



Teamster

FALL 2021

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30TH CONVENTION A SUCCESS

When Teamsters get together—even virtually—amazing things happen. That was evident throughout the 30th International Convention of the Teamsters Union, which took place online in June.

Thousands of delegates and guests met under extraordinary circumstances to reflect on our successes and plan for our union's future. While this was a Convention like no other, delegates still completed the business of our great union.

At the 29th Convention in 2016, we set several lofty goals. Five years ago, we vowed to save pensions. We kept that promise.

We promised to organize the unorganized and we did it. Hundreds of thousands of workers have joined the Teamsters in the last decade.

We promised to strengthen our union's finances and our political reach. We kept those promises.

At the Convention, we heard from some amazing guest speakers and performers, and celebrated the unity of the Teamster family. We also talked about the challenges facing our union, including right-to-work legislation, misclassification of workers and bad employers like Amazon.

I was honored to chair my final Convention as the General President of the Teamsters and was humbled to be made General President Emeritus alongside my father.

The Teamsters Union is ready to roll up our sleeves and get to work on the next five years. Through our unity, we can overcome any challenge.



TEAMSTER STRONG

| UNION CELEBRATES 30TH INTERNATIONAL CONVENTION |



The International Brotherhood of Teamsters 30th Convention opened on June 22, 2021, and this year's event was like no other in the union's 118-year-old history.

The Convention, held virtually for the first time, was full of guest speakers and programs as usual, and delegates still did the important work of the union. Rank-and-file members and Teamster leaders from the U.S., Canada and Puerto Rico convened virtually to move

the union forward. In the weeks leading up to the Convention, committees were hard at work laying the foundation for a productive and successful Convention.

General President Jim Hoffa and General Secretary-Treasurer Ken Hall both appeared live during the Convention—their final as International Union officers.

"It is a tremendous honor to chair my fifth Convention during my 22 years as General President," Hoffa said.

A Convention app was built so delegates could easily view and participate in the proceedings.

Delegates had the important task of nominating candidates for the International offices of General President, General Secretary-Treasurer, International Vice Presidents and Trustees.

Delegates also addressed fiscal issues, set priorities, amended the Constitution, passed 40 resolutions and, most importantly, built solidarity.

TEAMSTERS GCC HOLDS FOURTH CONVENTION

The Fourth Convention of the Graphic Communications Conference of the International Brotherhood of Teamsters (GCC/IBT) took place in mid-June, with the theme "Organizing for a Stronger Tomorrow."

On day one of the Convention, General President Jim Hoffa addressed the delegates, making his final remarks to the GCC Convention. Hoffa congratulated delegates for their hard work during the pandemic, and he praised the GCC for fo-

cusing on organizing.

"It is critical that we grow our union to build power at the bargaining table," Hoffa said.

General Secretary-Treasurer Ken Hall also addressed delegates, praising the direction of the GCC.

"You have a strong team with Kurt Freeman and Steve Nobles," Hall told delegates, referring to the GCC President and Secretary-Treasurer.

The Teamsters Organizing Department pre-

TEAMSTERS CANADA FEATURED AT CONVENTION

Teamsters Canada President François Laporte addressed Convention delegates to provide a recap of recent victories Teamsters have had in the great white north.

"We achieved great things over the past five years," Laporte said. "Our members, stronger and more united than ever, have shown incredible solidarity in the face of adversity."

Teamsters across Canada reported significant improvements in their collective bargaining agreements at a wide variety of companies, including UPS, Robert Transport Group and TST-CF Express.

"This is the best thing that's ever happened to me," said TST-CF Express driver Mike Pitt. "I've secured my family's future because of the Teamsters. I wouldn't have it any other way."

The most notable contract victory took place at Canada Rail, where over 3,000 Teamsters went out on a nationwide strike. Laura Soutar works for Canada Rail



and serves as the Division 90 Local Chair.

"Workers in Canada, it's very important that we put a stop to the race to the bottom," Soutar said. "It's so important for Teamsters and unionized employees to stick together and be united."

As the COVID-19 pandemic wreaked havoc throughout the world, Teamsters working in Canada's health care system, like Local 419 Shop Steward Sherenne Allen, were on the frontlines doing

everything they could to save lives.

"The work we do as health care workers, as essential workers, embody the values of the union because at the primary of it, we're looking out for one another," Allen said.

In spite of the challenges of the past year, Canadian Teamsters remain optimistic.

"One thing will never change," Laporte said. "Teamsters will be here for workers and their families—always."

sented an organizing training session on both days of the Convention.

Delegates approved a dues increase, from \$2.50 to \$3 per month. The increase will provide the GCC with the tools and resources necessary for the enhanced organizing program and to upgrade an aging membership-computer system.

The GCC also released a statement addressing on-the-job worker harassment and its commitment to fight such harassment.

On day two, U.S. Labor Secretary Marty Walsh, the former mayor of Boston and a labor leader, made clear the Biden administration was determined to guarantee—and advance—workers' rights to form their union.

Organized labor, said Walsh, is at "the center of our economic recovery" and promised the White House would place high priority on "expanding worker opportunities for organizing."



PROMISES MADE, PROMISES KEPT

*Hoffa Addresses
30th International Convention*

Teamsters General President Jim Hoffa welcomed delegates and guests to the first day of the union's 30th International Convention.

In his five-year report, Hoffa touched on many issues the Teamsters Union has been involved in since the last Convention in 2016 and showed what the union can accomplish in the face of so many challenges.

Some of the biggest successes of the Teamsters Union have come in the last year.

"We fixed pensions with no cuts...everybody said it couldn't be done," Hoffa said, noting it couldn't have been possible without the political clout the Teamsters Union has built during his administration. "Promises made, promises kept."

Teamster Successes

From right-to-work battles to organizing like no other union, Hoffa recounted the recent successes of the Teamsters and touched on the biggest accomplishments of his administration's

22 years in office.

When he took office, Hoffa promised a more powerful union. That promise has been kept.

"We built a strong strike fund; we restored Teamster power; we rebuilt this great union," Hoffa



said. "Promises made, promises kept."

Perhaps one of the most lasting accomplishments of the Hoffa

administration is the James R. Hoffa Memorial Scholarship Fund (JRHMSF). The first scholarships from the fund were awarded in 2001, and since then, more than 4,000 students have received them. In all, \$11,253,000 in funds have been awarded.

He also talked about labor's next big challenge: Amazon.

"Amazon is a threat to every Teamster member," Hoffa said, noting that Amazon workers want safe workplaces, dignity on the job and a union. "We will organize Amazon."

Biden, Clinton Thank Hoffa

Speakers throughout the Convention thanked Hoffa for his leadership during his time with the Teamsters Union. The Convention highlighted the historic career of Hoffa and honored his legacy of service, which was celebrated by members, union leaders, politicians and celebrities.

"Jim, what can I say? You've been a strong leader and a steadfast friend. Thank you for everything," said President Joe

Biden in an opening-day greeting at the Convention. "Since the beginning, you all have been with me. And I'm with you."

Former President Bill Clinton also congratulated Hoffa and told union members they have an important role to play in creating a fairer economy.

