



Teamster

SEPTEMBER 2021

VOTE

**For the Election
of International
Union Officers**

*Ballots to be Mailed
October 4*



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INTERNATIONAL BROTHERHOOD OF TEAMSTERS
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Text "IBT" to 86466
(message and data rates may apply)



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Your Right



Your Responsibility

Ballots Mailed October 2021



FOR THE ELECTION OF INTERNATIONAL UNION OFFICERS

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NOTICE OF ELECTION

The election of International officers is being conducted by mail ballot by the Election Supervisor for the International Brotherhood of Teamsters ("IBT"). The ballot count will begin after 10:00 a.m EST on November 15, 2021, at the IBT International Election Count Site in Alexandria, Virginia.

TO BE ELIGIBLE TO VOTE, a member must have his or her dues paid through October, 2021. Members may become eligible by paying any unpaid dues and initiation fees at their local union by the close of business on November 12, 2021. Members whose dues are withheld by their employer under a check off provision in their collective bargaining agreement will not be declared ineligible to vote due to the employer's failure to make timely payment of those dues to the local union. For a full statement of the rules governing voting eligibility, please see Article V of the *Rules for the 2020-2021 IBT International Union Delegate and Officer Election*. The Election Supervisor's final ballot pickup from the U.S. Postal Service will be at 9:00 a.m. EST on November 15, 2021. Only ballots received at the Election Supervisor's post office box by this date and time will be counted.

Vote for no more than: one (1) General President,
one (1) General Secretary-Treasurer,
seven (7) At-Large Vice Presidents,
three (3) International Trustees,
three (3) Central Regional Vice Presidents or
three (3) Eastern Regional Vice Presidents or
two (2) Southern Regional Vice Presidents or
four (4) Western Regional Vice Presidents.

TO VOTE, fill in completely the oval  to the left of the candidate of your choice. **USE A BLACK OR BLUE PEN.**

You may vote for any of the candidates individually. Do not vote for more than the number of positions to be filled for each office.

You may vote for a slate of candidates by filling in the oval to the left of a slate name. A slate vote counts as a vote for each of the individual candidates on that slate.

If you vote for a slate of candidates, only your slate vote will be counted. A vote for any individual candidate not on the slate will not be counted. A vote for a slate overrides a vote for an individual candidate.

IF YOU MAKE A MISTAKE, DO NOT CROSS OUT. Instead, request a new ballot from the IBT Election Supervisor by calling 1-844-428-8683.

DO NOT GIVE YOUR BALLOT TO ANYONE TO MARK OR MAIL ON YOUR BEHALF. No person or entity shall limit or interfere with the right of each IBT member to determine independently how to cast his or her vote and to cast and mail the ballot himself or herself. The Election Supervisor shall not hesitate to impose the most severe sanctions for violation of the prohibition against solicitation of a member's ballot by any other Union member, officer, business agent, steward or other person, including, but not limited to, recommending appropriate disciplinary proceedings against members involved, referring the matter to the Government for appropriate action under law (including the Final Order and Agreement) and, when appropriate, disqualifying the candidate on whose behalf ballots were solicited.

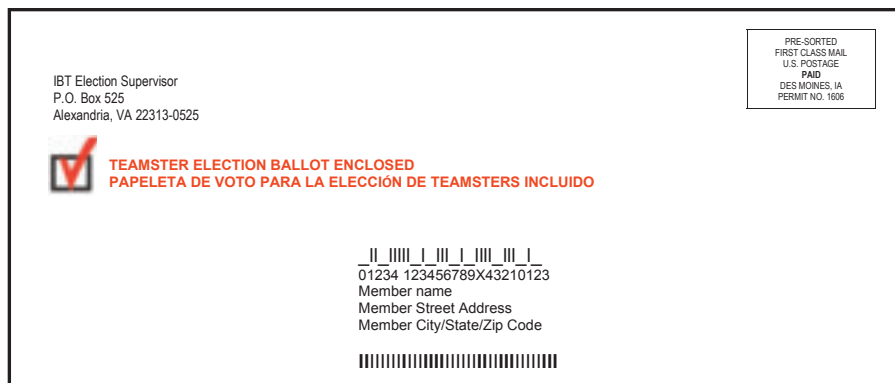
If you have any questions about this election process, if you have recently moved, if you need a replacement ballot or if you need any ballot materials, request assistance immediately by calling 1-844-428-8683.

En español



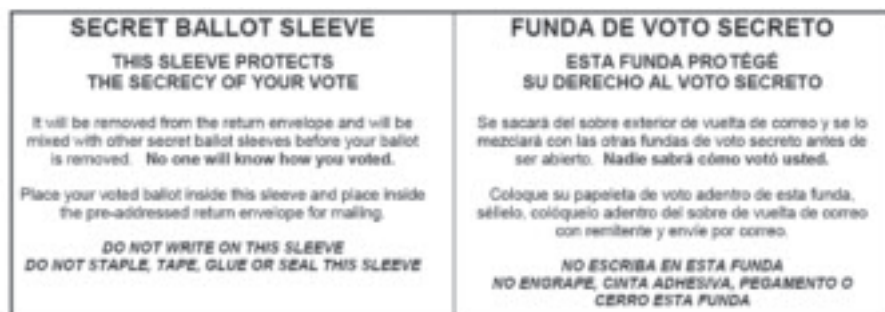
MAKE SURE YOUR VOTE IS COUNTED – HERE'S HOW

1. Around October 8, you should receive a ballot package that looks like this:



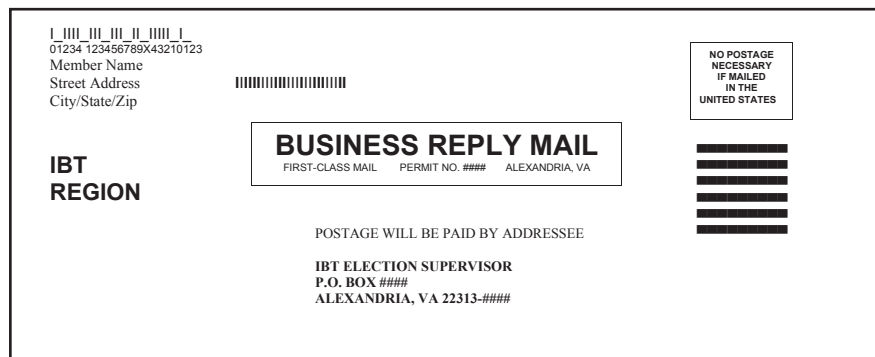
2. When you receive your ballot package, open the package and **read the instructions before filling out your ballot.** If you prefer to read the instructions in Spanish (for U.S. members) or in French (for Canadian members), look on the reverse side of your ballot.

