid relationship with BMW—even after what they did—hoping that perhaps one day make them BMW employees again," said Jim Lennox, a business agent for Local 495. Now BMW is terminating the third party that was hired to run the facility and reassuming the entire membership.

"We've come a long way since our departure from BMW. These last 10 years were a grind," said Albert Bautista, chief steward, who has also worked there for 19 years. "These guys kept on pumping, though, and our local is phenomenal. The Teamsters gave us a lot of support."



Band of Teamster Brothers

Veterans Continue Tradition of Service at Illinois Central School Bus

At a Local 777 school bus yard in St. Charles, Ill., service to your fellow citizens doesn't end after an honorable discharge.

"At our Illinois Central School Bus yard in St. Charles, we have over 40 members who are veterans from all four branches of the military," said Jim Glimco, President of Local 777. "Our stewards and the leaders of our negotiating committee at the St. Charles yard are veterans as well. We're honored to represent such extraordinary people."

Four of those members are former Army 1st. Sgt. and Local 777 Shop Steward John Blanchford, former Marine Sgt. and

Local 777 Shop Steward Gerald Marshall, Army Veteran and Local 777 Shop Steward Willie Lesure and Marine Veteran Ray Williams.

Blanchford, Williams and Lesure all received Purple Hearts. Lesure and Williams served in the Vietnam War.

Solidarity and Duty

Williams and Marshall said that the sense of solidarity they learned during their service in the U.S. Marine Corps prepared them well for union membership.

"We look out for one another, same as the Marines," Williams said. "As veterans and as Teamsters, we have an ingrained sense of duty and service."

"In both the military and in the Teamsters, it's important that you learn different perspectives about how things work," Marshall said.

Blanchford added that the values of the military were similar to that of labor unions.

"With both, it's about being a team player," Blanchford said. "It's about learning from other people. We have natural bonds with one another and we're proud to be members."

Willie Lesure agreed with his servicemember Teamster co-workers.

"I'm proud to serve my fellow members and I'm proud that I served my country," Lesure said. "I'd do it all over again if I could."

Global Report Blasts XPO Logistics

Workers Subject to Unsafe Conditions, Wage Theft, Discrimination

XPO Logistics has been putting its global workforce at heightened risk of contracting and spreading COVID-19, and subjects its workers to wage theft and exploitation, hazardous work environments, pregnancy and gender discrimination, sexual harassment and extreme anti-union tactics, according to a report released in October by an international coalition of labor groups.

XPO Logistics markets itself as a global leader in providing transport, logistics and last-mile delivery services. It provides these services to companies such as Amazon, ASOS, Home Depot, IKEA, Nestle, Peloton, Starbucks, Target, Verizon and Walmart. XPO operates in 30 countries with 97,000 employees at 1,506 locations. XPO reported more than \$16 billion in total revenue in 2019, and its billionaire CEO, Bradley Jacobs, made \$26 million the same year.

"This critical report outlines a pattern of anti-worker practices by this global corporation. The XPO workers in freight, at the ports and in warehouses are standing up to the company's mistreatment from coast to coast, and the Teamsters will be fighting with them every step of the way," said Teamsters General President Jim Hoffa. "From wage theft, exploitation, gender and pregnancy discrimination, sexual harassment and dangerous working conditions, this report gives a voice to workers at XPO Logistics who have suffered for too long."

The XPO Global Union Family—composed of the ITF, the European Transport Workers'

Federation (ETF) and the Teamsters Union, along with other national unions—compiled the report after years of trying to work with XPO to improve its working conditions and as the pandemic raised concerns about the company's lack of protections for workers. The report is based on surveys of and interviews with employees, financial disclosures from the company and news reports. Some key findings:

- In the U.S., a national survey of XPO workers showed that 60 percent of respondents said they felt unsafe at work. XPO drivers at a facility in Kansas City, Kansas, also made headlines in April, raising concerns about the lack of cleaning of shared equipment, such as trucks and forklifts, and a failure to enforce social distancing in company break rooms.
- In California, where the company's practice of misclassifying truck drivers is widespread, XPO uses a mobile app for drivers to bid on work and classifies them as subcontractors, similar to the models used by Uber and Lyft. Misclassified drivers struggle with extreme poverty and homelessness because of the company's policies. They do not have access to paid sick leave, health insurance or other basic assurances that are particularly critical during the pandemic. Drivers have reported that if they get sick, their contracts are terminated and they are fired.
- In 2017, Linda Neal, an XPO worker at a Verizon warehouse in Memphis, passed away from



cardiac arrest on the floor of the warehouse, where workers had complained about overheating and horrendous working conditions.

- In 2018, in Buffalo, N.Y., federal regulators imposed the maximum allowable fine on XPO after two workers were crushed to death by thousands of pounds of countertop material.
- In the U.S., workers have filed a total of 120 unfair labor practice (ULP) charges since 2014 with the National Labor Relations Board (NLRB) against XPO.

For more information or to read the full report, visit www.xpoexposed.org or scan the QR code.





Teamsters that work at Detroit's three casinos—MGM Grand, MotorCity Casino, and Greektown Casino—recently ratified a three-year contract extension that addressed their key concerns, including critical health coverage for workers that are out of work due to the pandemic and an extension of their recall rights for up to 2.5 years.

The more than 5,000 union workers at the three casinos are represented by the Detroit Casino Council which consists of Teamsters Local 1038, UNITE HERE! Local 24, Operating Engineers Local 324 and UAW Local 7777. The unions jointly negotiated the three-year extension over seven weeks with the employers as the contract expiration loomed on Oct. 16, 2020. Unique measures were taken during negotiations, including using Zoom meetings and enforcement of strict social distancing protocols for in-person sessions.

Many key issues were as

unique as the contract negotiations were, as the committee fought for health and prescription coverage for casino workers that continue to be laid off as a result of the pandemic. The casinos reopened on a limited basis on Aug. 5, 2020, but many workers have not been recalled.

"This was a difficult negotiation during these challenging times due to the social distancing protocols we needed to put in place to ensure everyone's health was protected," said Veronica Sawyer, Assistant Director of the Convention, Trade Shows and Casinos Division and Director of the Casino Division. "I am proud of the work that we did to protect the workers during the layoffs by securing their health care and prescription coverage during the pandemic. This gave our out-of-work and active members the peace of mind that they would not go without the safety net of strong health care coverage."

Martina Evans, a 15-year mem-

ber of Local 1038 and chief steward at the Greektown Casino, served on the negotiating committee. Evans works as a Slot Club Representative and helped negotiate the previous two agreements. Evans was proud that they were able to maintain all the terms and conditions of the contract while adding critical measures to protect and aid both active and laid-off workers.

"Our primary goal was to maintain our health benefits and we were successful in that endeavor," Evans said. "We also made strong economic gains including a 3-percent raise and a pandemic recovery payment structure for hours worked from Oct. 17, 2020 until Sept. 30, 2021. Perhaps even more importantly, we were able to negotiate an extension of recall rights from one year to 2.5 years for all workers that remain laid off during the pandemic. We wanted to make sure that everyone had a chance to return after we get through this difficult time."

In Memoriam

Teamsters Remember Harrison "Tiny" Lushbaugh

Harrison "Tiny" Lushbaugh, retired principal officer of Local 992 in Hagerstown, Md. and longtime International Representative, passed away on September 30.

"I knew Brother Lushbaugh for a long time and I always admired the pride he took in his work. His willingness to help any working person in need set a good example for everyone he knew," said Jim Hoffa, Teamsters General President.

Lushbaugh joined the Teamsters as a driver for Buch Express in York, Pa. in the 1950s. He loved to drive trucks, so it wasn't until 1969 that he agreed to join the



staff part time. In 1973, Lushbaugh became a full-time business agent and organizer. During the following years he held every office in Local 992—the only person to ever do so. He also served as an International Representative of the Eastern Conference of Teamsters. Lushbaugh retired in 1994, but continued to offer his experience, knowledge and assistance to the members of Local 992 whenever asked to do so.

He is survived by his wife of 60 years, Zelma Lushbaugh, and a large family including great-great-grandchildren.

News for Working Families



Check out the Teamsters Union's podcast at teamster.org/podcast

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



A Shot In The Arm

Teamsters Working Hard During Pandemic



When a Local 391 member headed to work on Dec. 14, 2020, he had no idea he was about to make history.

The driver, Danny Parson, a Teamster for nearly four years, delivered the first batch of the COVID-19 vaccine at about 7:20 a.m. to the Wake Forest Baptist Medical Center in Winston-Salem, N.C. NBC's Today show reported that it was UPS' first vaccine delivery in the nation.

"I'm proud to be a Teamster and I'm proud that the Teamsters are delivering the vaccine," said Parson, an air driver. "It's good to know we're helping to get the vaccine to where it needs to go."

Pfizer-BioNTech's vaccine was the first to be deployed in a months-long global race to develop safe vaccines to combat the spread of the COVID-19 virus. The dedicated Teamsters at UPS have been trained to store, handle, transport and deliver these necessary vaccines.

Immediately after approval of the vaccine, UPS Teamsters started to move it based on orders received by Operation Warp Speed and CDC officials.

The vaccines originated from storage sites in Michigan and Wisconsin then were transported to UPS Worldport facilities in Louisville, where they were expedited to select destinations, including hospitals, clinics and other medical facilities, to inoculate health care workers.

"This is a historic moment in world history and I'm proud that Teamsters were there, as always, making a difference," said Jim Hoffa, Teamsters General President. "Whether our members are delivering the vaccine or administering it—or even making the dry ice it's packed in—Teamsters can be counted on. As the economic fallout of the pandemic continues, it has also been grati-



fying to see so many locals and members volunteering to help their communities."

Moving the Essentials

At the UPS center in Baltimore on a cold morning in mid-December, Local 355 member John Guilta prepared to start his work day with a box of the vaccine on board, headed to a warehouse

belonging to The Johns Hopkins Hospital. The vaccine had arrived that morning at Baltimore/Washington International Thurgood Marshall Airport.

"This is my 35th Christmas," Guilta said of his tenure as a UPS Teamster.

Guilta, who said he has been delivering vaccine kits in recent weeks, said he feels good delivering the vaccine itself to those who



need it.

"It just feels good to be doing my part," Guilta said. "I'm just proud being a UPS Teamster, helping this get to those who need it and helping people's lives and the economy back on track."

Don Hamre, a driver who delivers to the same hospital, said he expects to be delivering the vaccine soon. Hamre said he has been picking up COVID-19 testing samples for the past few months, helping them to get to the labs.

"Whether it's delivering medical supplies to the hospitals or picking up the COVID test samples, it feels good delivering the essentials that people need," he said.

On Ice

Other members of Local 355 are doing their part to help get the vaccine to people who need to receive it.

Because the Pfizer vaccine requires extremely low temperatures, it is packed in dry ice. One of the companies that makes that dry ice is Capitol Carbonic in Baltimore, where 10 members of Local 355 create, package and ship the product.

"These are unprecedented times," said Malik Gordon, a seven-year employee. "It makes me feel good helping out other people."

Gordon was picking up the dry

ice, with a temperature of minus-109 degrees Fahrenheit, with his gloved hands, a necessity for handling the ultra-cold substance.

"I'm just happy that we are part of the Teamsters, and we are part of working to get the vaccine distributed," Gordon said.

The demand for dry ice is way up, as more people get items delivered to their homes during the pandemic. And the recent orders associated with the vaccine mean even more business for the Baltimore company.

"I'm working my tail off," said Joe Schwabline Sr., who drives the product to many areas, including locations in New Jersey, Pennsylvania and Virginia, and throughout Maryland.

"It feels good because this is helping people and I'm just doing my part," he said.

A Time of Need

Teamsters around the country have been volunteering their time to help locals collect and distribute food to those suffering from the economic fallout of the coronavirus.

In October, volunteers from Teamsters Local 385 and UNITE HERE! Local 737 helped distribute food to families in need as part of a charitable effort run by the Society of Saint Andrew. The food was distributed to hundreds of families

at the Seasons Florida Resort in Kissimmee, Fla.

Local 639 in Washington, D.C. also help distribute food to families in need as part of a charitable effort run by the Society of St. Andrew. The food bank ran every Saturday in November and December.

At the Florida event, most volunteers were comprised of workers from Teamsters Local 385 and UNITE HERE! Local 737 that were laid off due to the ongoing pandemic.

Two Teamsters from Freeman Decorating, which handles event and convention work at the Disney properties and the convention center, were among those who volunteered for the food bank. Richard Cella and Sam Harris have both been laid off since March, but felt it was their duty to help others in need during this difficult time.

Cella, a 17-year member of Local 385 and steward for the drivers at Freeman, has volunteered for months at this food bank. When he heard about the food bank from some of his co-workers, he immediately signed up to help.

"I wasn't prepared for being laid off, and I know that many of my co-workers weren't prepared," Cella said. "So anything I can do for those in need, like this food bank, is a great thing to bring the community together during these challenging times."

Harris is a 20-year Teamster and steward for the convention workers that work inside the facilities. He has also volunteered for the food bank for months. For Harris, it's a reminder that life is unpredictable and a strong community that comes together during difficult times can be the key to turning the corner.

"You never know how quickly things can change," Harris said. "You never know when you could end up in the same situation as those we are trying to help now. This is one of the small things we can do to help people get by for a week or two, because we are all in this together, going through the same thing."

Mike McElmury, Trustee of Local 385, was not surprised by the overwhelming turnout each week at the food bank by members that have lost their jobs during the pandemic.



"The members of Local 385 are a tight-knit community. They support each other and stand strong against adversity," McElmury said. "Union members know the importance of coming together to help each other when the times are tough."

Volunteer Response

Jeanette Barnes, a 22-year Local 639 member who works for the Teamsters Department of Political and Legislative Action, first heard about the program partnership with the Society of St. Andrew from Roy Gillespie, the Human Rights Coordinator for Joint Council 13 in Missouri.

"I thought it sounded like a great program and talked to Local 639 about it," Barnes said, adding that John Gibson, President of the local, jumped at the opportunity.

"We heard about the program

and knew it would be a good fit," Gibson said. "We've had a tremendous response from volunteers, and in interest in the program. We've been doing this for a few weeks now and it has gotten a little better each time."

Gibson said the pandemic has affected some of his workers more than others. Hundreds of Local 639 Teamsters with Gate Gourmet—hit especially hard by COVID-19—have been laid off. Gibson has been personally bringing boxes of donated food to those members, and others who have been especially affected.