"Throughout your long tenure, you've always fought hard for the men and women you represent, and you've helped to make the Teamsters one of America's strongest voices for working families," Clinton said. "I know your leadership will be invaluable Jim, not just in the months ahead, but for a long time to come."

Clinton, who was President of the United States when Hoffa first became General President in 1999, told the Teamster leader in his prerecorded remarks that he has much to be proud of and that his service to the union's membership has been invaluable.

General President Emeritus

Teamster delegates overwhelmingly approved an amendment to the union's Constitution making Hoffa the General President Emeritus.



James R. Hoffa is already recognized as the union's General President Emeritus and the amendment adds "and James P. Hoffa" to the following Constitution language:

"There is hereby created the position of General President Emeritus for life which is to be filled by James R. Hoffa. In addition, anything in this Constitution

to the contrary notwithstanding, James R. Hoffa is hereby granted, conferred, and guaranteed good standing membership in his Local Union and the International Union for the rest of his lifetime."

Teamsters Canada put forward the amendment and it was introduced by General Secretary-Treasurer Ken Hall.

"He deserves this recognition," said François Laporte, President of Teamsters Canada, while speaking in support of the amendment.

The honor is in appreciation of Hoffa's more than two decades of devoted and tireless service to the interests of the Teamsters Union.

"Thank you so much for this honor," Hoffa said.



For more information, visit teamster.org or scan the QR code.



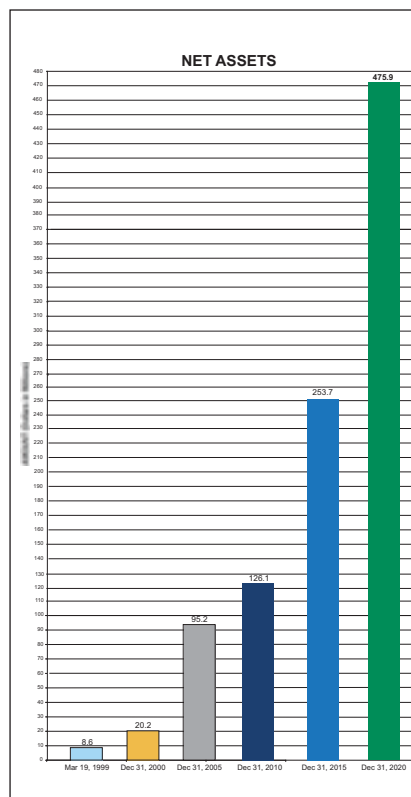
Whether Teamsters are defending contracts, organizing new members or going on strike, the union's finances have never been more important. On the second day of the 30th International Convention, General Secretary-Treasurer Ken Hall detailed the union's strong position.

When Hall became General Secretary-Treasurer, his top priority was building a secure Strike and Defense Fund, and he told delegates how the fund now stands at almost \$300 million.

"And our General Fund has more than \$165 million. That's a combined \$465 million dollars," he said.

"When Tom Keegel came into office as the General Secretary-Treasurer, our finances were in shambles. He worked hard to put us back on the right path and we all owe him a debt of gratitude. When I took over as the General Secretary-Treasurer, I was proud to follow in his footsteps and continue to build up our finances," Hall said.

As General Secretary-Treasurer, Hall is responsible for managing



the union's budget, its investments and other funds.

"As I come to the end of my career here at the International, what I'm most proud of are the concrete steps that we have taken to improve lives," Hall said.

"Whether it's rebuilding our finances and strike fund or fighting drug companies getting rich off of addiction and death."

At the last International Convention, Teamsters learned how deeply the opioid epidemic had hurt Teamster families across the union and a decision was made to take on the biggest wholesale drug distributors for their role in flooding communities with an oversupply of prescription pain pills.

With the union's campaign for accountability, Teamsters managed to secure the resignations of the chairmen and CEOs of two of the biggest three companies, and separated the roles of chairman and CEO at all three biggest distributors.

"We forced these companies to adopt reforms to strengthen internal controls and compliance," he said. "We are a long way from solving the opioid crisis but the momentum we built around the issue has led to concrete reforms and launched the formation of Investors for Opioid Accountability—a coalition of investors representing more than \$4.2 trillion in invested assets."

Hall also talked about his history with the Teamsters, starting with his membership in West Virginia's Local 175, where he served as steward, business agent, Vice President and eventually President of the local. He has been reelected 10 times as President and will continue serving in that position. He was also joined by his family from the Convention dais.

"Although I am not running for national office, I will still be President of Local 175. You will still see me on picket lines and at the state capitol rallying against right to work and other anti-union legislation," Hall said. "No matter what happens in the world around us, the Teamsters Union is always there to fight for working people."

POLITICAL POWER



Teamster Program Builds on Success

The Teamsters are capitalizing on their 2020 election efforts after spending the last two years getting pro-worker candidates elected and putting in place a program that stresses the top concerns of the union—secure pensions, strong unions and good jobs.

As outlined during the 30th International Convention, the Department of Political and Legislative Action has built off election wins that put Joe Biden in the White House and Democratic majorities in both chambers of Congress to get long-sought multiemployer pension reform passed.

Additionally, the administration and leaders on Capitol Hill are prioritizing an agenda that will empower unions and the rights of workers while also recognizing the need to invest in infrastructure and pro-family policies to ensure hardworking Americans can have access to good-paying jobs that allow them a high quality of life.

That accomplishment wouldn't have been possible without the hard work of people like Ken Stribling, a Local 200 retiree and Vice President of the National United Committee to Protect Pensions, who teamed with union leaders to put boots on the ground and get change to happen.

"I was so proud to be a part of this grassroots historical movement," he said. "I'll never forget it."

Buttigieg, Walsh Thank Teamsters

U.S. Transportation Secretary Pete Buttigieg praised the leadership of the Teamsters during the Convention and said he looks forward to working to implement changes that will upgrade the nation's transportation networks in the years to come.

"Our transportation system is the backbone of our economy, and Teamsters play an essential role in that system," Buttigieg said. "The Biden-Harris administration is working hard to pass the American Jobs Plan to make the infrastructure we use the most modern and safest in the world. The Teamsters prioritize safety, and we owe you the same in federal policy."

When the nation was put on its back due to the coronavirus pandemic, Buttigieg said the more than 1 million essential worker membership of the Teamsters responded, and the nation owes the union a debt of thanks because of it.

"When we needed essential services and supply chains to keep our country running, when we needed to get COVID vaccines from manufacturers into the arms, we turned to the Teamsters," he said.

U.S. Labor Secretary Marty Walsh also greeted Teamsters during the Convention, telling attendees that workers are an integral part of the Biden administration's efforts to improve the lives of Americans.

TEAMSTERS PASS AMAZON RESOLUTION

Union Commits to Prioritizing Member Engagement, Building Worker Power at Amazon

At the 30th International Convention, Teamsters from all levels of the union—the International Union, Joint Councils and local unions—voted to pass an historic resolution on Amazon.

