



Teamster

SUMMER 2021



**PROMISES MADE,
PROMISES KEPT,
PENSIONS SAVED**



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A new administration and a new Congress are in place in the nation's capital. The Teamsters and other pro-worker allies worked hard to get them there.

That hard work has already proven successful, but there is much left to be done.

The Teamsters Union kicked off our "Build Back Stronger" campaign in January, which prioritizes three big issues backed by our membership in the lead up to the November election: protecting pensions, strengthening unions and creating good jobs.

Protecting pensions has been a long-term struggle, stretching back to the beginning of my more than two decades at the helm with the Teamsters. This union has fought for those who only wanted to receive the nest eggs that they've worked so hard to earn for their golden years.

When a worker is promised a pension benefit after a lifetime of work that promise must be kept.

Members and retirees told us solving the pension crisis was the number-one priority when making endorsements for the 2020 elections. The union and our members helped elect President Joe Biden and various other worker-friendly politicians, including the

runoff in Georgia in early 2021. This dramatically changed the dynamics of the issue.

In March, Congress protected the hard-earned retirements of more than a million workers and retirees when it approved a \$1.9 trillion COVID-19 stimulus bill that included language granting relief to hundreds of endangered multiemployer pension plans.

And now it's time to ensure these elected officials follow through on the rest of their promises and deliver policy changes that put hardworking Americans first.

Already, the Teamsters are seeing signs from President Biden and Capitol Hill that they are listening to our concerns. Several executive orders issued by Biden during his first days in office show he cares about growing American jobs and protecting union rights.

Taken together, these are all a good start toward creating friendlier worker policies. But Teamsters aren't done pushing our priorities.

James P. Hoffa

Union Providing Ongoing Coronavirus Response



COVID-19 TESTS, FOOD FOR ESSENTIAL PORT DRIVERS

As cases of COVID-19 surged to historic heights in L.A. County in December, the Teamsters Union recognized the essential work of port truck drivers from the Ports of Los Angeles and Long Beach with two days of events to help drivers struggling during the holiday season.

The Teamsters provided hundreds of port truck drivers with COVID-19 tests or flu shots. They also held a food and toy distribution event for drivers in need during the holidays. Dozens of truck drivers rolled through the event, collecting boxes of toys and food. The Teamsters have held similar food distribution events throughout the year in order to support the drivers who have delivered essential goods across Los Angeles County during the pandemic.

Local leaders, including L.A. City Councilmember Joe Buscaino, Port of Los Angeles Executive Director Eugene Seroka, and St. John's Well Child & Family Center President and CEO Jim Mangia, held a press conference on the dire situation facing port truck drivers amid this year's holiday shipping rush and COVID-19 surge.

"This is how we extend our gratitude to port truck drivers, who are too often undervalued and unseen. We honor and stand with them in this time of need as they are essential members of the Teamsters and our communities," said Ron Herrera, Teamsters Port Divi-



sion Director and International Vice President.

In March, Teamsters held another vaccination event for California port drivers. For more information about what the Teamsters are doing with regard to the pandemic, visit www.teamster.org.

Crisis in Texas

Teamsters Hit the Ground for Disaster Relief During Extreme Winter

A power and water crisis in Texas followed a blast of cold weather across the state in February. Fortunately, when an unexpected crisis occurs, you can expect Teamsters Disaster Relief.

"All disasters are the same, but all disasters are different," said Director of Teamsters Disaster Relief Roy Gillespie (see Gillespie's obituary on page 6).

"The commonality is getting help to people as fast as possible. As Teamsters, that's what we do—move equipment, supplies and personnel in a fast and expedient way."

Teamsters were tasked with the management of distributing supplies, particularly water, throughout the state and worked closely with the National Urban League, the American Red Cross, the National Association of Christian Churches, Congresswomen Sheila Jackson-Lee and Barbara Lee, and others.

"There were some who were affected so badly or displaced because pipes had burst in their homes to where they couldn't get to work, at the same time the workload increased because of road closures and the other impacts of what's been happening here," said Sequetta Baldwin, a Local 988 shop steward at UPS in Houston. "Now we're just trying to make sure that the public's needs are met and we're getting their things to them, it's almost like going



through another peak season."

In spite of increased demand at work, Baldwin has been able to dedicate most of her free time to helping out her fellow members and her community. "We are resilient people," she said. "Not just as individuals. When you're a Teamster, you stand up, you get through it. We will get on the other side of this."

In addition to the Teamsters Disaster Relief Fund, other affiliates contributed materially or financially to assist with on-the-ground efforts in Texas, including: Locals 251, 89, 120, 776; Joint Councils 56 and 10; the Teamsters National Pipeline Labor-Management Cooperation Trust and others.



Right to Work Defeated in Big Sky State

Montana Teamsters Actively Fought Anti-Worker Legislation

The Montana House of Representatives recently defeated an effort to enact right-to-work legislation, a victory for workers in the state that happened in no small part due to the efforts of the Teamsters and other unions who organized their members and successfully lobbied lawmakers not to turn their back on hardworking Montanans.

In the wake of the 2020 elections that gave Republicans control of both the governorship and the state legislature in the Big Sky State, leaders at Local 2 and 190 knew they had their work cut out for them. So they used new technology to engage members. They held weekly legislation updates that were shared with members. They also crafted digital content to get the message out.

"The vote to move this bill forward was a slap in the face for working families across our state," said Erin Foley, Local 2's Secretary-Treasurer. "This was the most extreme anti-worker bill Montana has ever seen. History was made when HB 251 was defeated and I am truly blessed to have been a part of it."

Bipartisan Allies

The measure's defeat would not have happened without the Teamsters and other unions working with Democratic and Republican allies to defeat it. Jim Larson, Local 190's Secretary-Treasurer, said legislators understood what was at stake if right to work became law.

"What they are seeing here is that Montana is a rural state and jobs are important," he said. "And at the end of the day, both sides



realized that right to work isn't helping anybody."

Several other anti-union bills that attacked public sector employees also met their demise at the same time, including a measure that attempted to insert government-mandated restrictions into the workplace in order to tell union members how they could or couldn't support their union.

Again, it was Teamster members and other labor allies who explained to lawmakers how such government overreach was

bad for workers and for the state of Montana.

Given the Montana Legislature's biennial meeting schedule, workers won't have to worry about these bills coming back for another two years. But Larson said unions will be ready and know who their friends are next time.

"The Teamsters don't support Democrats or Republicans, we support pro-worker candidates," he said. "And now we have a record of who is willing to stand up for workers and who isn't."



Iron Mountain Teamsters Win Rock-Solid Contract

Georgia Waste Workers Ratify Excellent New Agreement

Local 728 members are hailing the ratification of their new contract at Iron Mountain. The small but determined unit voted unanimously in favor of the agreement that will cover waste workers with improvements across the board, including annual wage increases.

The extra pay was good news for Rod Williams, a 33-year driver at Iron Mountain who said the new contract is the best he's ever seen.

"We won big with this contract. We are all thankful to Local 728 for standing with us throughout negotiations and fighting on our behalf," Williams said. "This is the best contract yet, and it will help us for years to come. We are now stronger than ever."

Williams added that workers showed their solidarity with workers who had been out of work due to the pandemic, which allowed Local 728 to secure 12 additional months for laid-off employees. The contract also contains significant wage increases, stronger seniority protections, better PPE and safety rules, and much more.

"The guys were ecstatic and said they had never seen work like this before during negotiations. We also won over three new members, who were so impressed they signed up with Local 728 and now puts this unit at 100 percent," said Local 728 Business Agent Vickie Beavers. "This contract is proof that bargaining matters when it comes to overcoming the obstacles of right-to-work laws."

"I commend these dedicated workers for staying engaged and united throughout the bargaining process," said Chuck Stiles, Teamsters Solid Waste and Recycling Director and Local 728 Vice President.



A PIECE OF THE PIE

For the second consecutive year, Teamsters employed at ABF Freight System received a 1-percent profit-sharing bonus—negotiated by the union—after the company reported fourth-quarter results.