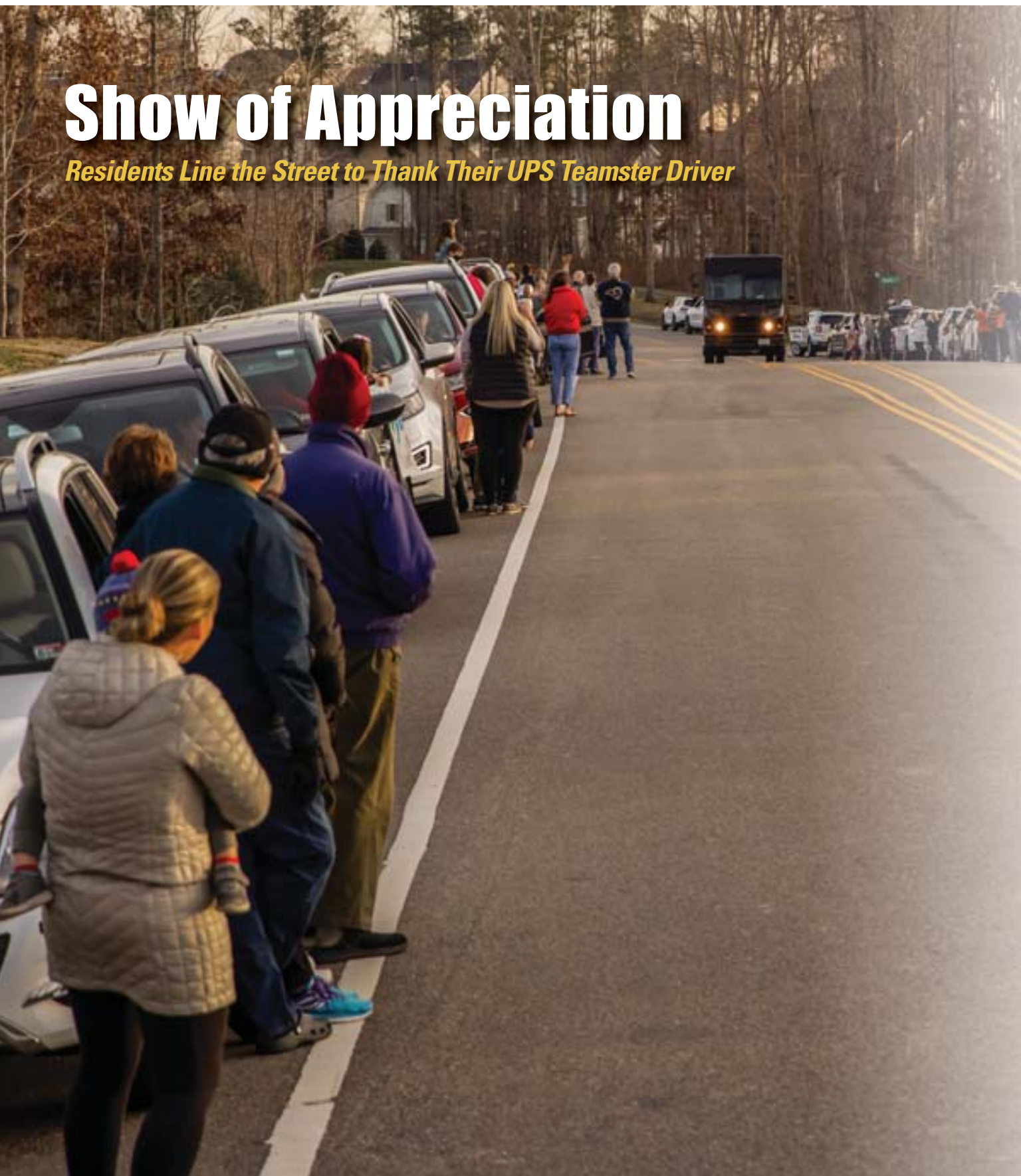
"This is a great time to give back and help out those in need. What better way to do it than jump in and lend a hand?" Gibson said.

Rudy Gardner, Secretary-Treasurer of Local 922 in D.C., and Tyrone Richardson, Secretary-Treasurer of Local 730 in D.C., both volunteered at the Local 639 event. Ritchie Brooks, President of Local 730, dropped off donations from another Teamster employer, Eight O'Clock Coffee.

The need was there and appreciated on a recent December morning in D.C. Cars started lining up at the food bank at 7:30 a.m., hours before it opened. Luckily, there were enough Teamster volunteers on hand to open early so people wouldn't have to wait for hours.

Show of Appreciation

Residents Line the Street to Thank Their UPS Teamster Driver



UPS drivers are appreciated by their customers in cities and towns across the country, but a community in Virginia wanted to express that appreciation in a big, unique way.

One day in mid-December, the residents in Midlothian, Va. lined the streets waiting for driver Anthony Gaskin to thank him for the great service he provides every day, always with a wave and a smile.

"Through COVID, Anthony has continued working, delivering packages at our doors, record numbers of them, over 180 times to date," resident Patty Friedman told a local news station. "I wanted to thank him personally for how much he helped me feel welcome when I moved in during a pandemic. It was terribly lonely and he was always the highlight of my day. Mentioning this to a few people and the response I got was

all I needed to know I was not alone."

That prompted Friedman and her neighbors to come up with a way to show their appreciation for Gaskin. It all came together on Tuesday, December 15.

"Arriving on bikes, on foot, and in more than 75 cars, hundreds of Hallsley [neighborhood] residents lined the road and waited for Anthony to turn the corner," Friedman said. "A humble man, he needed to be coaxed, but eventually, slowly drove his truck down the road while children and adults held up signs, screamed his name, honked their horns and rang bells."

"We just love Anthony so much," resident Lexi Hanrahan said. "He doesn't even realize how much we appreciate the small gestures like an extra smile or a wave because that's just who he is!"

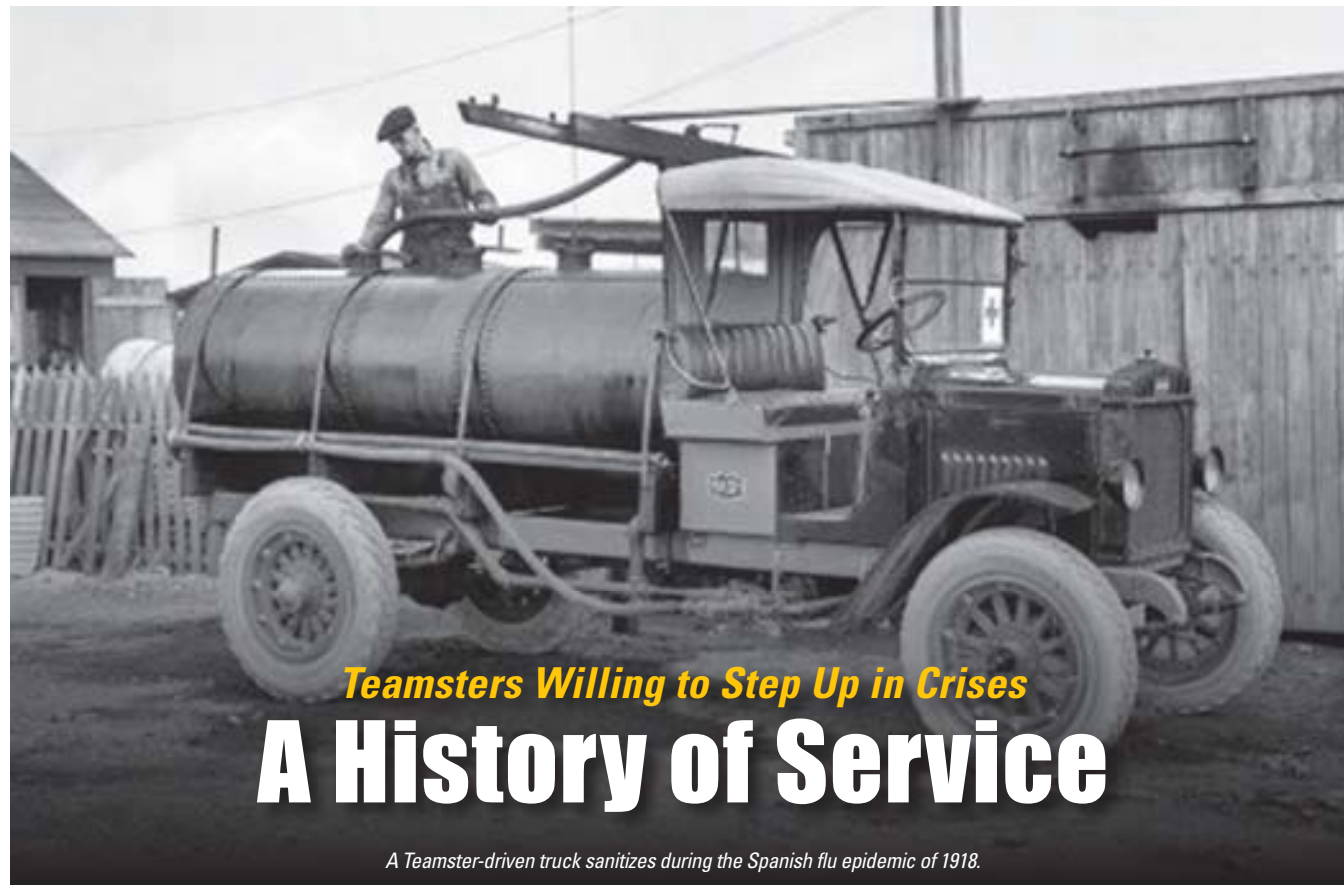
"Based on the actions of his

customers, we can clearly see that Anthony represents the best of what the Teamsters Union stands for," said Brian Peyton, President of Local 322 in Richmond, Va. "It's nice to see the general public appreciate the hard work of a UPS Teamster, not only during the pandemic, but during the busy holiday shipping season."

"Anthony is a genuine person, dedicated to his job and very unassuming," said steward Anthony "Moe" Mosby, who has known Gaskin for 16 years. "He is a great person. He doesn't look at UPS as a job, he looks at it as a career."

"I was in shock, I was in total shock," Gaskin said of his customer's show of appreciation. "I knew my customers thought a lot about me, but I didn't know it was to that extent."

The customers presented a basket of cards to Gaskin as a show of thanks.



In times of crisis, Teamsters are always willing to step up.

UPS Teamsters have been chosen to help deliver the COVID-19 vaccine, but this isn't the first time the country has relied on members in times of crisis.

On April 13, 1955, Dr. Jonas Salk announced that a successful formula had been found for a polio vaccine. The number-one problem facing authorities after the "victory announcement" was getting the vaccine to medical centers throughout the nation.

Members of the Teamsters Union found themselves with important roles. Teamster drivers signed up to work around the clock and in relay teams to hasten the quick delivery of the vaccine.


With Teamster help, the vaccine was in the hands of doctors and health authorities in record time.

During the Spanish Flu epidemic in 1918, Teamster hospital workers and ambulance drivers worked hard, and Teamster women were an important part of a program to deliver medicine and doctors to rural areas all around the country. The drivers also helped out with chores on farms as they delivered if the families were too sick to do them.

Teamsters also washed streets and public areas with sprinkler trucks all over country to help during flu epidemic.





Stay Teamster Strong



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

Wear a Mask

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

TEAMSTERS HELP POWER BIDEN-HARRIS TICKET TO VICTORY



The election of Joe Biden as president and Kamala Harris as vice president in November represented the culmination of more than 18 months of work by the Teamsters to help get a pro-worker presidential ticket elected to represent the best interests of hard-working Americans in the White House.

"This union backed the Biden-Harris ticket because it put forward a bold pro-worker agenda that will enhance the ability of workers to join together and collectively bargain for better pay and working conditions," said Teamsters General President Jim Hoffa. "It will also prioritize pension reform to boost workers and retirees and will do more to protect the more than a million essential Teamsters on the job during this coronavirus pandemic."

Back in the spring of 2019, the Teamsters began holding meetings about the 2020 election and how the union would get involved. It started by soliciting the views of the membership on both their top issues and their presidential candidate preferences.

From there, it moved into training political field organizers (PFOs) on how to best reach out to both members and candidates on the campaign trail. And the union asked presidential contenders interested in earning its endorsement to sign an issues pledge, sit for a video interview and offer their support for Teamsters in person on the picket line.

The Teamsters even hosted a presidential candidate forum along the way.

'Up to Us'

The Teamsters were active participants early on in the primary season. But then the coronavirus pandemic hit, and everything changed.

The union needed to find new ways to reach out to its membership—many of whom were working in essential jobs, but whose worksites barred outsiders.

That meant empowering shop stewards to talk to their colleagues about the issues and ramping up efforts like phone banking, texting and digital advertising

to reach the membership.

"We did a lot of work during the primary to try and influence narratives and try to make sure any candidate running for president or any elected office were addressing issues important to our members," said Katie Finn, the Teamsters' National Field Director. "So coming into the general election, it was actually pretty simple for our union to endorse who would have our backs. Then, really, it was up to us."

Teamster Power

Teamster power came to the fore. Some 150 PFOs nationwide, as well as other Teamster volunteers and staff, made 340,000 phone calls and sent 1.2 million text messages in the lead up to the November 3 election. The union also sent out 1.3 million pieces of mail and reached more than 350,000 members via digital advertising.

PFOs also helped get key lawmakers elected

down ballot as well.

The result of all that work is the election of Joe Biden as president, a man who was the voice of unions in the Obama administration, spoke at the Teamsters 2011 Convention, and created and led the Middle Class Task Force during his time as vice president.

Vice President Kamala Harris has also been a strong ally for the union before her recent election as second in command.

She was a well-known champion of California Teamster members during her time as that state's attorney general, and she aggressively prosecuted wage theft by companies who misclassified workers as independent contractors in the Golden State.

Moving Forward

Now, they are committed to moving forward on an agenda that prioritizes working Americans, both on the job and in their golden years after work is done.

The Democratic ticket has 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.

On pensions, some 1.5 million Americans, both working and retired, also need assistance to make sure their multi-employer pensions—which they paid into during their working years—remain afloat.

The Teamsters have worked over the past several years to craft pension reform legislation that would stabilize funds like the union's Central States Plan, and the Biden administration is on board.

Union Issues

In the final days of the campaign, Biden made it clear in a video addressing the membership that he would have the Teamsters Union's back on these issues.

"It's long past time the government went to work for you as hard as you have been working for us," he said. "It is not enough to praise you. We need to protect you, pay you, make sure your pensions are square. Wall Street didn't build this country, the middle class built this country. And unions built the middle class."

The Teamsters are glad to be partnering with the Biden-Harris administration to build a better America that works for workers.

DOWN-BALLOT VICTORIES

Teamsters Help Make Congress More Worker Friendly

Much of the 2020 election focus was on the presidential race. But numerous down-ballot results were seen as important results that Teamsters worked hard to make happen.

The union was active in promoting the candidacies of both Sens. Gary Peters (D-Mich.) and Mark Kelly (D-Ariz.), both of whom narrowly won their races in their home swing states. Having such pro-worker candidates win in the Senate gives pro-worker legislation a better chance of winning passage during the new congressional session that just started in January.

During a virtual town hall session in October with Joint Council 43 members, Sen. Peters told Michigan Teamsters about his record as a labor champion and a leader on pension reform during his first term in office. And he promised that work will continue when he is sent back to Capitol Hill.

"When we have a strong and vibrant labor movement in this country, that helps everybody," Sen. Peters said, adding, "This is a tough time. But I know how hard you fight to get the benefits you deserve."

Meanwhile, during his own session with Arizona Teamsters that same month, Kelly pointed out that the country was dependent on the work done by some 1 million essential Teamster workers, including those working each day for UPS as well as those delivering groceries and other goods, and in construction, so millions of other Americans could stay safe during these times.

"I want to thank your membership for putting yourself out there in harm's way because it effects your families, and I think the nation owes a debt of gratitude to your members," he told attendees.



Having elected lawmakers who understand the wants, needs and sacrifices of hardworking Americans is essential to having a government that meets the needs of the people. And that's why there were several key members of the House of Representatives that the Teamsters also fought hard to get elected:

- Rep. Peter DeFazio (D-Ore.), the chairman of the House Transportation and Infrastructure Committee, is a longtime friend of the Teamsters who has stood up for workers on transportation and infrastructure as well as trade issues.
- Rep. Conor Lamb (D-Pa.), representing suburban Pittsburgh, has shown himself to be a fierce advocate for multiemployer pension reform during his time in office.
- Rep. Haley Stevens (D-Mich.), from suburban Detroit, is a strong voice for workers not only on pensions, but also when it comes to allowing workers to come together and collectively bargain on the job.
- Rep. Cindy Axne (D-Iowa), representing Des Moines and the surrounding area, has stood up for workers' rights and advocated for increased apprenticeship programs.



