


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



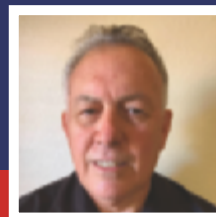
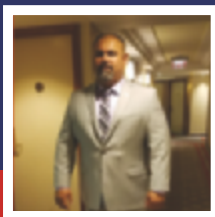


**VAIRMA
HERRERA
2021**

"We are proud to lead the most diverse slate of candidates in Teamster history, made up of dedicated leaders who truly represent our membership and our future. We pledge to always be open, honest and transparent – and to always put members first. Together, we can create a great future for Teamsters."

-Steve Vairma, candidate for Teamsters General President

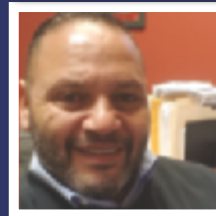
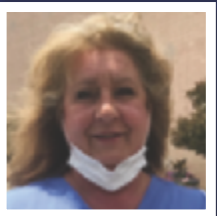
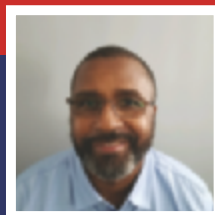
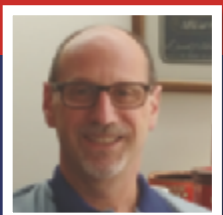
Ron Herrera, candidate for Teamsters General Secretary-Treasurer



Teamsters from every region and every division

support the Teamster Power Slate.

Join our team today at teamsterpowerslate.com



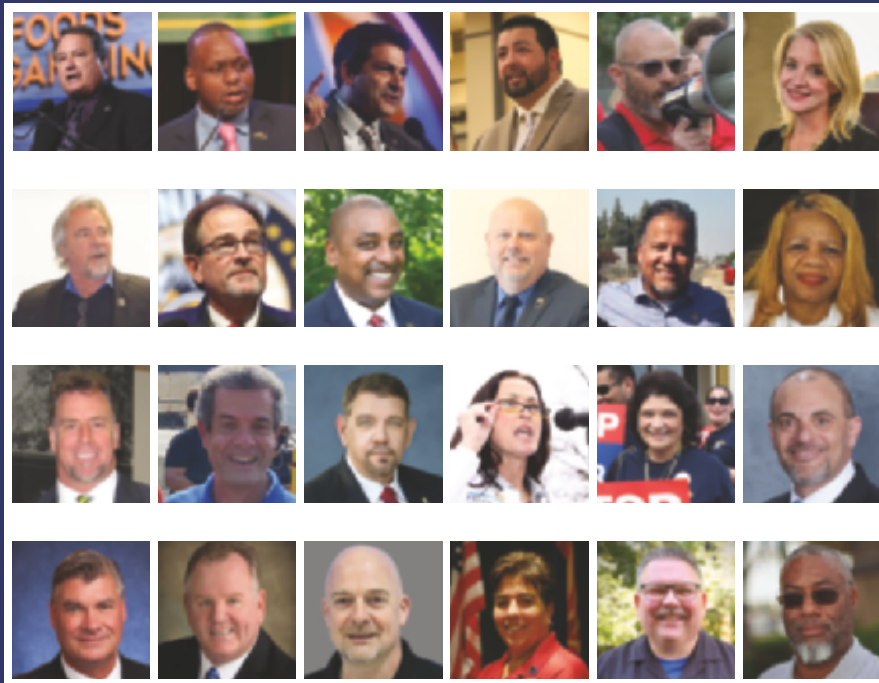


TEAMSTER
POWER SLATE
**VAIRMA
HERRERA
2021**

MEET OUR SLATE CANDIDATES

The Teamster Power Slate will make history as the most diverse group of leaders this union has ever seen.

With a commitment to transparency, fair contracts and secure pensions, the Teamster Power Slate truly represents the future of our great union.



Ballots will be mailed to all members on October 4, 2021.

You only need to fill in one oval to support the entire VAIRMA/HERRERA 2021 TEAMSTER POWER Slate.

**Vairma/Herrera 2021
Teamster Power Slate**

If you don't receive your ballot by October 15, or if you lose or damage your ballot, call 844-428-8683 to request a replacement.

Complete and return your ballot by November 5 to ensure your vote is counted.

OFFICIAL BALLOT FOR THE ELECTION OF INTERNATIONAL OFFICERS
International Brotherhood of Teamsters - Central Region
PAPELETA OFICIAL DE VOTO PARA LA ELECCIÓN DE OFICIALES INTERNACIONALES
Sindicato Internacional De Tranquilistas - Región Central

PARCEL, VER INSTRUCCIONES AL DORSO DE ESTA PÁGINA.

VOTING INSTRUCTIONS

The candidate of your choice. Use A Ballot or Box Plus.

PLEASE FILL IN ONE OVAL.