For example, if a member earned \$80,000 in 2020, the worker received a bonus of \$800. The bonus was paid to workers in February.

Under the Teamsters 2018-2023 ABF National Master Freight Agreement, if ABF Freight achieves an annual operating ratio of 96.0 or below for any full calendar year, each Teamster-represented employee will receive a bonus based on their earnings. ABF Freight reported a 95.3-percent operating ratio in 2020, which resulted in a 1-percent bonus.

"For the second straight year, our ABF members will get a profit-sharing bonus for all their hard work making this company successful," said Ernie Soehl, Director of the Teamsters National Freight Division. "This was made possible thanks to the efforts of the Teamsters ABF National Negotiating Committee, which worked hard to negotiate this into the contract."

"In addition to the solid wages and great benefits negotiated by our committee, this profit-sharing bonus is a way to reward the Teamster men and women who make this company successful day in and day out," said Jim Hoffa, Teamsters General President.

In Memoriam

Roy Gillespie, 1957-2021

Teamsters everywhere are mourning the loss of Roy Gillespie, the union's Director of Disaster Relief. With Gillespie leading the charge, the Teamsters Disaster Relief program turned into a true powerhouse. Nicknamed the "Master of Disaster," his work not only helped millions of people get through disaster, it saved lives.

"Brother Gillespie inspired all of us to do more, to do better, and to always keep in mind those who are in need. He never stopped helping or coming up with new and better ways to assist," said Jim Hoffa, Teamsters General President.

Gillespie worked in the freight industry for decades and was a Teamster driver for USF Holland with Local 600 in Missouri. He got fully involved in the Teamsters Disaster Relief efforts after Hurricane Katrina struck in 2005. The Teamsters Union sent him to act as a liaison between the Red Cross and the Federal Emergency Management Agency (FEMA).

As Director of Disaster Relief, Gillespie helped with recovery efforts after every major natural disaster since then. He was even leading relief efforts for Texans without power or water in February 2021.



"I feel that if it's in my ability to help somebody, I'm going to do it," Gillespie said in an interview in 2017.

When the St. Louis chapter of the American Red Cross honored Gillespie for his disaster relief work, they said, "Roy coordinated a recovery effort that will be studied and copied for decades," adding that Gillespie also counseled people around the country on the logistics for recovery.

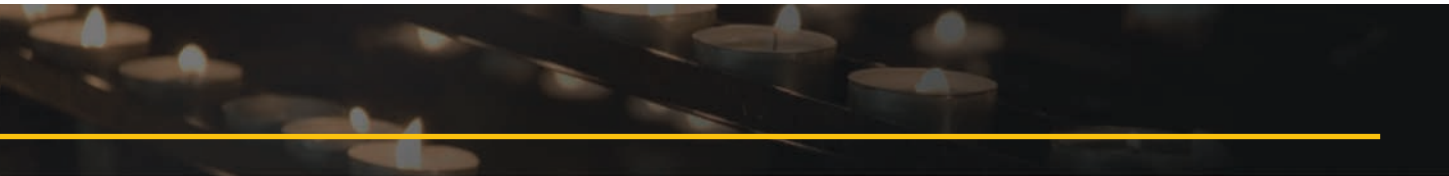
News for Working Families



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).





Mick Yauger, 1948-2021

President of Local 786 in Chicago, passed away on March 21 at home. He is survived by his wife Lynn, stepson Noel and granddaughter Jessica.

Yauger founded the Teamsters Military Assistance Program (TMAP), which assists military personnel find employment at Teamster-represented freight and school bus companies. Over the years, Yauger was a steadfast supporter of all things military, even donating the POW flag hanging outside of Teamster headquarters in Washington, D.C.

Yauger was a war hero who served in the Vietnam War with the 173rd Airborne Brigade. He was awarded a Silver Star and three Purple Hearts. His commitment to his fellow veterans was admired by all who worked with him.

He worked for CTS Driver Training before becoming a Teamster organizer in 1991. He was elected and served in the following offices of Local 786: Trustee, Recording Secretary, Secretary-Treasurer and President.

"Brother Yauger's experience serving his country informed so much of what he did. He was an effective advocate for veterans and for his members at Local 786," said Jim Hoffa, Teamsters General President. "He will be greatly missed."

Geoffrey Hoffa worked closely with Yauger on TMAP and partnering with the military community. "He did everything possible to ensure that veterans had the opportunity to get good union jobs once they left the service. He will be deeply missed," he said.

Ted Daley, 1929-2021

Theodore "Ted" Daley, 91, passed away on January 18 with his loving family by his side.

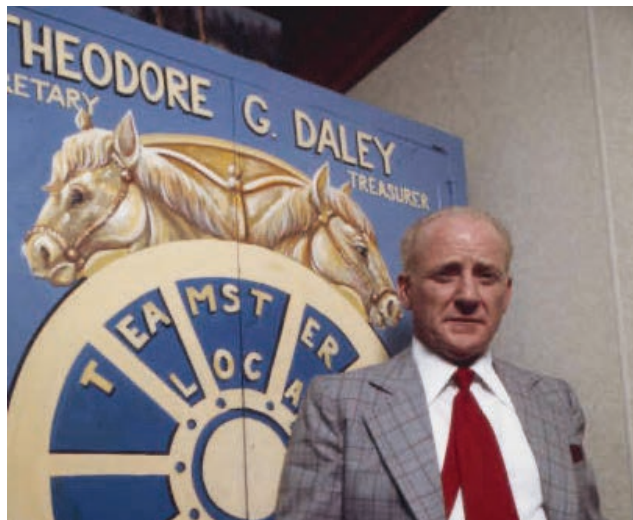
Born in 1929, he lied about his age to join the army and fight in World War II. After his discharge he got married, started driving a freight truck and became active with the union. In 1955, at the age of 24, Daley became the youngest principal officer in the Teamsters when was elected Secretary-Treasurer of Local 445 in Rock Tavern, N.Y.

He quickly became a close friend and confidant of then-General President James R. Hoffa. Hoffa and Daley had a deep respect for one another and became closer in the years that followed.

"When Robert Kennedy launched his 'Get Hoffa' campaign, Dad started a 'Justice for Jimmy' campaign," said his son, Ted Daley Jr. Daley remained close with the Hoffa family the rest of his life, keeping in regular contact with General President James P. Hoffa and Judge Barbara Crancer until his final days.

"Men of power are lucky to have five friends they can count on, and my father always knew he could count on Ted and thought very highly of him," Crancer said.

After his retirement, Daley remained engaged and played an active role at Local 445, staying involved with union issues and mentoring a new generation of local leaders.



PROMISES MADE, PROMISES KEPT, PENSIONS SAVED





Multiemployer Pension Relief Legislation Signed

More than two decades of work by the Teamsters to save the retirement nest eggs of a million-plus hardworking Americans came to fruition in March when President Joe Biden signed the \$1.9 trillion American Rescue Plan (ARP) into law, bringing relief to more than 200 multiemployer pension plans teetering on the edge of financial disaster.

The culmination of those efforts came rather swiftly after many previous starts and stops that had at times raised the hopes of affected families, only to dash them again.

President Biden, working with House Speaker Nancy Pelosi and Senate Majority Leader Chuck Schumer, had promised to tackle pension reform in the lead up to the 2020 election if given the reins of power. And some 50 days after Biden took office, they did just that.

“Teamster members told the union as it ramped up its election efforts that pension security was their top concern,” Teamsters General President Jim Hoffa said. “With that in mind, the union put together a plan to help elect President Biden and other lawmakers who promised to prioritize the retirements of hardworking Americans. They followed through with that promise and delivered for us.”

As part of the ARP, more than 50 Teamster pension plans—including its largest, the Central States Pension



Fund—are eligible for assistance at the outset of the bill’s enactment, with more of the union’s plans becoming eligible in 2022.

The union has spent the last six-plus years pushing back on terrible pension legislation enacted in late 2014 that allowed struggling multiemployer pensions to cut earned benefits.