Working to get Teamster priorities enacted in Congress means working with lawmakers on both sides of the aisle. One of the union's greatest Republican advocates is Rep. Brian Fitzpatrick (R-Pa.), who represents the northern Philadelphia suburbs.

Rep. Fitzpatrick, elected to his third term in November, has stood with workers time and again on issues from collective bargaining to retirement security. He recently answered a few questions for Teamster magazine about what to expect in the new legislative session.

Does a change in the administration improve the chances of pro-worker legislation becoming law during the next session of Congress?

Rep. Fitzpatrick: While I do support a majority of the provisions of the PRO Act, assuming Republicans retain control of the Senate, it will be a difficult path to get the PRO Act through the Senate. However, I think the change in administration improves the possibility of certain parts of the PRO Act moving forward in the form of a bipartisan package or appropriations riders that would strengthen protections for workers' right to organize and collectively bargain.

You have been a supporter of multiemployer pension reform legislation like the Butch Lewis Act in the past. Do you see a path forward for such a measure in 2021?

Rep. Fitzpatrick: Retirement security is important because our workers have the right to retire with dignity after a lifetime of hard work. And we must keep our promises to people who have worked their entire lives. The concept is simple: In exchange for a lifetime of hard work and personal financial contributions, a worker and his or her family can count on a secure and respectable retirement. As you know, I voted for the Butch Lewis Act, which would provide low-cost loans to eligible multiemployer pension plans to enable them to continue to pay earned pensions to retirees and fund their long-term pension commitments. I think there is a path forward on the multiemployer pension reform issue if the House, Senate and

labor movement comes together to negotiate a package that gets the job done. I will continue to fight for you, and make sure that retiree benefits are protected and that our workers can retire with the benefits that they have earned.

What can be done to beef up workers' rights on the job, especially collective bargaining and worksite safety in the age of COVID-19?

Rep. Fitzpatrick: We need to make sure every worker is safe on the job, especially during a public health emergency. That is why I co-sponsored and support the COVID-19 Every Worker Protection Act, which would require the Occupational Safety and Health Administration (OSHA) to promulgate an emergency temporary standard (ETS) to protect workers from exposure to the coronavirus. To protect collective bargaining in the age of COVID-19, I also have introduced the bipartisan Secure and Fair Elections for Workers Act. This bill undoes the harmful prohibition of electronic voting in union elections and requires the National Labor Relations Board (NLRB) to conduct elections remotely due to the public health risks of in-person voting during the coronavirus pandemic. COVID-19 has drastically changed the daily lives of hardworking Americans. It is more important than ever to make sure that workers' rights are protected, and that we can ensure their health and safety. The NLRB must guarantee that workers across the country can exercise their right to organize during the COVID-19 pandemic and that fair elections are held.

Both parties often speak of the need to invest in infrastructure. Do you feel there is real chance that such a bill could make it through Congress now?

Rep. Fitzpatrick: A bipartisan infrastructure bill that invests in major public infrastructure and transportation projects is possible. I am hopeful that divided government will bring all sides to the table. There has never been a better time to invest in infrastructure, since a big package would be a major boost to the economy and immediately create much-needed, quality jobs. For every dollar we invest in infrastructure, our economy sees an exponential return. We need to enact a major infrastructure package with defined and new, stable sources of revenue. The time for Congress to act is now.

THE NLRB AND WORKERS

Presidential Administrations Make a Huge Difference in Workers' Lives

One of the Teamsters Union's goals in endorsing Joe Biden for president was to reverse damage done to workers' rights by the Trump administration. In the last four years, some of the worst changes have been the least visible. The National Labor Relations Board (NLRB), the government agency responsible for enforcing labor law, has systematically rolled back workers' rights under the Trump administration.

Some of the changes under the Trump NLRB included rolling back the right to form unions and to engage in collective bargaining. The NLRB under Trump has also issued a number of decisions weakening worker protections under the National Labor Relations Act (NLRA).

All of this is in stark contrast to the Obama-Biden

administration's NLRB, where workers' voices were heard loud and clear. Here's a small sampling of worker victories at the Obama-Biden NLRB:

- A ruling that increased the likelihood that companies could be held responsible for labor violations committed by contractors and franchisees;
- A ruling that made it easier for smaller groups of workers to form a union within a company;
- A ruling that granted graduate students at private universities a federally protected right to unionize; and
- Rules allowing union elections to proceed on a faster timetable.

According to the Economic Policy Institute (EPI), the board has engaged in an unprecedented number of rulemakings aimed at overturning existing worker protections in the last four years.

The NLRB under Trump "have elevated corporate interests above those of working men and women and have routinely betrayed the statute they are responsible for administering and enforcing," according to EPI.

The Trump board has repeatedly reversed long-standing board precedent, weakening workers' rights and giving more power to employers. All of these decisions overturning precedent favor employers. None favor workers or unions. In none of these cases did the Trump board follow the NLRB's longstanding practice of seeking public input through amicus briefs before reversing precedent.

The Trump board has weakened workers' rights in following areas: the scope of workers covered under the law; the definition of what activity is protected under the law; workers' ability to communicate with their co-workers about workplace issues; workers' ability to decide which group of co-workers to organize and bargain with; and in workers' ability to strike to achieve their goals.

While chiseling away at the rights of workers, the NLRB under Trump gave employers new tools to restrict communications by workers and unions, and to undermine collective bargaining relationships by making unilateral changes and refusing to recognize incumbent unions.

According to EPI, here are just a few of the actions taken by the Trump NLRB to reverse reforms made under the Obama-Biden administration:

- Implemented provisions in a "representation case procedures rule" that will make union elections take longer and be more likely to involve unnecessary litigation;
- Issued a decision making it easier for employers to manipulate and change the bargaining unit sought by employees, and by this gerrymandering, create a unit of eligible voters less likely to vote for a union; and
- Issued a rule requiring employers who voluntarily recognize a union selected by a majority of their employees to post a notice that the union has been recognized but that employees have a 45-day period to ask for an election.

Also, early in the pandemic, the agency sus-



pended union elections, affecting 195 election petitions with nearly 17,000 workers seeking to unionize.

"Changes like this rarely make the news, but the Teamsters Union pays close attention," said Jim Hoffa, Teamsters General President. "The difference between a pro-worker administration and one that only listens to corporate interests can make a huge difference at the NLRB—and that matters to all working families."

A September 2020 report by The Nation magazine and Type Investigations—based on interviews with more than 25 labor advocates, attorneys, and current and former NLRB staff members—revealed that the federal agency that's supposed to protect union rights is instead championing the interests of management.

"In recent months, the board has also used its rule making process to roll back pro-worker regulations, especially in regard to union elections; make it easier for employers to interfere with voting; weaken rules that protect unionizing construction workers; and shorten the time that employers must wait before petitioning to oust a union," the report stated.

"It's breathtaking how many areas of the law, how many precedents they've managed to overturn," said Wilma Liebman, a chair of the NLRB under the Obama-Biden administration. "And they just kind of snap their fingers and do it, in my view, with little regard for the quality of the legal thinking or reasoning, reaching out to decide issues that aren't before it," Liebman said in an interview with The Nation.

"Teamsters everywhere are looking forward to once again having an NLRB that listens to workers," Hoffa said.

LOCAL 856 POLITICAL POWER



Teamsters have made it their practice to play an active role not only in their union, but in their communities as well. And in this last election cycle, no local union had more winners than Local 856 in San Bruno, Calif.

Four members of Local 856 won their races: Malia Vella, elected to the Alameda City Council; Alena Maunder, elected to the Sausalito City Council; Jovanka Beckles,



elected to the Alameda County Transit Board; and Christian Otheree, elected to the West Contra Costa County United School Board District.

Getting involved in local politics has been a goal of Local 856 for the last decade, said Secretary-Treasurer Peter Finn, ever since it made the decision to hire a political director. And its success is due to the work of that director, Tricia Suzuki Blinstrub.



"Under Trish's leadership, when we've had a person run, we've gone all in to support those candidates financially," Finn said. "We really try to highlight them and back them."

Suzuki Blinstrub said those members who have been elected have helped create a more pro-worker environment on the bodies in which they serve.

"A majority of the members who are



elected have impact on Teamster jobs, whether it be directly voting on their contracts and working conditions, approving PLAs, approving contracts with garbage companies, bus companies, etc.," she said.

Finn said Local 856 hopes to build on its political victories in the years to come.

"Once you have success, people see that and it builds on itself," he said.

A Helping Hand

James R. Hoffa Memorial Scholarship Awards Over \$11 Million Since 2001

A better quality of life has always been the major goal of the labor movement, and education has always been an option to achieve that goal. And each year, hundreds of college students are furthering their education with help from the Teamsters Union.

The first scholarships from the James R. Hoffa Memorial Scholarship Fund (JRHMSF) were awarded in 2001, and since then, 4,122 students have received them.

In all, \$11,253,000 in funds have been awarded.

Of the many accomplishments of the

Hoffa administration, the JRHMSF might be the most far reaching.

"The cost of a higher education has significantly outpaced the inflation rate, putting it further out of reach for far too many people," said Jim Hoffa, Teamsters General President. "I'm proud of the countless lives we've changed with this scholarship."

Essential Financial Support

In the last few decades, there has been a huge change in how students and families pay for college. States have cut funding,

tuition has gone up and, often, students need to borrow more money to pay for college costs. The cost of housing, transportation, books and other school-related fees is also going up. Coupled with stagnant wage growth for most Americans, that debt is staggering.

To many families, the scholarship has been essential in providing a helping hand with tuition costs.

"We were only able to afford the university with this scholarship," said Sara Esparza, a 2004 scholarship winner who is now a senior project engineer with the Hydra-Electric Company in Burbank, Calif. "This award gave me the encouragement and practical financial support to begin and finish my bachelor's degree in mechanical engineering."

As of 2020, there were 45 million borrowers who collectively owe nearly \$1.6 trillion in student loan debt. That's the second-highest consumer debt category after mortgages. According to the Institute for College Access and Success, the average student loan debt for members of the Class of 2019 was \$29,200.

More than a million students default on their loans each year, and many more struggle to make payments. The struggle to repay student loan debt disproportionately affects low-income, Black and Latino students.

Eric Johnson

Past winners of the scholarship themselves provide the best examples of the good done by the JRHMSF.

"The JRHMSF was a significant help in my ability to afford college and allowed me to graduate with no student debt," said Eric Johnson, a 2001 scholarship winner—the first year they were available. "I was the first

person in my family to graduate from college, so I was mostly on my own when it came to applying for college, loans and scholarships.

"When I learned I was a recipient of the JRHMSF, it was huge relief and moment of pride for me and my entire family. I'm the oldest of three, and because I knew college was expensive, I didn't want my parents to take on a lot of student loans for me, when they would have two more children needing the same down the road. Because I was able to graduate from college without debt, I felt more confident to continue my education, and I graduated with my doctorate in education eight years after finishing my bachelor's degree," Johnson said.

Johnson is now Head of Upper School at Community School in Naples, Fla. and said that, as an educator, he has the opportunity to work with high school students on a daily basis.

"For my students who are wanting to pursue college but may be worried about the cost, I can share my own story about outside scholarships and how organizations like the JRHMSF can make college possible," Johnson said.

"I am proud of my dad, who has been a Teamster his entire life. He is about to retire in the coming year, and having a Teamster job that gave him dignity of work and a stable paycheck to take care of his family has made all the difference in my family's life—for generations to come. In many ways, I have embodied the values and philosophies of labor unions, in that everybody has a voice, a purpose, and deserves a chance to work hard for a decent wage," he said.

"No matter the pathway, investing in yourself through education or job



training is always a good idea. Education and job training stays with you forever, and once you learn a skill or earn a degree, you have an even stronger foundation,” Johnson said. “Find somebody who believes in you and surround yourself with loving, encouraging people who will motivate you and keep you accountable when things get tough. No matter what happens or how long it takes, achieve the certificate or degree you need to chase your dreams.”

Beau Figliola

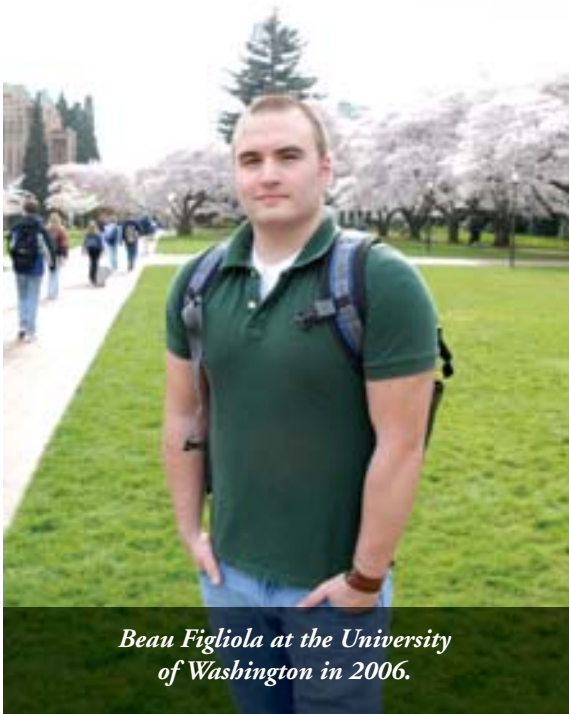
The scholarship is available to the children or financial dependents of Teamster members planning to attend a four-year college or uni-

versity. In 2017, the JRHMSF also began distributing awards for students attending vocational/training programs.

“Colleges, universities and trade/vocational schools are among America’s most important institutions for promoting upward mobility,” Hoffa said. “The JRHMSF gives students and their families peace of mind during a particularly stressful and expensive time.”

Beau Figliola attended the University of Washington in Seattle with the help of the JRHMSF as a 2005 awardee. He is now a husband, father of three, and works in asset management. His grandfather was a member of Local 313 in Tacoma, Wash.

“The JRHMSF gives students and their families peace of mind during a particularly stressful and expensive time.”
—Jim Hoffa, Teamsters General President



Beau Figliola at the University of Washington in 2006.



Beau Figliola today.

“Thanks in part to this scholarship, I was able to attend the University of Washington without an overwhelming feeling of despair about future debt,” Figliola said.



Mindi Summers at Stanford University in 2006.

Mindi Summers today.

Mindi Summers

“I can remember my family being particularly proud when I received this scholarship,” said Mindi Summers, a 2005 awardee. “Beyond supporting my studies at Stanford University, the Teamsters scholarship allowed me to study abroad in New Zealand, which opened my eyes to a different culture and diverse opportunities for research.

“I was able to use the scholarship to take a full term at Auckland University, where I took courses not available at Stanford and identified an honors thesis topic and collected data in a field I had never heard of before. My research involved field work using Ground Penetrating Radar to infer the history of the coastline, with the aim of providing evidence to allow more informed predictions for coastal management,” she said. “I received Stanford’s Dean’s Award for Academic Excellence based partly on this research, and this research experience was important to my acceptance into graduate school studying Oceanography, which led to my current career in scientific research.”

Summers is now a tenure-track instructor in zoology at the University of Calgary in Canada. In this role, she teaches courses in

invertebrate zoology, entomology, evolution and animal behavior, as well as field courses in marine invertebrate zoology at the Bamfield Marine Sciences Centre in Belize.

“I now study invertebrate biodiversity in urban environments, teaching and learning in biology, and how to best train undergraduates students in research methods,” she said.

Joseph Halverson

“Coming from a lower socio-economic background, this scholarship was instrumental to my college and later professional career. It enabled me to focus on my engineering undergraduate education, which helped me to graduate with honors. I graduated undergraduate with very little debt, and it gave me full autonomy to pursue any career I was interested in, not just what would pay the most money,” said Joseph Halverson, a 2003 scholarship winner.

