

INTERNATIONAL OFFICER CANDIDATE CAMPAIGN LITERATURE

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

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

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

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

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

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

Richard W. Mark
Election Supervisor

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

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

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

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

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

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

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

Richard W. Mark
Election Supervisor

O'BRIEN-ZUCKERMAN

TEAMSTERS UNITED

New Leadership For A New Direction

NEGOTIATE STRONG CONTRACTS & BENEFITS

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

INVOLVE, EDUCATE, AND MOBILIZE MEMBERS

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

RESPECT CONTRACT VOTES

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

ORGANIZE CORE INDUSTRIES

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

ENFORCE OUR CONTRACTS

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

FIGHT FOR HEALTH & SAFETY

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

MEET NEW CHALLENGES

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

BUILD UNION POLITICAL POWER

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

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

— Sean O'Brien and Fred Zuckerman



O'BRIEN-ZUCKERMAN TEAMSTERS UNITED

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

UNITING TO WIN RETIREMENT BENEFITS



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

Marina Garcia
First Student,
Local 251,
Providence

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

Matt Taibi
Candidate for VP
Eastern Region

UNITING TO BEAT RIGHT TO WORK (FOR LESS)



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

James Wright
Candidate for VP
At-Large

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

Brian Peyton
President, Local 322



**JOAN COREY**CANDIDATE FOR VP
AT LARGE

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

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

**PETER FINN**CANDIDATE FOR VP
WESTERN REGION

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

A TEAM OF AGGRESSIVE ORGANIZERS

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

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

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

— John Palmer, Candidate for Vice President At Large



O'BRIEN-ZUCKERMAN TEAMSTERS UNITED



LEADERS WHO STAND UP TO UPS

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

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

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



JUAN CAMPOS
CANDIDATE FOR VP
AT-LARGE

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



ATIRA HAMILTON
LOCAL 413, COLUMBUS

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



MARK DAVISON
CANDIDATE FOR VP
WESTERN REGION

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

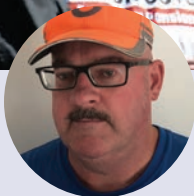
O'BRIEN-ZUCKERMAN TEAMSTERS UNITED

PROTECTING OUR PENSIONS

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

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

United, we will win retirement security for all Teamsters.