Under the new law, money to assist eligible plans will come directly from the U.S. Treasury Department in the form of grants which would not need to be repaid. Plan participants will receive 100 percent of their



earned pension benefits. Affected members and retirees are encouraged to contact their pension fund to find out more information specific to their benefits.

How it Happened

The COVID-19 stimulus bill that included multiemployer pensions was considered under reconciliation, a legislative process that allowed the Senate to pass the legislation with a simple majority of votes instead of the 60 votes needed under regular rules.

Under the leadership of House Ways and Means Chairman Richard Neal, a longtime pension reform advocate, pension language was inserted in the broader House bill in committee and cleared legislative attempts to have it removed.

Teamster members, retirees and officials had spent countless hours in recent years attending meetings, lobbying lawmakers on Capitol Hill and even testifying before Congress trying to get elected officials to implement changes that would preserve the retirements they contributed to throughout their working days.

The Teamsters and other unions had fought off efforts to slash multiemployer pension benefits for struggling plans that would have cut benefits in excess of two-thirds in some cases. The move jeopardized the financial security of hundreds of thousands of retirees and those nearing retirement who had planned to live off their pensions during their golden years.

Dedication to Pensions

Several of those retirees came to Washington to tell their stories. They were people like Rita Lewis, widow of former Local 100 President Butch Lewis, who told members of the Senate Finance Committee in March 2016 how her husband was so stressed by the efforts to cut benefits to his family and other retirees that it led him to have a massive stroke that killed him. Legislation to save pensions was later named after him.

"These cuts are hitting us like a ton of bricks and none of us has time to prepare for the cuts or make additional accommodations like we might have done if we were still young," she said. "It's cruel to cut our pensions now when few of us can go back to work, leaving us without options to make up the difference in our incomes."

Kenny Stribling, a retiree with Local 200 in Wisconsin who also serves as co-chair of the Milwaukee Committee to Protect Pensions, told a similar story to members of the Joint Select Committee on Solvency of Multiemployer Pension Plans when he testified before it in July 2018.

He said uncertainty over the financial status of the Central States plan wore on his health and that of his wife, who had terminal cancer at the time. She has since passed away.

"This is an issue of fairness, of keeping promises to working Americans who did everything right," he

Story continues on page 15

“Teamster members told the union as it ramped up its election efforts that pension security was their top concern.”

—JIM HOFFA, Teamsters General President





BUILD BACK STRONGER

Teamsters Launch Campaign for Working People

Across the country, Teamsters elected new leaders who committed to fighting for working people. But elections are only the beginning. As America's strongest union, we must work together to win the real change our families need.

The Teamsters Union has a bold agenda for 2021 and beyond. The campaign, called Build Back Stronger, will create good jobs in safe workplaces for every worker and give us the tools to build strong unions in every workplace.

America is facing historic challenges. Even before COVID-19, our economy was rigged for corporations and the wealthy and powerful. As we work to recover and rebuild, it's up to us to make sure we Build Back Stronger. There are big fights to win in our city halls, our state capitols and in Washington, D.C. If we stand together, we can win.



For more information on these issues, or to see other key elements of the Build Back Stronger agenda, go to <http://ibt.io/BBS> or scan the QR code.





What's in the American Rescue Plan?

Legislation Benefits All Working Families

The American Rescue Plan (ARP) is a godsend for Teamster retirements, and one that should be celebrated. But it is also protecting the livelihoods and safety of workers who have been hit hard by the pandemic.

The Teamsters Union played an active role in fighting for additional worker support in the wake of COVID-19 by pushing for stimulus legislation. And that continues with the passage of ARP, a \$1.9 trillion package that brings billions of much-needed funds for states and local governments, unemployed workers and health care benefits as well as in the form of checks to hard-working American families.

Many Teamsters and other essential workers are still working in unsafe conditions and without access to quality personal protective equipment (PPE). The ARP sets aside \$10 billion to use the Defense Production Act to purchase, produce and distribute equipment including tests, PPE and vaccines.

The bill also provides funding to support the Occupational Safety and Health Administration's enforcement in high-risk sectors and expands incentives for employers to offer paid leave.

More than 200,000 Teamsters work in the public sector. This legislation provides states and localities with funds to address revenue



loss, not just unanticipated COVID-19 related expenses. The flexibility will help states to avoid mass layoffs and furloughs that would worsen the recession, delay recovery and undercut public health response efforts.

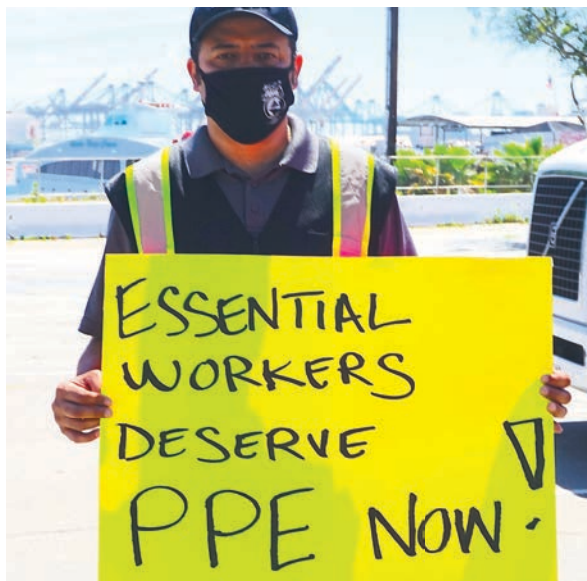
Significant support is given to states and localities to expand vaccine distribution, testing and contact tracing. The bill also provides necessary funding to support in-person teaching—where it is safe to do so for teachers, staff and students—as well as expenses associated with equitable access to distance learning.

Over 600,000 Teamsters start their workday by turning the key of a vehicle. The ARP supports transportation industries and workers with funding for transit agencies, airports, airlines and Amtrak that can be used to cover operating expenses, including payroll costs and purchasing PPE.

And while the majority of Teamster members have been on the job throughout the pandemic, many Teamster industries have been hit hard by lack of consumer demand and mandated property closures associated with social distancing guidelines. The ARP provides displaced workers with access to uninterrupted unemployment benefits as well as mortgage and rental assistance.

The bill also authorizes another round of direct payments to struggling households to help families pay for their everyday expenses. Additionally, the ARP also supports continued access to affordable health care through the Affordable Care Act, Medicaid and a 100 percent federal subsidy for COBRA benefits.

Workers deserve all the gains included in this legislation.





said. “We did our part, forgoing raises and job improvements for our retirement security. And we are simply asking you to preserve what is due to us.”

Beyond speaking before Congress, Teamsters also came by the thousands to rallies on Capitol Hill in April 2016 and the Ohio State Capitol in Columbus in July 2018 to stress the importance to lawmakers about finding a pension solution that would allow them to support their families.

And that doesn’t even take into account the Washington, D.C. visits by members and retirees over the past six-plus years that were almost too many to count. Many traveled repeatedly on their own dime to let their elected officials know finding a solution was critical to more than a million hardworking Americans.

“President Biden’s signature on this legislation is the culmination of years of hard work by so many with ties to this union,” Hoffa said. “But no one fought harder than affected members and retirees who attended countless meetings, repeatedly lobbied lawmakers and rallied to the cause. The Teamsters are grateful for their dedication to get this done.”

Efforts to reform multiemployer pensions did make progress during the last session of Congress, when a bipartisan collection of members of the House approved legislation in July 2019 to fix them. But the bill languished in the Senate and was never taken up, despite pleas to then-Senate Majority Leader Mitch McConnell to do so.

Election Was Key

That’s why Teamster members themselves decided they had to make changes at the ballot box as part of the 2020 election to get this done. Many got out on the campaign trail in fall 2019 and let candidates know that pension relief was essential and needed to be supported.

And candidates in turn responded. All six of those who participated in the Teamsters Presidential Candidate Forum held in Cedar Rapids, Iowa in December 2019 pledged to support pension reforms that would save these hard-earned retirements, including now-President Biden.

It was a message Biden would repeat frequently after becoming the Democratic nominee, and even did so in a special video to Teamster members in the closing days of the campaign.