The resolution sets forth a unified approach to mobilizing the union and engaging Teamster members. It resolves to maintain standards in Teamster core industries against the threat posed by Amazon and support Amazon workers as they build power across the country.

The resolution also approved the creation of a Division structure within the International Union for the Amazon Project and to fully fund and supply necessary resources to support its goals.

Randy Korgan, Teamsters National Director for Amazon and Secretary-Treasurer of Local 1932 in San Bernardino, Calif., gave a powerful presentation to the Convention about the Teamsters' proud history of building the logistics industry over the course of more than 100 years. Teamsters fought for and won good, middle-class jobs with family-sustaining wages, health care, retirement and safe working environments, and want all workers to have the same opportunity.

"For Teamsters, and the labor movement as a whole, Amazon poses an existential threat to the

rights and standards our members have fought for and won. But it also poses a tremendous opportunity for us to engage our members, build large volunteer organizing committees, build even stronger community labor alliances, more deeply integrate racial and other social justice struggles into our work and more," Korgan said. "Standing on the shoulders of proud working people, who built our union for more than 100 years, the Teamsters will build the types of worker and community power necessary to take on one of the most powerful corporations in the world and win."

The Convention's Amazon segment featured messages from warehousing and delivery Teamsters who are active and engaged, supporting their brothers and sisters at Amazon.

Jason Arias is a member of Local 773 from Allentown, Pa., who used to work at Amazon. He now works at UPS and knows the difference a union can make.

"At Amazon and other nonunion jobs there is no one looking out for you. I was sick and tired of being treated that way. At Amazon no one had my back. I'm active so I can help other workers. If I can help other workers build power, I will. I'm doing this from my heart," Arias said.

Shana Saters of Local 1932 in San Bernardino, Calif. talked about Teamster action when Amazon planned their first West Coast air hub in San Bernardino, Calif. The local rallied members and



the community to picket on Cyber Monday. "I was proud to join hundreds of people out there as a Teamster and a concerned resident," Saters said.

"I keep hearing Amazon is looking to cross over into new industries. They're not satisfied with just dominating logistics. What will our communities look like if they continue their monopoly tactics?" said Ralph Sistos, a Local 683 member who works at Sysco in Riverside, Calif. "I'm proud that my union will do everything it takes to keep Amazon from succeeding in swallowing up just about everything. Everything we love about our country and our neighborhoods is at stake."

Bills are being introduced on the federal and state levels to address this dominance. In June, Hoffa urged the U.S. House Judiciary Committee to vote yes to a series of bills that will address corporate antitrust and dominance for big tech companies, including Amazon.

"As Teamsters, we are sparking the fire that leads to change," Korgan said.



For more information, visit teamster.org or scan the QR code.



WORKERS IN THE GLOBAL SUPPLY CHAIN WINNING A MORE SECURE FUTURE AS TEAMSTERS

From the global supply chain's first mile to the last, the Teamsters Union is leveraging its expertise and resources across the transportation industry to win a more secure future for workers.

Workers and union leaders from four campaigns told their stories during the Global Supply Chain segment during the Teamsters 30th International Convention. The campaigns are port, intermodal and foodservice workers, and workers at XPO Logistics.

By misclassifying workers as independent contractors, companies who service some of the largest corporations on the planet strip tens of millions of workers of their rights and benefits to put more money into their pockets. This is an illegal scam and the Teamsters are fighting to end it once and for all.

Richard Tatge, a driver at Universal Logistics who recently voted to join the Teamsters but was later illegally terminated along with 27 other drivers, spoke while on the picket line protesting the company's actions.

"We're here to let the company know it is our right to vote in the Teamsters," he said. "We want what's fair, we want what's right."

Strategic Success

Justin Vaughn, a Business Agent with Local 710 in Chicago and a

former intermodal worker, and Christion Smith, a former intermodal worker who is now a Teamster organizer, talked about the organizing success in intermodal over the past five years.

"Intermodal is an incredibly strategic industry for the Teamsters to target," Vaughn said. "A strike in intermodal would have an enormous impact on the U.S. economy. You could potentially shut down the country."

"Over the past five years, the Teamsters have organized more than 1,500 workers in the intermodal industry at Parsec and ITS," Smith said. "We will continue to organize in this industry and build back Teamster representation."

Angel Maldonado, a driver at Sysco in Miami, urged foodservice workers across the country to form their union with the Teamsters, like he and hundreds of others have done in his area.

"Get together, form a union," he said. "The more people you have that stick together, the stronger you are to get treated well and to receive the wages and benefits you deserve."

The Teamsters are the largest union representing foodservice workers in the country, with more than 11,000 members at Sysco and more than 4,000 at US Foods.

Since 2016, more than 1,300 workers at Sysco and more than

500 at US Foods have organized, despite the companies' anti-union efforts.

XPO Fight Continues

James Jones, President of Local 667 in Memphis, talked about the union's ongoing campaign to organize freight, warehouse and port workers at XPO Logistics.

"XPO provides these services to companies such as IKEA, Home Depot, Target, Verizon, Starbucks, Nike and many others," Jones said. "When you talk about the global supply chain, XPO is in the thick of it. XPO is also the poster child for astonishing corporate greed and for blatant mistreatment of its workers."

Mike Zangrillo, an XPO freight driver in Miami, said the company has put up numerous roadblocks, preventing he and his co-workers from winning a first contract. But, Zangrillo said, workers in Miami and elsewhere will continue to fight.

"They never expected that we would stick together this long. We continue to push back with our brothers and sisters around the globe, despite the attempts to buy us off and despite the delay tactics," Zangrillo said. "We will have a contract. We will organize more workers and we will work with other global unions to hold XPO accountable."

MEMBER PARTICIPATION

Teamsters Make Voices Heard at Convention



Every aspect of the 30th International Convention of the Teamsters Union celebrated rank-and-file members and local union leaders who are making a difference.

Whether the presentation was on the James R. Hoffa Memorial Scholarship, organizing, the pandemic response, disaster relief or something else, member participation in the Convention was as strong as ever.

Each day began with three national anthems and an invoca-



tion, and the Convention ended with a benediction—all done by Teamsters.

Justin Blankenship of the Brotherhood of Maintenance of Way Employees Division (BMWED) sang the "The Star-Spangled Banner," the U.S. national anthem. Catherine Gemme, the daughter of Local 1999 Trustee Jean-Gilles Gemme, sang "O Canada," the national anthem of Canada. Leonel Morales of Local 769 sang "La Borinqueña," Puerto Rico's anthem.

The invocation on the first day of the Convention was done by John Karakian of the Brotherhood of Locomotive Engineers and Trainmen. On day two, it was Abimael Ortiz of Local 331. The final day's invocation was done by Teri and Sammie Kayton of Local 1932. Before the Convention adjourned, the benediction was said by Robert Seay, Political Director and Chaplain of Local 667 in San Bernardino, Calif.



Your Right



Your Responsibility

Ballots Mailed October 2021



FOR THE ELECTION OF INTERNATIONAL UNION OFFICERS

To view the Convention presentations, anthems, invocations and more, visit teamster.org/30th-convention-videos or scan the QR code.