3. When you have finished marking your ballot, place it in the security sleeve that is included in the package:



4. Place the sleeve in the included Business Reply Envelope:

Do not remove, change or cover your name and address. Your vote cannot be counted if this information cannot be read.



5. Seal the reply envelope and deposit it in the mail. NO stamp is needed—postage is prepaid.

Here is the process we use to count your vote AND guarantee your vote is secret:

STEP 1:

- **Ballot packages received from the members of your local are brought out together** and are processed in one batch. Using the information printed on the envelope, **each voting member's eligibility to vote is checked**; then
- Immediately after your eligibility is confirmed, **each envelope is placed with the envelopes of the other members of your local who are also eligible voters**; then
- The **ballot envelopes of eligible members are slit open** and moved to work tables so that the contents can be removed.
- The envelopes of all members of your local whose eligibility to vote is challenged are set aside. Challenges are only resolved if the margin of victory in any contest is less than the number of challenged ballots.

STEP 2:

- Our ballot count staff is trained to sort through the envelopes **and place them so the front of the envelope where your identifying information is printed faces down toward the count table**; then
- Keeping the envelopes in this orientation, **the security sleeves are removed from the envelopes**; then
- When all sleeves are removed, the **envelopes with your name and address are removed from the table** and stored in boxes; then
- **Only after ALL envelopes with identifying markings are removed from the tables and stored can any of the ballots be removed from their security sleeves**; then
- **All of the ballots cast by eligible members of your local union are removed from the security sleeves**, unfolded and stacked. The empty security sleeves are packed away.

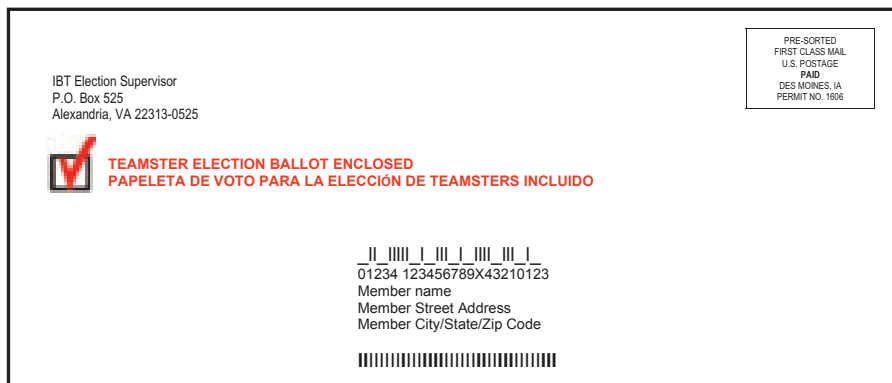
STEP 3:

- The stack of unfolded ballots from your local are taken to high speed, electronic vote tabulating machines and counted by computer scanner.
- **Votes for each candidate are recorded and totaled by the machine** and a report is made listing each candidate's name and the number of votes received from members of your local.

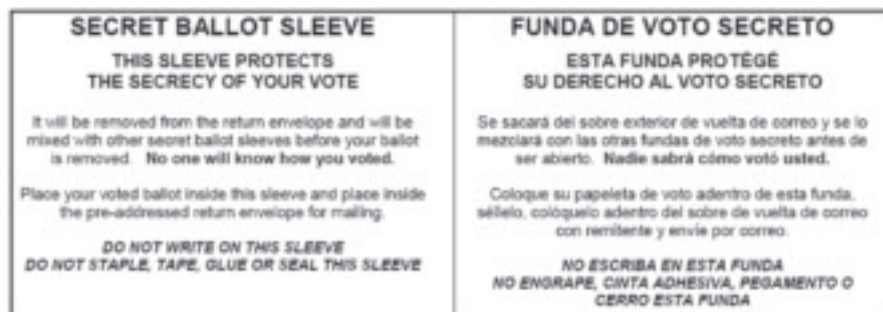
That's it. **The votes from eligible members are counted but no one knows the candidates selected by any individual member.** A report is given to each campaign and the ballot mail from the next local begins the process. When every local union's ballots have been counted, we announce the winners.

ASEGÚRESE DE QUE SU VOTO SE CUENTE. AQUÍ LE MOSTRAMOS CÓMO

1. Alrededor del 8 de octubre, usted debería recibir un paquete de boleta electoral que tenga este aspecto::

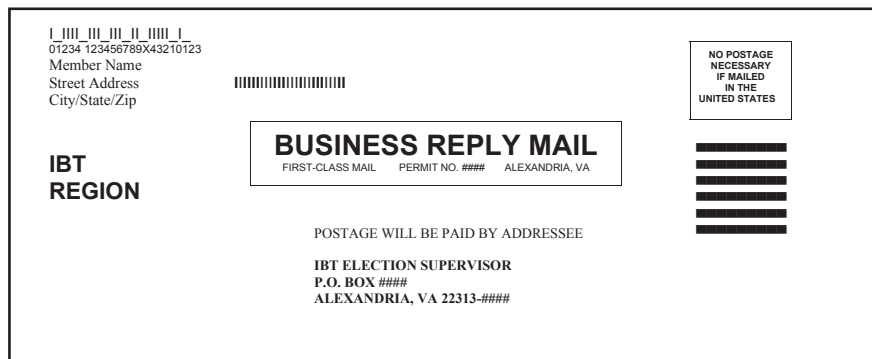


3. Cuando haya finalizado de marcar su boleta electoral, colóquela en la funda de seguridad que se incluye en el paquete:



4. Coloque la funda en el Sobre con Franqueo Pagado que se incluye:

No elimine, cambie ni cubra su nombre y dirección. Su voto no puede ser contado si no se puede leer esta información.