Biden’s signing of the legislation brings to a close that chapter and can bring peace-of-mind to workers and retirees who only want to enjoy their golden years.

“The Teamsters also want to thank Rep. Richard Neal (D-Mass.) and Sen. Sherrod Brown (D-Ohio) for sponsoring legislation and recognize the resolve that Rep. Neal showed by filing pension legislation as his first act when he became chairman of the House Ways and Means Committee,” Hoffa said.

This is how the Teamsters reached their goal of having pension reform enacted. Promises made, promises kept.

NEW ADMINISTRATION SHOWS IT'S PRO-WORKER

In Personnel and Policy, President Biden is on Workers' Side



Elections have consequences.

It was a lesson learned from the 2016 election and one workers felt keenly as the Trump administration put in place policies that placed corporate interests first and everyone else second.

That fueled the Teamsters Union's agenda heading into the 2020 cycle, when members chose to prioritize pension reform, collective bargaining rights and later, as the coronavirus pandemic took hold, workplace safety issues. And it wasn't forgotten as members and retirees made hundreds of thousands of calls and texts to get their fellow Teamsters to get out and vote for a pro-worker agenda.

But what has come of all that work?

A lot, even in these early days of new leadership.

Right for the Job

President Biden wasted no time in nominating officials to top cabinet posts and issuing several key executive orders to ensure hardworking Americans are looked after and their interests are protected under his administration.

Even before he officially took office, Biden made several significant nominations that will have a positive effect on Teamster members for years to come. For example, he selected Boston Mayor Mary Walsh and former South Bend, Ind. Mayor and presidential candidate Pete Buttigieg to head up the U.S. Labor and Transportation departments, respectively, two choices lauded by the Teamsters Union.





TEAMSTER POWER COMES TO POLITICAL CAMPAIGNS

The Teamsters were committed to being a player in the 2020 election. But that didn't stop with making sure the union's top issues were heard by candidates seeking higher office. It also meant organizing those working on political campaigns.

Members of the Iowa Democratic Party were the first to sign up as members of Local 238 in the spring of 2019. But that quickly spread to include the campaign staffs of several presidential campaigns, highlighted by those of now-President Joe Biden as well as that of Vice President Kamala Harris during her own presidential run.

Other candidates whose staffs organized with the Iowa local included Sens. Cory Booker (D-N.J.) and Amy Klobuchar (D-Minn.) as well as Rep. Eric Swalwell (D-Calif.).

"The Teamsters set the standard for future campaign workers, including overtime language and a defined work week for the first time in history," said Jesse Case, Local 238 Secretary-Treasurer.

More Campaigns

Iowa wasn't the only state, however, where Teamsters organized for political power.

The staff of Sen. Ed Markey (D-Mass.) voted to become members of Local 122 in Boston. And more than 100 staffers for the 2020 Coordinated Campaign and Legislative Victory Fund of the Georgia Democratic Party—including workers on the pivotal presidential and senatorial efforts in the state—joined Local 728 in Atlanta during the fall of 2020.

Most importantly, campaigns fueled by Teamsters won in November.

Victories by President Biden, Sen. Markey as well as new freshmen Sens. Jon Ossoff (D-Ga.) and Raphael Warnock (D-Ga.) were powered by the Teamsters.

The influence of those members who worked on these winning campaigns will only grow from here.

"Teamster campaign workers from this past cycle will go on to work not only in future presidential administrations, but coordinate state and congressional races across the country, as well as gubernatorial races," Case said. "We're already seeing it happen."



Walsh, a 25-year union man himself, grew up in the movement and understands the struggles of regular people just trying to earn a living and support their families. He is the former head of the Boston Building Trades and long-time president of Laborers' Union 223 who also co-chaired the Massachusetts Democratic Party Labor Caucus while he was a state lawmaker.

"Marty Walsh knows that unions and workers have come under assault in recent years," said Jim Hoffa, Teamsters General President. "At a time when millions are out of work and struggling, working Americans deserve someone who will be in their corner while leading the charge for a fairer nation."

Meanwhile, in Buttigieg the country is getting the problem-solver that it requires at a time when elected officials in the nation's capital have talked a big game about upgrading the



nation's infrastructure but gotten little done.

"We need a strong voice to lead the effort to improve the nation's transportation networks so they can handle the needs of a 21st century economy. Pete Buttigieg is solid choice to do so," Hoffa said. "As the largest transportation union in North America, we look forward to working with him to improve

the lives of workers"

Policy Changes

But beyond personnel, there have also been substantive policy changes.

The biggest, of course, is the enactment of pension reform in March thanks to language inserted in the American Rescue Plan (ARP). The new law boosts the retirements of more than 1

million U.S. workers and retirees in faltering multiemployer pension plans to ensure they receive their full benefits.

As part of the ARP, more than 50 Teamster pension plans—including its largest, the Central States Pension Fund—are eligible for assistance at the outset of the bill's enactment, with more of the union's plans becoming eligible in 2022. Under the measure, money to assist eligible plans will come directly from the U.S. Treasury Department in the form of grants which would not need to be repaid. Plan participants will receive 100 percent of their earned pension benefits. (For more on the union's efforts on pension reform, see article on page 8).

The new law goes further to help. It sets aside \$10 billion to use the Defense Production Act to purchase, produce and distribute equipment including tests, PPE and vaccines. It also provides





funding to support the Occupational Safety and Health Administration's (OSHA) enforcement in high-risk sectors and expands incentives for employers to offer paid leave. (For more on the ARP, see article on page 14).

That, however, is far from the entire story when it comes to the issues. Right off the bat, the Biden administration made sure to move quickly using executive orders to make changes that would expand the U.S. economy and make workplaces safer.

As part of the president's Buy American order, he set in motion a series of reforms to current federal procurement policies designed to eliminate the excessive and unnecessary use of foreign suppliers through trade-pact waivers. It also directed federal agencies to increase the threshold of domestic content—the percentage of a product that must be manufactured in the U.S. to qualify under Buy American law to be purchased.

Another executive order issued



by Biden rescinded Trump administration directives which curtailed the collective bargaining, due process and workplace representation rights for federal workers, while also putting forward a plan to raise the minimum wage for federal government workers and contractors to \$15 an hour.

And a third presidential executive order called for OSHA to reassess COVID-19 workplace safety

guidelines, including emergency temporary standards. It also directed OSHA to establish a national enforcement program to ensure any employers that violate the guidelines or emergency temporary standards are held accountable for putting workers at risk.

That said, efforts to improve the lives of hardworking Americans must not stop there. Rest assured, the Teamsters won't allow it.

TEAMSTER HELP POWER GEORGIA VICTORY



MEMBERS TURN OUT FOR SENS. WARNOCK, OSSOFF

Two pro-worker candidates running for U.S. Senate in Georgia emerged victorious in their run-off elections after the Teamsters put their muscle into turning out Teamster members to vote. The outcome makes sure President Biden will have a Congress that will stand up for hardworking families.

Sens. Raphael Warnock and Jon Ossoff defeated the incumbents in tight contests. Their wins ensure Democrats have control of the legislative agenda in the Senate, which has passed pension relief legislation. Democratic control of the Senate also makes it easier to enact policy changes dealing with collective bargaining rights, workplace safety, infrastructure investment and more.

The Teamsters played a sizable role in getting Warnock and Ossoff elected, as the union had a team of 17 political field organizers (PFOs) to reach out to thousands of its members in the state.

Local unions from both Georgia and Florida in Joint Council 75 empowered members to work on the field program. The union's Brotherhood of Maintenance of Way Employees Division (BMWED) also built on the work done during the general election to participate in the effort.

Jewel Prevo, Local 528 Recording Secretary and a shop steward at ACTS Security, participated as a PFO for the first time. She said while the state was deluged by outside forces wanting to influence voters, members were glad to hear from their union.

"A lot of members were open to this because the

union was calling," she said. "The back-and-forth because we were union brothers and sisters was well received."

Matt Weaver, an internal organizer with BMWED, agreed. He added that the access to voter resources provided to members were especially helpful.

