



| 30TH INTERNATIONAL CONVENTION ORGANIZING REPORT |

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DELEGATES AND ALTERNATE DELEGATES:

Workers are facing more challenges than ever. And because of the pandemic, many workers are realizing their true value—especially those deemed essential. Nationwide, nonunion workers are looking at their union counterparts and seeing the difference a union makes.

They see that unions help people work safer and keep employers accountable on safety issues. They see Teamsters holding nationwide calls for worker safety in the midst of the pandemic. They see that unions are better able to get essential workers hazard pay.

Our union is the most active organizing union in the country, and we continue to bring in new members that strengthen our position in our core industries as well as organizing in new Teamster divisions, the Health Care Division and Passenger Transportation Division.

We know that growing union density in these industries strengthens our collective power to negotiate stronger contracts for all our members. And we know that building density gives us the power to raise standards for all workers. That's why the duty to organize falls on all of us, which is why we say, "Every Teamster an organizer!"

It was organized labor that created a thriving middle class in North America and the Teamsters are leading the struggle to maintain it. Now, more than ever, it is critical for our union to continue to organize workers. Even though they have the human, civil, legal and moral right to join a union, when workers try to organize they are faced with harassment, intimidation and retaliation from their employers, often assisted by high-priced anti-union consultants.

Our success in organizing has been built on an understanding of the employers' anti-union tactics and a credibility that inspires trust and motivates people to stand up for their rights. It is because of the determination of workers and the hard work of Teamsters at all levels—from the International Union, Joint Councils, divisions, conferences and local unions—that we have built the reputation as a leading organizing union.

The following pages review Teamster organizing since the last Convention. This report serves as an educational tool, describing Teamster organizing in all its phases. Its purpose is to provide a comprehensive overview of Teamster organizing and its impact on the lives of workers.

The story doesn't stop here. Organizing is the lifeblood of our union and we will continue to tell our story to organize more workers into our union. Thank you to all who have made the Teamsters the premier organizing union in North America!

JAMES P. HOFFA
General President

KEN HALL
General Secretary-Treasurer



Year after year, media reports on the state of the American labor movement paint a gloomy picture of shrinking membership and dwindling power. The mainstream trope about the supposed decline of America's labor unions is unlikely to let up.

But there is another story about labor—the story of workers across North America who are joining unions, especially the Teamsters.

While many unions are struggling to maintain their membership, the Teamsters Union has organized more than 100,000 workers since the last Convention. Many of these gains have come in Teamster industries in the global supply chain, transportation and other core Teamster industries. Others are in areas where the Teamsters are expanding greatly.

“Teamster organizers—our mighty army—work hard every day reaching out to workers to tell them about the importance of having a voice on the job, a Teamster contract and the strength of 1.4 million Teamsters standing with them,” said Jeff Farmer, Teamsters Organizing Director. “Organizing

is a skill, an art and a discipline, and Teamster organizers show their commitment every day to improving the lives of thousands of workers.”

The Teamsters Union remains the most powerful union in the world. With a strong base of members in an industry, the union and its members have the power to target other companies in those industries. Growing union density in these industries strengthens collective power to negotiate stronger contracts for all members.

Teamsters have never been afraid to fight the tough fights for as long as it takes to win for workers.

In Midst of Pandemic, Workers Want Representation

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

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

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

When drivers at MV Transportation in Ft. Walton Beach, Fla. won their NLRB election to join Local 991 in May 2020, Florida was averaging over 700 deaths per day from COVID-19. Driver Dyllon Offield indicated that a voice on the job was essential for safety at MV Transportation.

"We joined the Teamsters because we needed to have something that is there for us," Offield said. "We want protections, better compensation

and to be treated equally and fairly. That's why we reached out to the Teamsters. There's nobody better for us to have in our corner."

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

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

Those are only a few of the dozens of organizing victories that the Teamsters secured since the pandemic started.

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

| THE GLOBAL SUPPLY CHAIN |

The XPO campaign is part of the Teamsters' focus on organizing transportation, the global supply chain and its core industries. The world is shrinking—goods are moving at light-speed and workers face unprecedented exploitation. We need to continue the fight to lift workers up and provide them with the secure future they deserve.

The Teamsters continue to leverage its expertise and resources across transport segments to organize at companies from the supply's first mile to the last. This is not an easy task. These corporations have deep pockets to fight us at every step. But together, using our human resources, we can fight and we can win!

The campaigns include:

- XPO Logistics;
- Intermodal workers;
- Port drivers, and
- A growing emphasis at Amazon.

XPO Logistics

Once XPO announced the purchase of Con-way Freight late in 2015, port, freight and warehouse workers at one of the world's largest logistics and transportation companies, XPO Logistics, have become internationally engaged with the Teamsters in their fight for a more secure future.

At XPO, the campaign to protect Teamster



members in multiple divisions and stem the tide of XPO's attempt to take over entire industries has been powerful and strategic. The Teamsters have relentlessly engaged the company and won many battles, including court fights over labor law violations and misclassification of port workers, as well as numerous organizing victories. All the successes met with the company waging a well-funded and vicious anti-union, anti-worker campaign. XPO's actions have been recognized as extraordinary, brutal and over-the-top both in the courts and media. XPO epitomizes

the abhorrent no-holds-barred drive for corporate profits on the backs of workers that is plaguing the nation.

An XPO Global Report released in the fall of 2020 by an international coalition of labor partners outlined multiple horrific problems workers face at XPO (we can have link here to Report). These include the company putting workers at a heightened risk of contracting and spreading COVID-19; wage theft and exploitation; hazardous work environments riddled with health and safety violations; pregnancy and gender discrimination; sexual harassment; misclassification and extreme anti-worker tactics.

The XPO Global Union Family—composed of the Teamsters Union, the International Transport Workers' Federation (ITF), the European Transport Workers' Federation (ETF), along with 13 unions representing XPO workers in eight countries—compiled the report after first attempting to work with XPO to improve working conditions.

"XPO has been and continues to be the poster child of corporate greed," Hoffa said. "But workers around the world are standing up in freight, ports and warehouse to take this company on. Our great union will continue to stand with these workers in the global supply chain until they win dignity, respect and a more secure future for themselves and their families."

Teamsters are in touch with thousands of XPO workers across the U.S. in building a network that soon will be powerful enough to take on this company across the nation. Several hundred workers have succeeded in winning 10 elections across the U.S. system and most are battling to win their first-ever contracts. A constant onslaught and law-breaking from the company has lengthened the process and terrified co-workers. The U.S. workers hope to join tens of thousands of workers in Europe who are unionized and who have collective bargaining agreements.

The organizing campaigns have been extremely difficult because XPO has spent millions of dollars hiring union busters. The company has now assembled an in-house union busting staff who aggressively fight unionization and the current contract campaigns. Even without completed contracts at press time, the Teamsters and brave XPO workers have won many battles; they have improved health care and made it more affordable, improved retirement, industry-topping raises in wages, all while the company attempts to keep workers from organizing. This entire fight helps to protect our existing Teamster membership and

makes XPO consider the Teamsters in every decision it makes in the U.S. It is a marathon, unfortunately not a sprint.

In the U.S., workers have filed more than 150 unfair labor practice (ULP) charges since 2014 with the National Labor Relations Board (NLRB) against XPO. In four U.S. facilities where workers voted to form a union, XPO unlawfully withheld annual wage increases while giving them to nonunion employees in other facilities. XPO subsequently paid over \$500,000 in back pay to these workers.

Through the vicious and often law-breaking employer campaign, workers have courageously stood up to the company's mistreatment and formed their union in New Jersey, Pennsylvania, Illinois, Connecticut, Texas, California and Florida with the Teamsters.

"This is a great day for us and we urge our co-workers across the country to stand bravely to win dignity, respect and fairness by banding together," said Bill Strouse, a King of Prussia, Pa. XPO road driver. "We need to have a voice on the job so that management will listen to our concerns."

"We are tired of the company's empty promises, so we formed our union as Teamsters to have a strong voice on the job," said Joel Garibay, a driver at XPO in Bakersfield. "We will use this strong voice to fight for positive changes at XPO."

The Teamsters have successfully and often exposed XPO as a terrible actor in the transportation and warehousing industries by shining a spotlight on the following:

- Gender and pregnancy discrimination in the warehouses of Memphis, Tenn. and around the globe;
- NLRB law-breaking from coast to coast in the U.S.;
- Poor pandemic response throughout the company;
- Ties to the U.S. Postmaster Louis DeJoy, who was an XPO board member and ordered to divest his XPO stock;
- Excessive CEO compensation of over 700 to 1;
- And the list goes on and on.