5. Selle el sobre y deposítelo en el correo. NO se necesita estampilla, el franqueo está prepago.

Éste es el proceso que utilizamos para contar su voto Y garantizarle que su voto es secreto:

PASO 1:

- Los paquetes de boleta electoral recibidos por parte de los miembros de su local se reúnen y se procesan en un lote. Al utilizar la información impresa en el sobre, se verifica la elegibilidad para votar de cada miembro votante.
- Inmediatamente después de que se confirma su elegibilidad, cada sobre se coloca con los sobres de los otros miembros de su local quienes también son votantes elegibles.
- Los sobres de las boletas electorales de los miembros elegibles se abren y se colocan en mesas de trabajo para que se extraigan los contenidos.
- Los sobres de todos los miembros de su local cuya elegibilidad para votar es deficiente se separan. Las impugnaciones sólo se resuelven si el margen de la victoria en cualquier elección es menor que el número de boletas electorales impugnadas.

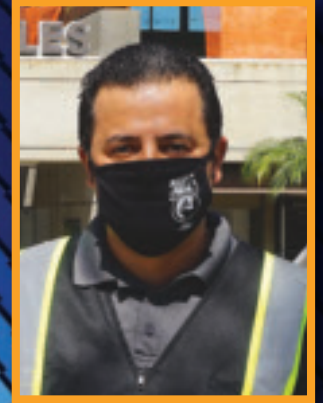
PASO 2:

- Nuestro personal a cargo de contar las boletas electorales está capacitado para revisar los sobres y colocarlos de modo que cada sobre esté mirando hacia arriba y el dorso del sobre, en donde está impresa su información de identificación, esté mirando hacia abajo.
- Conservando los sobres en esta orientación, las fundas de seguridad se extraen de los sobres.
- Cuando todas las fundas se hayan extraído, los sobres con su nombre y dirección se sacan de la mesa y se guardan en cajas.
- Sólo después de que TODOS los sobres con las marcas de identificación se sacan de las mesas y se guardan, se pueden sacar las boletas electorales de sus fundas de seguridad.
- Se extraen de las fundas de seguridad todas las boletas electorales emitidas por los miembros elegibles de su sindicato local, se despliegan y se apilan. Las fundas de seguridad vacías se embalan.

PASO 3:

- La pila de boletas electorales desplegadas de su local se lleva a las máquinas tabuladoras de voto electrónico a alta velocidad y se contabiliza por medio de un escaner computarizado.
- La máquina registra y totaliza los votos para cada candidato y se realiza un informe enumerando el nombre de cada candidato y el número de votos recibidos por parte de los miembros de su local.

Eso es todo. Se cuentan los votos de los miembros elegibles pero nadie sabe los candidatos seleccionados por ningún miembro individual. Se proporciona un informe para cada campaña y el correo de boletas electorales del local siguiente comienza el proceso. Una vez que han sido contadas todas las boletas electorales del sindicato local, anunciamos a los ganadores.

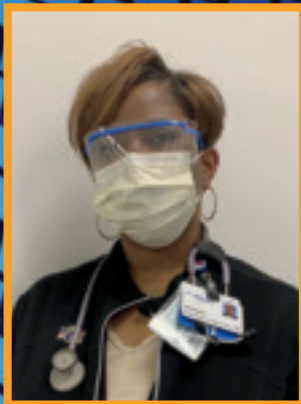
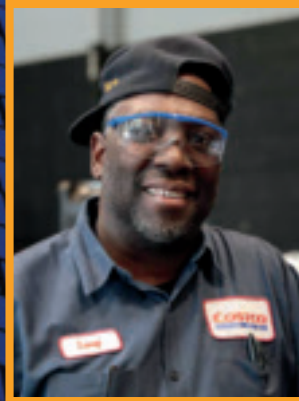


Your Right



Your Responsibility

Ballots Mailed October 2021



FOR THE ELECTION OF INTERNATIONAL UNION OFFICERS

GET INFORMATION ABOUT THE INTERNATIONAL OFFICER CANDIDATES

ELECTION SCHEDULE—On October 4, 2021, the Office of the Election Supervisor (“OES”) will send a ballot, by mail, to each active Teamster member. Every member should mark and return the secret ballot promptly by mail so that it is received at the Election Supervisor’s post office box before the ballot count starts on November 15, 2021.

GET INFORMED ABOUT THE CANDIDATES—There are many sources of information on candidates and their positions. For example, during the campaign season, you may get mail directly from candidates (postal mail or email), or you may meet International Officer candidates, or their representatives, campaigning in employee parking lots at IBT employers. Two more sources for IBT members are:

CANDIDATE FORUMS—International Officer candidates are participating in three candidate forums. General President candidates Sean O’Brien and Steve Vairma debated on September 1 and are scheduled to do so again on September 14. General Secretary-Treasurer Candidates Ron Herrera and Fred Zuckerman are to debate on September 29. In each debate, candidates face questions from a panel of journalists as well as questions IBT members submit. These candidate forums are recorded, and can be watched from your computer or smartphone.

For information on how to watch an upcoming candidate forum live, as it happens, go to www.ibtvote.org for schedule and ac-

cess information. If you missed watching the internet livestream of any of these debates, watch a recording using the internet. Go to www.ibtvote.org to watch a complete recording of any of the Candidate Forums, or to watch separate question and answer segments. This is the fastest way for you to view a recording of the forum. Watching on the web, using the Election Supervisor’s website is anonymous: OES does not collect any information identifying viewers or visitors to the site.

CANDIDATE PAGES IN THIS MAGAZINE—Learn about the International Officer candidates who want your vote. The Election Rules give nominated candidates space in the magazine, and candidates joined on a slate were allowed to pool their space and make a slate-wide presentation. Each slate received up to 12 pages of space for their campaign material. The order of presenting each slate’s information was determined by a lot drawing.

The candidates on each slate created, and are solely responsible for, the material in the slate pages for each that follow. This literature does 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

OBTENGA INFORMACIÓN SOBRE LOS CANDIDATOS A DIRIGENTES DE LA SEDE INTERNACIONAL

CALENDARIO DE ELECCIONES—El 4 de octubre de 2021, la Oficina del Supervisor de Elecciones (“OSE”) enviará por correo una papeleta a cada miembro activo de Teamsters. Cada miembro debe marcar su voto y enviar de vuelta inmediatamente por correo la papeleta secreta para que sea recibida en la casilla de correos del Supervisor de Elecciones antes de que comience el escrutinio el 15 de noviembre de 2021.