"They liked that we had the links to share and the information they needed," he said, adding that members "were pleasantly surprised and I was even thanked several times."

Pensions a Factor

Together, PFOs contacted more than 6,000 Teamsters in Georgia by phone and text message. The team made more than 31,000 calls and sent more than 50,000 text messages between Dec. 1 and Jan. 5. More than 3,527 calls were made on Election Day alone.

Additionally, Warnock joined a tele-forum with Teamster retirees in Georgia to talk about protecting pensions. Teamsters consistently connected the 2020 elections to key Teamster issues.

"I had some retirees who told me they had never voted for a Democrat on the national level," said Local 728 Vice President Chuck Stiles. "But they put it aside for pensions."

Teamster members were also involved in campaign efforts from the inside as well. More than 100 workers for the Democratic Party of Georgia's 2020 Coordinated Campaign and Legislative Victory Fund organized with Local 728 in September.

CEMEX VICTORY IN FLORIDA



Ready-Mix Batch Plant Workers Join Local 79

With over 85 percent voting in favor of representation, ready-mix drivers at CEMEX of Port Charlotte, Fla. joined Local 79 in January.

“This is the fifth batch plant that has joined us in less than a year and we are thrilled to welcome them to our family,” said Brian Rothman, President of Local 79 in Tampa. “Essential service workers throughout the Sunshine State are realizing their value and exercising their power accordingly. These workers are heroes for keeping the economy running during the awful pandemic and it’s about time that they be recognized as such.”

The company brought in hired union busters, making the workers sit through numerous mandatory anti-union presentations (commonly known as a “captive audience” meetings). Local 79 held organizing meetings outdoors—with the driv-

ers six feet apart to comply with COVID-19 precautions—so the workers were prepared for the company’s anti-union tactics.

Local 79 Trustee, Business Agent and Director of Organizing John Sholtes said CEMEX’s dirty tricks did little to deter the workers from voting against the union when they got their ballots in the mail.

“These overpaid outside ‘labor consultants’ can say whatever they want, but these drivers know that in Miami, Chicago, Seattle, New York City, Oakland and every other city where CEMEX workers have a Teamster contract, things are better than they are at their batch plants,” Sholtes said. “Look at the contracts. The company can’t contradict something that it already agreed to in writing.”

Carlos Peregrine is a ready-mix driver at one of the Naples batch plants that recently joined Local 79.

He was called as a witness at NLRB hearings to help certify the union at his plant after the company filed objections to the election.

“All of CEMEX’s stalling and intimidation tactics have only made us more determined and stronger as a union!” Peregrine said.

“Ready-mix drivers throughout the country know that the only way to ensure that the skilled workers in this craft received the wages and benefits they deserve is through a Teamster contract. To all of the CEMEX drivers who don’t have a union yet, come join us!” said Bubba Davis, Director of the Teamsters Building Material and Construction Trade Division.

CEMEX workers throughout North America are organizing with the Teamsters. To learn more, go to <https://teamster.org/ready-mix-teamsters> or find us on Facebook and YouTube @readymixteamster.

LOCAL 206

So Delicious Dairy Free

With over three-quarters voting in favor of representation, 107 workers at So Delicious Dairy Free voted to join Local 206 in December. The company, a subsidiary of the Danone Corporation, manufactures a variety of non-dairy beverages and novelty products at this Oregon facility.

Teamsters have a national agreement with the Danone Corporation (whose products are often branded Dannon in the U.S.) and two other unions, the United Food and Commercial Workers (UFCW) and the Bakery, Confectionery, Tobacco Workers and Grain Millers' International Union (BCTWGM). This neutrality agreement allows workers to make their own choice concerning union representation without any interference from the company.

In addition to the neutrality agreement, the organizing victory was also a collaboration with the Dairy Conference, Joint Council 37, Local 206 and the International Union of Food Workers, a global federation of trade unions based in Geneva.

"The workers recognized the value of union representation by comparing their conditions to that of our members at Local 206; we also represent workers at another Dannon facility in Portland," said Tony Andrews, President of Joint Council 37. "They are due great recognition for their involvement and for achieving success."

LOCAL 856

ScholarMatch

After battling an anti-worker campaign, direct service staff at San Francisco-based nonprofit ScholarMatch overwhelmingly voted to form a union with Local 856 by nearly 90 percent in February.

ScholarMatch employees began the process of unionizing in 2020 after becoming concerned with instability and ensuring equity at the nonprofit. ScholarMatch supports first-generation college students. These new Teamsters work in various administrative and direct services functions, including with high school and college students primarily in

San Francisco and Los Angeles communities to ensure the mission of the nonprofit.

"Forming a union binds us together in our commitment to share power and keep one another accountable in our work in the community," said Samantha Lozano a program manager at ScholarMatch. "This is about building an equitable and inclusive world for our students where everyone has a seat at the table."

"We commend their courage and tenacity in standing up to their employer and are proud to stand with them as Teamsters," said Peter Finn, Secretary-Treasurer of Local 856.

LOCAL 251

Shred-it

Drivers and helpers for Shred-it in Pawtucket, R.I. voted overwhelmingly, 13-2, to join Local 251 in Woonsocket on February 15. The 20-worker unit overcame an aggressive anti-union campaign by management throughout the organizing drive.

"We are proud of what we accomplished in this election. Despite the company's efforts to divide and scare us, we stood strong to win a voice on the job," said Josh Linton, a Shred-it driver who played a key role in the unionization effort. "We knew better than to fall for the company's lies. I applaud my co-workers for sticking together."

In addition to improved pay and benefits, the Rhode Island workers are also seeking respect on the job and fairer, safer working conditions.

"This win marks a new beginning for Shred-it workers, and I applaud this strong group for staying united throughout this tough campaign for Teamster representation. The company waged a vicious anti-union campaign, but these workers knew better. This campaign was all about winning respect," said Matt Taibi, Secretary-Treasurer of Local 251.

LOCAL 745

Airgas

By a vote of 15-6, a group of tankhaul drivers at Airgas in Grand Prairie, Texas near

Dallas voted to join Local 745. The workers voted by mail, and ballots were counted January 15. There are 23 drivers in the bargaining unit.

"I'm ecstatic and elated," said John Durr, a driver who has worked at Airgas for eight years. "We have had to deal with favoritism for too long. The company would hire people off the street and pay them more than drivers who have been here for seven or eight years. But since the votes have been counted, we have seen a change in the culture. The company has scaled things back and my co-workers and I have a stronger voice now."

In addition to ending favoritism, the workers are seeking fair wages and a grievance procedure to challenge unfair management decisions.

"The workers stood up against the favoritism they were experiencing and took a bold step to organize," said Brent Taylor, Secretary-Treasurer of Local 745. "We will work hard to negotiate a strong first contract that addresses the drivers' concerns."

LOCAL 391

National Express

Drivers at National Express have voted to join Local 391 by over a two-to-one margin. The workers are tasked by the Piedmont Area Regional Transportation System (PARTS) with providing public transportation for 10 of the counties that make up North Carolina's Piedmont Triad.

"The drivers at National Express are now part of Local 391 and we will work together on creating a workplace with higher wages and safer working conditions," said Mike McGaha, Local 391 President. "Workers also want to be shown dignity and respect on the job."

"We wanted to form a union with the Teamsters so our wages, benefits and working conditions can be guaranteed in a contract, whereas before, they were not," said Barbara Townsend, a PARTS driver for over three years.

TEAMSTERS STRIKE HARD AND WIN BIG AT HUNT'S POINT MARKET

A BRONX TALE



Hunt's Point Market in the South Bronx isn't just the beating heart of the food supply chain in the five boroughs. It's one of the most essential food distribution hubs on the planet.

The 1,400 workers at the market provide meat and produce to 22 million people in 49 states, including roughly 60 percent of the fruits and vegetables consumed in New York City alone.

When the pandemic hit New York City like a haymaker to the temple last March, Hunt's Point took a one-two punch: the near-overnight closure of the restaurant industry made supermarket demand skyrocket at a time when many truckers delivering produce didn't want to come to New York. The facility was under pressure like never before and the members of Local 202 who worked there were shouldering the burden.

