

JOIN THE TEAMSTER POWER SURGE



**VAIRMA
HERRERA
2021**





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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

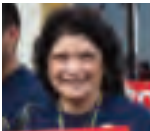


Debra Simmons-Peterson

Eastern Region VP



Thomas Gesualdi



Maria S. Perez



Paul Markwitz

Central Region VP



Brian Aldes



Jesse Case

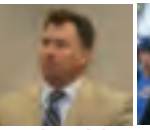


Terry Hancock

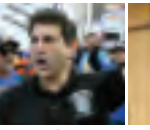
Southern Region VP



Robert Mele



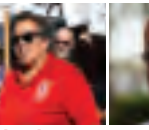
Josh Zivalich



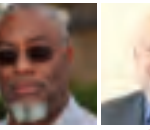
Jason Rabinowitz



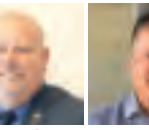
John Searcy



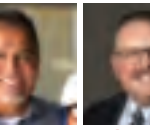
Karla Schumann



Eric Tate



Mike Cales



Peter Núñez



Chris Tongay

Western Region VP

Trustee

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



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."



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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



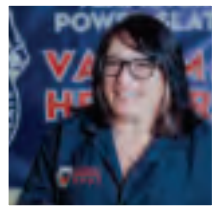
Maria S. Perez
Candidate for Eastern Region VP

ELECT THE MOST DIVERSE SLATE IN TEAMSTER HISTORY



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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."



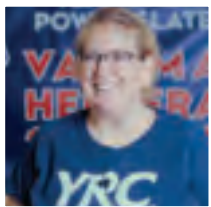
Ian Maher
15-Year Teamster
Aramark

"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."



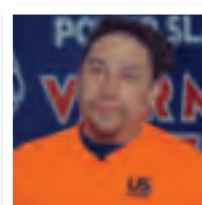
Tamika Austin
18-Year Teamster - UPS

"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.



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**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.



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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.**



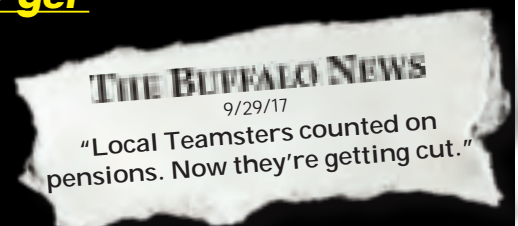
UPS lobbyist Sean O'Brien



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



SCAN ME

Support Our Campaign — Donate Today

We need your support to build a stronger union.

Please donate today at: Teamsterpowerslate.com/support



SCAN ME

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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Get Teamster Power Merch

Store.teamsterpowerslate.com



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Sign Up As A Teamster Power Slate Volunteer

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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.



RONDELE 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.