This financial freedom eventually helped Halverson pursue his dream of getting a law degree and MBA at Northwestern University. He now works for a “top three” management consulting firm.

“Coming from a lower socio-economic background, this scholarship was instrumental to my college and later professional career.”
—Joseph Halverson

“It always helped to keep me grounded and to consider the needs of others. As a management consultant, I give strategy advice to Fortune 100 companies about how they can transform and better enable their business,” he said. “I often advise my clients to think about how changes will impact every person in the organization; not just the leadership of the company.”

Kim-Van Truong

"I was a recipient of the scholarship in 2003 which was my senior year of high school," said Kim-Van Truong. "I remember being very surprised—perhaps even shocked might be a better description. I had applied for a number of scholarships that year and the James R Hoffa Memorial Scholarship offered the highest scholarship amount of all of the ones that I had applied to."

Now Truong is an associate principal at an architectural firm called ELS Architecture & Urban Design in Berkeley, Calif. Her focus is primarily on sports and recreation projects but she is also currently working on a theater renovation project in Oakland.

Truong said the scholarship essentially paid for tuition during two of her four years of undergraduate study, which was a great help to her family. Her father is a member of Local 439 in Stockton, Calif.



Tim Thornton at the University of Alabama Huntsville in 2003.

Tim Thornton today.

Tim Thornton

When Tim Thornton's father, a longtime Teamster, passed away a week before his senior year in high school began, the cost of higher education wasn't the first thing on his mind.

"My widowed mother was left to physically, emotionally and financially care for my sister and me," Thornton said. His father,

Darrell Thornton, was a UPS Teamster with Local 612 and passed away in August 2002.

His mother and grandmother did all they could to ensure Thornton and his sister got the best educations possible, but it was the James R. Hoffa Memorial Scholarship that really made college possible for him.

"The James R. Hoffa Memorial Scholarship Fund helped my family and me reduce some of the financial obligation in attending college," said Thornton, a 2003 scholarship winner. "The scholarship played a major role in shaping me to become the husband, father and man that I am today, and my family and I are grateful."

Thornton said the scholarship helped him graduate from The University of Alabama Huntsville with a Bachelor of Science in management information systems. He went on to get a Master of Business Administration with a concentration in logistics and supply chain management at Alabama A&M University. Now he is a contracting officer with the Department of Justice at Redstone Arsenal near Huntsville.

"My father was a man who valued structure, dignity, integrity, respect, diligence, and perseverance, and he expected his children to demonstrate these qualities at home, in school and in the community. These qualities inherent to my father also aligned with the values of his union, the International Brotherhood of Teamsters," Thornton said.

He is instilling those qualities in his own two sons.

"I would encourage the child of a Teamster member to continue his or her studies beyond secondary education (grades 6-12) and pursue education in the same spirit as James R. Hoffa, who said 'Teamster sons and daughters deserve the best education available.'" Thornton said. "With the James R. Hoffa Memorial Scholarship Fund offering real access to higher education, a high school senior would certainly not want to limit their academic and economic potential by forfeiting an opportunity that has proven life-changing for so many others."



The James R. Hoffa Memorial Scholarship Fund Accepting Applications

The application process for those seeking scholarships from the James R. Hoffa Memorial Scholarship Fund in 2021 is now open.

Academic scholarships ranging from \$1,000 to \$10,000 are available for high school seniors planning to attend a four-year college or university. There are also \$2,000 scholarships available for use at trailing/vocational programs and trade schools.

The scholarship is available for the children and financial dependents of Teamster members (including the BMWED, BLET, GCC and TCRC).

Apply Now!

Deadline:
March 1, 2021

For more information about the James R. Hoffa Memorial Scholarship Fund, visit www.jrhmsf.org

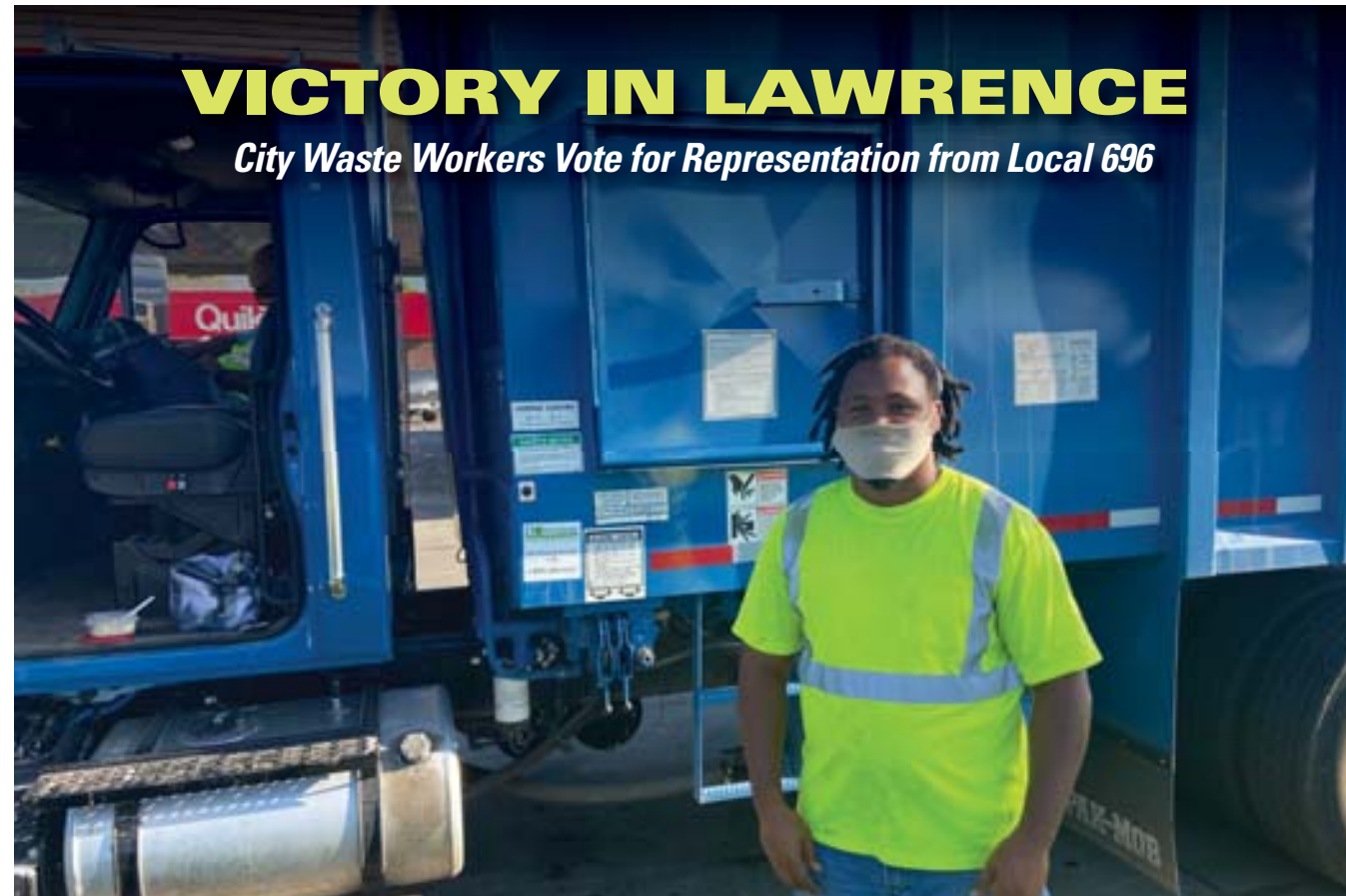


or scan the QR code.



Kim-Van Truong, a 2003 scholarship winner, speaks at a JRHMSF event in 2015.

Kim-Van Truong today.



Sanitation workers employed by the city of Lawrence voted overwhelmingly, 65-1, to join Local 696 in Topeka, Kansas. The 71-worker unit is seeking improved working conditions and wages, respect on the job, and fair and consistent work rules.

"I've worked here for almost 20 years and each year we lose more. Morale has been going down for years. As Teamsters, we can hold management accountable and get our pay back to where it needs to be," said Shaun Elston, a sanitation driver.

"This is a huge win. Already, morale has skyrocketed," Elston said. "Now that we are officially members of Local 696, we are more united than ever and ready to continue our momentum as we negotiate a contract

that will bring real change."

Elston helped start the campaign for sanitation workers in Lawrence, serving as one of the leading voices on the worker-led organizing committee.

Working as a Team

He credits his co-workers for their determination and resolve throughout the campaign to join Local 696.

"My co-workers and I came together and worked as a team throughout the campaign," said Rashaad Marshall, a sanitation driver who also served as a leading member of the organizing committee. "We are proud of what we accomplished and look forward to solidifying our strength at the bargaining table. Together, we will let the city

know that when workers win respect, the entire community benefits."

This victory marks the first group of workers at the city of Lawrence to organize with Local 696. The campaign to unionize other city workers is currently under way, noted Matt Hall, Secretary-Treasurer of Local 696.

"This is a major win for workers, and we couldn't be prouder of this group for standing strong to win the fairness and respect that all workers deserve on the job. We will continue to fight for all workers at the City of Lawrence in their campaign to win a union voice under the protection of a strong Teamster-backed contract," Hall said.

LOCAL 118

Webster Police Department

Officers, sergeants, lieutenants and investigators of the Webster Police Department PBA recently voted in favor of joining Local 118 in Rochester, N.Y.

Recognizing the increasing pressures on public sector funding and other variables that may impact employment, the Webster Police Department PBA leadership sought options that would enhance the representation and advocacy of the unit of 32 sworn officers of the department.

"Joining Local 118 just makes sense. The depth in resources, knowledge and experience gives us the confidence we need to focus on public safety while knowing that our interests as employees are protected," said Webster PBA President Sean Walsh.

The Local 118 Law Enforcement Division represents members working in a wide range of positions within public safety.

LOCAL 251

First Student

In November, First Student school bus drivers voted 14-0 to join Local 251 to become the fifth First Student yard in Rhode Island to be represented by the union. The Teamsters also represent school transportation workers at four Ocean State Transit locations, for an approximate total of 1,000 members statewide.

"The instability of the student transportation industry—along with concerns for their livelihood, health and personal safety during this pandemic—is causing much dismay amongst these and many other workers," said Matthew Taibi, Secretary-Treasurer of Local 251. "They recognize that a Teamster contract provides guaranteed wage increases, benefits, bonuses and working conditions that cannot be changed on a whim by an employer."

Liz Taylor has been a driver at the Scituate location for four years. The organizing drive began with a phone call from her

to the Teamsters back in March 2020.

"After several conversations with Local 251 Organizer Mike Simone, I told everyone the Teamsters would fight just as hard for the new drivers as they would for the long-term drivers," Taylor said. "We want fairness. We want to be treated with respect like the other Teamster school bus drivers in the state."

LOCAL 332

McLaren Flint Hospital

Medical technologists and medical technicians who work at McLaren Flint Hospital in Flint, Mich., have voted to join Local 332. The group joins over 150 technical workers at McLaren Flint, including respiratory therapists, radiology technicians, MRI technicians and more, who were already Local 332 members.

"We spend most of our time in the lab. People don't know who we are or what we do, but the work we do is necessary for doctors in diagnosis and treatment," said Duana Mofield, a 20-year medical technologist at McLaren Flint.

Once the group decided to organize, they had to attend captive audience meetings and received fliers and other literature from management in an effort to stop their efforts to organize. Despite these efforts, the group was determined.

"We are excited that medical technologists and technicians at McLaren Flint have joined our 150 existing technical bargaining unit members at the hospital, and we are eager to get to work for them and all health care workers who want a strong, collective union voice," said Nina Bugbee, President of Local 332 and Director of the Teamsters Health Care Division.

LOCAL 773

US Foods

US Foods drivers in Allentown, Pa., won their union organizing campaign to become members of Local 773. Drivers are seeking improvements to health care and

other benefits, an end to unfair work policies, and most importantly, winning a voice on the job. The Allentown location employs close to 120 drivers who are not only frontline workers during the COVID-19 pandemic but have been fighting for years to gain respect and dignity on the job.

"Our local welcomes and congratulates the delivery drivers at US Foods in Allentown. They fought hard to win this organizing campaign, and we will fight hard to get them a contract with better benefits, wages and working conditions," said Local 773 President Dennis Hower.

"The drivers at US Foods are so pleased to be joining our Teamster brothers and sisters across the country," said Richard Rich, a 26-year driver. "US Foods used to be a good place to work, but over the years they took advantage of us and didn't respect or listen to us. Now they can't ignore us. We've made it resoundingly clear through our vote that we are Teamster strong."

LOCAL 135

Eagle Express

Drivers, mechanics, office clerical and detailers at Eagle Express in Indianapolis have voted by a 6-to-1 ratio to become members of Local 135. Due to the pandemic, the election was conducted via mail-in ballot.

"In spite of a pandemic, in spite of everything that was thrown their way during the campaign, these workers stood up for one another by building collective power and voting to form their union with the Teamsters," said Danny L. Barton, President of Local 135.

"I have been driving a truck for 26 years," said Rodney Baker, one of the new Local 135 members. "I understand the difference we can make by coming together in a union. In a union, benefits and structure are centered around employees. You can retire with dignity. I have nine kids and 18 grandkids and I need some kind of security in my future. That's why I voted yes."



Teamster Power in Foodservice

String of Victories Delivers Strength, Security to Workers at US Foods, Sysco

Several worker victories this fall in the foodservice industry have delivered power and security to drivers and warehouse workers at US Foods and Sysco during the ongoing pandemic.

In late September, 110 workers at US Foods in Manassas, Va. voted to join Local 355. In mid-October, a group of 68 warehouse workers at US Foods in Fontana, Calif. voted to join Local 63, six weeks after a group of 57 drivers at the same facility voted to join the union. Also in October, workers at US Foods and Sysco in Southern California ratified contracts that contain historic increases in wages and pension-benefit contributions.

"Our foodservice Teamsters are keeping our communities fed during this pandemic and they deserve the strength and power that only comes from being Teamsters," said Steve Vairma, Director of the Teamsters Warehouse Division. "During these challenging times, workers need this security more than ever."

Protecting Health Care

In Manassas, the vote was 50-30 for the 110 drivers in the bargaining unit. The drivers, frontline workers in the pandemic, voted for representation to im-

prove working conditions and their health and welfare protection.

"We welcome the drivers in Manassas to Local 355 and we will work hard to win them a strong contract," said Denis Taylor, President of Local 355. "US Foods closed its Baltimore facility years ago shortly after losing its bid for a merger with industry leader Sysco, sending a portion of that work to the nonunion Manassas facility. So now, those drivers are once again part of the Teamsters Union family."

"We all feel good," said Kirk Wilson, a three-year employee in Manassas. "It's been so long since anything as good happened in Manassas."

Workers have had to deal with many changes in management. "Our issues and concerns fell on deaf ears," said Jimmy Sisk, a five-year employee.

Matt Buell, a 10-year employee, said management has forced out the senior drivers. "You didn't have a voice; they didn't listen to anything you said," Buell said.

Double Victory

In Fontana, the group of 68 warehouse workers voted to join Local 63. The victory came six weeks

after a group of 57 drivers at the same facility achieved a similar victory.

"We welcome the 125 warehouse workers and drivers to Local 63, and we will work hard to negotiate a strong first contract that addresses their issues, which include an end to favoritism, a fair pay structure and more affordable health insurance," said Randy Cammack, Secretary-Treasurer of Local 63 in Rialto. "More than ever, these essential, frontline workers deserve the security of a Teamster contract during these challenging times."