The Teamsters initiated this fight to protect members and organize the unorganized by building a network of former Con-way workers, engaging every Teamster department and a global coalition that will continue to fight this company until respect and better working conditions is won by all.





Intermodal Victories

In 2017, Teamsters scored major organizing victories for intermodal workers with Parsec, Inc., and the intermodal victories haven't slowed down since.

Parsec workers service railroad lines: they remove shipping containers from trains, stack up the containers in the terminal yard and then lift them onto tractor-trailer rigs, which then carry the containers to other locations.

The Parsec workers had been "represented" by a company-friendly association. For years, workers had to endure no representation and lousy contracts, resulting in high health insurance costs and poor coverage, no on-the-job protections and no voice to help make conditions better.

After working previously for 11 years in a Teamster-represented job, Ronnie Brazier knew he had to fight for positive changes in his job at Parsec near Chicago.

"The differences between my Teamster job and my new job were like night and day," said Brazier, an operator/driver. "There are no comparisons. As Teamsters, we had great representation. Here, we had no representation. That's why we formed our union with the Teamsters."

Brazier and his more than 500 co-workers in Elwood, Ill. voted to join Local 179. The win was the second major victory at the company in a matter of months. Nearly 800 workers at Parsec in Commerce, Calif. had recently voted to join Local 986.

"The Teamsters successfully organized Parsec members in the Los Angeles area, which empowered workers to unite and win right here in Illinois," said Tom Flynn, President of Local 179 in Joliet, Ill. "These hardworking men and women deserve real representation, and they are finally getting it."

"We needed a union that would actually stand with us and not against us," said April Scroggins, a Parsec driver. "The pay, benefits and opportunities as Teamsters are so much better. Being a Teamster means I now have a family that is going to stand behind me. As Teamsters, our union is there for us."

Once again, rank-and-file Teamsters at other workplaces were instrumental in the victory. Teamsters who work at UPS, YRC, ABF, UPS Freight and other companies, as well as rail members, reached out to the Parsec workers about the union. Members of the Brotherhood of Maintenance of Way Employees (BMWED) from the nearby Cicero yard, some of whom are directly responsible for the track leading into the Parsec yard, and BMWED members near Kansas City, appeared on a solidarity flier that was given to the Parsec workers.

"We have worked hard to bring this yard to the top, making it one of the most productive in the country. We need to be rewarded for our hard work. As Teamsters, we will finally be heard," said Leo Loera, a machine operator there since 2001.

Since those victories, the union has continued organizing intermodal workers—at Parsec and other companies. In August 2019, by a vote of 117 to 25, Parsec workers in Austell, Ga. voted to join Local 728.

"As Teamsters, we will have the power and resources to create positive changes at Parsec," said Eugene Bullard, a Parsec driver.

Intermodal victories at other companies include:

- In 2017, 133 workers at ITS ConGlobal in Harvey, Ill., voted to join Local 710;
- In February 2018, 57 workers at ITS Calumet voted to join Local 710;
- In July 2019, 74 workers at ITS ConGlobal in Chicago voted to join Local 710; and
- In December 2019, 28 drivers at Universal Intermodal Services in Los Angeles joined Local 848.

The Teamsters Union plans to continue organizing intermodal workers, and Brazier, the Parsec Teamster, has words of advice for workers around the country.

"You've got to stand together and get that one, strong voice," he said. "Pick the union for you—the Teamsters!"

Campaign at the Ports

The Teamsters Justice for Port Truck Drivers is a campaign of over 75,000 truck drivers organizing

for fairness in the port trucking industry. The union has actively engaged government and port officials to enforce labor laws and to protect the public's interest.

With the support of other labor, community and faith allies, the drivers' fight for justice in the trucking industry continues to grow. Port truck drivers haul our country's imports and exports for retail companies for manufacturers, and for the U.S. military, but face abusive working conditions that the USA Today recently described as "indentured servitude."

Even during the global pandemic, truck drivers continue to be illegally misclassified as independent contractors. This leaves them without access to affordable health insurance, paid sick leave and other workplace protections.

By organizing as Teamsters, port workers become among the best-paid port workers. Teamster port jobs include truck driving, warehousing, stevedoring, operating and repairing ferries and tugs, and building ships.

In December 2019, drivers at Universal Intermodal Services in Los Angeles, Calif. voted overwhelmingly to join Teamsters Local 848, joining their Teamster coworkers in Indiana and Michigan to demand fair treatment and working conditions.

There are 28 drivers in the bargaining unit. Workers are demanding affordable, quality health insurance, wage increases and retirement security.

"Our health care costs are so out of control many of us don't have it because we can't afford it," said driver David Lopez, a two-year employee. "Our wages are not keeping up; we know the value of our work to the economy. We want a Teamsters contract so that our benefits are guaranteed and protected."

"I want to thank the International Union Organizing Department for their hard work," said Eric Tate, Secretary-Treasurer of Local 848. They were all instrumental in this victory. More importantly, I want to thank our newest members for standing strong together and fighting for what's best for them and their families."

Fred Potter, International Vice President and former Port Division Director, said the victory provides momentum to the truck drivers long fighting for justice at their workplace.

"Trucking companies continue to break the law, misclassify, mistreat and disrespect workers and they are saying 'enough is enough,'" Potter said. "The company needs to change the way it does business and start to value its workers. Workers are fighting back and the Teamsters will be there every step of the way."



| OTHER IMPORTANT CAMPAIGNS IN CORE INDUSTRIES |



Foodservice Workers Win Teamster Strength

Over the past several years, the Teamsters Union has stepped up its campaign for worker justice at Sysco and US Foods, the two largest broadline foodservice providers in the country.

Since 2016, more than 1,300 workers at Sysco and more than 500 workers at U.S. Foods have formed their union as Teamsters. In addition, more than 150 workers at Performance Food Group have voted to become Teamsters.

"Foodservice workers know that the best way to win fairness, respect and dignity in the workplace is by voting to form their union as Teamsters," said Steve Vairma, Director of the Teamsters Warehouse Division and International Vice President. "Sysco and US Foods continue to mistreat the very people who make them successful, and workers are saying 'enough is enough.'"

At Sysco, the escalation follows the company's calculated nationwide campaign of threatening

and disrespecting its employees, and its flagrant violations of the law when workers seek union representation. Workers want to stop management's favoritism, create a fair pay system and stem increases in health insurance costs that make it too expensive for working families.

The campaign includes educating Sysco customers and the general public about the company's well-documented history of violating workers' rights. Sysco has been the subject of federal investigations of labor law violations in virtually every location where workers have chosen union representation.

In February 2019, drivers at Sysco near Miami voted to join Local 769, the second organizing victory in less than three weeks at Sysco. The vote count was 100-25 in favor of joining the union and there are 132 drivers in the bargaining unit.

In late January 2019, drivers and helpers from Sysco's Sygma Network in Monroe, Mich. near Detroit voted overwhelmingly to join Local 337.

There are 116 drivers and helpers in the bargaining unit.

Workers in both locations want a fair and level playing field and an end to what feels like an endless string of company takeaways.

In the fall of 2018, 253 Sysco drivers near Boston voted overwhelmingly for Local 653 representation at the company's New England distribution center that serves customers in five states.

Several worker victories in the fall of 2020 delivered power and security to drivers and warehouse workers at US Foods and Sysco during the ongoing pandemic.

In late September 2020, 110 workers at US Foods in Manassas, Va. voted to join Local 355. In mid-October, a group of 68 warehouse workers at US Foods in Fontana, Calif. voted to join Local 63, six weeks after a group of 57 drivers at the same facility voted to join the union. Also in October 2020, workers at US Foods and Sysco in Southern California ratified contracts that contain historic increases in wages and pension-benefit contributions.

In December 2020, 120 drivers at US Foods in Allentown, Pa. voted to join Local 773. The front-line workers during the pandemic have been fighting for years to gain respect and dignity on the job.

In Manassas, the vote was 50-30 for the 110 drivers in the bargaining unit. The drivers, front-line workers in the pandemic, voted Teamster to improve working conditions and their health and welfare protection.

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

In Fontana, the group of 68 US Foods warehouse workers voted to join Local 63.

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

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

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

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

UNFI Teamsters

Drivers at America's largest organic and natural food supplier, United Natural Foods, Inc. (UNFI), have voted to join Teamster locals all over the country over the last five years.

UNFI is the largest wholesale distributor to natural and organic retailers in the U.S. and Canada. After its 2018 acquisition of SuperValu, it became the second-largest grocery wholesaler in America. UNFI's acquisition of SuperValu brought 5,000 Teamsters at scores of distribution centers across the country under a single company.

The company has had a troubled labor history and has often been hostile toward workers' rights, including their freedom of association. SuperValu had long been a highly unionized company.