"Frontline workers can't telecommute, they can't phone it in," said Daniel Kane Jr., Local 202 President. "These folks didn't become essential during the pan-

dem. They have been essential forever."

The fight to get through the COVID-19 pandemic wasn't the last struggle the workers were going to endure, but neither was it the last they would triumph over.

'All We're Asking for is a Dollar'

As the pandemic dragged on and essential service workers were continuing to burn their candles at both ends of the stick more and more to keep the country moving, they started to be on the receiving end of more and more empty gestures of gratitude from their employers.

Hunt's Point was no exception. The company thanked the workers in a Facebook post on May 7, 2020:

"Even through the challenging times, the city never sleeps. Thank you to our incredible staff. Because of you, we can continue to supply New Yorkers with food - an essential we all need!"

Again, on June 18:

"Yesterday morning, NYCEDC, DSNY Commissioner Garcia, Bronx Borough DOT Commissioner Lopez, Bronx Borough President Ruben Diaz Jr., and Councilman Rafael Salamanca came to thank our businesses and employees for being essential workers during COVID19! Thank you to Local 202 Teamsters for your support! #ThankYou #heroes #appreciationday."

Social media, however, rarely tells the whole story.

Toward the end of last year Local 202 went back to the bargaining table with Hunt's Point Market to re-negotiate their contract. It had been a rough year but they were optimistic that they would get what they were asking for—a raise of one dollar per hour.

The workers were shocked then, after all of the platitudes about essential service workers, the company came back with an offer of 32 cents hourly and a push to increase the workers' out-of-pocket health care costs.

"We worry about getting COVID and bringing it home to our family, but we still come to work," said Local 202 Member Gilbert Moldonado. "They always give us cents. All we are asking for is a dollar."

Conditions had never been tougher. Six Teamsters from the facility died because of COVID-19.

Nobody ever wants to go on strike, but Local 202 members at Hunt's Point knew that they were out of options.

"You got to have dignity with yourself, you got to get respect where you work," said Hunt's Point Worker Jeff Ratliff. "Sometimes you work for companies, and you're just like a machine to them. Nothing else. You're in this market more than you're home. Who wants to come to a house where you don't get no respect from your kids?"

Local 202 members Neiko Berry and William Brown agreed.

"With the pandemic, we fought our fears to feed our families and feed the city," Berry said. "Now we are fighting for what we are worth."

"Our bosses don't feel we're essential workers—we're only essential when they say we're essential," Brown said. "We're showing them that they need us."





'You're Not Just Asking for a Dollar'

Marching a picket line—during a brutal job market, in full view of your employer, in the freezing cold—is a proposition that would terrify most people. You wouldn't know that by talking to the workers who stood in front Hunt's Point in January.

"We have been out here breaking our backs every night, no matter rain or snow, sick or healthy, to support our family," said Local 202 member Gerson Castillo. "We were here during Hurricane Sandy and we're here during COVID. That's why we are fighting for a dollar."

Predictably, the company didn't make things easy for the striking workers.

One night, the NYPD was called and six people on the picket line were arrested. Workers were brought in to replace those who had walked off the job, which Kane condemned in no uncertain terms.

"The people who didn't stand with us, they're always going to have that little twinge in their belly that they did the wrong thing," Kane said.

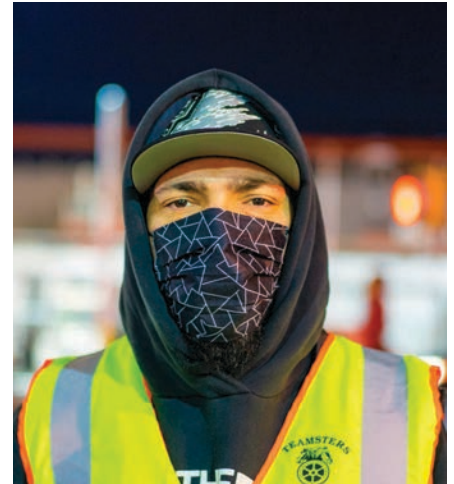
"Every one of you around here with each other is never going to have to feel that," he said. "Because when it was your time to stand up, you stood up and did the right thing. That's the power."

Support for the Hunt's Point Teamsters didn't just come from the union. A wide variety of community allies expressed solidarity with the workers, including elected officials like Rep. Alexandria Ocasio-Cortez and New York City Council Member Rafael Salamanca Jr., whose father was a Local 202 member at the Hunt's Point facility.

"I remember my dad coming in at three in the morning. I remember my dad coming home and talking about the struggles and how tired he was. But he was proud," Salamanca said. "You gave a Puerto Rican man with no education, which is my father, an opportunity. And my father was able to provide for my family. We got health care, he brought food to the table. And here I am today; this young man from the South Bronx, as a New York City Council Member because of Local 202."

On the day of President Joe Biden's inauguration, Ocasio-Cortez brought pizza to the striking workers and encouraged them not to give up their fight.

"When you're standing on this line, you're not just asking for a dollar," said Ocasio-Cortez. "You're asking for transformational change—for your lives and for the lives of every food worker across this country; for the kids of food workers across this country."



“THESE FOLKS DIDN’T BECOME ESSENTIAL DURING THE PANDEMIC. THEY HAVE BEEN ESSENTIAL FOREVER.”

-Daniel Kane Jr., Local 202 President

South Bronx Success Way

After the militant display of strength from workers, pressure from elected officials and the operational calamities a business endures when their workers strike, Hunt’s Point Market went back to the table and met the workers’ demands.

Hunt’s Point Teamsters ended up getting more than \$1 per hour in the long run; the agreement contains a \$1.85 raise over its three-year duration with no increases in out-of-pocket health care costs. After the contract ratified, workers celebrated with a rally.

With the pandemic putting workers’ rights in the limelight, Local 202 Vice President and Hunt’s Point worker Leonardo Servedio said the strike could be a catalyst for a new generation in the labor movement.

“They must know the struggle of their forefathers and ancestors from whatever country they come from, that came to America and suffered,” Servedio said. “And they worked hard, and they built the

American dream. Without struggle, there is no reap. And that’s what they have to understand. These young people today came here, and they absorb that knowledge. And now we’re going to start to create a movement. It’s called the new labor movement.”



Super Bowl, Super Dad





UPS Driver Shares Story With Millions of Viewers Before the Big Game

UPS driver Tyrone Mathieu Sr. has been transporting vital medical supplies and the COVID-19 vaccine as an essential worker, and he got to share his thoughts with tens of millions of viewers during a presentation before Super Bowl LV in early February.

The NFL approached family members of players who would be participating in the game between the Kansas City Chiefs and Tampa Bay Buccaneers. Mathieu's son, Tyrann, plays safety for Kansas City. The NFL wanted to highlight and honor essential workers, like Tyrone Mathieu.

"I said, 'We're keeping America moving,' and that is what we are doing every day," said Mathieu, a feeder driver who transports packages in a tractor-trailer rig. "It was very rewarding to be able to tell millions of people what UPS Teamsters do day in and day out."

While Mathieu is grateful that he had this opportunity, he said his main goal was trying to honor the hard work of his co-workers, both at the New Orleans UPS hub where he works and across the country.

"I think about all the people I've grown up with in that building," said Mathieu, who has worked at UPS for 29 years, since he was 24 years old.

"I did this for all of them. They all know about the sacrifices we make every day, working hard to keep medical supplies, personal protection equipment and the vaccine moving. I hope I made everybody in that building happy," he said.

Mathieu, who started out as an unloader and has also been a pre-loader, air driver, cover driver and package-car driver, said his excellent health insurance has protected his wife, their five children and himself.

"Tyrann, before he signed his first professional football contract, was covered by my excellent insurance all the way through college and until he signed his first professional football contract," Mathieu said.

Teamster Proud

"I'm very proud to belong to the most respected, most well renowned and most powerful union—the Teamsters," Mathieu said. "As a Teamster, our whole family has benefitted and it has provided all of us with security."