"It feels real good to win. Now it will be about winning better benefits and respect from managers," said warehouse worker Raymond Ballard. "Every day, my co-workers and I would say to each other, 'It's in the bolsa,' to remind us it's in the bag."

"It was a long battle and we won both elections, but we still have a lot of work to do," said Fernando Cabera, a driver. "But with the Teamsters and my brothers working together, I know we can get it done."

Historic Gains

In Southern California, foodservice workers at US Foods and Sysco ratified contracts that contain historic increases in wages and pension-benefit contributions.

Local 630 represents 187 warehouse and office workers at US Foods in La Mirada, Calif. and 143 warehouse and office workers at Sysco in Walnut, Calif. Local 848 represents about 200 drivers at the same US Foods center, and about 245 drivers at Sysco. All four units either unanimously ratified the contracts, or did so with just a few 'no' votes.

The contracts provide for a nearly \$9 hourly increase in wages and pension benefit contributions over the term of the six-year contract, the highest amounts the locals have ever negotiated. That figure includes total hourly wage increases of \$6.40 over the six-year contract.

"These drivers work very hard and they realize they are the union, and they take that to heart," said Gil Baltazar, Local 848 President and business agent. "They take care of their customers and they take pride in what they do."

"Our members have kept this company going through the pandemic, even assisting the grocery distributors during the pandemic rush," said Local 630 Secretary-Treasurer Lou Villalvazo. "They put themselves and their families at risk to supply the customers. They earned this great contract!"

Dedicated Workers

"During these times of uncertainty through this pandemic, our members showed up and kept supplying the customers," said Adam Methus, Local 630 divisional representative. "We would like to thank our bargaining committee, our shop stewards and our members that stood behind the local union to get this done. You all deserve this great contract!"

Steward Charles "Lucky" Lepins, a 30-year driver at Sysco who served on Local 848's negotiating committee, said Tate and the committee did a great job fending off takeaways the company was attempting to grab. For example, the company wanted a one-year freeze to delay negotiating for a year. But the Teamsters rejected all givebacks.

"This contract gives the members great security and safe working conditions so I can return home to my family securely each night," Lepins said. "It provides stability for me and my family, plus dignity and respect for all. Now more than ever, being a Teamster has proven to be valuable, to have a union protect our needs during these challenging times. I am extremely proud and blessed to be a Teamster!"

In addition, the new contract provides Sysco retirees with excellent health care with no out-of-pocket cost, Lepins said. Retirees had been paying \$200 or more monthly toward health care costs.

Steward Sam Oropallo, a 31-year driver at US Foods and Local 848 member who also served on the negotiating committee, said the contract continues to provide workers with excellent health care and improved bereavement leave, among other improvements.

"This is a record-breaking contract for us," Oropallo said. "In all the years I've been employed at US Foods, we've never had a contract this strong. I was proud to present this contract to the drivers and my co-workers. I think we ended up with one of the best contracts in the trucking industry."

US Foods warehouse worker Rudy Lopez echoed Oropallo's comment.

"This is the best contract I've seen in my 37 years at US Foods," said Lopez, a steward and member of Local 630.

Dennis Glassco, a warehouse steward at Sysco, agreed.

"I'm a 40-year member," said Glassco, a member of Local 630. "This is the best contract I've ever seen in the history of being at Sysco."



SPIN'S ELECTRIC SCOOTER WORKERS RATIFY TEAMSTERS CONTRACT

**Workers Gain Wage Increases,
Paid Time Off and More in First Union
Contract in the Industry**



Workers for e-scooter company Spin who are members of Local 665 have voted overwhelmingly to ratify their first union contract—in a first for workers in this industry.

The workers joined Local 665 via card check agreement. The union persisted during the COVID-19 pandemic, holding negotiation sessions over Zoom teleconferencing, to reach an agreement that contains a number of important firsts for this group of workers.

The three-year agreement includes annual wage increases of over 3 percent per year; six paid holidays, whereas workers previously had zero holidays; vacation days based on years of employment, whereas workers previously had zero vacation days; five sick days per year; a \$1,200 per employee ratification bonus; benefit accrual for part-time workers, whereas they previously did not accrue; and the additional benefits and protections of a union contract.

Following ratification of the contract, the local secured an additional benefit of \$100 per month per employee for transportation costs.

Job Security

“Since this is the first-ever group of union

e-scooter workers at Spin, we worked to build this contract from scratch,” said Tony Delorio, Secretary-Treasurer of Local 665 in San Francisco. “We are proud of this agreement and excited to continue our representation of workers with Spin.”

The group of 40 workers and growing in San Francisco includes shift leads, maintenance specialists, operations specialists, neighborhood ambassadors, deployers and collectors. Spin is owned by Ford Motor Company.

“It was awesome to see how happy everyone was when the new contract was ratified. They were especially excited about the bonus and all of the new PTO days,” said Joe Matekel, a business agent with Local 665.

“This new contract gives us job security and immediate money up front, with guaranteed increases each year going forward. We also got holiday pay and vacation, which we didn’t have before we organized,” said Shamar Bell, a Spin maintenance specialist and shop steward.

“All this means a lot during the pandemic. We know our union will have our back if our boss or the city government tries to make changes,” Bell said. “I can say for sure, we’re proud to be Teamsters.”

Labor Harmony

The San Francisco Board of Supervisors passed a resolution in 2019 calling for labor

harmony for e-scooter companies. The San Francisco Municipal Transportation Agency (SFMTA) also passed a labor harmony requirement in 2015 for the Silicon Valley commuter shuttle buses which Teamsters operate in San Francisco.

“We have aggressively advocated for our members not only at the bargaining table, but also with the city to ensure that e-scooter jobs are not temp gig work, that they are good union jobs,” Delorio said.

“We welcome the expansion of the e-scooter program to companies that follow the rules. So far Spin is the only company to abide by labor standards and San Francisco’s requirements for permitting under its labor harmony provisions,” he said.

Delorio noted there are other e-scooter companies in the city that have ceased operations during the pandemic and have subcontracted to third-party employers to avoid worker organizing.

Spin was recently granted permission by SFMTA to add an additional 500 e-scooters to its existing fleet of 1,000, and Local 665 spoke in support of this expansion as it will create good jobs for workers.

“It’s so great to be part of the Teamsters organization and to know we have someone on our side,” said Rocina Prado, a shift lead at Spin.

TEAMSTERS WIN BIG AFTER STRIKING IN THE BIRTHPLACE OF AMERICAN INDUSTRY

**Local 170 Members at
MV Transportation Stood Together
for Contract Gains**

Lowell, Mass. is known as the cradle of the industrial revolution because its mills and factories were some of the first of the United States. Almost 200 years after the city forever changed American history, Lowell workers continue to fight and win, this time at the largest privately owned transit contractor in the United States.

"Local 170 MV members stood together and stood strong," said Shannon George, Secretary-Treasurer of Local 170 in Worcester, Mass. "They should be proud of the solidarity they showed to gain the improvements they deserved. Workers everywhere should take note of what can be achieved when we act together, act smart and take on corporate America."

MV Transportation is the contractor for the Road Runner, a paratransit service for elderly and disabled residents of Lowell and the surrounding communities. Most of Road Runner's passengers rely on the service as the only way that they can get to appointments, errands, or anywhere else that they need to go.

Elderly residents and those with chronic illnesses have been struck particularly hard by the COVID-19 pandemic, making the essential service workers employed by MV Transportation more essential than ever.

It was a slap in the face when the company balked at wage and benefit increases during contract negotiations for this reason. The decision to strike was probably the last thing that the workers wanted to do, but Local 170 Business Agent Ken Bergen indicated that the company left them little recourse.

Taking a Stand

"The drivers care about the job they do," Bergen said. "They have relationships with the passengers they transport and they are torn about having to take a stand like this because of the ill effects it has on those passengers and friends, but they also have to provide for their families."

Even though walking off the job was probably the last thing MV Transportation workers wanted to do, they had plenty of reason to believe it would work.

Over 300 members of Local 25 in Boston work for Veterans Transportation, the paratransit contractor for The Ride. The Ride provides the same service in the nearby Greater Boston area, and as such is one of the largest paratransit services in the Northeast.

Last July, Local 25 members employed by Veterans Transportation secured a massive contract victory after walking off the job and striking for eight days. On October 5, with momentum on their side and the winds of change at their backs, MV Transportation workers in Lowell did the exact same thing and started a picket line.

Local Support

Road Runner employs less than 20 Teamsters, but there were times when if you walked by the terminal where the workers were demonstrating, you would have been forgiven for thinking the paratransit service employs a small army.

Members from all over New England came to support their brothers and sisters at the MV Transportation picket line. One day a Teamster truck caravan paraded by the picket line, blaring their horns in support of the members.

Even Lowell Mayor John Leahy expressed sympathy for the drivers.

"The impact of this halt to services demonstrates the value of the work that paratransit drivers provide to our community every day, and I believe they should be fairly compensated and benefited for it," he said.

Contract Ratified

After an 11-day strike where members were walking the picket line 24 hours a day, seven days a week, the company agreed to go back to the bargaining table.

The workers ratified a three-year agreement with: significant wage and benefit increases; company contributions towards retirement;

wage increases of \$1.25 per hour in the first year and 3 percent in the second and third years; an increased starting rate for all members; a 40-hour per-week guarantee and more.

MV Transportation driver Christine Patterson said that her fellow Teamsters, along with others who walked the picket line with her, were essential to the victory.

"As one of the drivers I would like to thank each and every person who stood together with us for the last 11 days," Patterson said. "We couldn't have done it without you. Thank you!"



OFFICIAL CONVENTION CALL

TO THE OFFICERS AND MEMBERS OF AFFILIATED LOCAL UNIONS, JOINT COUNCILS, STATE CONFERENCES, BLET GENERAL COMMITTEES OF ADJUSTMENT, BMWED SYSTEM FEDERATIONS AND TEAMSTERS CANADA

The General Executive Board has determined that the COVID pandemic will prevent the International Union from conducting the 30th International Convention in person. While we are all hopeful that the new vaccines will be distributed and administered to the public before June, many people responsible for conducting an in-person Convention need to be in Las Vegas within the next few weeks to make the necessary arrangements. The International Union cannot put these workers at risk. Nor can we predict that it will be safe for all of the delegates, staff and guests to travel to Las Vegas in June, or that regulations in Nevada will permit such a large gathering. Accordingly, this Convention Call sets forth the accommodations that will be in effect for this Convention, to the extent we can anticipate at this time. Additional adjustments may be necessary depending on the future course of the pandemic and governmental regulations.

In accordance with the provisions of Article III, Section 1 of the International Constitution, you are hereby notified that the 30th International Convention of the International Brotherhood of Teamsters (the “Convention”) will convene on June 22, 2021, at 12:00 p.m. (Eastern time), and continue until June 25, 2021, at 2:00 p.m. (Eastern time), for the purpose of nominating candidates for Regional and At-Large Vice President positions; nominating candidates for International Trustee positions; and nominating candidates for the offices of President of Teamsters Canada, General Secretary-Treasurer, and General President; considering amendments to the International Constitution; and transacting such other business as the Convention may lawfully consider in accordance with the Convention Rules, the Rules for the 2020-2021 IBT International Union Delegate and Officer Election (“2021 Rules”).

BASIS OF REPRESENTATION. In accordance with Article III, Section 2 and Article VII, Section 5 of the International Constitution, each Local Union having one thousand (1,000) members or less shall be entitled to one (1) delegate, and one (1) delegate for each additional seven hundred fifty (750) members or major fraction thereof, but in no case shall a delegate have more than one (1) vote, even though he or she may also be a delegate from the International Union or from more than one subordinate body. For the determination of delegate entitlement, the term “Local Union” includes all IBT Local Unions and the following IBT subordinate entities within the IBT Graphic Communications Conference and the IBT Rail Conference:

CONFERENCE OR DIVISION	ENTITY
Graphic Communications Conference (“GCC”)	All GCC local unions with 125 or more members.
GCC	GCC local unions with less than 125 members shall be consolidated by the IBT geographic region in which their headquarters are located, and vote as though they constituted a single local union within the region.
Brotherhood of Locomotive Engineers (“BLET”)	All BLET General Committee of Adjustment (“GCAs”) with 100 or more members.
BLET	BLET GCAs with less than 100 members shall be consolidated by the IBT geographic region in which their headquarters are located, and vote as though they constituted a single local union within the region.

Brotherhood of Maintenance of Way Employees Division (“BMWED”)	All BMWED System Federation (“SFs”) with 100 or more members
BMWED	BMWED SFs with less than 100 members shall be consolidated by the IBT geographic region in which their headquarters are located, and vote as though they constituted a single local union within the region.
Teamsters Canada Rail Conference (“TCRC”)	The BMWED and BLET Divisions within the TCRC will each be treated as a single local union.

No proxy vote will be allowed. Only delegates certified by the Election Supervisor will be permitted to nominate, second a nomination, or vote for the nomination of International Union Officers.

Delegates shall be issued credentials and individual identification information that will allow them to participate in Convention activities. The individualized identification code will enable the delegate to participate in all activities to which he/she is entitled. Each Local Union shall be required to notify the General Secretary-Treasurer and Election Supervisor of the names and personal contact information of a full complement of delegates to which the Local is entitled. Since the delegate related expenses a Local Union must incur to participate in the remote Convention are minimal, all Local Unions must identify and provide information for all of the delegates to which the Local is entitled.

In accordance with Article III, Section 5(c) of the International Constitution, International Officers shall be entitled to all the privileges of regularly credentialed delegates by virtue of their position. However, in that capacity, such delegates will not be permitted to nominate, second a nomination, or vote for the nomination of International Union Officers at the Convention unless they have been nominated and duly elected as Convention delegates by a Local Union under the 2021 Rules.

In accordance with Article III, Section 5(d) of the International Constitution, Joint Councils and State Conferences are entitled to one (1) delegate each. However, such delegates will not be permitted to nominate, second a nomination, or vote for the nomination of International Union Officers at the Convention unless they have been nominated and duly elected as Convention delegates by a Local Union under the 2021 Rules.

In accordance with the Merger Agreement between the IBT and Graphic Communications International Union (the “GCC Merger Agreement”), the GCC President shall be a delegate to the Convention; however, he will not be permitted to nominate, second a nomination, or vote for the nomination of International Union Officers unless he is nominated and duly elected as a Convention delegate by a Local Union under the 2021 Rules. Also, in accordance with the GCC Merger Agreement, any members of the GCC General Board and any delegates to the GCC convention who are not otherwise delegates or alternate delegates to the Convention shall be invited as guests at the Convention.

In accordance with the Merger Agreement between the IBT and BMWED (the “BMWED Merger Agreement”), the BMWED National President shall be a delegate to the Convention; however, he will not be permitted to nominate, second a nomination, or vote for the nomination of International Union Officers unless he is otherwise nominated and duly elected as a Convention delegate by a BMWED System Federation under the 2021 Rules. Also, in accordance with the BMWED Merger Agreement,

any officers of the BMWED National Division who are not otherwise delegates or alternate delegates to the Convention shall be invited as guests at the Convention.

REQUISITES FOR REPRESENTATION. In accordance with Article III, Section 3 of the International Constitution:

(a). Except as provided in (c), no Local Union shall be entitled to representation in the Convention that has not been chartered, affiliated, and in good standing for a total of six (6) months prior to the opening of the Convention.