In the Hudson Valley in 2016, 100 UNFI drivers voted to form a union with Local 445 in order to ensure fair pay, equitable treatment on the job, and the ability to provide a good life for themselves and their families. The workers at the Montgomery, N.Y. facility distribute to organic, natural and specialty food stores in the New York metropolitan area.

"These workers came to the Teamsters to win a strong union contract, like those enjoyed by other Teamster UNFI drivers around the country," said Local 445 Secretary-Treasurer Barry Russell. "The Montgomery drivers withstood pressure by UNFI management—which of course wanted the





drivers to remain powerless with no voice on the job—and proudly voted to become Teamsters.”

“We’ve seen what UNFI workers have won around the country by organizing with the Teamsters. We were inspired to stay strong and fight for our union and a voice on the job,” said Miguel Rodriguez, a UNFI driver.

After a five-year battle to form a union, 280 warehouse workers at UNFI voted to join Local 166 in Bloomington, Calif. in 2017.

“Company efforts to avoid union representation were overcome by workers determined to have a voice in their work life and fair treatment on the job,” said Mike Bergen, Local 166 Secretary-Treasurer. “The workers at UNFI in Moreno Valley have finally received the justice and victory they deserve.”

In January 2018, 31 drivers in Gilroy, Calif. joined Local 853 in Oakland. The workers transport supplies for UNFI to major clients like Whole Foods, Amazon, Genentech, Sprouts and Google. Not long before, Amazon had purchased Whole Foods and the implications on UNFI workers were not yet clear.

“As companies become increasingly interconnected, as with Amazon’s purchase of Whole Foods, it’s important that unions strategically organize and workers unite to better their working conditions,” said Dennis Hart, former Secretary-Treasurer of Local 853.

Gilroy drivers received support and words of encouragement from Teamster UNFI drivers from around the country. Members from Local 63 in Covina, Calif., and Local 117 in Tukwila, Wash., traveled to meet with the UNFI workers in Gilroy to provide support and share their experiences with organizing and forming their union with the Teamsters.

Organizing in Waste and Recycling

Since the outbreak of the COVID-19 pandemic, the Solid Waste and Recycling Division has been working in overdrive to protect members’ health and safety while also continuing to organize new members.

If there has been any silver lining to the pandemic, it is the public acknowledgement and appreciation for the crucial work that waste workers perform day and night to keep this country safe. The pandemic also shed light on the need for union representation in the waste industry.

“These essential workers are on the front lines of this pandemic, and they deserve to be protected and respected on the job,” said Chuck Stiles, Director of the Teamsters Solid Waste and

Recycling Division and Vice President of Local 728 in Georgia.

From the beginning of pandemic lockdowns in the U.S., waste workers started reaching out to the union for Teamster representation.

When Stericycle drivers in Woonsocket, R.I. voted overwhelmingly to join Local 251 in Providence in the middle of the pandemic, they did so with help from other Teamsters. Waste members from Locals 20, 107, 391, 377 and 628 all got involved in the campaign, showing their industry co-workers what Teamster strength is all about.

In Lawrence, Kansas not long after, 70 public sector waste workers joined Local 696.

During both organizing drives, members reached out via Zoom to workers on the organizing committee about the benefits of having Teamster representation in the waste industry.

According to Jim Richard, a Stericycle route driver and former member of Local 170 in Worcester, Mass., his co-workers had long known the need for union representation, but the push to organize became all the more crucial in the weeks and months after the pandemic started.

“I had been a Teamster for 17 years before starting at Stericycle, and I knew the value of working under a union contract,” Richard said. “COVID-19 made it clear for the need to organize. We were already concerned for our safety; we were handling biohazard waste daily before the pandemic began, and the company was slow to provide us with the proper PPE. We knew that if we had union representation, we would have been protected from the start.”

“These workers are on the front lines, and they deserve respect on the job,” said Matthew Taibi, Secretary-Treasurer of Local 251.

Throughout the organizing effort, Teamsters Solid Waste and Recycling Division members from across the country assisted in the campaign, encouraging the unit and showing their support for union representation in the private waste industry.

“I applaud this unit for their strong support to unionize with the Teamsters, and I want to thank all the workers from around the country who helped in this campaign, especially workers at Locals 20, 107, 391, 377 and 628. By joining together, Teamsters are showing the country that waste workers are part of a national movement, and our momentum will only continue to grow,” Stiles said.

Local 396 welcomed nearly 300 CR&R Sanitation Workers from Perris and Cherry Valley, Calif., who overwhelmingly voted to become Teamsters in December 2020. These workers

serve communities throughout the Inland Empire in the San Bernardino and Riverside Counties.

The tremendous victory was accomplished despite the company's intimidation and delay tactics, which included using union busters to intimidate workers and hiring high-priced attorneys to delay the vote count at the National Labor Relations Board.

"The courage demonstrated by these essential workers who organized despite the COVID-19 pandemic and the company's vicious anti-union campaign is admirable," said Ron Herrera, Secretary-Treasurer of Local 396. "These workers truly demonstrated the grit and tenacity with which Teamster strength is built."

Local 396 currently represents more than 3,000 sanitation workers throughout Southern California and is one of the largest Teamster locals representing sanitation workers in the U.S.

Republic Services workers in Santa Rosa, Calif. voted overwhelmingly in November 2020, by a 2-1 margin, to join Local 665 in San Francisco. The 40-worker unit is made up of drivers, mechanics, spotters, scale house attendants, equipment operators and laborers.

"This was a team effort. These workers knew the time had come for union representation," said Juan Gallo, Recording Secretary for Local 665. In the last five years, Local 665 has gone from representing 100 members to more than 600.

"When workers join the Teamsters, they see improvements in their wages, benefits and working conditions," said Tony Delorio, Secretary-Treasurer for Local 665.

While interest in the union during the pandemic has been especially high, the Solid Waste and Recycling Division was organizing members at a rapid pace long before the pandemic hit.

Almost 400 drivers, mechanics, and other

solid waste and recycling workers throughout Sonoma County overwhelmingly voted to join Local 665 in 2017. The election was the culmination of more than 20 years of attempts to bring waste and recycling workers in Sonoma County into the Teamsters. This was the final remaining major nonunion group in this industry in all of Northern California.

"I feel very proud to finally join the Teamsters union," said Patricio Estupiñon, a longtime driver in Sonoma County. "This is something that will benefit not only the workers, but also our families and the community at large."

A few months earlier, Ratto Group was another Northern California holdout that was organized. After almost 20 years and four different attempts to bring a union to the Ratto Group's North Bay location, more than 500 workers joined Local 665. Ratto dragged down industry standards across the entire region by paying these workers substandard wages.

After years of fighting for representation, things began to look up in November 2016, when Local 665 was approached by drivers at Ratto about re-launching the organizing effort. The local decided to make another go at it, this time with help from the International Union.

Initially, the local was only going to target the drivers, but when the workers started talking to each other, they realized the groundswell of support meant they could make a play for the entire facility.

"The union sounded like a good idea," said Jose Gutierrez-Mejia, a sorter at Ratto. "Everyone had a bad job before, too many hours, bad conditions, we wanted more opportunities. Everybody I talked to said they were in favor of the union, I mean everybody. We knew it would make our jobs better and we weren't afraid to fight for it."

The organizing effort received strong support from other Teamster locals in Joint Council 7, including Local 856 (which represents Santa Rosa city workers), Locals 315 and 350 (which represent Recology) and Local 70 (which represents Waste Management).

"I am incredibly proud," said Juan Gerardo-Rodriguez, a Ratto driver. "We didn't have a union before, but now, we are united. This is something that will benefit not only the workers, but also our families and the community at large."

Drivers at Stericycle's Haw River, N.C. facility voted in February 2019 to join Local 391 by a more than three-to-one margin.

The organizing effort that led to victory came after workers withstood numerous mandatory





captive audience meetings, visits from corporate executives and ride-alongs from management. But the Teamsters helped counter those efforts. The union's Solid Waste and Recycling Division reached out to other locals with Stericycle workers, and in turn Locals 377, 20 and 813 sent photos and encouraging words to these North Carolina workers.

In April 2018, 35 Republic Services landfill workers in San Diego voted to join Local 542. By a 28-5 vote, heavy equipment operators, mechanics, laborers and weigh station scale house attendants decided to align with the Teamsters after a two-month campaign.

Jaime Vasquez, Secretary-Treasurer of Local 542, said the workers stood strong despite efforts to sway their decision. "The company hired an anti-union outfit to try to convince the employees not to vote for the union," he said. "But obviously it didn't work."

Organizing in Brewery and Soft Drink

Since the last Convention, the Brewery and Soft Drink Conference has organized a wide variety of workers in the industry.