OBTENGA INFORMACIÓN SOBRE LOS CANDIDATOS—Hay muchas fuentes de información sobre los candidatos y sus puestos. Por ejemplo, durante la temporada de campaña, usted puede recibir correo directamente de los candidatos (correo postal o correo electrónico), o puede reunirse con candidatos a Dirigentes de la Sede Internacional, o sus representantes, que estén haciendo campaña en los estacionamientos de empleados de los empleadores de la IBT. Otras dos fuentes para los miembros de la IBT son:

FOROS DE CANDIDATOS—Los Candidatos a Dirigentes de la Sede Internacional participan en tres foros de candidatos. Los candidatos al cargo de Presidente General, Sean O’Brien y Steve Vairma, debatieron el 1 de septiembre y están programados para hacerlo de nuevo el 14 de septiembre. Los candidatos a Secretario-Tesorero General, Ron Herrera y Fred Zuckerman, debatirán en una fecha a finales de septiembre. En cada debate, los candidatos se enfrentan a preguntas de un panel de periodistas, así como a preguntas presentadas por los miembros de la IBT. Estos foros de candidatos se graban y se pueden ver desde su computadora o teléfono inteligente.

Para obtener información sobre cómo ver un próximo foro de candidatos en vivo, a medida que tiene lugar, visite www.ibtvote.org para obtener información sobre horarios y

acceso. Si no pudo ver la transmisión en vivo por Internet de cualquiera de estos debates, vea una grabación utilizando Internet. Visite www.ibtvote.org para ver una grabación completa de cualquiera de los foros de candidatos o para ver segmentos de preguntas y respuestas independientes. Ésta es la forma más rápida de ver una grabación del foro. El uso del sitio web del Supervisor de Elecciones en Internet es anónimo: La OSE no recopila ninguna información que identifique a los espectadores o visitantes del sitio.

PÁGINAS DE CANDIDATOS EN ESTA REVISTA—Obtenga información sobre los candidatos a Dirigentes de la Sede Internacional que desean obtener su voto. El Reglamento Electoral les da a los candidatos nominados espacio en la revista y a los candidatos que se unieron a una lista se les permitió compartir su espacio para hacer una presentación a todo lo largo de la lista. Cada lista recibió hasta 12 páginas de espacio para su material de campaña. El orden de presentación de la información de cada lista fue determinado mediante un sorteo de lotería.

Los candidatos en cada lista crearon, y son los únicos responsables de, el material en las páginas de la lista para cada uno de los que siguen. Estos textos no reflejan en modo alguno las opiniones de la IBT, de ningún sindicato afiliado ni del Supervisor de Elecciones. La IBT y el Supervisor de Elecciones no examinaron, editaron ni alteraron de ninguna manera este material. El material les llega a ustedes directamente de los candidatos nominados.

Richard W. Mark, Supervisor de Elecciones



NEW LEADERSHIP NEW DIRECTION O'BRIEN-ZUCKERMAN TEAMSTERS UNITED



BALLOTS MAIL OCTOBER 4



VOTE O'BRIEN-ZUCKERMAN TEAMSTERS UNITED

O'BRIEN-ZUCKERMAN TEAMSTERS UNITED

**ON OCTOBER 4, EVERY TEAMSTER
WILL BE MAILED A BALLOT TO ELECT
NEW INTERNATIONAL UNION LEADERS.**

MAKE ONE MARK

at the top right to vote
for the O'Brien-Zuckerman
Teamsters United Slate.

Vote for change.



<input checked="" type="radio"/>	O'BRIEN-ZUCKERMAN TEAMSTERS UNITED SLATE
<input type="radio"/>	General President/ Presidente General Sean O'Brien
<input type="radio"/>	General Secretary-Treasurer/ Secretario-Tesorero General Fred Zuckerman
	At-Large Vice President/ Vice-Presidente En Pleno



Strong contracts, not givebacks

Stand up to employers

Mobilize members for union power

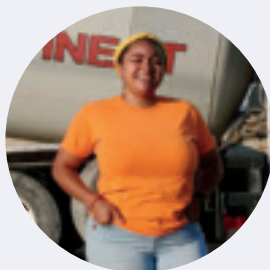
O'BRIEN-ZUCKERMAN TEAMSTERS UNITED

Building Union Power for the Future

In Boston Local 25, Sean O'Brien launched the Futures Committee to involve Teamsters under 40 and train future Teamster leaders.

Futures Committee members travel New England supporting strike lines, helping the Joint Council Organizing Department, and working in the community.

Our power comes from uniting members to stand with each other and to stand up to employers – not shutting them out.



BRITANI LANGUASCO
FUTURES COMMITTEE MEMBER
BOSTON SAND & GRAVEL
LOCAL 25 BOSTON

Vairma and Herrera feel threatened by young, active members. Sean O'Brien knows that our power comes from the bottom up.

The Futures Committee taught me how to take union action. We shadow Business Agents, organize new members, and build grassroots political power for Teamsters.

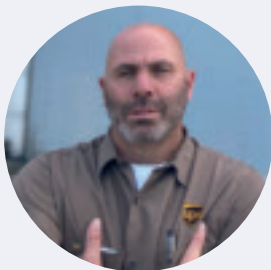
Now, we're training other Futures Committees across the country.

O'BRIEN-ZUCKERMAN TEAMSTERS UNITED

SEAN O'BRIEN FIGHTS TO ENFORCE OUR CONTRACTS

WHEN UPS CALLED the police and removed a Business Agent for addressing excessive overtime and harassment, Sean O'Brien led UPS Teamsters across New England in solidarity actions to protest management abuses.

Management walked back their outrageous actions and the Business Agent is back enforcing the contract.



JOHN CAPODANNO
LOCAL 25
UPS NORWOOD



Sean O'Brien stands up to management and stands with members.

He opposed the the 2018 contract and two-tier 22.4 giveback. He fights excessive overtime and stands up for the members.

International Union leaders like Sean O'Brien and Fred Zuckerman will bring UPSers together to stand up to management and win.