(b). No IBT Local Union shall be entitled to representation in the Convention which, at the time of the Call of the Convention, is six (6) months or more in arrears in moneys due to the International Union or to any subordinate body thereof with which such Local Union is affiliated, or which, if less than six (6) months in arrears, has not paid all such arrearages in full at least three (3) days prior to the opening of the Convention, excepting those moneys due for the last month, which amounts must be paid by the beginning of the Convention. GCC Local Unions, BLET GCAs, and BMWED SFs, are entitled to representation at the Convention provided they have satisfied the per capita obligations required by their respective merger agreements with the IBT and are otherwise not more than six (6) months or more in arrears. If the circumstances warrant, the General Executive Board or the Election Supervisor may waive any of the foregoing requirements on a nondiscriminatory basis.

(c). The General Executive Board or the Election Supervisor is empowered to grant full representation to any Local Union which has been affiliated with the International Union for less than six (6) months when such Local Union was formerly an independent union or was formerly affiliated with an international union other than the International Brotherhood of Teamsters or was chartered as a result of a split-off or merger.

EXPENSES OF DELEGATES. Since delegates will not be required to travel to Las Vegas, Local Unions will not be required to provide the types of expenses incurred in prior in-person Conventions. However, Local Unions may provide lost time wages or a reasonable stipend to delegates as compensation for expenses they may incur to participate in the Convention. Any such payments must be authorized in accordance with Local Union’s Bylaws and comply with rules issued by the General Secretary-Treasurer or Election Supervisor. All authorized delegates shall be provided with the same expenses or stipend, with the exception that delegates who are full-time employees of a Union entity may not receive lost time wages or a stipend if they also receive their Union salaries or reimbursed expenses. In short, delegates and alternates may not receive duplicate expenses or allowances, even if authorized. In determining the appropriate amount of expenses or allowances, if any, the Local Union must take into account the expenses or allowances a delegate or alternate receives from another labor organization.

DELEGATE CREDENTIALS. Credentials will be issued by the Election Supervisor and mailed or delivered by him to each certified delegate, with a copy to the General Secretary-Treasurer. The credential shall have printed thereon the delegate’s name and the Local Union number and shall be signed by the Election Supervisor. Delegates will also receive personalized identification codes that must be used to participate in the proceedings and vote on matters that come before the delegates. Personal identification information shall not be shared or transferred, without compliance with the

credentials transfer procedures adopted by the Election Supervisor. **Unauthorized transfer of identification information may result in the revocation of a delegate’s certification for all purposes for the duration of the Convention.**

In order to be seated, each delegate at the time of the Convention must be a member in good standing from a Local Union entitled to representation. Delegates shall be advised of procedures to be utilized by the Credentials Committee and Election Supervisor to verify their good standing status prior to the start of the Convention.

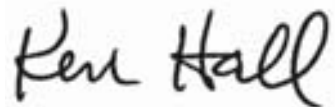
ALTERNATE DELEGATES. Each Local Union has elected alternate delegates to the Convention. Said alternate delegates have been separately nominated and elected under the 2021 Rules and certified by the Election Supervisor. Credentials are not provided for alternate delegates. A Local Union may pay the expenses of its alternate delegate(s) on the same basis as it pays a stipend or expenses for its certified delegates, subject to the limitations set forth above. In no event shall a Local provide any benefit for an alternate delegate if it does not provide the authorized benefits to its full complement of delegates.

AMENDMENTS AND RESOLUTIONS. In accordance with Article III, Section 9(a) of the International Constitution, at least thirty (30) days prior to the Convention, Local Unions, Local Union officers, members in good standing, or the general officers shall have the right to send to the General President proposed amendments or additions to the Constitution, or resolutions, which shall be submitted to the Constitution Committee when it meets. Proposed amendments may be submitted as early as possible for the consideration of the Constitution Committee. In addition to submissions by Postal Service or facsimile, (202) 624-8970, amendments may be emailed, with copies to the Legal Department at amendments@teamster.org. Members must identify themselves, the provision of the Constitution to be amended and their Local Union or affiliate.

All of the applicable provisions of Article III and Article VII, Section 5, of the International Constitution, and the provisions of Article III of the 2021 Rules, are hereby incorporated by reference in this Official Convention Call, subject to the modifications set forth in this Convention Call or in Rules that may be adopted by the General Executive Board, Election Supervisor or Rules Committee to accommodate unanticipated developments.

Despite the fact we will be separated physically, I know we will be unified in our commitment to accomplishing the goals of this Convention, nominating candidates, adopting amendments to the Constitution, adopting resolutions that will reflect this Union’s position at the forefront of the labor movement, and addressing the future needs of our members.

Faternally yours,



Ken Hall
General Secretary-Treasurer

cc: Richard W. Mark, Election Supervisor

INTERNATIONAL OFFICER CANDIDATE CAMPAIGN LITERATURE

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

The IBT is holding its International officer election. Delegates are being elected to the 30th International Convention from every local, general committee of adjustment and system federation in the International. The delegates will vote by secret ballot to nominate candidates for International office and, in the fall of 2021, every member 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*. Accredited candidates also 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, at least 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. In September, 2020, 41 candidates were accredited by this process. Since that date, the IBT announced a change in the number of IBT Regional Vice-Presidents, adding one position to the Western Region and reducing the Central Region by one (this recalculation, based on membership statistics, is required by the IBT Constitution). Two candidates seeking nomination for Western Region Vice-President submitted signature petitions in December 2020 and received accreditation. You can look up the candidate accreditation notices at www.ibtvote.org.

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 IBT está celebrando su elección de dirigente internacional. Los delegados son elegidos para la 30ª Convención Internacional de cada comité general local y de ajuste y de la federación de sistema en la IBT Internacional. Los delegados votarán por votación secreta con objeto de nominar candidatos para cargos en la oficina de la IBT Internacional y, en el otoño de 2021, cada miembro tendrá derecho a votar, por votación secreta, para decidir sobre los cargos de dirigentes internacionales en disputa.

El Reglamento Electoral de 2021 da a los candidatos acreditados el derecho de publicar bibliografía de campaña en este número de *Teamster*. Los candidatos acreditados también tienen el derecho de obtener una lista de membresía sindical y de utilizarla para la campaña de dirigentes internacionales.

LA BIBLIOGRAFÍA DE CAMPAÑA PUBLICADA AQUÍ NO ES REVISADA O MODIFICADA NI POR LA IBT NI POR LA OFICINA DEL SUPERVISOR DE ELECCIONES. Los candidatos son los únicos responsables del contenido de su bibliografía de campaña. La bibliografía de la campaña no refleja en modo alguno los puntos de vista de la IBT, de ningún sindicato afiliado o de la Oficina del Supervisor de Elecciones (OSE). Este material les llega directamente de los candidatos acreditados.

¿QUÉ ES UN CANDIDATO ACREDITADO? Un “candidato acreditado” es un candidato que se postula para un cargo en la oficina de la IBT Internacional y que ha demostrado que tiene apoyo entre los miembros del Sindicato a un nivel establecido por el *Reglamento Electoral de 2021*. Para alcanzar la condición 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, al menos 32,533 firmas miembros para convertirse en un candidato acreditado para cualquiera oficina de la IBT Internacional). Los candidatos recogen firmas y las envían a la OSE para su validación. En septiembre de 2020, 41 candidatos fueron acreditados por este proceso. Desde esa fecha, la IBT anunció un cambio en el número de vicepresidentes regionales de la IBT, añadiendo un puesto a la Región Occidental y reduciendo la Región Central mediante la eliminación de uno (este nuevo cálculo, basado en las estadísticas de membresía, es requerido por la Constitución de la IBT). Dos candidatos que buscaban nominación para el cargo de vicepresidente de la Región Occidental presentaron peticiones de firma en diciembre de 2020 y recibieron acreditación. Puede consultar los avisos de acreditación de los candidatos en www.ibtvote.org

¿POR QUÉ SE ENVÍA ESTA BIBLIOGRAFÍA 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 oficina de la IBT Internacional y para promover un proceso justo, honesto y abierto. Obtenga más información sobre los candidatos a dirigentes de la oficina de la IBT Internacional que buscarán la nominación en la convención de la IBT, y use esta información para obtener más información sobre los candidatos delegados de su Sindicato a la convención.

Richard W. Mark
Election Supervisor




MEET THE TEAMSTER POWER SLATE



"We have assembled a team of fresh faces to lead our union. These men and women are all outstanding Teamsters and have the experience and diversity to take on corporate America and win. I am honored to be leading the Teamster Power Slate."

– **Steve Vairma**,
Candidate for Teamsters General President



"Teamster members deserve unselfish leaders who will put you, the members, first. Other slates talk about experience and diversity, but the Teamster Power Slate walks the walk. These people reflect who our members are now and in the future."

– **Ron Herrera**,
Candidate for Teamsters General Secretary-Treasurer

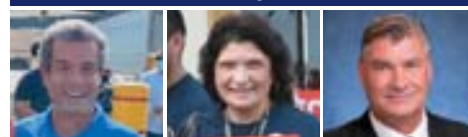
The Teamster Power Slate Always Puts Members First

At-Large VP



James Curbeam Bernadette Kelly Marcus King Greg Nowak Dennis Pierce

Eastern Region VP



Thomas Gesualdi Maria S. Perez Paul Markwitz

Central Region VP



Brian Aldes Nina Bugbee Jesse Case

Southern Region VP



Robert Mele Josh Zivalich

Western Region VP



Jason Rabinowitz John Searcy Karla Schumann Eric Tate

Trustee



Peter Núñez Chris Tongay

Visit TeamsterPowerSlate.com/our-slate/ to learn more about our candidates.



MEET OUR NEWEST SLATE CANDIDATES



Dennis Pierce – Candidate for At-Large Vice President

National President of the Brotherhood of Locomotive Engineers and Trainmen;
President of the Teamsters Rail Conference

"I am proud to join the Teamster Power Slate. As President of the Rail Conference, I have attended meetings of the General Executive Board for over 10 years and I have seen the way that Steve Vairma and Ron Herrera represent their members. Steve Vairma and Ron Herrera recognize that Rail Conference Teamsters should have a seat at the table. I am committed to preserving and improving the working conditions, salaries, benefits and pensions of all Teamster members, whether that takes place at the bargaining table, within the regulatory framework of the government, or in the halls of Congress."



John Searcy – Candidate for Western Region Vice President

Secretary-Treasurer and Principal Officer, Teamsters Local 117

"Diversity, unity, strong contracts, and healthy communities – these are the values that the Vairma-Herrera Teamster Power Slate stands for and will always fight to expand and protect. Our Union's membership deserves exceptional leadership that will think strategically and work tirelessly to mobilize, organize, and raise standards for all workers so that we can grow our Union and reinvigorate the labor movement. The Teamster Power Slate will provide that leadership and I am deeply honored to join the women and men on this team."



Peter Núñez – Candidate for Trustee

Secretary-Treasurer and Principal Officer, Teamsters Local 431

"The Vairma-Herrera Teamster Power Slate recognizes the importance of diversity and reflects that diversity in the people they have asked to join with them on this mission of representation, integrity, and inclusion. We need leadership that recognizes that UNITY is not just a word, but a goal and an expectation for longevity. I believe Steve Vairma, Ron Herrera and Teamster Power Slate are the right team of Teamsters to lead us toward that goal."



Chris Tongay - Candidate for Trustee

Secretary-Treasurer and Principal Officer, Teamsters Local 688

"My career as a Teamster member started in 1986 as a part-time package handler at UPS. Working my way up through the ranks there and later in my Local Union, I saw the value of strong labor contracts and the ability to enforce them. I believe in educating our members to fight for their rights on the job and supporting them every way we can. I am running as part of the Teamster Power Slate to continue this mission. I feel that Steve, Ron and the rest of our slate are progressive and proven leaders that will always do the right thing for our members."



TEAMSTER POWER IS BUILT BY ACTIONS, NOT WORDS



Steve Vairma Takes On Corporate America And WINS Big for Teamsters

Stopped the Sysco/US Foods Merger Cold

Steve led the fight to block the merger of Sysco and US Foods, rallying union members to successfully block the merger before the

Federal Trade Commission. That victory protected thousands of Teamster jobs and led to an aggressive new organizing campaign that continues to this day.

Protected Grocery Workers from Corporate Greed

When corporate giant Cerberus acquired grocer SuperValu, Steve engaged Local Unions to protect jobs and contracts. When Albertsons acquired Safeway, Steve brought together local unions, ultimately protecting jobs and bargaining units.

Beat Right-To-Work for Less and Paycheck Deception

In 2008, when corporate bosses tried to destroy the rights of Colorado Teamsters and other union members, Steve led a coalition of unions to become the first state in the country to beat both Right-to-Work for Less and Paycheck Deception measures on the same ballot. Ron defeated a similar ballot measure in California in 2005. Steve and Ron will never let anti-union thugs steal our rights.



Building A Stronger Labor Movement Is Ron Herrera's Mission

Required Labor Neutrality for All Waste Companies in LA

Ron led the "Don't Waste LA" campaign that resulted in the elimination of over 160 anti-union sanitation companies from the City of Los

Angeles marketplace for their refusal to respect a worker's right to form a union. This victory eliminated predatory competitors, protected consumers, stopped a race to the bottom on wages and benefits and protected the job security of thousands of Teamsters.

Took the Fight for Labor Rights to Amazon

As the first Teamster to be elected President of the 800,000 member LA County Federation of Labor, Ron implemented a strategic campaign to organize Amazon workers and pursue legislation that enables those workers to form a union and to be treated fairly on the job.

A Fighter For UPS Members

As a 24-year rank-and-file Teamster at UPS, Ron has never forgotten his roots. Ron stood up to UPS on behalf of his members when the company tried to force reductions to their health care benefits, in the 2013 UPS agreement. Ron also led recent negotiations for the Article 43 provisions of the UPS contract that established additional sleeper teams and protected feeder drivers as well as gaining significant improvements in wages, benefits and work rules. During COVID-19, Ron negotiated workplace distancing and sanitizing requirements and is a vocal advocate to protect our members.



MEMBERS FROM EVERY CORNER OF OUR UNION SUPPORT THE TEAMSTER POWER SLATE



Philip Cooper
Secretary-Treasurer
Local 896



Tawanda Jackson
Chief Shop Steward
Local 988



Lou Villalvazo
Principal Officer/
Secretary-Treasurer
Local 630



Salvador Abrica
Business Agent
Local 542



Ginny Barron
Union Steward
Local 320



Carlos Borba
Vice President
Local 315



Abimael Ortiz
Secretary-Treasurer
Local 331



Michael Beranbaum
Secretary-Treasurer
Local 670



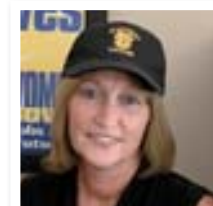
Dan Beaumont
Union Steward
Local 118



Ray Whitmer
Secretary-Treasurer
Local 911



Lyndon B. Johnson
Secretary-Treasurer
Local 471



Erin Novak
Member
Local 282



Catherine Cobb
President
Local 2010



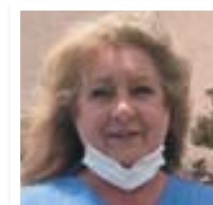
Mike Stafford
President/Principal Officer
Local 503



Elsa Lopez
Union Steward
Local 769



Fernando Lara
Vice President/
Business Agent
Local 186



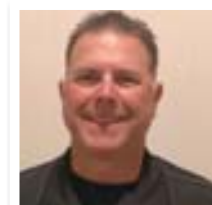
Renae Howard
Ascension Genesys
Hospital RN
Local 332



Hannah Bernardson
Business Agent
Local 320



Jolynn Reyes
Atlas Logistics
Forklift Driver
Local 455



Mike Cova
President
Local 267

For a full list of endorsements visit TeamsterPowerSlate.com/endorsements



THREATENING MEMBERS AND UNION LEADERS HAS NO PLACE IN OUR UNION



"Teamsters deserve leaders that respect their members and listen to those that disagree with them. There is never an excuse for a member of our General Executive Board to threaten members or other union leaders, particularly when those threats involved violence or intimidation.