Delivery drivers at two locations of Southern Glazer's Wine and Spirits formed their union with the Teamsters in 2017. Southern Glazer is a beverage distributor for wines and spirits.

In Houston, 59 Southern Glazer drivers joined

Local 988.

"I am happy that we won because not only did we join the Teamsters, but the union has negotiated other good contracts at Southern Glazer locations," said Daniel Watkins, a Southern Glazer Teamster.

Teamster members from other locations of Southern Glazer visited with and gave encouragement to the Houston drivers and were instrumental in the successful vote.

"For our drivers, hearing about contracts won by Teamsters in other locations of Southern Glazer was important, and I think made a difference in the vote's outcome," said Robert Mele, President of Local 988.

At Local 79 in Tampa, 30 Southern Glazer drivers joined the union.

Drivers at Coca-Cola Beverages Florida's (CCBF) South Dade facility voted in June 2018 by a three-to-one margin to join Local 769 in North Miami, Fl. Of the 48 eligible voters, 47 participated in the representation election.

"This is another win for freedom and democracy," said Jorge Castillo, a CCBF driver who emigrated to the U.S. from Cuba. "This is right up there with coming here."

CCBF is based in Tampa and is one of the most profitable companies in Florida. However, the workers sought out the Teamsters to gain a voice on the job for safer working conditions,

improved wages and retirement security.

"The real difference in this campaign is that the internal Latin family and community came together wanting this," said David Renshaw, a business agent at Local 769. "The company ran an aggressive campaign, but the workers stood together to achieve a greater voice on the job."

Workers at Cott Beverages in Ft. Worth, Texas voted to join Local 997 in May 2017. The 79 members manufacture third-party soft drinks for big-box stores such as Walmart and Costco. The campaign was quick; only 21 days elapsed between the time of the NLRB filing and the final vote.

Benefits and wage increases were a significant motivating factor in the union organizing drive. New staff brought over from another company was getting paid at a higher rate than the long-term employees, who hadn't received a raise in three to four years. The company had also been decreasing its contributions to the 401(k) plan and shifting more of the burden of paying for health care onto its workers.

Toward the end of the campaign, the company hired outside help in an attempt to dissuade anyone from joining, but the committee stood strong in the face of opposition. They used a mix of handbills, personal phone calls, text messages, robo-calls, and even mailers to rebut the company's claims and make sure that everyone understood the importance of voting "yes" for Teamster membership.

"I told everyone once we filed the list of things the union-buster was going to say to prevent folks from joining, and sure enough, he said everything that was on that list, it was like he had a copy," said Rick Miedema, Local 997's Secretary-Treasurer. "In the end, we prevailed, and I'm proud of everyone that worked so hard to bring Cott Beverages into Local 997."

Tankhaul Organizing

Tankhaul drivers—the drivers who transport fuel tanks, among other volatile gases and liquids—have one of the most dangerous and challenging jobs in the trucking industry. Workers in those jobs deserve fair pay and a safe working environment.

Local 174 in Tukwila, Wash. has organized these workers at a rapid pace. In 2017, APP/World Fuel Service drivers voted to join the local despite a strong anti-union campaign by APP.

"Standing in that room during the vote count was probably the best feeling I ever had. The room was full of office higher-ups and their attorneys. As the count went on, I thought, 'We won this,'" said Tony Inglett, an APP Teamster. "We faced this giant, this monolith with billions of dollars at their disposal, and we were ahead of them at every turn."

"This is a prime example of the success we can have when the local, the division, the Joint Council and the International all work together to organize the unorganized," said Dave Jacobsen, Western Region Tankhaul Director and Local 174 Senior Business Agent.

Early in 2016, APP's parent company, World Fuel Services, started to shift the rising cost of health care onto the employees while at the same time refusing to fairly compensate them for the hazardous work they do every day.

"When I started talking to our guys, I saw the difference in pay rates for all of us. There was something like 68 different pay rates for drivers. Some people get this, some don't. I've been in the industry for about 30 years and I can tell you, people are tired of waiting with their plate in their hands," Inglett said.

Inglett and his co-workers started talking to drivers in other locations and decided to contact the Teamsters union.

"I'm excited about becoming a Teamster because of the better lifestyle that will be there for me and my family," said APP driver David Storm. "The security and protection that I never had with APP will change once we have a contract and we can't wait."

In 2018, 23 Airgas drivers in the Seattle area voted to become members of Local 174. The group of drivers, who perform a wide variety of services including everything from delivering essential gases to hospitals to keeping soda fountains running with deliveries of liquid CO₂, joined more than 700 other Airgas employees across the country as members of the Teamsters Union.

The election victory came after a very brief but vicious anti-union campaign by the company.





Airgas brought in union-busting attorneys to hold regular anti-union meetings with the drivers, and to ride along with them throughout the day spewing anti-union rhetoric.

The group of drivers had been in contact with Local 174 for quite a while, which meant that when the organizing campaign officially began, support for unionization was already strong.

During the pandemic, many nonunion workers started looking at the benefits and safety precautions union members were working under and decided to take matters into their own hands. That's what happened in 2020 when a group of Jacobus Energy tankhaul drivers in Memphis, Tenn. joined Local 667.

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

Local 667 Organizer Nebraska Dover worked with the Jacobus workers to form their union with Local 667.

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

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

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

Both of Local 667's recent organizing campaigns have been lightning-fast affairs, taking about three weeks from the beginning of the campaign to filing for an election.

"The enthusiasm these Jacobus Energy



workers showed, and the courage the speak up for themselves, was amazing to see,” Jones said.

DHL Drivers Join Local 986

On Feb. 28, 2018, 108 drivers at KWK Trucking in Los Angeles voted to join Local 986 in South El Monte, Calif. KWK Trucking is a contractor for DHL Express.

“It feels wonderful being a Teamster, seeing our long effort finally pay off,” said Sergio Rodriguez, a lead driver at KWK, after the 83-23 vote.

Management set up numerous roadblocks to organizing. KWK Trucking hired four union busters to conduct daily captive audience meetings, one-on-one meetings and attempted very hard to persuade the drivers to vote no.

“We work with drivers from DHL who have a contract that includes strong retirement security, great health care and other benefits,” Rodriguez said. “We knew what the Teamsters could do.”

Allegiant Mechanics Join Teamster Co-Workers

Strong representation of Teamsters in the airline industry has been more important than ever in

the age of the coronavirus. The industry slowed down a great deal after travel restrictions were imposed and many Teamster jobs were in trouble. The union made sure workers’ jobs and health were safe.

It’s that kind of representation that led a new bargaining unit of Allegiant Air workers to seek out the Teamsters in 2018, when mechanics and related classifications overwhelmingly voted to join the union.

Allegiant Air employs about 400 mechanics and related technicians, primarily in Las Vegas and in Sanford, Fla., but also in 10 other stations throughout the country. When the mechanics and related joined the union, Teamsters already represented pilots and flight dispatchers employed by Allegiant Air.

“Before I worked at Allegiant, I was a Teamster for 19 years at UPS Air Cargo,” said Colin Coffman, an Allegiant employee at Phoenix-Mesa Gateway Airport. He served on the organizing committee during the campaign to bring mechanics into the Teamsters Union.

“Allegiant Air has done exceptionally well since their workers joined the Teamsters, and that wouldn’t have been possible without the excep-



tional service of those Teamsters,” said Capt. David Bourne, Teamsters Airline Division Director.

A low-cost regional carrier, Allegiant Air is one of the ten largest passenger airlines in North America. In addition to representing the company’s mechanics and dispatchers, Teamsters also represent the flight crews.

Vegas Organizing

Thanks to Teamster strength at Local 986, more than 4,000 workers on the Las Vegas Strip and in Downtown Las Vegas are now Teamsters.

“We have been successful because Las Vegas hotel and casino workers want fair wages, solid benefits and a voice at work,” said Chris Griswold, Local 986 Secretary-Treasurer. “These workers make these hotels and casinos successful, and they deserve a secure future as Teamsters for the hard work they do every day.”

Longtime Teamster-represented properties include Caesars Palace, Harrah’s, Linq, Flamingo, Bally’s, Paris, Rio, Circus Circus, Luxor, Excalibur, Stratosphere, Westgate, The Plaza, Four Queens, Planet Hollywood and the Tropicana.

Recent organizing victories have taken place at Wynn, Hard Rock, Elara, Golden Nugget, The Palms and The Cromwell. In addition, more than 1,500 workers at MGM properties have been organized recently. They include workers at Mirage, Bellagio, Aria, Vdara, Delano, Park MGM, New York, New York, Mandalay Bay and MGM Grand.

