

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

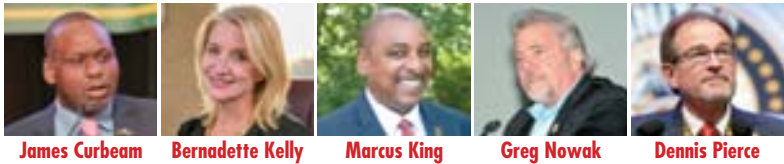


"Teamster members deserve unselfish leaders who will put you, the members, first. Other slates talk about experience and diversity, but the Teamster Power Slate walks the walk. These people reflect who our members are now and in the future."

– **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



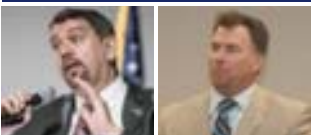
Thomas Gesualdi Maria S. Perez Paul Markwitz

Central Region VP



Brian Aldes Nina Bugbee Jesse Case

Southern Region VP



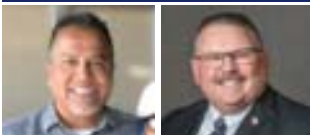
Robert Mele Josh Zivalich

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



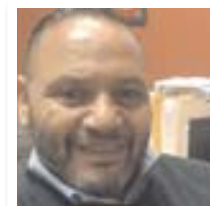
Salvador Abrica
Business Agent
Local 542



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



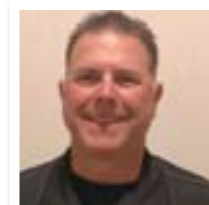
Renae Howard
Ascension Genesys
Hospital RN
Local 332



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.

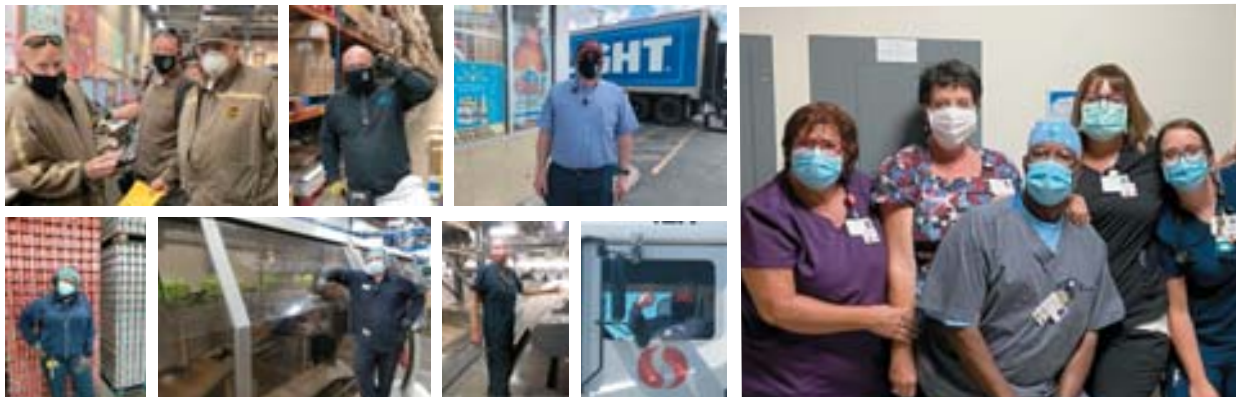


OZ/TDU HAS FAILED US ON PENSIONS

- 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

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Vairma Herrera 2021 Teamster Power Slate

Para español, visite Teamsterpowerslate.com/battlepages

WE'RE VOTING O'BRIEN-ZUCKERMAN TEAMSTERS UNITED



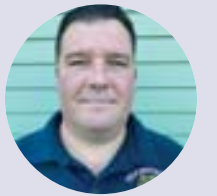
O'BRIEN-ZUCKERMAN TEAMSTERS UNITED



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**

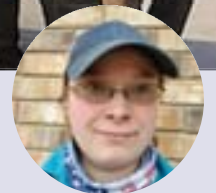
OZ CANDIDATE
FOR INTERNATIONAL TRUSTEE

"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.



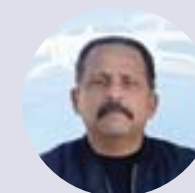
PENSION REFORM



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."

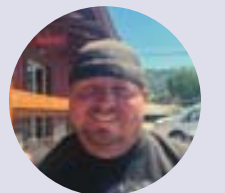
ECONOMIC STIMULUS



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, Aval Thompson has represented members in carhaul, warehouse and freight. Aval 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



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