For too long, irresponsible leaders have directly interfered in internal business and elections of other local unions. This behavior is divisive and is meant to threaten and intimidate our members and their duly elected leaders. It is wrong and an affront to local union autonomy.

In 2021, it's time for the Teamsters to reject this behavior once and for all and ensure our leaders uphold the highest standards of conduct."

Steve Vairma

Candidate for General President

SEAN O'BRIEN HAS A LONG RECORD OF MAKING THREATS AND BREAKING RULES

- **O'Brien was suspended by the IRB in 2013 for threatening TDU members who were running against his cronies in Local 251.**

In 2013, the IRB found that O'Brien threatened TDU members at Local 251, saying they "need to be punished" and that "everybody" should go to work shouting "TDU sucks, go home, there's no place for TDU." O'Brien was suspended by the IRB for his actions. Current running mate Fred Zuckerman said, "I would have run him out of this Union if I were General President."



- **O'Brien threatened TDU members at the 2016 Convention.** The Election Supervisor found that O'Brien threatened Teamsters United supporter Zach Pfeiffer, who was standing with Matt Taibi, who defeated O'Brien's cronies at Local 251, saying "You are a punk. I know who you are. You are nothing." O'Brien's crony, Tom Mari, also an officer at Local 25, threatened Taibi, yelling, "You're all f**kin' dead, motherf**kers." The Election Supervisor further concluded that O'Brien lied during the investigation of the incident by denying his actions.
- **In 2021, O'Brien and his cronies haven't changed.** To date, OZ/TDU and local unions supporting them have had NINE violations of IBT Election Rules. What kind of deal does O'Brien have to keep avoiding stronger penalties for violating the rules?

Who will O'Brien threaten next? Has Sean O'Brien threatened you? Has O'Brien already interfered in your union? Share your story at info@teamsterpowerslate.com



PROTECTING OUR PENSIONS

As a Trustee on the Western Conference of Teamsters Pension Plan, Steve Vairma knows firsthand what it takes to manage a successful pension fund on behalf of the members. He is ready to take the lessons he has learned and help ALL Teamsters pension funds build a roadmap to recovery and success.

The Vairma/Herrera Teamster Power Slate Plan

1. **Develop a Unified, National Strategy** — The challenges facing multi-employer pensions are an existential threat to our union and our members' economic security. We will form a Pension Reform Strategic Task Force that reflects the interests of our pensions, our members, our retirees, and willing employers to tackle these challenges head-on. We have tough decisions ahead, but we must stop internal gamesmanship that seeks to pit healthier plans against those more at-risk.
2. **Get More Aggressive On Legislative Reform** — Steve Vairma and Ron Herrera have been strong proponents of reforms such as the Butch Lewis Act. However, anti-union politicians have blocked this critical reform in the U.S. Senate. With new leadership in the United States Senate, we must double down on our federal lobbying efforts in 2021, igniting a historic level of member activity to fight for their right to be heard in Congress. We will carry on this campaign EVERY year until we achieve our goal!
3. **Put Pension Reform At The Top Of Our Political Agenda** — We must be resolved to deny support to any political candidate - of any party - who does not fully support the necessary reforms we need to stabilize at-risk pensions and protect healthy funds. If a politician will not support saving our pensions, they should never get our support. Period.
4. **Reject Backroom Deals That Let Employers Off The Hook** — We must not allow individual union leaders to cut dangerous side deals that undermine a unified, national strategy to stabilize our ailing pensions. We must negotiate any and all new pension terms in the light of day, with our members present at the bargaining table.

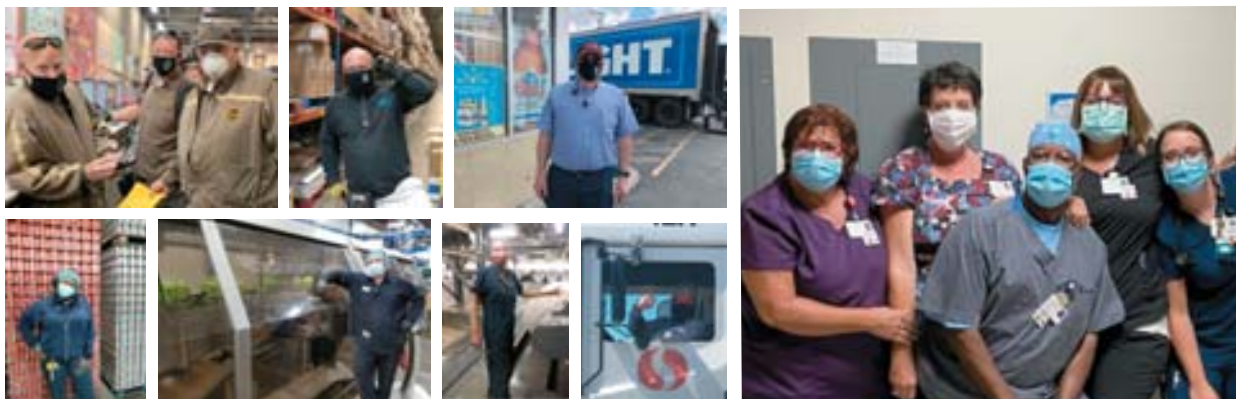


OZ/TDU HAS FAILED US ON PENSIONS

- An independent study found that the pension fund overseen by OZ/TDU leader Sean O'Brien has \$5.1 billion in unfunded liability, making it the 2nd-worst pension in the union. Sean O'Brien and Fred Zuckerman supported a controversial plan to cut pensions for Teamster members as much as 20% to save their own failing pension funds.
- While Teamster members were fighting for the Butch Lewis Act in 2017, Sean O'Brien was undermining them, secretly lobbying members of Congress to support an alternative UPS-backed proposal that would have let employers off the hook. What did Sean O'Brien get in return for helping UPS undermine the Teamster legislative agenda?



STANDING UP FOR ESSENTIAL WORKERS



The Teamster Power Slate's candidates have been fighting for our members since Day One of the pandemic - and will never stop fighting for you.

- Proposing Hazard/Bonus Pay for essential workers
- Supporting members who have been laid off and pushing back against employers pursuing unnecessary layoffs
- Forcing employers to improve social distancing, strengthen facility cleaning protocols and provide safer employee shuttle procedures
- Aggressively filing grievances and threatening legal action against employers who saw fit to use COVID-19 as an excuse to violate a contract or break the law
- Fiercely advocating for COVID-19 relief, paid sick leave and expanded unemployment benefits, and working to stop harmful state budget cuts
- Organizing in our communities to distribute food and other essential items to Teamster families devastated by this bad economy

Bottom line: Teamsters are all in this together. We pledge to help any member or any local union leader across the country during this crisis whether you support the Teamster Power Slate or not.

In Solidarity,

The Teamster Power Slate



A REAL PLAN FOR UPS AND OTHER NATIONAL AGREEMENTS

By working together, we can reform the way we negotiate and adopt national agreements and build true Teamster power for all.

The Teamster Power Slate Plan To Protect Teamster National Agreements

- 1. Reform Master Agreements And Strengthen Collaboration** – We will reform how we bargain national agreements and drive member collaboration with common Teamster employers to strengthen agreements. We will introduce a plan to eliminate the “2/3 rule” to respect member democracy.
- 2. Improve Enforcement Of Existing Contracts, Including UPS** – We will lead a national initiative to enforce 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 like UPS to harass and intimidate our members.
- 3. Stop Politicizing Our Members' Contracts** – 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. We need new rules of engagement on contract ratification votes that keep politics out of the process.



SEAN O'BRIEN SHOULD STOP LYING ABOUT HIS RECORD ON UPS

Sean O'Brien talks tough on UPS, but his record tells a different story.

- As Assistant Package Division Director, O'Brien played a direct hand in negotiating the contract he now attacks – including some very unpopular supplements. O'Brien was fired for his ineffective performance. Why would we want him to run the Teamsters?
- O'Brien's own running mate Fred Zuckerman has publicly attacked O'Brien in the past for failing to hold UPS accountable. Zuckerman called O'Brien **“a retread who screwed up the last negotiations,”** adding that **“O'Brien is such a tough guy he didn't punish UPS management, he punished the membership.”**
- Despite all the tough talk on UPS, OZ/TDU was all-in on the 2018 UPS contract with EIGHT slate candidates all approving the UPS agreement at their locals. **OZ/TDU candidate Rick Hicks even called the contract “the finest national agreement that I am proud to present to you.”**





ENGAGING MEMBERS TO BUILD A STRONGER UNION

Lead Bold New Organizing Campaign On Amazon

We cannot build real Teamster Power without addressing the threat posed by 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.



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.



Promote A Leadership That Looks Like The Membership

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.



Lead A Bold Education Initiative To Train Members

A well-informed membership is the strongest membership. We will expand our member education programs to train stewards and rank-and-file members in contract enforcement, member representation, issue advocacy, political action and about the history of our great union.



JOIN THE TEAMSTER POWER SLATE TODAY!

DONATE



Support Our Campaign — Donate Today

We need your support to build a stronger union. Please donate today at: Teamsterpowerslate.com/support



Take the Survey

We want to hear from you about your top priorities for our union and our future. Take our survey at: Teamsterpowerslate.com/survey



Get Teamsters Power Merch

Store.teamsterpowerslate.com



Sign Up As A Teamster Power Slate Volunteer

Teamsterpowerslate.com/get-involved

Follow us on Twitter

@ThePowerSlate

Follow us on Facebook

Vairma Herrera 2021 Teamster Power Slate

Para español, visite Teamsterpowerslate.com/battlepages

WE'RE VOTING O'BRIEN-ZUCKERMAN TEAMSTERS UNITED



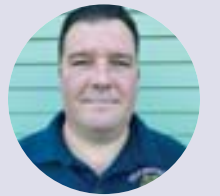
O'BRIEN-ZUCKERMAN TEAMSTERS UNITED



Organizing to Protect Our Contracts

OZ-TEAMSTERS UNITED will protect Teamsters by organizing the nonunion competition that threatens our contracts, jobs, benefits and union standards.

- ✓ Put your dues money to work in national and local organizing drives
- ✓ Target nonunion employers in core Teamster industries
- ✓ Train and deploy 1,000 volunteer organizers



ROBBIE MEDEIROS
STEWART, MCLAUGHLIN
& MORAN, LOCAL 251
PROVIDENCE

"Our boss tried to sell off the company, cut our wages by \$7/hour and eliminate our pensions. OZ-Teamster United leaders Matt Taibi and Sean O'Brien united members and the public to stop corporate greed from destroying good Teamster jobs."



MEAZA OGBE
DIRECTOR OF
ORGANIZING, LOCAL
174, SEATTLE

"If we want to rebuild our standards and stop the race to the bottom, we've got to organize in core industries. OZ leaders like Rick Hicks and Mark Davison are taking the lead on organizing new classifications in Teamster industries like grocery home delivery drivers."

VAIRMA AND HERRERA – HOFFA’S HAND-PICKED SUCCESSORS



STEVE VAIRMA AND RON HERRERA were handpicked to continue Hoffa’s backroom deals and weak contracts.

- ✗ Concessions and contract givebacks
- ✗ Information blackouts
- ✗ Weak support for members and local leaders

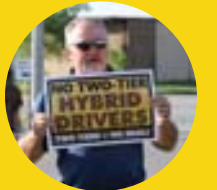
Say **NO** to Concessions And Givebacks

O’BRIEN-ZUCKERMAN TEAMSTERS UNITED

Winning Strong Contracts

OZ-TEAMSTERS UNITED will stand up to employers and win strong contracts by involving and uniting working Teamsters.

- ✓ Oppose contract givebacks
- ✓ Mobilize members in contract campaigns
- ✓ Include rank-and-file members on bargaining committees



AVRAL THOMPSON
OZ CANDIDATE FOR
VP CENTRAL REGION

“I got thrown off the UPS Negotiating Committee because I opposed contract givebacks and insisted on informing the members. OZ-Teamsters United will end information brownouts and include working Teamsters on contract bargaining committees.”



CHERYL RUSSO
STEWARD, VETERANS
TRANSPORTATION,
LOCAL 25 BOSTON

“Management slapped us in the face by coming after our healthcare after we worked throughout this pandemic. Sean O’Brien united us at the bargaining table and in the street. We stopped the healthcare cuts and won wage increases.”



O'BRIEN-ZUCKERMAN TEAMSTERS UNITED

UPS MEMBERS VOTED NO. O'BRIEN AND ZUCKERMAN STOOD WITH THEM. VAIRMA AND HERRERA DIDN'T.

**WHEN UPS TEAMSTERS**

voted no to stop contract givebacks, Vairma and Herrera worked with Hoffa to use the Two-Thirds Rule to impose the contract that members rejected.

Leaders should never oppose the members' vote.

OZ-Teamsters United will eliminate the Two-Thirds Rule from the Teamster Constitution so that member votes on contracts are respected.

**O'BRIEN-ZUCKERMAN TEAMSTERS UNITED**

AT UPS 22.4 WILL BE HISTORY IN 2023

WITH UPS MAKING RECORD

PROFITS, Hoffa surrendered givebacks and gave management the green light to create 22.4 drivers, a permanent second tier of drivers who get lower wages and have no 9.5 rights.

Hoffa's hand-picked successors Vairma and Herrera supported this sellout. Sean O'Brien and Fred Zuckerman opposed it.

When we negotiate the next contract, we will replace the 22.4 classification and PVDs with Regular Package Car Driver jobs.

**VINNIE PERRONE**

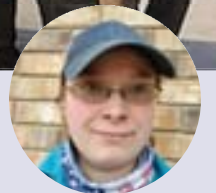
OZ CANDIDATE
FOR INTERNATIONAL TRUSTEE

"Leaders shouldn't be cutting deals that divide and weaken the union. In 2023, 22.4 will be history. UPS Teamsters deserve equal pay for equal work."

**JUSTIN VAUGHAN**

22.4, LOCAL 767, DALLAS

"As a 22.4 I get paid less for doing the same work, and I have no protections against excessive overtime. OZ-Teamsters United will mobilize UPSers to end these givebacks."

**ANNA GROBE**

PART-TIMER, LOCAL 245
SPRINGFIELD

"Part-timers got sold out in the last contract. OZ-Teamsters United will fight for higher part-time wages and more full-time 22.3 jobs."

O'BRIEN-ZUCKERMAN TEAMSTERS UNITED



WILLIE FORD
OZ CANDIDATE FOR
INTERNATIONAL TRUSTEE
"OZ-Teamsters United
stands with Amazon
workers, unions and the
community. Together, we
will take on corporate
greed and win union rights
for Amazon workers."



DUSTIN ROACH
ORGANIZER,
JOINT COUNCIL 69
INDIANAPOLIS
"Locals are doing what
they can to take on
Amazon, but we don't
stand a chance without
the International stepping
up. OZ-Teamsters United
will give Amazon workers
a reason to want to
be Teamsters by ending
contract givebacks.
You can't organize new
members if you're
selling out the ones
you already have."

AMAZON'S SWEATSHOP WAGES and working conditions are a threat to Teamster jobs from warehousing to UPS.