Reddaway Organizing

In September 2019, USF Reddaway Teamsters throughout the Western United States voted to ratify a contract which included language granting card-check neutrality to any groups wanting to organize with the Teamsters.

A card-check neutrality agreement means that as long as more than 50 percent of the workers sign cards saying they want to join a union, the company will recognize it without wading through a drawn-out legal process and secret ballot NLRB election.

Shortly after that agreement was reached, the Teamsters started organizing Reddaway workers and immediately bringing them under the contract.

A group of 80 drivers, hostlers, and dock workers at USF Reddaway in Washington state went from being nonunion to working under a strong Teamster contract in a matter of weeks.

They were recognized as Local 174 members on Oct. 30, 2019, and then voted overwhelmingly to ratify their first contract Nov. 10, 2019.

Once the regional USF Reddaway contract went into effect, nonunion workers at the Tacoma location also reached out to Local 174 to say there was strong support for unionization in the work group. Within a month, more than half of the workers had signed union cards. Reddaway then agreed to recognize Local 174 as the new collective bargaining representative for their employees in Tacoma. The Reddaway Teamsters also overwhelmingly signed on to the contract.

“It’s amazing to think that just a few weeks ago, we were nonunion and management could push us around and treat us however they wanted, but now we are covered by a Teamster contract,” said Jim Dahl, a driver and a strong supporter of the organizing campaign. “This is a major transformation for us, and it’s going to make our lives at work so much better! We are proud to be Teamsters.”

These victories show the importance of Teamster members standing strong and negotiating card-check neutrality language into their contracts.



| ORGANIZING IN NEW DIVISIONS |

Health Care Organizing

Teamster organizing in the health care industry increased so much, and their needs are so unique, that the union created a new trade division for them in 2019.

“Frontline health care workers are building power with the Teamsters across the country. Not just in this time of crisis, but at all times, we recognize the value and importance of health care workers, and we are so proud to have them as our sisters and brothers in the Teamsters Union,” said Nina Bugbee, Director of the Teamsters Health Care Division and President of Local 332 in Flint, Mich.

One organizing success story in the Health Care Division has been the American Red Cross. In 2018 there were Red Cross victories nationwide. Mobile blood collections staff in St. Louis voted 32-1 to become members of Local 682.

“We’re very happy to have more Red Cross workers join the Teamster family here in Missouri,” said Ed Kimbrell, President of Local 682 in St. Louis. “Through partnering with the Teamsters Public Services Division and the Organizing Department, we were able to achieve a victory for the working men and women of the Red Cross, who are a vital component of our community and deserve respect and fairness in the workplace.”

“My co-workers and I are very excited to be Teamsters and are thrilled by the near unanimous vote,” said Robert Zalinsky, a Red Cross collections specialist.

Red Cross employees working at fixed-site blood collection locations in Weymouth and Boston, Mass., voted unanimously to join the Teamsters in 2018. Employees working as blood

collection specialists and tele-recruiters joined Local 170.

“These are dedicated employees with a strong belief in the life-saving mission that Red Cross promotes, as such they deserve working conditions, benefits and compensation that are competitive in their region,” said Shannon George, Secretary-Treasurer of Local 170.

“When we talked about going union we said if we are going union we are going with the best, the Teamsters!” said Denise Baker, a Red Cross Teamster with Local 170.

There was another unanimous victory in 2019 when mobile collection staff in Evansville, Ind., voted to join Local 215.

Local 170 also organized a group of Red Cross workers one year earlier. Red Cross employees in Raynham, Mass., working as blood technicians and one phone recruiter, voted to become members of Local 170 in 2017.

“I voted for the Teamsters after hearing from my union-represented peers in Worcester and Springfield, and comparing wages and benefits” said Chanel O’Brien, a Red Cross blood technician.

Organizing at Red Cross hasn’t let up. In 2020, specialized blood collection (apheresis) workers throughout Oregon who work for the American Red Cross voted to join Local 223 in Portland. The workers are based in Portland, Bend, Medford, and Salem, Ore., and Vancouver, Wash.

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

The coronavirus had a huge effect on organizing in the health care industry.

Medical technologists and medical technicians who work at McLaren Flint Hospital in Flint, Michigan, voted to join Local 332 in October 2020. The group joins over 150 technical workers at McLaren Flint, including respiratory therapists, radiology technicians, MRI technicians and more, who were already Local 332 members.

Medical technologists and technicians said they were experiencing high turnover due to wages that were not competitive with other area hospitals and facilities, short staffing, a lack of fairness, and thus had an increased desire to make a positive change in their workplace. This desire was only compounded as the COVID-19 pandemic hit Michigan hard.

Medical technologists and medical technicians







work with the testing and analysis of blood and other bodily fluids. Whether it's analyzing blood type, performing Complete Blood Count (CBC) or testing for COVID-19, these workers are not often seen, but as a result of their union vote, will now be heard.

"When we decided to organize, we researched around. We are a smaller group and we knew we needed to have strong backing. We want to be treated right and deserve to be paid for the essential work that we do. We are a huge part in the decisions doctors make in their care," said Duana Mofield, a medical technologist at McLaren Flint.

In a unanimous vote in September 2020, emergency room and endoscopy technicians at University of Chicago Medical Center (UCMC) on Chicago's South Side joined Local 743. There are 80 workers in the bargaining unit.

"We've seen how COVID-19 has rocked the health care world, and put employees at odds with managers over safety and pay. We want our new brothers and sisters to know we will be fighting for them every step of the way to receive the wages and benefits they deserve, and to make sure the hospital is doing everything in its

power to ensure the safety of these members," said Local 743 President Debra Simmons-Peterson.

Local 743 Organizer Denise Stiger said the emergency room technicians sought out Local 743 because they saw the gains the union fought for while representing some of their UCMC co-workers.

"This group has a very stressful job. UCMC sees a lot of victims of Chicago's gun violence and individuals involved in severe car accidents. You add a pandemic to that, and they're dealing with a lot more stress, a lot more danger. They felt it was the right time to join a powerful union like the Teamsters," Stiger said.

Other organizing victories in the health care industry include:

- Sixty-eight dispatchers and call takers of Abbott Ambulance, an American Medical Response (AMR)-owned company, voted overwhelmingly in favor of joining Local 610 in November 2019.
- In April 2019, 225 registered nurses with St. Joseph Regional Medical Center in Lewiston, Idaho, joined Local 690 in nearby Spokane, Wash.

- A group of 10 firefighters/Emergency Medical Technicians (EMTs) in Illinois voted unanimously to join Local 525 in March 2019. The firefighters/EMTs work for Kurtz Ambulance Service in East Alton, Illinois.

Bus and Transit Campaign

Teamster representation of workers in the passenger transportation industry is nothing new, but so many new members were joining that the Teamsters created a division of their own—the Passenger Transportation Division. Getting representation for these workers has been a long fight for the union.

“Driving Up Standards,” the bus and transit campaign, has been ongoing for 15 years and has organized tens of thousands of new members into the union. These members are drivers, monitors, aides, attendants, mechanics, dispatchers and more, all across North America. These members drive school buses, shuttles, coach vehicles, taxis and more.

The campaign has steadily built power for these Teamsters and has lifted standards across the board for those in the industry.

One hallmark of the Teamsters’ success is the ability for the Organizing Department, Joint Councils and local unions to work together on large and sustained campaigns like this.

First Student has been a success story for organizing nationally in the school bus industry. The Teamsters Union has organized units both large and small across the United States since the last Convention. As with other industries, the pandemic has spurred workers to seek out Teamster representation.

First Student school bus drivers voted 14-0 to join Local 251 in November 2020.

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

More First Student victories include the following:

- In November 2019, 220 First Student workers in Maywood, Ill. voted overwhelmingly to become members of Local 777. The drivers and monitors provide student transportation for Maywood and Chicago

Public Schools.

- By a margin of over 95 percent, more than 150 school bus drivers and monitors at First Student of Irving, Texas voted to join Local 745 in May 2019. The drivers and monitors provide student transportation services for Irving Independent School District.
- Drivers and Monitors in Albany, N.Y. voted to become members of Local 294 in May 2018. The 172 drivers and monitors transport students for the Albany City School District.
- After a 45-day organizing campaign, drivers voted to join Local 50 in Swansea, Ill. in December 2019. The 33 workers provide student transportation for Cahokia School District 187. Later that month, 13 First Student School Bus Drivers who provide student transportation for Assabet Valley Regional Technical High School in Marlborough, Mass. voted to join Local 170.
- In July 2019, 39 school bus drivers from First Student of Westborough, Mass. voted to join Local 170.
- On Nov. 9, 2017, school bus drivers at First Student in Chicago voted 67-6 to join Local 777.