Fight for union standards in construction

CONSTRUCTION TEAMSTERS need International Union leaders who will maintain our union standards and take on the nonunion competition stealing Construction work.



In Chicago, Vairma Slate candidate Terry Hancock gives concessions and lets nonunion owner-operators run rampant.

He attacked my local union, which had the best construction wages and benefits in our area, with a sham trusteeship that got thrown out in court.

Sean O'Brien began his Teamster career in the construction industry. We need leaders who understand our issues and fight for the members, not union politicians out for their own gain.

JOSE MENDELEZ
PRAIRIE MATERIALS
LOCAL 786, CHICAGO



O'BRIEN-ZUCKERMAN TEAMSTERS UNITED

FIGHT SUBCONTRACTING AT T-FORCE

UPS FREIGHT was sold to TFI this year. It took weeks for the Hoffa-Vairma team to inform the members. T-Force Teamsters need leaders who will fight subcontracting and unite members to win the contract we deserve.



Contract negotiations will be here before we know it. We need leaders who will stand up to TFI and show that Teamsters will stand united against subcontracting that gives away our work. I'm voting for Sean O'Brien and Fred Zuckerman.



DIPAN PATEL

LOCAL 776, HARRISBURG PA

O'BRIEN-ZUCKERMAN TEAMSTERS UNITED

INTERNATIONAL UNION LEADERS FOR AIRLINE TEAMSTERS



- ✓ **Transparency in Contract Negotiations**
- ✓ **Leadership that Backs Up the Members**
- ✓ **End Grievance Delays**



Hoffa's Airline Division kept us in the dark and sold us out with a weak contract.

O'Brien and Zuckerman are strong leaders who will keep members informed and build power to win at the negotiating table.

Leaders can't be afraid of the members - it's time for change. I'm voting O'Brien-Zuckerman Teamsters United.



JESUS RUIZ
UNITED AIRLINES, LOCAL 19
HOUSTON TX

O'BRIEN-ZUCKERMAN TEAMSTERS UNITED

DELIVERING ON RANK-AND-FILE POWER



AT THE TEAMSTER CONVENTION O'Brien-Zuckerman Teamsters United passed an amendment to put rank-and-file members on all bargaining committees. Vairma has shut members out - but O'Brien and Zuckerman know union power comes from involved and mobilized members.



I am now serving as a rank-and-file member on the first national contract negotiating committee under the Teamsters constitutional change that O'Brien-Zuckerman Teamsters United won that requires members on all negotiating committees.

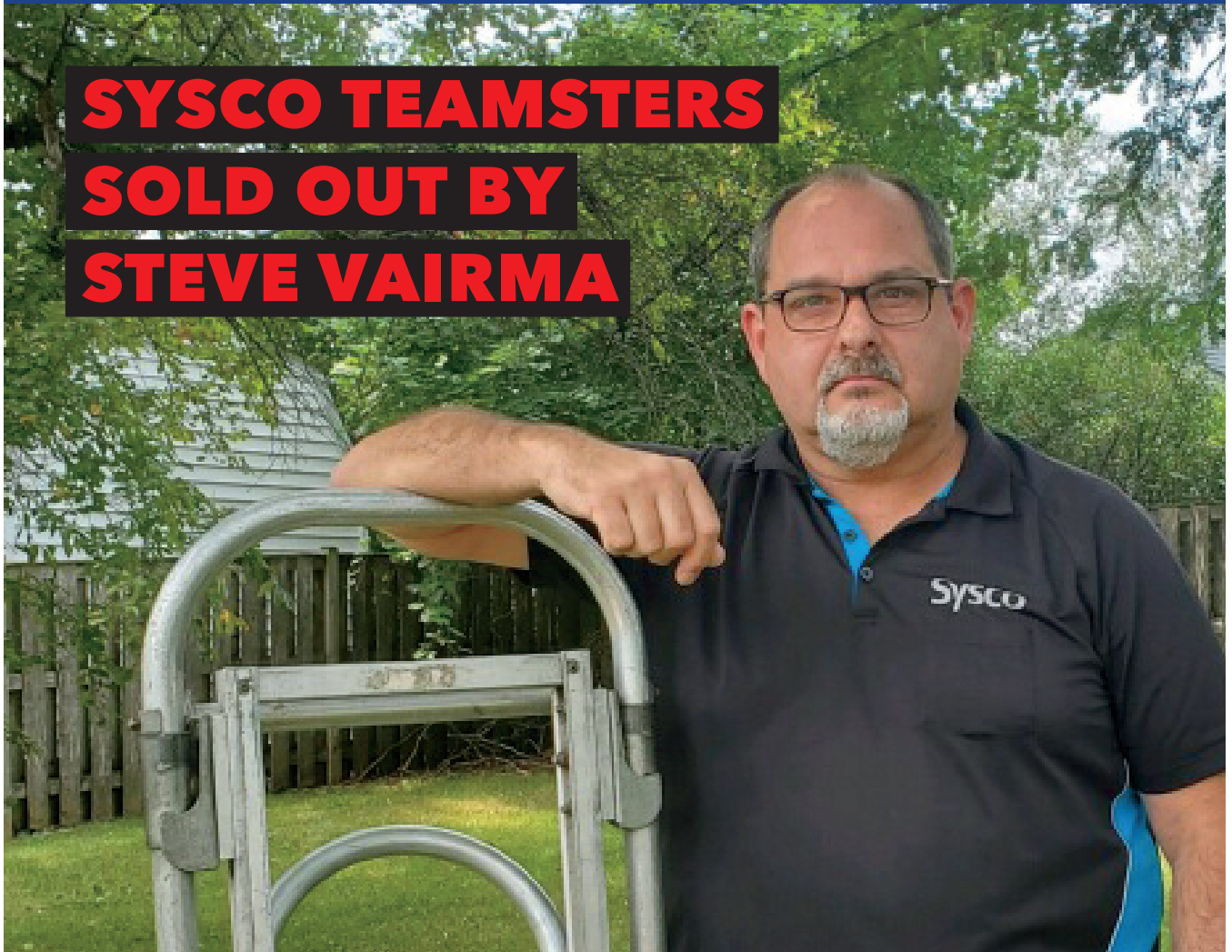
I keep members informed and bring the shop floor perspective to the negotiating table.