JAMES LARKIN

CASSENS TRANSPORT,
LOCAL 299, DETROIT

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



ROB CUNNINGHAM

ABF, LOCAL 170,
MASSACHUSETTS

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



JOHN MARCANTONIO

WASTE MANAGEMENT,
LOCAL 533, RENO

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

O'BRIEN-ZUCKERMAN TEAMSTERS UNITED

FIGHTING FOR FREIGHT TEAMSTERS

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

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

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



DANNY AVELYN

CANDIDATE FOR VP CENTRAL REGION

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

LESLIE GARRETT

YRC FREIGHT, LOCAL 63, SOUTHERN CALIFORNIA

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

We're

FIGHTING FOR UPS FREIGHT TEAMSTERS



RICK JIMERSON
UPS FREIGHT, LOCAL 878, LITTLE ROCK

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

EMPOWERING MEMBERS



KRISTEN JEFFERSON
UPS, LOCAL 705, CHICAGO

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

UNITING CONSTRUCTION TEAMSTERS



JP PEREZ
CEMEX, LOCAL 769, MIAMI

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

TAKING ON CHALLENGES IN RAIL



JED DODD
BMWED NATIONAL VICE PRESIDENT

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

STRONG PROTECTIONS FOR GROCERY TEAMSTERS



BERNARDO VICENTE
STOP & SHOP, LOCAL 25, BOSTON

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

LEADERS FOR AIRLINE TEAMSTERS



JOE PRISCO
UNITED AIRLINES, LOCAL 986,
SAN FRANCISCO

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

DRIVING SYSCO ORGANIZING FORWARD



SEAN MILLER
SYSCO, LOCAL 317, SYRACUSE

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

TEAMSTERS

Voting O'Brien-Zuckerman

FIGHTING FOR CARHAULERS



MCKINLEY ARCHIE

JACK COOPER, LOCAL 89, LOUISVILLE

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

LEADING CONTRACTS FOR HEALTHCARE TEAMSTERS



LUZ REYES

RHODE ISLAND HOSPITAL, LOCAL 251, PROVIDENCE

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

STRONG CONTRACTS FOR SANITATION TEAMSTERS



RAFAEL CASTELLON

REPUBLIC SERVICES, LOCAL 728, ATLANTA

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

STANDING UP FOR FOOD PROCESSING TEAMSTERS



TONY HAWKINS

RIVIANA FOODS, LOCAL 667, MEMPHIS

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

PROGRESSIVE LEADERS IN THE PUBLIC SECTOR



JOVANKA BECKLES

CONTRA COSTA COUNTY, LOCAL 856, RICHMOND

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

UNITED



O'BRIEN-ZUCKERMAN TEAMSTERS UNITED

GENERAL PRESIDENT

SEAN O'BRIEN



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

GENERAL SECRETARY-TREASURER

FRED ZUCKERMAN



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

VICE PRESIDENTS AT LARGE

JUAN CAMPOS



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

JOHN PALMER



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

CHRIS GRISWOLD



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

GREG FLOYD



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

TONY JONES



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

JAMES WRIGHT



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

JOAN COREY



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

O'BRIEN-ZUCKERMAN TEAMSTERS UNITED

EASTERN REGION VICE PRESIDENTS

ROCCO CALO



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

MATT TAIBI



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

BILL HAMILTON



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

SOUTHERN REGION VICE PRESIDENTS

BRENT TAYLOR



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

THOR JOHNSON



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

CENTRAL REGION VICE PRESIDENTS

AVRAL THOMPSON



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

TOM ERICKSON



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

DANNY AVELYN



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

PAT DARROW



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

O'BRIEN-ZUCKERMAN TEAMSTERS UNITED

WESTERN REGION VICE PRESIDENTS

LINDSAY DOUGHERTY



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

PETER FINN



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

MARK DAVISON



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

INTERNATIONAL TRUSTEES

VINNIE PERRONE



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

WILLIE FORD



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

DAN KANE, JR



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



O'BRIEN-ZUCKERMAN TEAMSTERS UNITED

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



This Time Our Vote
Counts T-Shirt
\$35.00

OZ 2021 Face Mask
\$25.00



OZ Fleece Hat
\$25.00

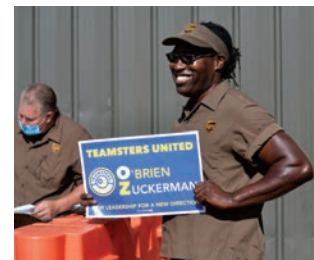


OZ Hooded
Sweatshirt
\$75.00



ORDER YOUR OZ GEAR TODAY!

SCAN THE CODE OR GO TO
WWW.OZ2021.COM
TO ORDER.



HELP ELECT O'BRIEN-ZUCKERMAN TEAMSTERS UNITED

OZ-TEAMSTERS UNITED is a member-driven movement. We need your help to rebuild the Union. Sign up to volunteer by scanning the Code, or going to www.oz2021.com.



SCAN THE CODE OR GO TO
WWW.OZ2021.COM
TO VOLUNTEER FOR THE
CAMPAIGN.

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



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



Para español, visite www.teamsterpowerslate.com/battlepages

Teamsterpowerslate.com

Official IBT titles and organizations for identification purposes only

Meet The Leaders Of The Teamster Power Slate

Steve Vairma

Candidate for General President

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

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



Ron Herrera

Candidate for General Secretary-Treasurer

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

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



**VAIRMA
HERRERA
2021**

Seven Steps to Build Power for All Teamsters

1. Protect & Stabilize Our Pensions

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

2. Reform Master Agreements & Strengthen Collaboration –

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

3. Protect Front Line & Public Sector Workers –

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

4. Lead Bold New Organizing Campaign on Amazon –

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

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

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

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

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

7. Build the Future of Our Union –

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



Vice President At-Large



Bernadette Kelly

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

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

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



James Curbeam

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

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

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



Vice President At-Large



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

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

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



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

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

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



Eastern Region



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

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

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

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

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



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



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

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

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



Central Region



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

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

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

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

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



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



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

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

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



Western Region



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

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

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

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

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



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



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

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

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



Southern Region



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

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

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

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

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



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



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