The pandemic was the impetus for several other organizing victories. Drivers at National Express voted to join Local 391 in December 2020. 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. Much of the organizing happened remotely due to the pandemic, and the election was conducted via mail.

“These drivers are essential service workers, like most of our members, so we couldn’t let the pandemic stop us,” said Moses Darden, Local 391 Organizer.

A group of around 50 shuttle bus drivers working for MV Transportation in Woodinville, Wash. joined Local 174 in August 2019. The workers carry Amazon employees to and from work every day on large coaches.

Durham School Services workers throughout North America have also chosen the Teamsters Union in droves in the last five years. The workers are part of a growing movement of drivers and monitors who are organizing with the union because of the representation and benefits that come with a Teamster contract.

More than 200 Durham drivers and monitors joined Local 243 in Plymouth Township, Mich. In May 2018. The workers are responsible for transporting Ann Arbor Public Schools students.

"These drivers and monitors joined together in solidarity, stood up for one another and demonstrated tremendous bravery during this campaign," said Local 243 President Jim "Cinci" Cianciolo.

When the company found out about the organizing drive, they mounted an anti-union campaign that including holding an "employee appreciation day," where workers were given free food. Local 243 Secretary-Treasurer Neil Pettit said it didn't make the workers change their mind about joining the Teamsters.

"The company doled out the three Ps – pizza, pancakes and promises," Pettit said. "These drivers and monitors know that the three Ps aren't

going to make a difference. The only thing that's going to make a difference is a union contract."

The Ann Arbor workers' vote to become Teamsters came just one week after more than 250 Durham drivers, monitors and mechanics in Chattanooga, Tenn. voted to join the union.

Other Durham victories include:

- In April 2019, 127 drivers at Durham School Services in Everett, Wash. joined Local 38.
- In May 2018, 269 Chattanooga Durham school bus drivers and monitors joined Local 327.
- In August 2017, drivers and monitors at Durham School Services in Metropolis, Ill. voted to join Local 50. The 37 workers transport the students in Massac Unit School District Number One, which covers Metropolis and surrounding areas.

| REACHING OUT FOR HELP |

While the Teamsters know how to organize and build union power and density, the Teamsters know they can not do it alone. That's why building relationships is so important to get our friends to help.

This effort involves:

- Politics/legislation: This means working with elected officials at the federal, state, county and city levels to pass laws and policies aimed at helping workers organize.
- Community/allies support: There are countless examples of the Teamsters working with labor and community allies, and those within faith communities, to help lift up workers and their families.
- Global alliances: An example is the Teamsters Union's partnership with the International Transport Workers Federation (ITF), and efforts within the school bus campaign, alliances that have and continue to prove critically important.

Internal Organizing

Between right-to-work laws and the Supreme Court's Janus decision, locals have had their work cut out for them.

In June 2018, the Supreme Court decided the Janus v. AFSCME case, which dealt with an Illinois state government employee who didn't

want to pay fair-share fees covering contract bargaining and representation activities allowed as part of the 1947 Taft-Hartley Act.

The decision undercut the ability of public sector workers to join together and negotiate for better pay and benefits on the job. The Teamsters Union and its local affiliates had already been preparing.

Before the decision was even handed down, Local 320 in Minneapolis, Minnesota began a campaign asking their public employee Teamsters to recommit to their membership. As a result, the number of full-membership public employees increased from 78 percent to 86 percent before the decision.

"Internal organizing is just as important as external organizing," said Sami Gabriel, President of Local 320

Sara Parcels, a building and grounds worker at the University of Minnesota, is one of the members who recommitted her membership to Local 320. She has worked at the university for 16 years.

"Being a Teamster is very important for my family," said Parcels, a single mother with two children. "It's my livelihood. It's what helps me get a good paycheck and benefits. Health care is very important for my family."

Local 320 also reached out to its fair-share members and conducted monthly new-member



orientation programs at the local and also hosted trainings on how to handle right to work.

"We have all kinds of programs that we're putting into place to make sure we're organized from the inside," said Brian Aldes, Local 320 Secretary-Treasurer. "We have educated members through our website, social media and our 'action alert' system and put out information about the Janus case and its impact on workers and the local union."

Local 117 in Seattle was also well prepared for the Janus decision.

"We've got a 9,000-member internal organizing campaign that we're running," said John Scearcy, Local 117 Secretary-Treasurer, before the Supreme Court decided the case. "We set up a website for the campaign that has an online pledge form, member stories, information about Janus and who is backing the case, and resources. We're out in the field talking with members, training member leaders, distributing commitment cards and other activities."

The Teamsters Public Services Division also ran a program to assist locals in contacting and communicating with all fair-share payers across the country.

By redoubling their efforts to connect with workers in the wake of the high court ruling, the

Teamsters have more public employee members today than it had before the Janus decision was handed down.

The Janus decision made internal organizing an urgent matter for many locals, but those in right-to-work states have been dealing with similar issues for years. Often, the best messengers for the union in such states are rank-and-file members themselves.

At Local 509 in West Columbia, S.C., where right-to-work laws are in effect, stewards and members helped sign up hundreds of workers in a matter of months in 2017, with many of the workers from UPS.

Teamster members would visit work sites to talk to nonmembers and educate them about the importance of the union and the benefits workers receive. The local had membership cards filled out and all that the worker needed to do was sign it and insert his or her Social Security number.

"After hearing about the union benefits and getting their questions answered, almost every worker signs the card," said James Todd, Local 509 President. "A lot of these new folks aren't aware of the benefits of being a Teamster. We have signed up hundreds of new members this way."

In another big victory against right to work, 100 percent of the ABF Freight System bargaining



unit members at the Memphis, Tenn. terminal signed up as members of Local 667 in 2018.

"The last worker had been holding out but thanks to the efforts of his co-workers, he is now a member, making the unit of about 90 drivers, dock-workers and office staff 100-percent Teamsters," said James Jones III, President of Local 667. "This is a great feat in our union's fight against right to work."

In the wake of the victory at ABF, Local 667 launched a campaign to fully organize other work locations.

"With all the anti-worker, anti-union forces we are up against, we need to organize and build Teamster strength. By being 100-percent Teamsters, bargaining units have a stronger voice on the job," Jones said.

The effort was called "The Race to 100" and it inspired members at several other worksites to become 100-percent Teamster bargaining units.

"To many workers, the benefits of being members may not immediately be obvious, but we educate our members about the importance of joining the union and building worker power," Jones said. "This is all about fighting for a more secure future for our members and their families."

The Janus decision and right to work aren't the only anti-union political issues Teamsters have to deal with. In February 2017, Iowa enacted a law where, each year, public sector workers are forced to revote on whether to remain in the union.

Unions essentially have to re-organize all of their public services members each year under ridiculous rules. A majority of workers in each unit need to vote "yes" and non-voters are counted as a "no" votes.

Thanks to strong Teamster representation in the state, Teamsters keep voting to stick with their union in overwhelming numbers.

"Thanks to everyone who helped fight back and prove that when they try to kill us they make

us stronger," said Jesse Case, Local 238's Secretary-Treasurer, Cedar Rapids, Iowa.

Public Services

Since the last Convention, the Teamsters have organized tens of thousands of public services workers nationwide.

In the past few years, Joint Council 7 in San Francisco has organized and lifted standards for workers at a rapid pace, welcoming thousands of new members to the union. Joint Council 7 represents 23 local unions and serves members in Northern California, the Central Valley and Northern Nevada. Locals have shown impressive growth in organizing and representing public services workers, including these victories:

- More than 1,000 workers in Butte County Social Services and General Services joined Local 137 in Redding, Calif. in December 2016. This important election victory nearly doubled Local 137's membership and continued its impressive growth in representing public services workers for the northern part of the state.
- Not long after that, more than 1,500 public services workers in Contra Costa County joined Local 856 in a landslide victory.
- More than 1,800 workers at West Contra Costa Unified School District joined Local 856 in June 2017. Later that year, more than 1,200 skilled trades workers from the California State University system joined Local 2010. They united with skilled trades workers from several of the University of California campuses.
- More than 300 public employees in Marin County who were members of the MCMEA voted to affiliate with Local 856 in October 2017.

Politics played a key role in every single one of those campaigns. The Joint Council was consistently engaged in legislative issues to ensure that members voted for political leaders who support working people. On the local level, Teamster-endorsed candidates pushed labor peace and other policies that allowed many of these workers to organize free from any employer intimidation, coercion or retaliation.

Misclassification is often used by employers to exclude workers from union representation. Sometimes it's so egregious that authorities have to step in. Such was the case at the University of California in November 2020 when the California

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Public Employment Relations Board (PERB) ruled that over 1,000 employees were misclassified.