With rank-and-file members on all negotiating committees, we'll inform and mobilize members and win better contracts.

JARED LYONS

AIR EXPRESS INTERNATIONAL
LOCAL 705



O'BRIEN-ZUCKERMAN TEAMSTERS UNITED**SYSCO TEAMSTERS
SOLD OUT BY
STEVE VAIRMA**

At Sysco we're dealing with brutal forced overtime, unfair work standards, and a coordinated campaign by the company to break our union.

We need Teamster leaders who know how to fight back. Steve Vairma doesn't even try.

In 2019 Sysco contracts were expiring coast-to-coast. Teamsters had leverage to unite for coordinated bargaining and put the company on the defensive.

But Vairma's Warehouse Division left local unions to fend for themselves while the company dictated every step of the negotiations.

I'm voting O'Brien-Zuckerman Teamsters United for new leadership and a new direction for Sysco Teamsters.

MIKE LLOYD
SYSCO, LOCAL 710, CHICAGO

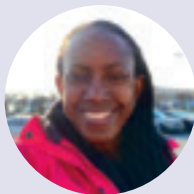


O'BRIEN-ZUCKERMAN TEAMSTERS UNITED

Rebuild Union Power in Trucking



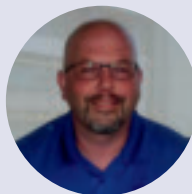
UPS



CARTHY BOSTON
UPS, LOCAL 639,
WASHINGTON, DC

"With UPS contract negotiations around the corner, we need leaders ready to reverse the givebacks in the last contract. I'm voting O'Brien-Zuckerman Teamsters United."

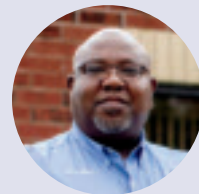
CARHAUL



ANDY DRAKE
CASSENS, LOCAL 325
ROCKFORD, IL

"Subcontracting and nonunion employers are taking more and more of our work. We need an International that organizes the nonunion competition in Carhaul."

FREIGHT



ALAN BYERS
USF HOLLAND, LOCAL 71
CHARLOTTE

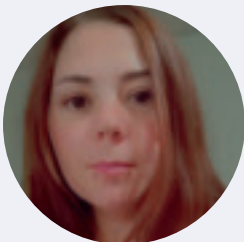
"Rank-and-file Teamster action led the charge on pension relief legislation. But to protect our pensions in the long term we need to strengthen our contracts and organize in the trucking industry."

O'BRIEN-ZUCKERMAN TEAMSTERS UNITED



JOIN THE MOVEMENT TO Rebuild the Teamsters Union

We're going to win this campaign the same way we will rebuild our union: by mobilizing Teamsters member-to-member.



HOLLY BACCA
LOCAL 886
OKLAHOMA CITY

"I'm talking to Teamsters at my workplace and signing them up to get text updates on the International Election. Members want change - we have the power to make it happen with our vote."



MARCOS SALGADO
LOCAL 705
CHICAGO

"I'm passing out campaign information at work and taking time off to go to other worksites to get out the vote. A big turnout will send a message to employers that Teamsters are organized and ready to fight."

**Sean O'Brien and Fred Zuckerman are the candidates,
but this is YOUR Campaign.**



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.



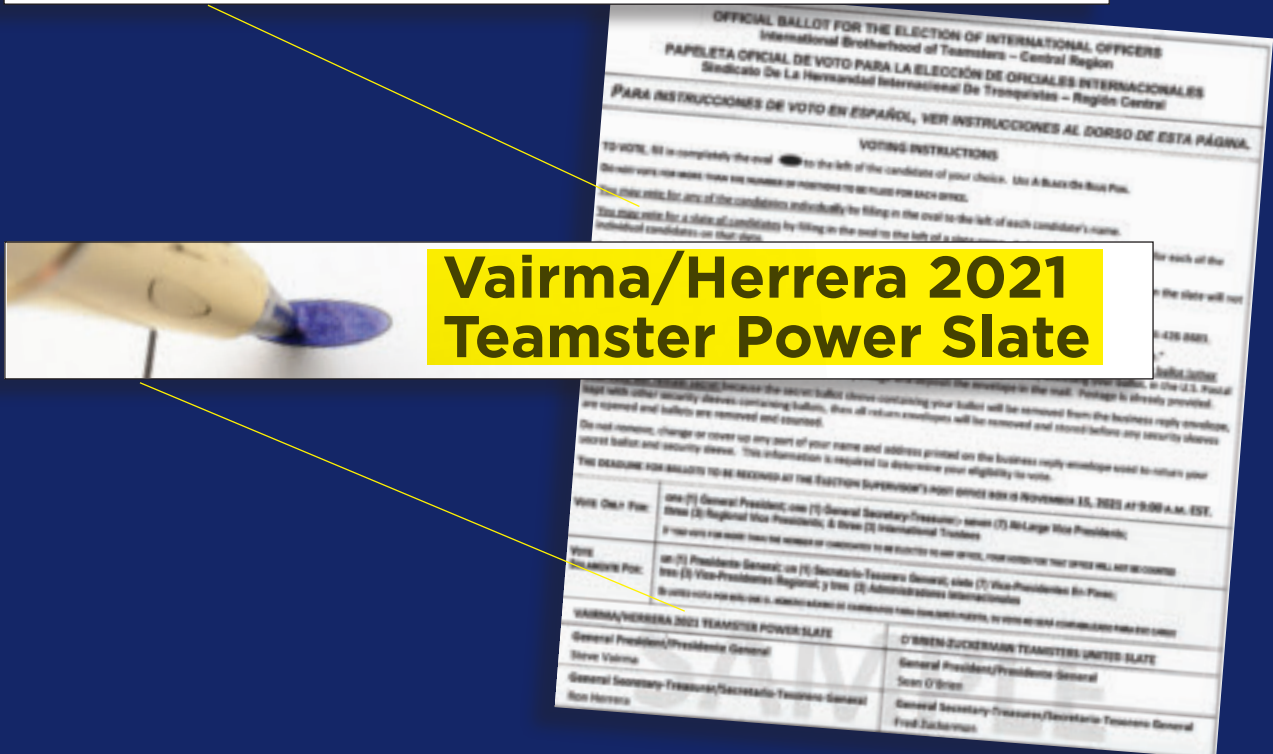
**BALLOTS MAIL
OCTOBER 4!**

VOTE THE TEAMSTER POWER SLATE

BALLOTS MAIL OCTOBER 4

ONE VOTE SUPPORTS THE WHOLE SLATE

You may vote **for a slate of candidates** by filling in the oval to the left of a slate name