IBT INTERNATIONAL OFFICER ELECTION – CANDIDATE INFORMATION

CONTESTED ELECTION – There are contested elections for the positions of General President; General Secretary-Treasurer; At-Large Vice-President; Central Region Vice-President; Eastern Region Vice-President; Southern Region Vice-President; Western Region Vice-President, and International Trustee. Every member of the IBT will have a vote in this secret ballot election. We expect to mail ballots in early October, and to start the count of returned secret ballot votes in Mid-November. Here are some sources you can use to learn about the candidates for International Office.

CONVENTION PRESENTATIONS – The candidates made video presentations to the Convention to accept their nominations. The presentations are available at the Election Supervisor's website, www.ibtvote.org. You can watch them anywhere you have an internet connection.

CANDIDATE FORUM – A candidate forum is presently scheduled for September 1, 2021 in Washington, D.C. The forum will be streamed live over the Teamsters Union Facebook page, and possibly other channels. Additional information about the candidate forum, how to participate, and how to view it will be posted to www.ibtvote.org in August.

CAMPAIGN LITERATURE. You may receive mailings, email, or other communications directly from the candidates; you may see candidates or their representatives campaigning; there are websites where you can read about the candidates; candidate literature tables are maintained at local union halls.

THIS MAGAZINE CONTAINS CAMPAIGN LITERATURE FROM NOMINATED CANDIDATES. Candidates on a slate have the right to pool their space and make a slate-wide presentation. The order of presentation of each slate or candidate's material in this magazine was determined by a lottery held in July 2021. Nominated candidates have the right to publish campaign literature again in the September 2021 Teamster magazine. You can also expect a mailing of campaign literature from the candidates in October 2021 around the time you receive the secret ballot.

YOU ARE ABOUT TO READ THE CANDIDATES' OWN STATEMENTS. These materials were created by the candidates. They do not in any way reflect the views of the IBT, any affiliated Unions, or the Election Supervisor. The IBT and the Election Supervisor did not in any way screen, edit, or alter this material. It comes to you straight from the nominated candidates.

Richard W. Mark
Election Supervisor

En Español



JOIN THE TEAMSTER POWER SURGE



**VAIRMA
HERRERA
2021**





**VAIRMA
HERRERA
2021**

MEET THE TEAMSTER POWER SLATE

"With me, you will never have spin. I will always be transparent. I will always tell the truth to this membership. I'm here today to ask all of you, put your faith into me, because that's what it is, it's faith. I am honored to move this union forward. I believe in all of the people who I represent, and with your help and your hard work, we're going to win this campaign, we're going to lead this union into a bright new future."

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

"Why the Power Slate? Why Steve Vairma? Simple. Honesty, integrity, a man of honor, a man of action, no rhetoric, doesn't brag, just produces, transparent, runs a competent and clean local union and Joint Council, fights smart, understands comprehensive campaigns, uses politics and legislation as a weapon, a skilled leader, seasoned negotiator, and believes in diversity and empowerment. Steve is the right person to lead us."

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

The Teamster Power Slate Always Puts Members First

At-Large VP



Nina Bugbee



James Curbeam



Bernadette Kelly



Marcus King



Greg Nowak



Dennis Pierce

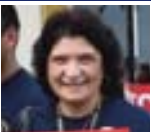


Debra Simmons-Peterson

Eastern Region VP



Thomas Gesualdi



Maria S. Perez



Paul Markwitz

Central Region VP



Brian Aldes



Jesse Case

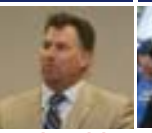


Terry Hancock

Southern Region VP



Robert Mele



Josh Zivalich



Jason Rabinowitz



John Scearcy



Karla Schumann



Eric Tate



Mike Cales



Peter Núñez



Chris Tongay

Western Region VP

Trustee

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



**VAIRMA
HERRERA
2021**

MEET OUR NEWEST SLATE CANDIDATES



Debra Simmons-Peterson – Candidate for At-Large Vice President

President, Teamsters Local 743; Trustee, Teamsters Joint Council 25

"I am joining the Teamster Power Slate because I like that this is a very diverse slate of individuals whose experience and backgrounds represent workers in every Teamster industry. This slate includes leaders from the Teamsters Women's Conference, National Black Caucus, Hispanic Caucus, and the Human Rights Division, and I believe they will put the interest of the members first. I am proud to support them and I am proud to now be a part of this team."



Terry Hancock - Candidate for Central Region Vice President

President, Teamsters Local 731; President, Teamsters Joint Council 25

"I am thrilled to join the Teamster Power Slate as a Candidate for Central Region Vice President and help steer this Union towards a new era of excellence. Chicago Teamsters have long been the most passionate and engaged members of any region in the nation. Here in Chicago, we are Windy City Proud and Chicago Strong! I am excited to join the outstanding team already assembled and their vision for a tougher, stronger and even greater Teamsters' Union".



Mike Cales - Candidate for Trustee

Secretary-Treasurer and Principal Officer, Teamsters Local 710

"I am humbled and feel extremely privileged to join the Teamster Power Slate. As a candidate for Trustee, I look forward to serving all Teamsters on the General Executive Board. I believe my experience as the leader a local union Principal Officer and as union chair of the Local 710 Health Welfare and Pension Fund will serve our members well. Most importantly, I am excited to work with the rest of the great leaders on the Teamster Power Slate to continue moving our union forward and to bring the voice of Local 710 members to the International Union."



**VAIRMA
HERRERA
2021**

TEAMSTER POWER IS BUILT BY ACTION, NOT WORDS



STEVE VAIRMA TAKES ON CORPORATE AMERICA AND WINS BIG FOR TEAMSTERS

Led The Fight To Stop The Sysco/US Foods Merger

Steve led the fight to block the merger of Sysco and US Foods, rallying union members to successfully block the merger before the Federal Trade Commission. That victory protected thousands of Teamster jobs and led to an aggressive new organizing campaign that continues to this day.

Repeatedly Protected Grocery Workers From Corporate Greed

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

Defeated Right-To-Work For Less And Paycheck Deception Proposals

In 2008, when corporate bosses tried to destroy the rights of Colorado Teamsters and other union members, Steve led a coalition of unions to become the first state in the country to beat both Right-to-Work for Less and Paycheck Deception measures on the same ballot.

BUILDING A STRONGER LABOR MOVEMENT IS RON HERRERA'S MISSION

Required Labor Neutrality For All Waste Companies In LA

Ron led the "Don't Waste LA" campaign that resulted in the elimination of over 160 anti-union sanitation companies from the City of Los Angeles marketplace for their refusal to respect a worker's right to form a union. This victory eliminated predatory competitors, protected consumers, stopped a race to the bottom on wages and benefits, and protected the job security of thousands of Teamsters.

Took The Fight For Labor Rights To Amazon

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

A Longtime UPS Member, Fighting For Workers

As a 24-year rank-and-file Teamster at UPS, Ron has never forgotten his roots. Ron stood up to UPS when the company tried to force reductions to members' health care benefits in the 2013 UPS agreement. Ron also led recent negotiations for the Article 43 provisions of the UPS contract that established additional sleeper teams and protected feeder drivers, as well as gaining significant improvements in wages, benefits, and work rules.