The board ordered the university to immediately place the workers in a Teamsters bargaining unit. As a result, these workers now have union representation and the protections and benefits provided by the Teamster contract already in place.

"The reassurance of being represented by a strong, diverse organization that has the power to represent my best interests is everything during these turbulent times," said Marissa Lee-Baird, Administrative Officer II for University of California, San Francisco.

The organizing victory comes as part of a tenacious and persistent organizing effort by Local 2010 to win representation for more than 10,000 administrative professional workers at UC, who have never had a union. These workers, together with the Teamsters, will continue the campaign until all have won union rights. The local represents more than 15,000 University of California and California State University employees.

"Workers recognize that we need unions now more than ever. When we organize workers and increase our numbers, we build power to win strong contracts and fair pay and benefits for working people," said Jason Rabinowitz, Local 2010 Secretary-Treasurer and Director of the Teamsters Public Services Division.

Local 2010 has also grown through affiliations with other unions. Skilled trades workers with the State Employees Trades Council (SETC-United) overwhelmingly voted to affiliate with Local 2010

in August 2017. The new group includes over 1,400 electricians, elevator mechanics, plumbers, facilities workers and other skilled trades workers from UC Merced, UC Irvine, UC Santa Barbara and 22 campuses in the California State University system. Over 1,000 workers voted from across California, with 75 percent voting in favor of the joining the Teamsters.

In April 2018, 450 members of the Santa Rosa City Employees Association (SRCEA) voted to become full Local 856 members. The excitement to become Teamsters was reflected by the 92-percent "yes" vote. The members are technical, professional, and clerical workers who serve the City of Santa Rosa as code enforcement, IT, administrative technicians, customer service representatives, civil engineering technicians, building inspectors, waste water operators, parking operations aids and more.

In a span of four months in 2017, Local 117 in Seattle organized five groups of Department of Corrections workers. Nonunion Department of Corrections workers were motivated by a growing pay disparity between their wages and those in Teamster bargaining units. Teamster staff performing similar work were receiving \$300 more a month.

"I felt like the state was putting less money toward training staff than training offenders," said Chad Young, a correctional specialist who helped with the organizing drive.

At first some of his co-workers were hesitant about joining the union, but when Young showed them the pay gap, they got on board.



| 'EVERY TEAMSTER AN ORGANIZER' |



Volunteer Member Organizers

Unlike many other union members, Teamsters know that in addition to belonging to the most powerful labor union, they have a special role as member-organizers. Whether it's organizing at UPS, in freight, passenger transportation, warehouse, or the many other industries, hundreds of members each year answer the call to help organize. This is how the Teamsters have built a mighty army of organizers and why the union has organized while other labor unions have struggled.

Teamster organizing is a bottom-up enterprise—so much, in fact, that “every Teamster an organizer” is an unofficial mantra of the union.

At a time when unions are under attack and many are fighting just to exist, Teamsters are not just surviving, but thriving. Critical to this is the fact that organizing is often helped by rank-and-file workers who volunteer their time and know what it's like to be a Teamster in the industry.

Uber, Lyft and other “gig” economy businesses have presented a unique challenge to labor unions because their drivers are treated as independent contractors instead of employees, which presents

a legal roadblock to unionizing.

In Seattle, Local 117 has fought back not just with lawsuits and legislation, but by empowering Uber and Lyft drivers as volunteers. Lata Ahmed is a former Uber driver who now works as a Local 117 organizer; he started by volunteering his free time.

“I started working as a driver with Uber and Lyft, and after a while I noticed, and starting asking questions, ‘Why aren't we getting paid well?’ ‘Why don't we have rights at work?’” Ahmed said. “I found out that we all need to fight this fight so all Uber and Lyft drivers can have rights on the job. I know that most of the drivers have the same potential to stand up as I do, to demand a voice.”

“Having our movement to organize Uber and Lyft be led by those who work or have worked for Uber and Lyft is critical to our mission of bringing respect, dignity, and proper legal protections to these jobs,” said John Scearcy, Secretary-Treasurer of Local 117 in Washington state.

One of the most successful uses of volunteer organizers has been in the private school bus industry. Local 777 in Lyons, Ill. developed a



volunteer organizing committee (VOC) that puts the movement into the hands of its members—house visits, committee meetings and the various other components of a campaign are led by school bus drivers and monitors.

Local 777 President Jim Glimco is also the Central Region Coordinator for the Passenger Transportation Division, and he said that the VOCs have been critical to the success of organizing school bus workers.

“Being in the labor movement, you do a lot of different things, but I think organizing is the most fun,” Glimco said. “We’ve really turned this into a great organizing powerhouse for what we do. When our members and our stewards go out and talk to workers at these other locations, they really enjoy it.”

Deena Williams is a Local 777 shop steward who is a part of the VOC. She’s been a school bus driver for four years, and she brings her granddaughter with her to volunteer sometimes.

“I’m very honored to work with such great people,” Williams said. “The people at Local 777 are so professional, caring and giving, so I wanted to give back.”

Phyllis Pepper is another First Student steward who serves on the VOC. Two years ago, she joined her fellow VOC members on a trip to Chattanooga, Tenn., where they were part of the organizing team that successfully brought the Teamsters to drivers and monitors who transport students for Hamilton County Public Schools.

“With Tennessee being a right-to-work state, this wasn’t easy,” Pepper said. “Still, the workers really wanted to be members of the union, and they were ready to conquer any challenge that came their way.”

Local 777 isn’t the only place where Teamsters are using VOCs in the school bus industry: Local 955 in Kansas City, Mo. developed a VOC as well, and it was critical to winning an election at Apple School Bus in nearby St. Joseph, Mo.

Local 955 Shop Steward Stacey Arbuckle is a member of the Local 955 VOC who used to work at the Apple School Bus yard they were organizing, so she was an invaluable resource during the campaign.

“The membership understands what school bus drivers are going through every day because we’re out there driving a bus just like they are,” Arbuckle said. “We’re able to relate to them better than anyone because we encounter the exact same issues at work.”

“Our members are in a unique position to make our organizing campaigns successful,” said

Jerry Wood, Local 955 President.

“Increasing our density isn’t just good for new members, it’s also good for the members who have been under a contract for a number of years,” Wood said. “The more members we have in a given area, the better our collective bargaining agreements become. A rising tide lifts all boats.”

Organizing Conference

In order to be effective, organizers have to be on the same page. That’s why the union holds the Teamsters Organizing Conference.

The conference brings together organizers from local unions, Joint Councils and the International Union to focus on the skills that have helped the Teamsters Union grow while national union membership has declined.

“While other unions struggle and lose members, the Teamsters are getting bigger and stronger all the time,” Hoffa said to open the 2019 conference in Fort Worth, Texas. “We are growing because we’ve built a mighty, well-trained army of organizers that has reached out to workers from coast to coast.”

Attendees at the union’s organizing conferences brush up on key skills: connecting through one-on-one discussions with workers; forming successful organizing committees; communication messaging and methods; digital organizing techniques; effective research and more.

They also get an overview of the key elements necessary for building a strong local union organizing program, how to pick organizing targets that maximize success and building local union power. They learn about building local union organizing capacity and hear stories about what local unions are doing.

“We do a lot of local union organizing already but it was valuable to hear all the examples that were discussed and seeing if we can use some of these strategies,” said Catherine Cobb, President of Local 2010 in California. “It’s also helpful to learn about all the national campaigns the Teamsters are working on now.”

Dala Watson, an organizer with the school bus campaign, said the conference will make her a better organizer.

“This conference helps me with my job,” she said. “I helped form our union at Illinois Central. I know how the bosses can treat you poorly, all the antics they pull. The things I am learning here will help me help others with what I have achieved on the job. It helps me improve their lives and the lives of their families.”

In August 2018, in addition to the conference,

Teamsters also held an Organizing Bootcamp. Organizers from across the country convened in Minneapolis to share effective campaign tactics, develop successful strategies for scoring decisive organizing victories and plan for the future.

Numerous workshops were both attended and taught by Teamster organizers and included “Organizing Worker Leaders Who Are in It for the Long Haul,” “Community Organizing,” “Strategic Targeting” and “Best Recon Practices.”

The four-day bootcamp also included a number of classes geared toward online organizing, including “Texting in Organizing Campaigns,” “Effective Use of YouTube in Organizing Campaigns” and “Campaign Communications.”

Teamsters Ready for the Future

As union membership continues to be flat or in decline in many areas, the Teamsters continue to organize—100,000 new members since the last Convention.

We succeed because we employ following strategies:

- We involve Teamster members in campaigns;
- We plan and engage strategically while we remain flexible to exploit opportunities as they arise;
- We fight for—and win—organizing rights;
- We are willing to go the distance for long-haul breakthroughs; and
- We work together at all levels—local union, Joint Council, division, conference and Teamsters Union departments—to get it done.