Vairma/Herrera 2021 Teamster Power Slate

- You just need to fill in one oval to support the Teamster Power Slate. Fill in the oval next to **VAIRMA/HERRERA 2021 TEAMSTER POWER SLATE** and your vote will be cast for all 24 members of our slate!
- Ballots will be mailed to all Teamsters on October 4, 2021, arriving in your mailbox by mid-October
- Update your mailing address with your Local Union to make sure you receive your ballot



**VAIRMA
HERRERA
2021**

MEET STEVE VAIRMA

CANDIDATE FOR TEAMSTERS GENERAL PRESIDENT



Steve Vairma joined the Teamsters in 1978, a rank-and-file member just out of high school, working in a grocery warehouse.

Since then, Steve has dedicated his career to this union and its members, starting as a business agent and now serving as President of Joint Council 3, Warehouse Division Director, Trustee of the Western Conference of Teamsters Pension Trust Fund and International Vice President At-Large.



Steve as a Shop Steward at Associated Grocers, 1981



**VAIRMA
HERRERA
2021**

STEVE VAIRMA: A MAN OF ACTION, ALWAYS FIGHTING FOR US.



- Helped managed the Teamsters' strongest pension fund in the United States
- Led the fight to stop the Sysco/US Foods merger, protecting thousands of Teamster jobs
- Repeatedly protected grocery workers from corporate greed
- Defeated union-busting initiatives in Colorado, including "right to work" for less
- Listens to and respects the voices of local members at every level, from rank-and-file through leadership





**VAIRMA
HERRERA
2021**

MEET RON HERRERA

CANDIDATE FOR TEAMSTERS GENERAL SECRETARY-TREASURER



Ron Herrera joined the Teamsters in 1975 as a UPS driver, working for 24 years as a rank-and-file Teamster and Shop Steward.

Since then, Ron has served as International Board Trustee, Western Region Vice President, Director of the Port Division and President of the Los Angeles County Federation of Labor.

Ron's Record Shows His Commitment To Teamsters:

- Stood up to UPS when the company tried to cut members' benefits
- Won improvements in wage, benefits and work rules at UPS
- Led a successful campaign to eliminate over 160 anti-union sanitation companies from the Los Angeles marketplace



Ron on UPS strike line, 1997



VOTE THE TEAMSTER POWER SLATE

FINALLY, A LEADERSHIP SLATE THAT LOOKS LIKE OUR MEMBERS

At-Large VP



Nina Bugbee



James Curbeam



Bernadette Kelly



Marcus King



Greg Nowak



Dennis Pierce

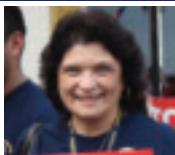


Debra Simmons-Peterson

Eastern Region VP



Thomas Gesualdi



Maria S. Perez



Paul Markwitz

Central Region VP



Brian Aldes



Jesse Case

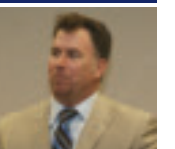


Terry Hancock

Southern Region VP



Robert Mele



Josh Zivalich

Western Region VP



Jason Rabinowitz



John Scearcy



Karla Schumann



Eric Tate

Trustees



Mike Cales



Peter Núñez



Chris Tongay

VOTE THE TEAMSTER POWER SLATE
BALLOTS MAIL OCTOBER 4

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



**VAIRMA
HERRERA
2021**

MAKING HISTORY. BREAKING BARRIERS.



The 1.4 million hardworking Teamsters across our union deserve equal representation, with leaders who have experience in their core industries, in every region and every division, representing every race and every gender.

The truth is that we can't organize new members unless they see a reflection of themselves in our leadership.

This election, you have the opportunity to make history and break barriers by supporting the Teamster Power Slate, with 24 candidates who truly look like our members.





**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 Steve is the right choice for General President, just because, throughout my years as a rank and filer, 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

"STEVE'S 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."



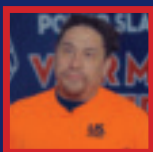
Tamika Austin
18-Year Teamster - UPS

"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



**VAIRMA
HERRERA
2021**

**WHEN IT COMES TO YOUR PENSION, YOU CAN TRUST
STEVE VAIRMA AND THE TEAMSTER POWER SLATE**



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.**

As Trustee of the Western Conference of Teamsters Pension Trust Fund, Steve Vairma has helped manage the Teamsters' strongest pension fund in the United States – **unlike Sean O'Brien, who oversees the second worst pension in the union.**

**WHEN YOU CHECK THE RECORD, YOU
KNOW SEAN O'BRIEN IS **FULL OF BULL.****



**O'BRIEN-ZUCKERMAN
TEAMSTERS UNITED**

Divided

The Teamsters Independent Review Board (IRB) disciplined O'Brien for threatening fellow Teamsters. **IN FACT, O'BRIEN IS THE ONLY CANDIDATE FOR GENERAL PRESIDENT WHO HAS BEEN SUSPENDED FROM OFFICE FOR UNACCEPTABLE BEHAVIOR.**

**LEADERS WHO
STAND UP TO UPS**

Give in

O'Brien did such a terrible job leading the UPS negotiating team that he was fired. O'Brien's own running-mate Fred Zuckerman called him **"A RETREAD WHO SCREWED UP THE LAST (UPS) NEGOTIATIONS AND IMPOSED WEAK CONTRACTS AND CONCESSIONS."** O'Brien even secretly lobbied Congress for a UPS-backed plan that would have slashed Teamsters' pensions.

~~DEFEND~~ UNION STANDARDS

Defraud

O'Brien was described as **"NOTORIOUS AMONG WORKERS FOR HIS BRUTAL TREATMENT OF OPPONENTS."** He even threw his own members under the bus, sending them to the picket line and then abandoning them when they were arrested.