In addition to Tyrann, 28, Mathieu and his wife, Sheila, a registered nurse for 31 years, have four other children: Tyrone Jr, 33, a registered nurse; Devon, 30, training to be a cook; Keviah, 26, an entrepreneur; and Toyá, who is in her last year of nursing school. Mathieu said he and his wife also have

a "bonus son" who they are very close with, David, 27, who is in his second year of residency to be a medical doctor.

Mathieu is a member of Local 270 in New Orleans.

"Teamsters Local 270 is very proud of Tyrone Mathieu for his appearance at the Super Bowl," said Stephen Sorrell, Local 270 President.

"Tyrone, as well as other Local 270 Teamsters, have been on the front lines serving their communities during the pandemic. Tyrone has been a Teamster for nearly 30 years, and we couldn't be prouder of the outstanding service that Brother Tyrone has provided," Sorrell said.

The Chiefs lost this year's Super Bowl, but Tyrann has a ring from the Chiefs' victory in the Super Bowl in 2020.

"I thank my mom and pops for all the sacrifices they made for me growing up," Tyrann Mathieu said. "I'm also proud of the important work both of them do to help people during this pandemic. They are true heroes."



To view the video, go to teamster.org or scan the QR code:

ELECTION SUPERVISOR'S REPORT No. 6

DELEGATE ELECTIONS COMPLETED – THE INTERNATIONAL CONVENTION

DELEGATE ELECTIONS – Nominations for delegate and alternate delegate positions were completed by March 7, 2021, and most did not produce contested elections. Forty local unions did conduct elections for delegate and alternate delegate, and those were completed by April 30, 2021.

Before credentials are issued, OES reviews each delegate and alternate delegate's eligibility status. If an elected delegate or alternate delegate is determined to be ineligible, the individual will receive notice and have an opportunity to submit evidence and an explanation challenging the eligibility ruling, with a right to appeal to the Convention Credentials Committee. OES, however, makes the final eligibility determination. 2021 Rules, Article III, Section 4(e).

Delegates are the members' voice at the Convention. The IBT Constitution says that delegates "meet to legislate on matters affecting the entire International Union and they are not bound to follow instructions of their particular Local Unions relative to their voting." IBT Constitution, Article III, Section 5(a)(4). You can contact your delegates to ask about issues and candidates they will vote on, and make your views known to the delegates. A list of delegates and alternate delegates certified as elected to the Convention is posted at www.ibtvote.org, and is updated regularly as certifications are completed.

NOMINATIONS AT THE CONVENTION – As stated in the Official Convention Call, the 30th International Convention will not be conducted with all delegates gathering in-person to participate in proceedings. The Convention will, however, conduct its business—including the nomination of candidates for International Union Office. Modified procedures will be used in order to accommodate the format and schedule of the Convention. OES will provide instructions on nomination and seconding of candidates in writing, and acceptance of nominations in writing, to facilitate the nomination process at the remote convention. The delegates' secret ballot vote to place floor-nominated candidates on the union-wide referendum ballot will be conducted using an electronic balloting system. **Delegates will receive instructions on use of the electronic voting system, and an opportunity to test the system before the Convention using a "sample ballot."**

At the convention, candidates who receive at least 5% of the delegate votes cast from the relevant set of credentialed delegates will be nominated for election to the office. International offices that have more than one nominee after the delegate secret balloting has been completed will be put to a union-wide secret ballot vote by mail in the fall.

The final delegate strength for the Convention has been calculated as required by the IBT Constitution (Article VII, Section 5(b)). Here is the breakdown, by region and electing group, of the total number of Convention delegates. The 5% nomination threshold (based on the delegate strength calculation) is in parentheses after the total for each region and the whole union.

30th International Convention – Delegate Strength by Region and Units					
Region	IBT	GCC	BMWED	BLET	Total
Central	388	16	13	16	433 (22)
Eastern	411	16	6	13	446 (23)
Southern	123	3	20	11	157 (8)
Western	440	9	7	4	460 (23)
Canada	122	2	4	13	141 (8)
Total	1,484	46	50	57	1,637 (82)

The 5% threshold will be determined based on the number of delegate votes actually cast in the nomination balloting for each position.

The results of the nomination process will be posted on www.ibtvote.org and will also be stated in my post-Convention report.

Protests – IBT members filed more than 130 protests through mid-April 2021. At www.ibtvote.org you can read every ruling made on filed election protests.

Richard W. Mark
Election Supervisor
WWW.IBTVOTE.ORG

INFORME No. 6 DEL SUPERVISOR ELECTORAL

LAS ELECCIONES DE DELEGADOS HAN FINALIZADO – LA CONVENCION INTERNACIONAL

ELECCIONES DE DELEGADOS – Las nominaciones para los cargos de delegado y delegado suplente se completaron el 7 de marzo de 2021, y la mayoría no produjo elecciones disputadas. Cuarenta sindicatos locales llevaron a cabo elecciones para delegados y delegados suplentes, las cuales se completaron el 30 de abril de 2021.

Antes de emitir las credenciales, la Oficina del Supervisor de Elecciones (OSE) revisa el estado de elegibilidad de cada delegado y delegado suplente. Si se determina que un delegado o un delegado suplente elegido no es elegible, el individuo recibirá un aviso y tendrá la oportunidad de presentar pruebas y una explicación que impugne la decisión sobre su elegibilidad, con el derecho de apelar antes el Comité de Credenciales de la Convención. Sin embargo, la OSE toma la decisión final con respecto a la elegibilidad. Reglamento de 2021, Artículo III, Sección 4(e).

Los delegados son la voz de los miembros en la Convención. La Constitución de la IBT establece que los delegados "se reúnen para legislar sobre asuntos que afectan a todo el Sindicato Internacional y no están obligados a seguir las instrucciones de sus sindicatos locales particulares en relación con su voto". Constitución de la IBT, Artículo III, Sección 5(a)(4). Puede ponerse en contacto con sus delegados para preguntar sobre cualquier asunto y los candidatos por los que votarán, y dar a conocer sus opiniones a los delegados. Una lista de delegados y delegados suplentes certificados como electos para la Convención se encuentra en www.ibtvote.org, y se actualiza regularmente a medida que se completan las certificaciones.

NOMINACIONES EN LA CONVENCION – Como se indica en la Convocatoria Oficial de la Convención, la 30a Convención Internacional no se llevará a cabo con todos los delegados reunidos en persona para participar en los procedimientos. Sin embargo, la Convención llevará a cabo sus actividades, incluida la designación de candidatos para la Oficina del Sindicato Internacional. Se utilizarán procedimientos modificados para ajustarse al formato y el calendario de la Convención. La OSE proporcionará instrucciones por escrito sobre la nominación y el procedimiento para secundar a candidatos, así como sobre la aceptación de nominaciones, para facilitar el proceso de nominación en la convención remota. La votación secreta de los delegados para incluir a los candidatos propuestos por el pleno en la votación del referéndum a nivel sindical se llevará a cabo utilizando un sistema de votación electrónica. **Los delegados recibirán instrucciones sobre el uso del sistema de votación electrónica, y tendrán una oportunidad para probar el sistema antes de la Convención, usando una "papeleta de muestra".**

En la convención, los candidatos que reciban por lo menos el 5% de los votos de los delegados emitidos a partir del conjunto pertinente de delegados acreditados serán nominados para la elección del cargo. Los cargos del Sindicato Internacional que tengan más de un candidato nominado después de que se haya completado la votación secreta de los delegados serán puestas a votación secreta a nivel sindical por correo en el otoño.

La cantidad final de delegados para la Convención se ha calculado de acuerdo con lo dispuesto en la Constitución de la IBT (Artículo VII, Sección 5(b)). A continuación, se presenta el desglose, por región y grupo de elección, del número total de delegados de la Convención. El umbral de nominación del 5% (basado en el cálculo según la cantidad de delegados) se encuentra entre paréntesis después del total para cada región y todo el sindicato.