Teamsters are at a crossroads. OZ is ready to take on the challenge:

- ➔ Launch long-term strategic organizing programs
- ➔ Support volunteer organizing committees to connect Teamsters with Amazon workers
- ➔ Target Amazon during peak season
- ➔ Embed workplace organizers at Amazon to build union organizing committees

MEETING THE AMAZON THREAT



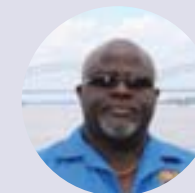
O'BRIEN-ZUCKERMAN TEAMSTERS UNITED

POWER FOR WORKING TEAMSTERS, NOT POLITICIANS

OZ-TEAMSTERS UNITED will mobilize Teamsters to demand results on the issues that matter to working people. We are done writing blank checks to politicians who take us for granted. We will put our political action funds to work to build power for working Teamsters, not politicians.



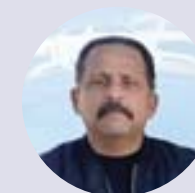
PENSION REFORM



JERRY YARBROUGH
YRC FREIGHT, LOCAL 667
MEMPHIS

"More than 400,000 Teamsters are at risk of losing our pensions. It's time to put politics to the side and unite to save the pensions Teamsters worked our whole lives to earn."

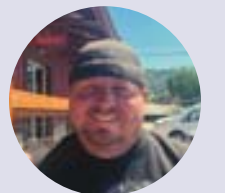
ECONOMIC STIMULUS



FRANK VILLA
DRIVER'S STEWARD, UNFI, LOCAL 630
LOS ANGELES

"While Teamsters were delivering the healthcare, food, and freight our country needed, billionaires like Jeff Bezos were profiting off the pandemic. We need to mobilize union power to win an economy that puts working people and our communities back on our feet."

INFRASTRUCTURE



MATT MORTENSEN
BMWED, LOCAL 2403
KANSAS CITY

"It's time to put the heat on politicians to fix our crumbling roads and bridges and invest in infrastructure like rail and rapid transit. Teamsters are ready to fight for good jobs and a sustainable economy that puts us to work."

O'BRIEN-ZUCKERMAN TEAMSTERS UNITED

GENERAL PRESIDENT



SEAN O'BRIEN

Sean has led Boston Local 25 and New England's Joint Council 10 to unprecedented growth and contract victories. O'Brien has mobilized members to fight concessions and win at the bargaining table and in the streets.

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.

VICE PRESIDENTS AT LARGE



JUAN CAMPOS

Juan Campos represents more than 15,000 Teamsters in Chicago Local 705. Juan has launched innovative member education programs and organized more than 1,000 new members into the union.



JOHN PALMER

John was elected Southern Region Vice President on the Teamsters United Slate in 2016. As an International Organizer, John organized thousands of new members including airline mechanics, public employees and school bus drivers.



CHRIS GRISWOLD

Griswold represents 18,500 members across multiple states and territories in Local 986. Under his leadership Local 986 has grown to be the largest local in the Western Region.



GREG FLOYD

Greg is an International VP and leader for Public Sector Teamsters. He is the Chief Negotiator and President of Local 237 in New York City representing over 25,000 public employees.



TONY JONES

A Central Region Vice President elected on the Teamsters United Slate in 2016, Tony Jones is an aggressive advocate for defending Teamster standards and organizing the nonunion competition in the freight industry.

O'BRIEN-ZUCKERMAN TEAMSTERS UNITED

VICE PRESIDENTS AT LARGE (CONT'D)



JAMES WRIGHT

Principal Officer of Local 822 in Norfolk, VA and Vice President of Joint Council 83. James led a period of unprecedented membership growth in one of the oldest Right-to-Work states in the country.



JOAN COREY

Joan represents members in healthcare, public safety, public schools, warehouse, and public works in Boston Local 25. She won major benefit increases for Air Canada members where she serves on the national negotiating committee.

EASTERN REGION VICE PRESIDENTS



ROCCO CALO

Principal Officer of Local 1150 in Connecticut, representing over 4,000 workers at Sikorsky Aircrafts. Rocco established the 1150 Prescription Drug Fund and led two successful strikes against Sikorsky in 2002 and 2006.



MATT TAIBI

Local 251 members elected Matt Taibi on a reform slate to represent 6,000 Teamsters in trucking, healthcare, beverage, school bus and other industries. Using grassroots campaigns, Matt negotiates strong contracts and has organized 600 new members.



BILL HAMILTON

President of Local 107 in Philadelphia, and President of Joint Council 53. Bill negotiated an industry-leading contract in the Express Division that expanded benefits, limited subcontracting and created thousands of new Teamster jobs.

CENTRAL REGION VICE PRESIDENTS



AVRAL THOMPSON

Elected Central Region VP on the 2016 Teamsters United Slate, Avral Thompson has represented members in carhaul, warehouse and freight. Avral helped mobilize 87 percent of carhaul Teamsters to Vote No against contract givebacks.



TOM ERICKSON

As President of Local 120 in Minnesota and Trustee of Joint Council 32, Erickson represents more than 12,000 members in freight, airline, foodservice, warehousing and public sector. Tom's strike victories have won members leading healthcare and wages.



DANNY AVELYN

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 local communities.

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 contracts in TV, feature films, and new media.

**MARK DAVISON**

President of Local 162 in Portland Oregon representing over 4,700 members in UPS, Beverage and other industries. Mark is a strong negotiator with experience on many national contracts and has a proven record of protecting and expanding Teamster pensions.

**PETER FINN**

Under Peter'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.

**RICK HICKS**

As Principal Officer of Local 174 in Washington and President of Joint Council 28, Rick represents over 8,000 Teamsters. Rick has a proven record of protecting Teamster retirement and benefits through his work on many Teamster Pension and Welfare Trusts.

SOUTHERN REGION VICE PRESIDENTS**BRENT TAYLOR**

As Principal Officer of Local 745 in Dallas, Brent has won hundreds of thousands of dollars in grievance settlements and back wages for members. He negotiates hundreds of contracts at the local, regional and national level.

**THOR JOHNSON**

As Vice President and Business Agent of Local 79 in Florida, Thor has experience in representing over 4,000 members in a wide range of industries. Thor is known for standing up to UPS management on the shop floor and at panel.

**VINNIE PERRONE**

The president of New York Local 804, Vinnie mobilized 7,000 Teamsters to reject contract givebacks at UPS by 95 percent and negotiated a \$400/month pension increase, and more full-time 22.3 jobs for part-timers.

**WILLIE FORD**

Members elected Willie Ford on a reform slate to rebuild Local 71 in Charlotte. Willie is an outspoken leader against contract concessions. He represents Teamsters at UPS, Freight, UPS freight, the Red Cross and other employers.

**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 Tri-state area.

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

This Time Our Vote
Counts T-Shirt
\$35



OZ Hooded Sweatshirt
\$75



OZ 2021 Face Mask
\$25



OZ Fleece Hat
\$25



OZ Pin
\$15



OZ Neck Gaiter
\$20



Blue Dry Fit Shirt
\$35

**GET YOUR OZ GEAR TODAY!**

Scan the Code or go to WWW.OZ2021.COM to order.

Make a purchase and get a **FREE OZ BUMPER STICKER**

Make a purchase of \$50 or more and get a **FREE OZ STICKER PACKET**

Make a purchase of \$100 or more and get a **FREE OZ LAPEL PIN**

Visit the New, Improved *Teamster.org*



- COVID-19 Resources
- Find Contact Information for Your Teamster Local
- Updates Important to Working Families
- Information About Your Benefits as a Teamster
- Actions You Can Take to Support Union Causes
- Teamster History
- Many Other Resources



Visit www.Teamster.org
Or Scan the QR Code With Your Smartphone's Camera



ELECTION SUPERVISOR'S REPORT No. 5

Virtual Convention. The IBT has determined that the 30th International Convention will not be conducted in-person, but will proceed as a “virtual” convention. Procedural details are being worked out; regardless of the specifics of the presentations, convention delegates will perform their role of nominating candidates for International Office by a secure, secret ballot vote. The IBT and Office of Election Supervisor (OES) will provide information to Convention delegates closer to the event.

Delegate Elections. Almost all the elections for the nearly 1,600 delegates to the IBT's 30th International Convention take place in the period from January to the end of April 2021. The nomination period ends on March 7. Updates on the status of delegate elections are regularly posted to www.ibtvote.org. Information you can view at the Election Supervisor's website includes:



There are separate tables for IBT locals, GCC locals, BLET GCAs, and BMWED System Federations. Voice your views at your local body, find out the schedule for nomination and election at other local bodies nationwide. Results of nomination meetings (contested or white ballot) will be posted to the tables.

COVID-19. The public health response to the COVID-19 pandemic may affect the procedures for local union elections. Even if your work continues (and Teamsters have a front-line role in protecting the nation, including in the delivery of protective vaccines), whether nominations meetings can be conducted in person will depend on local circumstances, from public health mandates controlling the conduct of mass meetings, to whether

venues normally rented for meetings are open or continue in business. If a nominations meeting is changed to add a remote participation option, or if an in-person meeting is changed to remote participation entirely, notice will be posted on local union bulletin boards.

Am I Eligible To Participate? OES makes determinations, under the 2021 Election Rules and the IBT Constitution, about who is eligible to nominate, second, or run as a candidate for convention delegate or International Officer. 2021 Election Rules, Article VI, § 4. If you have a question about your eligibility, use OES Form 17 to submit a written request to OES.

Nominations in Writing. You need not attend a nominations meeting in person in order to nominate or second a candidate for delegate or alternate delegate, or to accept nomination; the 2021 Election Rules allow each of those steps to be done in writing. Every local union election plan explains how to submit nominations, seconds, and acceptances in writing—including the deadline date and time for submission, and the postal address and email address for submission. Written nominations can be a back-up to in-person nomination, or completely substitute for in-person nomination. There is no special permission needed to nominate candidates in writing.

Protests – At www.ibtvote.org you can read every ruling made on filed election protests. As of this writing 47 protests have been received and 42 decided, with the protest being granted, denied or resolved in 39 published decisions.

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

Richard W. Mark
Election Supervisor
WWW.IBTVOTE.ORG

INFORME No. 5 DEL SUPERVISOR ELECTORAL

Convención Virtual. La IBT ha determinado que la 30ª Convención Internacional no se llevará a cabo en persona, sino que se celebrará como una convención "virtual". Se están elaborando los detalles de procedimiento; independientemente de los detalles específicos de las presentaciones, los delegados de la convención desempeñarán su papel de nominar candidatos para la Oficina Internacional mediante una votación secreta y segura. La IBT y la Oficina del Supervisor de Elecciones (OSE) proporcionarán información a los delegados de la Convención cuando la fecha del evento esté más cercana.

Elecciones de Delegados. Casi todas las elecciones para los casi 1,600 delegados a la 30ª Convención Internacional de la IBT se llevarán a cabo entre enero y finales de abril de 2021. El período de nominación finaliza el 7 de marzo. Las actualizaciones sobre el estado de las elecciones de delegados se publican regularmente en www.ibtvote.org. La información que puede consultar en el sitio web del Supervisor de Elecciones incluye:

pública que controlan la realización de reuniones multitudinarias, y de si los lugares normalmente alquilados para reuniones están abiertos o continúan prestando servicios. Si una junta de nominaciones se cambia para agregar una opción de participación remota, o si una junta en persona se cambia a una de participación remota por completo, se publicará un aviso en los tableros de anuncios sindicales locales.

¿Soy elegible para participar? La OSE toma decisiones, según el Reglamento Electoral de 2021 y la Constitución de la IBT, sobre quién es elegible para nominar, secundar o ser candidato para delegado de convención o Dirigente Internacional. Reglamento Electoral de 2021, Artículo VI, párrafo 4. Si tiene alguna pregunta sobre su elegibilidad, use el formulario OSE 17 para presentar una solicitud por escrito a la OSE.

Nominaciones por Escrito. Usted no necesita asistir a una reunión de nominaciones en persona para nominar o secundar a un candidato para delegado o delegado suplente, o para aceptar una nominación; el Reglamento Electoral de 2021 permite que cada uno de esos pasos se haga por escrito. Cada plan de elección sindical local explica cómo presentar las nominaciones, los secundamientos y las aceptaciones por escrito, incluyendo la fecha y hora límite para la presentación, y la dirección postal y la dirección de correo electrónico para la presentación de los documentos. Las nominaciones escritas pueden ser una copia de respaldo de la nominación en persona, o sustituir completamente a la nominación en persona. No se necesita un permiso especial para nominar candidatos por escrito.

Protestas – En www.ibtvote.org usted puede leer todas las sentencias que se dicten sobre las protestas electorales presentadas. Hasta el momento de redactar esta información se han recibido 47 protestas y se han emitido decisiones sobre 42, con las protestas siendo concedidas, denegadas o resueltas en 39 decisiones publicadas.

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

Richard W. Mark
Supervisor de Elecciones
WWW.IBTVOTE.ORG

Hay tablas separadas para los sindicatos locales de la IBT, los sindicatos locales de la Conferencia de Conexión Gráfica (GCC), los BLET GCA y las Federaciones de Sistema de la BMWED. Expresé sus opiniones en su organismo local, y averigüe el calendario para las nominaciones y elecciones en otros organismos locales en todo el país. Los resultados de las juntas de nominación (votación impugnada o votación en blanco) estarán disponibles en las mesas.

COVID-19. La respuesta de salud pública a la pandemia de la COVID-19 puede afectar los procedimientos para las elecciones de los sindicatos locales. Incluso si su trabajo continúa (y los Teamsters desempeñan un papel de primera línea en la protección del país, incluida la entrega de vacunas protectoras), que las reuniones de nominaciones se puedan llevar a cabo en persona dependerá de las circunstancias locales, de los mandatos de salud

IIO, IRO Update

FROM: The Independent Disciplinary Officers
Hon. Barbara S. Jones
Robert D. Luskin

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

Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

To ensure that all calls are treated confidentially, the system which records hotline calls is located in a secure area on a dedicated line accessed only by an Investigator. Please continue to use the toll-free hotline to report improprieties by calling 1-800-CALL-472 (1-800-225-5472).

The 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 below.

The Independent Investigations Officer's address is:

Robert D. Luskin
Office of the Independent Investigations Officer
1515 N. Courthouse Rd., Suite 330
Arlington, VA 22201



Membership Count for Regional Vice Presidents

Below are the final membership counts for each region as required by the International Constitution to determine the number of regional Vice Presidents each region is entitled to for the upcoming Interna-

tional Union election. The numbers were calculated in accordance with Article IV, Section 1 of the International Constitution.

International Brotherhood of Teamsters 2021 Delegate Strength Regional Vice Presidents						
	Central Region	Eastern Region	Southern Region	Western Region	Canadian Region	2021 Totals
International Brotherhood of Teamsters	397	416	123	446	120	1,502
Brotherhood of Locomotive Engineers and Trainmen Division	16	13	13	5	13	60
Brotherhood of Maintenance of Way Employees Division	15	7	17	10	4	53
Graphic Communications Conference	18	17	4	9	2	50
Totals	446	453	157	470	139	1,665
5%	22	23	8	24	7	83
Membership						
IBT	313,492	329,430	97,927	350,111	95,989	1,186,949
BLETD	11,011	7,393	8,360	3,210	10,035	40,009
BMWED	10,102	4,089	12,859	7,789	2,928	37,767
GCC	8,804	6,100	904	6,058	1,810	23,686
Average Membership	343,409	347,102	128,140	367,178	110,862	1,286,751
Regional Vice Presidents	3	3	2	4	3	15
At Large Vice Presidents						7
General Officers						2
General Executive Board						24

Education is a Lifelong Journey



The James R. Hoffa Memorial Scholarship Fund

2021 Academic and Training/
Vocational Program Scholarships

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



For more information, visit www.jrhmsf.org or scan the QR with your smartphone's camera or QR reader.

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 for more information.