Steve Vairma



Sean O'Brien

Oversees Western Conference Pension Fund, the strongest Teamsters' pension fund in the U.S.	Pensions	Supported and secretly lobbied for an employer-backed plan to slash pensions for hundreds of thousands of Teamsters
Vairma brings Teamsters of all levels together to fight companies and protect members	Unity	O'Brien pits Teamster vs. Teamster and was suspended by the IRB for threatening fellow Teamsters
Vairma and Herrera are respected for running smart, tough campaigns to take on companies for an honest day's pay	Integrity	O'Brien was described as "notorious... for his brutal treatment of opponents." He even threw his own members under the bus, sending them to the picket line and then abandoning them when they were arrested
Vairma led the fight to stop the Sysco/US Foods merger, saving thousands of Teamster jobs	Getting the Job Done	O'Brien was fired by Teamsters over failed UPS contract that was full of givebacks to management

**Steve Vairma and the Teamster Power Slate
will always respect you
and fight for you, the hard-working members.**

BALLOTS MAIL OCTOBER 4!

**PLEDGE YOUR SUPPORT TO 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



SCAN ME

Get Teamster Power Merch

Store.teamsterpowerslate.com



SCAN ME

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

ELECTION SUPERVISOR'S REPORT No. 8

GET SET TO VOTE IN THE INTERNATIONAL OFFICER ELECTION—IBT members vote directly for the International Officers, and every active member will receive a mail ballot in October. Voting by mail is secure, and protects each member's right to cast an individual, secret ballot.

Tell your local union of any changes to your mailing address so that you will receive a mail ballot at your current address. Vote, and mail back your secret ballot promptly so it will be received in time to be counted in the International Officer election.

POLITICAL AND CAMPAIGNING RIGHTS—Candidate campaigning will continue up to the November 2021 ballot count, and IBT members have the right to support or oppose any International Officer candidate. *The Election Rules* allow members to put campaign bumper stickers and signs on their personal cars (but not on union-supplied cars, or employers' vehicles); to distribute campaign literature to IBT members in employee parking lots at employer locations; and to wear campaign buttons at work, if any type of buttons or pins have been worn by employees in the past, unless at the time they are wearing the button they are also wearing a company uniform and interacting with the public.

If you believe an employer, an IBT officer, or other IBT member is retaliating against you because you have expressed your political views on the International officer election, you may file a protest. You may also contact OES in Washington D.C., or contact your OES Regional Director for information on your right to be free from interference or retaliation in connection with the International officer Election.

PUBLICATION REVIEW ADVISORY—The Election Rules and federal labor law generally prohibit the use of any union resources to endorse, support, or attack a candidate for International Union office. This means that union publications produced using member dues (such as newsletters, websites, or social media) cannot be used to conduct partisan campaigning. OES conducts pre-publication reviews of local union materials to monitor compliance with this rule. If you have information about use of union publications for campaigning, contact OES at 844-428-8683 or ElectionSupervisor@IBTvote.Org.

Richard W. Mark, Election Supervisor

INFORME No. 8 DEL SUPERVISOR DE ELECCIONES

PREPÁRESE PARA VOTAR EN LA ELECCIÓN DE DIRIGENTES INTERNACIONALES - Los miembros de la IBT votan directamente para elegir a los Dirigentes Internacionales, y cada miembro activo recibirá una papeleta por correo en octubre. El voto por correo es seguro y protege el derecho de cada miembro a emitir una papeleta secreta individual.

Informe a su sindicato local de cualquier cambio en su dirección postal para que usted reciba una papeleta por correo en su dirección actual. Vote y envíe de vuelta por correo su papeleta secreta con prontitud para que sea recibida a tiempo y pueda ser contada en la elección de Dirigentes Internacionales.

DERECHOS POLÍTICOS Y DE CAMPAÑA—La campaña de candidatos continuará hasta el escrutinio de votos de noviembre de 2021, y los miembros de la IBT tienen el derecho de apoyar u oponerse a cualquier candidato a Dirigente Internacional. *El Reglamento Electoral* permite a los miembros poner pegatinas y señales de promoción de la campaña en sus automóviles personales (pero no en los vehículos suministrados por los sindicatos o los vehículos de los empleadores); distribuir literatura de campaña a los miembros de la IBT en estacionamientos de empleados en los lugares de los empleadores; y llevar botones de campaña en el trabajo, si algún tipo de botones o insignias han sido usados por los empleados en el pasado, a menos que en el momento en que usan el botón también lleven un uniforme de la empresa e interactúen con el público.

Si usted cree que un empleador, un funcionario de la IBT u otro miembro de la IBT está tomando represalias contra usted porque ha expresado sus opiniones políticas sobre la elección del dirigente internacional, puede presentar una protesta. También puede ponerse en contacto con la Oficina del Supervisor de Elecciones (OSE) en Washington D.C., o contactar a su Director Regional de la OSE para obtener información sobre su derecho a estar libre de interferencias o represalias en relación con la Elección de Dirigentes Internacionales.

AVISO DE REVISIÓN DE PUBLICACIONES—El Reglamento Electoral y la ley laboral federal generalmente prohíben el uso de cualquier recurso sindical para respaldar, apoyar o atacar a un candidato a dirigente de la Sede Internacional del Sindicato. Esto significa que las publicaciones sindicales producidas utilizando las cuotas de los miembros (tales como boletines, sitios web o medios sociales) no pueden ser utilizadas para llevar a cabo campañas partidistas. La OSE realiza revisiones previas a la publicación de materiales sindicales locales para supervisar el cumplimiento de esta regla. Si tiene información sobre el uso de publicaciones sindicales para hacer campaña, comuníquese con la Oficina del Supervisor de Elecciones (OSE) llamando al 844-428-8683 o a través de ElectionSupervisor@IBTvote.Org.

Richard W. Mark, Supervisor de Elecciones

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

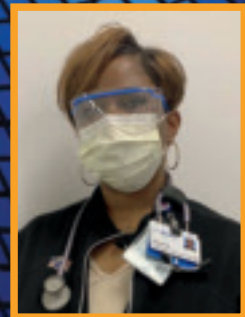


Your Right



Your Responsibility

Ballots Mailed October 2021



FOR THE ELECTION OF INTERNATIONAL UNION OFFICERS



Your Right



Your Responsibility

Ballots Mailed October 2021



FOR THE ELECTION OF INTERNATIONAL UNION OFFICERS