LET'S MAKE HISTORY



*"We have five experienced, dedicated, powerful women as full partners on this slate - and they are going to help shape this union. **More than 35% of our membership are women today and they deserve a seat.** They deserve a vote and they deserve strong leaders like these. The Teamster Power Slate is committed to elevating strong women leaders in our union."*

- Steve Vairma,
Candidate for General President



Nina Bugbee
Candidate for At-Large VP



Bernadette Kelly
Candidate for At-Large VP



Debra Simmons-Peterson
Candidate for At-Large VP



Karla Schumann
Candidate for Western Region VP



Maria S. Perez
Candidate for Eastern Region VP

ELECT THE MOST DIVERSE SLATE IN TEAMSTER HISTORY



**VAIRMA
HERRERA
2021**

TEAMSTERS FROM EVERY DIVISION SUPPORT STEVE VAIRMA AND THE TEAMSTER POWER SLATE.



Roberta Brazell
20-Year Teamster - UPS,
Business Agent Local 455

"I feel he is the right choice for General President, just because, throughout my years as a rank and file, 20 years plus, the way that he has handled our local business has kept us moving forward and strong."



Chris Knuth
28-Year Teamster
Safeway

"He started at the bottom and, like everybody else, it takes years to work your way to the top... I have complete confidence in Steve based on his experience."



Ian Maher
15-Year Teamster
Aramark

"His ability to get things done is incredible. The guy doesn't leave anything untouched or unturned. He has this amazing quality to make things happen."



Marc Lee Dennis
15-Year Teamster
Bimbo Bakeries

"Based on his honesty and his integrity and talking to him one-on-one, he's got nothing but the right intentions for this organization. It's not about him. It's about the membership and bringing all of them up with them."



Meredith Sherrill
27-Year Teamster
YRC Freight

"I feel Steve understands what a union is, and I think that a lot of the union upper management have really lost the grasp of that, and Steve really does understand what a union stands for."



Kevin Potter
32-Year Teamster -
King Soopers,
Business Agent Local 455

"I'm proud to have known Steve all these years. One thing I can say about Steve is he treats everybody equally. You can't fake integrity."



Louis X Washington Jr.
6-Year Teamster - UPS

"One of the qualities that I feel most makes him the best candidate is unity. He involves everyone and he makes everyone feel like they are important, no matter race, creed, color, or gender. And I think that that is the biggest part of being a Teamster."



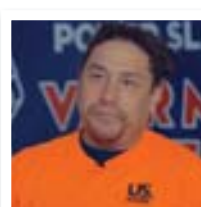
Tamika Austin
18-Year Teamster - UPS

"Steve is just absolutely wonderful. He has integrity. He's honest. He fights for us. He's what I like in a leader...He cares about the membership and that's why he should be our president."



Mitchell Hunt
10-Year Teamster
United Airlines

"I think Steve is a remarkable individual...and I've told him time and time again, I would go into battle with him in a minute."



Pablo Coria
16-Year Teamster
US Foods

"I feel that Steve Vairma will make a great General President because of his leadership abilities... He's very intelligent and he listens. He knows and adheres to the membership's needs, he knows what the workers are looking for and he protects jobs."

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



Teamster Power Slate passed repeal of the “2/3 Rule” to protect majority rule.

The Teamster Power Slate kept its promise to repeal the “2/3 Rule” and respect member democracy at the 2021 IBT Convention. No matter how OZ/TDU tries to spin it, it was the Teamster Power Slate proposal that advanced to the floor and was approved by convention delegates. The proposal also established requirements to include rank-and-file members on bargaining committees.

Teamster Power Slate passed responsible First Day Strike Benefits Plan.

The Teamster Power Slate proposed and won passage of a plan to give First Day Strike Benefits to members who are exercising their right to strike, adding critical guardrails that will keep our Strike Fund and union financially stable. We defeated an irresponsible proposal from OZ/TDU that would have allowed irresponsible leaders to bankrupt our Strike Fund with poorly-planned and poorly-executed strikes.

Defeated OZ/TDU proposal to strip members of their right to elect leaders of their choosing.

OZ/TDU proposed a controversial amendment at the 2021 IBT Convention that would have placed artificial barriers to who can hold union office. The OZ/TDU proposal would have stripped members of their right to choose the leader they believe to be the most qualified and left strong Teamsters, with decades of service to their fellow members, unable to serve in our highest elected offices.



**VAIRMA
HERRERA
2021**

**WHEN IT COMES TO OUR PENSIONS,
THERE'S ONLY ONE SLATE WE CAN TRUST:
THE TEAMSTER POWER SLATE.**

Candidate for General President



**Steve Vairma has always protected our pensions -
and he always will.**

The Columbus Dispatch

3/10/21

**"Congress uses \$1.9 trillion
relief plan to rescue
multiemployer pension plans"**

The Teamster Power Slate will build on our recent victory in Congress, where Teamster leaders and members fought to include pension-saving reform in the American Rescue Plan. The Teamster Power Slate will work with the White House and federal and state legislators to protect pensions of current members and retirees – and they will reject any backroom deals that hurt Teamsters.

We know we can trust Steve Vairma to protect our pensions because that's exactly what he has done as Trustee of the Western Conference of Teamsters Pension Trust Fund, helping to manage the Teamsters' strongest pension fund in the United States.



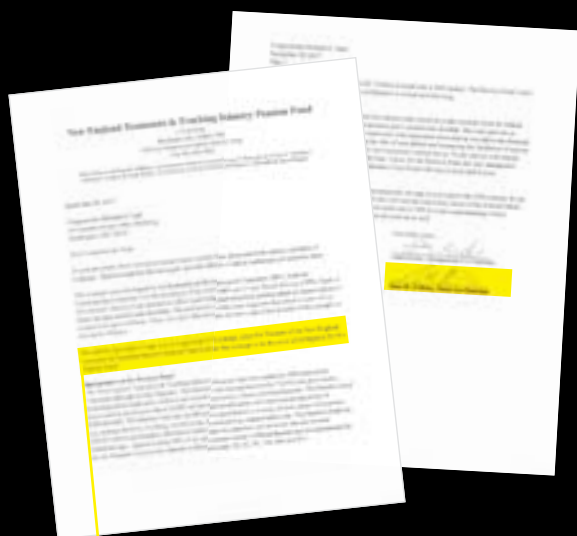
**VAIRMA
HERRERA
2021**

SEAN O'BRIEN AND OZ/TDU WOULD SELL US OUT AND SLASH OUR PENSIONS.

- Sean O'Brien talks tough against UPS but, in 2017, while Teamsters across the country were working hard to support the Butch Lewis Act in Congress, **Sean O'Brien secretly lobbied Congress on behalf of UPS to help support their risky alternative plan, which would have slashed pensions for tens of thousands of Teamsters.**



UPS lobbyist Sean O'Brien



We write to you today to urge you to support the UPS concept, since the Trustees of the New England Teamsters & Trucking Industry Pension Fund consider that concept to be the most advantageous for this Pension Fund.