As we look to the future, the Teamsters Union has a clear vision and method for building worker power. This great union has a long tradition of seizing opportunity and taking responsibility to organize the unorganized and build Teamster strength.

The struggles of previous generations have given us the benefits and standard of living that union members enjoy today. We must continue to build power for working men and women and their families. The key to building that power is through organizing.

Organizing is the essence of who we are, and it's not just about representation elections. Employers have been doing everything they can to hamper our ability to organize, from worker misclassification schemes to multi-layered contracting. Teamsters are facing these challenges head on in our commitment to long-term battles for workers everywhere.

There's no denying the setbacks the labor movement has been facing. But in the words of labor icon Mother Jones, “Don't mourn, organize!” Through aggressive organizing, the Teamsters continue to do what we do best: lifting workers into the middle class.

“As Chair of the Leadership Council for the Change to Win Strategic Organizing Center, we have been focusing on new ways to grow our unions,” Hoffa said. “This role has given me an even clearer view of the importance of organizing workers and improving lives. I can assure you that the Teamsters Union continues to make organizing our top priority so that we grow even stronger into the next decade and in decades to come.”

We are all organizers. It is the essence of who we are as Teamsters. The motto “Every Teamster an organizer” is not just catchy words. They are real. They are who we are. Teamsters show pride in membership, and who better to speak to nonunion members than Teamsters.

We will need this energy and commitment as we continue to focus on organizing the global supply chain and take on huge companies like Amazon. These corporations will continue to exploit workers and squeeze the last dollar of profit they can get away with.

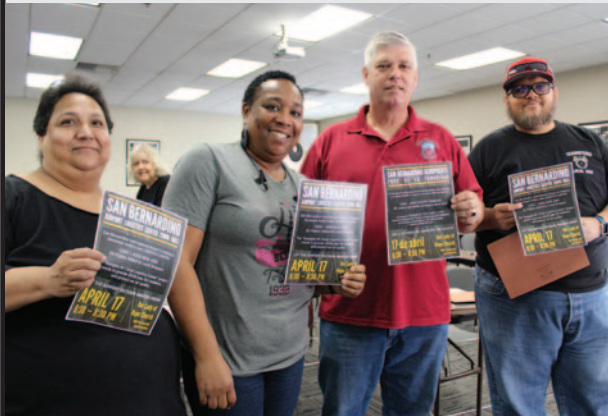
It is our responsibility to fight. Fight to organize. Fight to win. Fight to improve the lives of men and women, both here in the United States and around the world. It will take a global effort, one in which we will need to continue to reach out to our global allies. It will take our ongoing alliances here at home.

But it will also take the commitment of each and every one of you reading these words. This is where it starts—the individual Teamster. By taking this first step and committing to organize, you are leading the way.

Let's get to work!



| ORGANIZING MODEL |



What is the Teamster Organizing Model?

It's a five-stage program that includes: 1) Recon; 2) Identifying leaders; 3) Committee building; 4) Going public/building a majority and 5) Election/recognition.

Each stage has specific benchmarks that must be met before going to the next stage. The model is designed to win even when the employer unleashes vicious campaigns but is applicable to any union organizing campaign under the NLRB, NMB or public sector agencies.

It is a comprehensive model for organizing with proven, successful results. The model is how organizers win campaigns and how workers feel empowered to unite.

What is the Goal of the Teamster Organizing Model?

To win elections! Union elections take a lot of time and resources and it often puts a target on the backs of workers, so we should do them right. After thousands of elections, Teamster organizers have learned hard lessons. The model is a compilation of our experience.

We know the Teamster Organizing Model works. Our win rate doubles when it is used.

Campaign Discipline

Teamsters run highly disciplined campaigns. We complete worker contact sheets daily and enter the information into the database. We have a worker assessment system to help track worker support. We post wall charts that show all assessments and other information.

Keeping on the Offense

We put together an organizing campaign plan that includes regular organizing committee meetings, campaign events and actions, communication deadlines and more— and we stick to it. We adjust the plan when necessary, but do not let the company campaign dictate our activities. We learn what is important to the workforce and run our campaigns around these issues. We expose company bad conduct and work with community, faith and political allies. We run active campaigns that involve the workers.

Communications

Good communication is critical to winning campaigns. The messaging is thoughtful and is around worker issues and generally from the workers' point of view. The message should be kept simple, clear and consistent. We use all forms of communications that are effective for the targeted workers: one-on-ones; fliers; texts; emails; mailings; social media and more.

After Election and Certification: The goal of the organizing campaign is to win a contract and a strong union. After recognition or the election, be ready to continue regular communications with the workers. Continue to use the organizing committee members during the contract campaign. Keep leaders and activists engaged and informed.

| THE 5 PHASES OF THE TEAMSTER ORGANIZING MODEL |

PHASE 1: RECON

Strategic Targeting and Campaign Decisions

Recon is the process of identifying if a target is strategic and then collecting the information needed for a successful campaign.

During this phase a determination is made if the target will help build Teamster strength in a core industry or otherwise increase Teamster strength.

Once this determination is made, information is collected about the target: company financials, organizing history at this and other locations, worker issues, demographics, names of workers at the facility and more.

PHASE 2: IDENTIFY AND RECRUIT LEADERS

I.D. "Natural Leaders" in All Areas and Shifts

During this phase, organizers identify the workers who are leaders in the workplace and recruit them to join the effort. These are workers who have influence, respect and a following among other workers, not just workers who are pro-union. If we can't get the majority of the leaders on board, we can't win a union organizing campaign.

PHASE 3: BUILD A COMMITTEE

10-Percent Committee Based on Leaders

In this phase, an active, representative group of trained workers is created. This committee is willing and ready to take responsibility for the campaign.

An active committee consists of 10 percent of the workforce. It is composed of natural leaders identified in the workplace and is representative of the workforce by job type, department, shift, gender, race, language and age.

The Organizing Committee is the backbone of the campaign. It provides leadership to co-workers, fights the employer campaign and gives information to organizers.

The organizers provide the committee with the information and training they will need to be successful. During the course of the campaign, a committee member will talk to co-workers all the time, participate in hand billing, actions and events, talk to public officials and other allies, help with the get-out-the-vote effort and more.

Role of the Worker Committee

- *Conveys a Sense of Ownership*
- *Provides Leadership*
- *Educates Co-workers*
- *Serves as a Network*
- *Distributes Information and Signs Up Co-workers*

The committee is well respected, well trained and representative of the composition of the workforce.

A STRONG COMMITTEE IS CRITICAL TO A SUCCESSFUL ORGANIZING CAMPAIGN.

PHASE 4: BUILD MAJORITY SUPPORT

Workers Stand Together

The goal of this phase is to build strong and active majority support for the union and to file for an election or demand recognition.

To file for an election we must have 65 percent of the workers in the unit on cards and have talked to and assessed 80 percent of the workers. If we meet these benchmarks, we file for an election and seek recognition.

This is the first phase where the union is public and not under the radar in regard to the company. During this phase the company is likely to start its anti-union campaign.

During this phase, working with the organizing committee, we reach out to the entire workforce both inside and outside the workplace. We talk to an overwhelming majority of the workers through one-on-one meetings away from the workplace. We assess workers using the “1-5” Teamster assessment system.

Workers start to act like a union, stand together, plan and lead actions, stay focused on the issues they care about, and build momentum and support for the Teamsters.

This support-building also includes identifying allies, identifying issues that affect the workers, good communications, taking part in actions like sticker days, collecting letters from allies, marching on the boss, speaking at meetings of community or labor organizations with elected officials to get their support, having a rally or demonstration, job actions and more.

PHASE 5: RECOGNITION/ELECTION ***Certification of Strong Majority***

This phase is the time period between filing for an election and the election. It includes escalating internal and external pressure and maintaining a strong majority. In some situations this phase involves pushing hard on a company to recognize the union.

Under the new NLRB election rules there is normally at least a 22-day period between filing for an election and the election itself. This is normally a period of intense anti-union activity on the part of the employer.

During this period, the union and the organizing committee must run a methodical GOTV (Get Out the Vote) campaign based on union worker visibility and support. The elements of a successful GOTV campaign are:

- Worker visibility (T-Shirts, buttons, stickers);
- Clear communications about voting times and locations;
- Precise list work concerning worker contact information;
- Final assessment of Yes and No votes:
- Turnout plan;
- Transportation to the vote for those who need a ride;
- Committee GOTV assignments within the workplace;
- Phone banking to supporters;
- Tracking system to confirm that supporters have voted; and more.



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