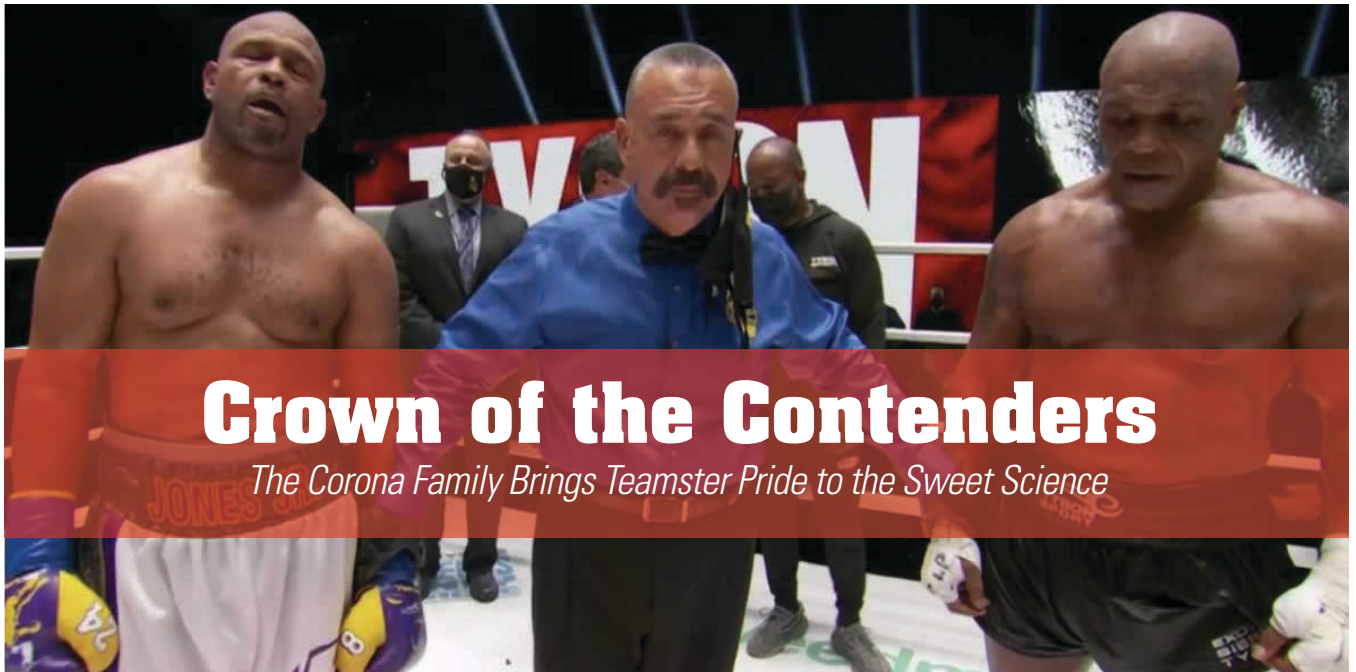
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Oeste	440	9	7	4	460 (23)
Canadá	122	2	4	13	141 (8)
Total	1,484	46	50	57	1,637 (82)

El umbral del 5% se determinará en función del número de votos de los delegados emitidos en la votación de nominación para cada puesto.

Los resultados del proceso de nominación de candidaturas se publicarán en www.ibtvote.org y también se señalarán en mi informe posterior a la Convención.

Protestas – Los miembros de la IBT presentaron más de 130 protestas hasta mediados de abril de 2021. En www.ibtvote.org pueden leer cada decisión que se emitió en relación con las protestas electorales presentadas.

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



Crown of the Contenders

The Corona Family Brings Teamster Pride to the Sweet Science

There are few jobs more difficult than being a union organizer, but a job where you get punched in the face comes close.

"It's a tough job, but I love it," said Ray Corona, IBT Organizer.

Born and raised in Basset-La Puente, Calif., Corona started boxing at a young age, but also had his fair share of run-ins with the law growing up. At 27, he decided to leave that life behind him. Corona got a Teamster job at Consolidated Freightways and dedicated much of his spare time to Local 63 and boxing.

At first boxing officials wouldn't let Corona train to be a referee, but he kept showing up to watch matches anyways. After five years of this, his dedication was noticed, and he was given the opportunity to train and officiate matches by Marty Denkin, an iconic figure in Los Angeles boxing.

Putting in work both as a boxing referee and as an engaged member of his local union paid off for him. Corona has officiated over 500 boxing and mixed martial arts fights throughout his 20-plus-year career, many with some of the biggest names in combat sports. In 2019

Corona officiated the World Boxing Organization (WBO) Super Middleweight Title Fight, where reigning world champion Billy Joe Saunders successfully defended his belt against challenger Marcelo Esteban Coceres. In 2020 he was the referee in the most widely watched exhibition boxing match of all time—an eight-round bout between former quadruple World Champion Roy Jones Jr. and former undisputed Heavyweight World Champion Mike Tyson that ended in a draw.

"I give thanks to the Teamsters, because of them I was able to get time off to dedicate to boxing—to my own career as a referee, to my son's career as a professional," Corona said. "In a nonunion barn, I never would have been able to do that."

Heir to the Crown

In addition to being well respected in the sport as an official, Corona passed the tradition down to his five sons. All of the Corona brothers trained to fight, three of them competed as amateurs, and his youngest son Adrian "Too Cold" Corona has gone professional. In

addition to his boxing career, Adrian also followed in his father's footsteps by becoming a member of Local 63 and is proud to carry on that tradition as well.

"It's meant a lot to me—for my parents, they always had reliable jobs because of the union, they were always able to provide for us. Going to the doctor, the dentist, I was able to get all of that because of the union. I didn't know all of that growing up as a kid, but now I know how important it is."

At only 21 years old, Adrian Corona has already made quite a name for himself in California boxing. Adrian trained under his father for the 14 fights in his amateur career. Since making the leap to the professional circuit, he trains under Ben Lira, a legendary coach who has had a number of his contenders under his wing who have gone on to win world titles. Adrian is undefeated 7-0 in his boxing career so far, including one knockout.



For more on this story, scan the QR code or visit [teamster.org](https://www.teamster.org).

IDO REPORT

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).

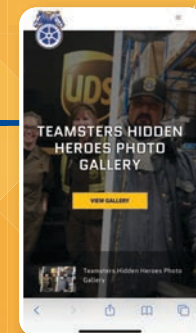
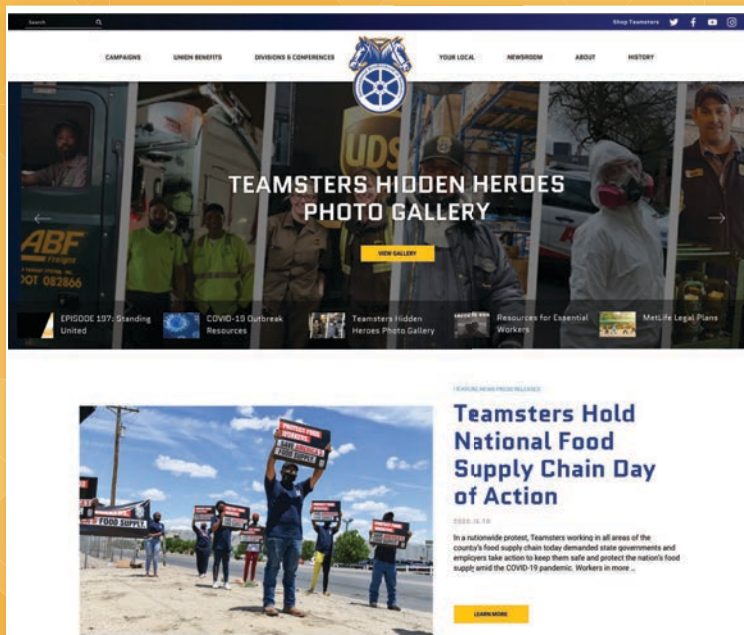
The task of the IDO is to ensure that the goals of the Final Agreement and Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities through these reports. If you have any information concerning allegations of wrongdoing or corruption you may call 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



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