- In addition, an independent study found that the pension fund overseen by Sean O'Brien has \$5.1 billion in unfunded liability, **making it the 2nd-worst pension in the union.**
- Sean O'Brien and Fred Zuckerman supported a controversial plan to **cut pensions for Teamster members as much as 20% to save their own failing pension funds.**

- The real question is: What did Sean O'Brien get in return for helping UPS undermine the Teamster legislative agenda – and **how easily could a company get O'Brien to sell us out again?**



SEAN O'BRIEN TALKS TOUGH, BUT FAILS OUR MEMBERS AGAIN AND AGAIN.

- **Sean O'Brien sent his members to the picket line – and then sold them out, leading to arrests and criminal charges.**

O'Brien "was closely involved in organizing" a picket line at a reality show taping in Boston but, when five of his members were arrested for the incident, O'Brien left them hanging, reportedly working with police while his own members were indicted. One of the arrested members said O'Brien's behavior was "absolutely outrageous, disgusting, and he should be ashamed of himself."



- **Sean O'Brien was SUSPENDED BY THE IRB for threatening fellow Teamsters.**

In both 2013 and 2016, O'Brien was caught threatening TDU members, even leading to a suspension by the IRB. At the time, his now running-mate, Fred Zuckerman, said, "I would have run him out of this Union if I were General President."

- **Sean O'Brien preaches unity, but INSULTS MEMBERS WHO OPPOSE HIM.**

At the 2021 IBT Convention, Sean O'Brien said that his political opponents and employers "are one in the same," completely insulting and disrespecting the hard-working members and stewards who fight the boss every day on behalf of their members. O'Brien talks unity, but his record demonstrates he will seek to punish his opposition if elected.

- **Sean O'Brien has a history of ENDORSING ANTI-UNION POLITICIANS.**

Sean O'Brien is a real tough guy when he talks about holding politicians accountable, but O'Brien and Local 25 in Boston endorsed a known anti-union candidate for Governor in 2018, supporting Gov. Charlie Baker's re-election even after he eliminated the Film Tax credit bill that hurt O'Brien's film industry members. After O'Brien helped Baker win re-election, Baker pushed to privatize good Teamster public sector jobs and twice vetoed legislation to build power for public sector unions in Massachusetts.



STEVE VAIRMA AND THE TEAMSTER POWER SLATE PUT MEMBERS FIRST.



Steve Vairma And The Teamster Power Slate Put Members First.



Sean O'Brien And The OZ/TDU Slate Put Themselves First.

The Teamster Power Slate will **build on the successful legislation passed to solve the pension crisis**; reject backroom deals that hurt our members; and develop a unified strategy to protect and strengthen our pensions.

Pensions

Sean O'Brien and Fred Zuckerman supported a company-sponsored plan to introduce legislation to **cut Teamsters' pensions as much as 20%** and they attacked the very leaders who successfully fought to include pension reform in the COVID relief package.

The Teamster Power Slate passed reforms to master agreements, **including eliminating the "2/3 rule,"** implementing First Day Strike Benefits and better enforcement of existing contracts.

UPS

O'Brien's own running mate said **O'Brien "screwed up" the UPS contract** negotiation and "punished the membership." In fact, TEN members of the OZ/TDU slate approved the UPS agreement.

The Teamster Power Slate will respect all Teamsters and listen to all members' concerns, without any threats or intimidation. Leaders should uphold the highest standards of conduct.

Leadership

O'Brien was suspended by the IRB in 2013 for threatening TDU members who were running against his cronies, and he was caught threatening members again at the 2016 convention.

Steve Vairma, Ron Herrera and the Teamster Power Slate have always put Teamster members first – and they always will.

Time and again, from pensions to contract negotiations, Sean O'Brien has sold us short, only looking out for himself and his own political future.



JOIN THE TEAMSTER POWER SLATE TODAY!

DONATE



Support Our Campaign — Donate Today

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



Take the Survey

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



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Sign Up As A Teamster Power Slate Volunteer

Teamsterpowerslate.com/get-involved

Follow us on Twitter

@ThePowerSlate

Follow us on Facebook

Vairma Herrera 2021 Teamster Power Slate

Para español, visite Teamsterpowerslate.com/battlepages



NEW LEADERSHIP NEW DIRECTION O'BRIEN-ZUCKERMAN TEAMSTERS UNITED



BALLOTS MAIL IN OCTOBER



VOTE O'BRIEN-ZUCKERMAN TEAMSTERS UNITED

O'BRIEN-ZUCKERMAN TEAMSTERS UNITED

OZ Scores Victory

RANK-AND-FILE MEMBERS ON ALL BARGAINING COMMITTEES

THE TEAMSTER CONSTITUTION now requires all contract negotiating committees to include rank-and-file members who work under the agreement.



Having rank-and-file members on our contract negotiating committees and keeping members informed during negotiations wins better contracts.

Washington Gas tried to take away our no-layoff language and other job security protections.

We built a rank-and-file Contract Action Team and mobilized the members to rally and authorize a strike.

Management dropped its giveback demands. We saved our job security and won a \$1.25 hourly wage increase every year.

Thanks to the OZ-Teamsters United Constitutional Amendment every bargaining committee will have rank-and-file members, so all Teamsters can build power through contract campaigns.



STEPHON LEWIS

LOCAL 96

STEWARDS, WASHINGTON GAS

O'BRIEN-ZUCKERMAN TEAMSTERS UNITED**OZ UNITES TEAMSTERS TO
END "TWO-THIRDS" RULE**

The International Union can no longer impose a contract, supplement or rider rejected by the members thanks to a change in the Teamster Constitution put forward by OZ-Teamsters United.



OZ fought hard to end the Two-Thirds Rule. Vairma and Hoffa tried to add loopholes to allow the International to override votes—including votes on supplements and riders. We stopped them.

We can't tell members their vote counts and then ignore it when it's a contract vote some leaders don't like. This change lets Teamsters know that when they speak, leaders will listen.

SEAN O'BRIEN

CANDIDATE FOR TEAMSTERS GENERAL PRESIDENT



O'BRIEN-ZUCKERMAN TEAMSTERS UNITED



Before it was popular, I opposed the 2/3 rule because Local 89 UPS members had contracts they rejected rammed down their throats. In 2013 they had their supplement implemented on them and in 2018 they had the national master contract implemented on them.

Eliminating the 2/3 rule is a culmination of many years of battle on behalf of Teamsters across the country. The change will leave our union better and stronger.



FRED ZUCKERMAN

CANDIDATE FOR GENERAL SECRETARY-TREASURER

O'BRIEN-ZUCKERMAN TEAMSTERS UNITED

OZ Scores Victory on **IMPROVING** **STRIKE** **BENEFITS**

FROM NOW ON, members will get strike benefits starting the first day they're on strike thanks to a change in the Teamster Constitution put forward by O'Brien-Zuckerman Teamsters United.



Grocery Teamsters at Hunts Point worked nonstop through the pandemic to keep New York City fed. Employers got millions in government loans but refused to pay us a living wage.

We went on strike and won.

It was hard being on strike a week without benefits from the International Union.

O'Brien and Zuckerman won an amendment that starts strike benefits for all Teamsters on the first day, and stopped loopholes that would have excluded economic strikes like ours.

With Sean O'Brien and Fred Zuckerman in charge, we know the International Union will have our back.

MANUEL SORIANO
STEWARD, LOCAL 202
HUNTS POINT MARKET



O'BRIEN-ZUCKERMAN TEAMSTERS UNITED



TEAMSTERS ACROSS THE NATION came together to stop pension cuts and save our retirement. But Steve Vairma is still lying and playing politics. To Teamsters, pensions are about securing our future. To Vairma, they're about getting himself elected.

We need International Union leaders who will unite us, not divide us.

That's Sean O'Brien and Fred Zuckerman.



ULISES VALDEZ

DHL, LOCAL 986, LOS ANGELES

Protecting Pensions and Expanding Teamster Retirement

WESTERN REGION TEAMSTERS:

Vairma is spreading lies that OZ wants to "merge" the Western Conference Pension. **Get the facts:**



"The International Union, Joint Councils, Local Unions... have... no authority on approving or disapproving a merger with another plan."

CHUCK MACK

CHAIRMAN, WESTERN CONFERENCE OF TEAMSTERS PENSION FUND

LETTER TO ERIC JIMENEZ FEBRUARY 4, 2021

Vairma is lying to get your vote and he'll keep lying to the members if he ever gets elected. Don't let that happen!

O'BRIEN-ZUCKERMAN TEAMSTERS UNITED

VOTE FOR LEADERS WHO STAND UP TO UPS

DONECIA LYONS

Local 728, Atlanta GA

"I'm voting for leaders who will fight for better part-time wages and more full-time jobs.

O'Brien and Zuckerman will give part-timers like me a voice in our contract."

ISAAC GOBBLE

Local 413, Columbus OH

"Sean O'Brien and Fred Zuckerman opposed UPS contract givebacks, including two-tier 22.4 drivers. Vairma did not.

OZ-Teamsters United is the only slate who will take on UPS, eliminate the 22.4 classification, and make all drivers RPCDs."

**Replace 22.4 and PVDs with RPCDs****Take on Subcontracting****Catch-up raises for Part-Timers****\$20/hr Part Time
Starting Pay****More Full Time Jobs**

O'BRIEN-ZUCKERMAN TEAMSTERS UNITED**OZ TEAMSTERS UNITED
FIGHTS FOR
GROCERY TEAMSTERS****STRONG CONTRACTS, NO GIVEBACKS
FIGHT OUTSOURCING & TWO-TIER IN WAREHOUSING
ORGANIZE THE NONUNION COMPETITION**

Grocery Teamsters are threatened by nonunion wages, outsourcing, and unfair production standards.

At our Winco Warehouse in Oregon, we won an industry leading contract on wages, pension, and healthcare.

But when Winco opened up a non-union operation in Idaho that undercut us, Steve Vairma and the Warehouse Division didn't step up to support organizing efforts.

We need to stand up to grocery employers and protect our standards by organizing the nonunion competition.

Steve Vairma has been head of the Warehouse Division for ten years and he hasn't done either.

I'm voting for Sean O'Brien and Fred Zuckerman—leaders who will fight for grocery Teamsters.

KEVIN HALTER
WINCO, LOCAL 324, SALEM OR



O'BRIEN-ZUCKERMAN TEAMSTERS UNITED

Fighting for Freight Teamsters

- ✓ Strong Freight Contracts and Benefits
- ✓ Defend Union Freight Standards
- ✓ Organize the Nonunion Competition



Freight negotiations are around the corner. After years of concessions, we need new leaders and new vision—not Hoffa's hand-picked successors.

Sean O'Brien and Fred Zuckerman will fight to defend union standards and win stronger contracts by organizing the nonunion competition.



STEFFANI CEVIK
YELLOW FREIGHT
LOCAL 554, OMAHA



O'BRIEN-ZUCKERMAN TEAMSTERS UNITED

Standing Up to Employers and WINNING

UPS FIRED 10 part-timers, including two pregnant women, for refusing to work past five hours. OZ-Teamsters United leaders took on bully bosses and won members' jobs back with full back pay.



RONDEL HILL
LOCAL 804
LAURELTON HUB

Employers say we're essential but treat us like we're disposable.

When I got fired, OZ-Teamsters United candidate Vinnie Perrone mobilized members to make management pay.

We hounded the company with protests. Political leaders and the public stood with us.

Vinnie Perrone personally parked a digital billboard in front of the district manager's home. We won our jobs back and full back pay.

This is the fighting leadership all Teamsters deserve. I'm voting O'Brien-Zuckerman Teamsters United.

O'BRIEN-ZUCKERMAN TEAMSTERS UNITED

A MEMBER DRIVEN PLAN TO TAKE ON AMAZON

AMAZON'S SWEATSHOP WAGES

and working conditions are a threat to Teamster jobs from warehousing to UPS. OZ-Teamsters United will mobilize our locals and members to launch a strategic campaign to meet this threat.



Sean O'Brien and Fred Zuckerman will build an army of volunteer organizers, and they will bring back our union's militancy and power by mobilizing Teamster members.

Amazon and other nonunion workers want to be part of a union that's standing up to the bosses and winning for workers.

EBRIMA JANNEH
INTERNATIONAL ORGANIZER, LOCAL 120





THE O'BRIEN-ZUCKERMAN TEAMSTERS UNITED SLATE

This October, **you** have the power to elect
new International Union Leaders who will put
members back in charge of the Teamsters.

GENERAL PRESIDENT

Sean O'Brien

GENERAL SECRETARY-TREASURER

Fred Zuckerman

VICE PRESIDENTS AT-LARGE

Juan Campos

Joan Corey

James Wright

Tony Jones

Chris Griswold

Greg Floyd

John Palmer

INTERNATIONAL TRUSTEES

Willie Ford

Dan Kane, Jr

Vinnie Perrone

EASTERN REGION VPS

Bill Hamilton

Matt Taibi

Rocco Calo

CENTRAL REGION VPS

Tom Erickson

Avral Thompson

Danny Avelyn

WESTERN REGION VPS

Lindsay Dougherty

Peter Finn

Rick Hicks

Mark Davison

SOUTHERN REGION VPS

Brent Taylor

Thor Johnson



GET INVOLVED TO TURN OUT THE VOTE!

Win a new day for our union and a new day for the labor movement.

ELECTION SUPERVISOR'S REPORT No. 7

30TH INTERNATIONAL CONVENTION: INTERNATIONAL OFFICER CANDIDATE NOMINATIONS

INTERNATIONAL OFFICER CANDIDATE NOMINATIONS – Delegates to the 30th International Convention nominated candidates for 27 General Executive Board (“GEB”) positions and, after nomination balloting, there are contested elections for the offices listed below. The candidates nominated for the ballot are listed here by office sought and in the order of the number of delegate votes received. No slate affiliation or groupings are shown or implied by this listing. These results are also available at www.ibtvote.org. A summary of the nomination process follows the table.

At-Large Offices		Regional Offices	
Ballots Cast: 1,609 / Needed To Nominate: 81		Central Region Vice President	
General President	Votes	Ballots Cast: 425 / Needed to Nominate: 22	
Sean O'Brien	841		Votes
Steve Vairma	765	Tom Erickson	254
		Danny Avelyn	243
General Secretary-Treasurer			
Ron Herrera	879	Avral Thompson	234
Fred Zuckerman	707	Jesse Case	177
International Trustees		Brian Aldes	173
Peter Nunez	850	Terry Hancock	170
Dan Kane, Jr.	800		
Chris Tongay	781	Eastern Region Vice President	
Willie Ford	773	Ballots Cast: 438 / Needed to Nominate: 22	
Michael Cales	769		Votes
Vinnie Perrone	764	Bill Hamilton	294
		Rocco Calo	266
Vice-President At-Large		Matt Taibi	257
Marcus King	812	Thomas Gesualdi	158
Bernadette McCulloch Kelly	803	Paul Markwitz	152
Nina Bugbee	799	Maria Perez	150
Chris Griswold	797		
Greg Nowak	797	Southern Region Vice President	
Gregory Floyd	790	Ballots Cast: 151 / Needed to Nominate: 8	
Debra Simmons-Peterson	784		Votes
Tony Jones	780	Brent Taylor	95
James Curbeam	776	Thor Johnson	91
Juan Campos	769	Josh Zivalich	62
Dennis Pierce	766	Robert Mele	52
James Wright	760		
Joan Corey	746	Western Region Vice President	
John Palmer	718	Ballots Cast: 456 / Needed to Nominate: 23	
			Votes
		Jason Rabinowitz	286
		Karla Schumann	283
		Eric Tate	273
		John Searcy	266
		Peter Finn	176
		Lindsay Dougherty	174
		Rick Hicks	173
		Mark Davison	164

Officers Duly Elected at the 30th International Convention – Three candidates were floor-nominated for the position of Teamsters Canada Vice-President, a number equal to the positions available. In accordance with the IBT Constitution, the Election Supervisor certified the election of François Laporte, Stan Hennessy and Craig McInnes as Teamsters Canada Vice-Presidents. IBT members in Canadian local unions have the right to vote for all the GEB At-Large officers and will get a ballot with those contests.

Summary of the Nomination and Election Procedure – Every five years, the IBT elects the International Officers that constitute the GEB. Candidates are nominated at the International Convention and the full IBT membership votes by secret ballot in a mail-ballot election for all contested positions. Convention Rules permitted candidates to be nominated and seconded in writing, and also to accept nomination in writing, and all candidates nominated at the 30th International

Convention used that procedure. The Office of the Election Supervisor (“OES”) presented the written nominations on the afternoon of the second day of the virtual convention, so all delegates had the opportunity to see the names and local unions of the nominating and seconding delegates. No one filed any protest to the floor nominations.

With the exception of Teamsters Canada Vice-President, the number of candidates nominated for the International Offices exceeded the number of positions open for election. Candidates for those positions were submitted to the delegate body for secret ballot vote to determine whether they individually had sufficient support to be presented to the membership for election to office. OES conducted the vote by an electronic system accessed using the internet. Each delegate received a unique login PIN at the commencement of voting and was able to vote on the device of the delegate's choice—a computer, tablet, or smartphone. 1,609 delegates—more than 99% of the delegate body—cast ballots in the nomination voting. Although the Las Vegas Convention was cancelled, delegates from 173 local unions made their own delegate groups (ranging from single locals to area conference groupings). OES monitored 44 of the group meetings, covering 894 delegates, with a combination of in-person oversight and videoconferencing. In all, nomination balloting proceeded without significant incident.

All of the floor nominated candidates achieved the IBT Constitution's five-percent threshold of delegate support to achieve the union-wide ballot. This fall, the entire membership of the IBT will receive ballots to vote by mail on the nominated GEB candidates. OES will conduct the secret ballot vote, mailing ballots in early October, and commencing the ballot count in mid-November. Details of the balloting and count will be published in upcoming issues of this magazine, and on www.ibtvote.org.

Protests – The Election Supervisor disqualified four delegate candidates and directed a rerun delegate election at one local union after a protest investigation found repeated campaign misconduct on the part of certain candidates. Vasquez, 2021 ESD 109 (April 27, 2021), aff'd 2021 EAM 16 (May 4, 2021) and 2021 EAM 16 Supplement (May 11, 2021). IBT members filed more than 150 protests through June 2021. At www.ibtvote.org, you can read every ruling made on filed election protests.

Richard W. Mark
Election Supervisor
WWW.IBTVOTE.ORG



En Español

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



TEAMSTERS
AIRLINE DIVISION

EXCLUSIVE BENEFITS

FOR TEAMSTERS MEMBERS
& THEIR FAMILIES



SPARTAN
COLLEGE
OF AERONAUTICS AND TECHNOLOGY

Change Your Perspective and Train for a Career in Aviation

Spartan College is partnering with the International Brotherhood of Teamsters because excellence recognizes excellence. The global pandemic has been hard on many industries. Within the aviation space, there's a predicted shortage of qualified pilots and technicians.* Find out how you or your family members can complete career-focused aviation training in months, not years. Ask about our on-ground, online*, and hybrid* options.

AVIATION ELECTRONICS TECHNOLOGY
AVIATION MAINTENANCE TECHNOLOGY
NONDESTRUCTIVE TESTING TECHNOLOGY
BACHELORS OF SCIENCE TECHNOLOGY MANAGEMENT
AVIATION FLIGHT

- | | | | |
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Student services assist with campus life and academic support | 
Career placement assistance | 
Career focused training and courses | 
Campus housing options |
| 
Simulated work environments in the hangar and on the runway | 
Hands on practice and skill building | 
Financial Aid and Scholarships for those who qualify | 
FAA approved Part 141 and 147 School |

TULSA MAIN CAMPUS
8820 E. PINE ST. TULSA, OKLAHOMA 74115 | SPARTAN.EDU



*Source: Boeing Pilot and Technician Outlook 2020 - 2039. Tulsa Campus is licensed by the O.B.P.V.S. Accredited college, ACCSC. Find out more consumer information at www.spartan.edu *Before enrolling, ensure that you're in a state eligible for our online options. Distance Education State Authorization List: <https://www.spartan.edu/tulsa/distance-education-state-authorization-list/>



The James R. Hoffa *Memorial Scholarship Fund*

2021 Academic and Training/
Vocational Program Scholarships

*Application process opens on November 30, 2021 for
academic or vocational scholarships for Teamster
sons, daughters and financial dependents from the
James R. Hoffa Memorial Scholarship Fund*

Deadline: March 1, 2022

www.jrhmsf.org



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

For the sons, daughters and financial dependents of Teamster members. Academic scholarship awards range from \$1,000 to \$10,000 for high school seniors planning to attend a four-year college or university and training/vocational program awards range from \$500 to \$2,000 for use at community college or trade schools. See www.jrhmsf.org for more information.