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 constitutes a vote for an individual candidate.

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

AFTER YOU VOTE, insert your ballot (do not tear off any portion) into the device marked "Secret Ballot Security Device."

USE OF THE SECRET BALLOT SECURITY DEVICE PROTECTS THE ANONYMOUS OF YOUR VOTE. DO NOT SIGN, STAMP OR PUT ANY OTHER MARKS ON THE BALLOT. THE BALLOT MUST BE PLACED IN THE SECRET BALLOT SECURITY DEVICE. Place the secret ballot security device, enclosing your ballot, in the U.S. Postal Service business reply envelope included in your ballot package and deposit the envelope in the mail. Postage is already provided.

Your vote will remain secret because the secret ballot device containing your ballot will be removed from the business reply envelope, secret ballot and security device. This information is required to determine your eligibility to vote.

Do not remove, change or cover up any part of your name and address printed on the business reply envelope used to return your secret ballot and security device. This information is required to determine your eligibility to vote.

THE DEADLINE FOR BALLOTS TO BE RECEIVED AT THE ELECTION SUPERVISOR'S OFFICE BOX IS NOVEMBER 15, 2021 AT 5:00 A.M. EST.

VOTE ONLY FOR:

one (1) General President; one (1) General Secretary-Treasurer; seven (7) At-Large Vice Presidents; three (3) Regional Vice Presidents; & three (3) International Trustees.

If you vote for more than the number of candidates to be elected to any office, your ballot for that office will not be counted.

VOTE SLATE OR FOR:

one (1) President General; one (1) Secretary-Treasurer General; nine (9) Vice-Presidents Regional; & three (3) Administrators Internacionales.

VAIRMA/HERRERA 2021 TEAMSTER POWER SLATE

General President/Presidente General	O'BRIEN-ZUCKERMAN TEAMSTERS UNITED SLATE
Steve Vairma	General President/Presidente General
General Secretary-Treasurer/Secretario-Tesaurero General	Scott O'Brien
Ron Herrera	General Secretary-Treasurer/Secretario-Tesaurero General
	Fred Zuckerman

**When it comes to your retirement,
get the facts before you vote.**



Steve Vairma and Ron Herrera are proven leaders we can trust to protect our pensions.

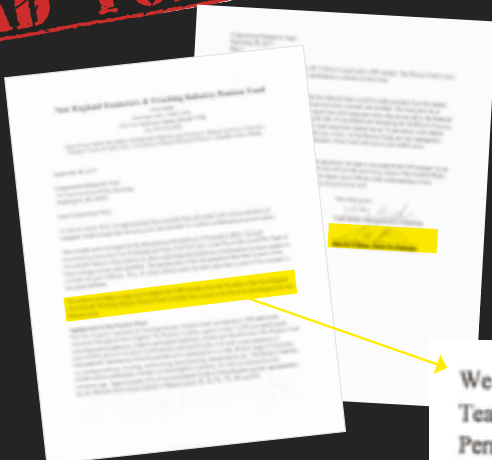
- Fought hard to include pension-saving reform in the American Rescue Plan that passed Congress earlier this year
- Helps manage the Teamsters' strongest U.S. pension fund as Trustee of the Western Conference of Teamsters Pension Trust Fund

SEAN O'BRIEN SUPPORTED PLANS TO SLASH PENSIONS FOR HUNDREDS OF THOUSANDS OF TEAMSTERS.



BAD FOR PENSIONS

- O'Brien secretly lobbied Congress for an employer-backed plan to slash pensions for hundreds of thousands of Teamsters
- O'Brien supported a controversial proposal that would have cut pensions by up to 20%
- O'Brien helped manage one of the worst pension funds in the union



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.



THE TEAMSTER POWER SLATE VALUES MEMBERS AT EVERY LEVEL. OUR LEADERS WILL BE YOUR VOICE ON THE IBT.

The Teamster Power Slate represents a new generation of leaders, dedicated to diversity and giving members a voice at every level.

The Teamster Power Slate will always put members first, fighting for strong contracts and strong enforcement of existing contracts, repealing the "2/3 Rule" and passing a First Day Strike Benefits plan.

SEAN O'BRIEN AND THE OZ/TDU SLATE CONSISTENTLY PUT THEMSELVES FIRST, LEAVING MEMBERS BEHIND.




Sean O'Brien and the OZ/TDU slate claim to represent change, but the record shows they put themselves before members time and time again.

O'Brien sent his members to an illegal picket line and then **abandoned them when they were arrested and indicted** for doing his bidding.

In addition, members of the OZ/TDU slate have a history of **misusing members' dues to pay for fancy meals and private jets** and have even been found **guilty of discrimination by passing over female members** on top assignments.

Sean O'Brien sent his members to an illegal picket line and then ABANDONED them.
Is that the kind of leader you want?

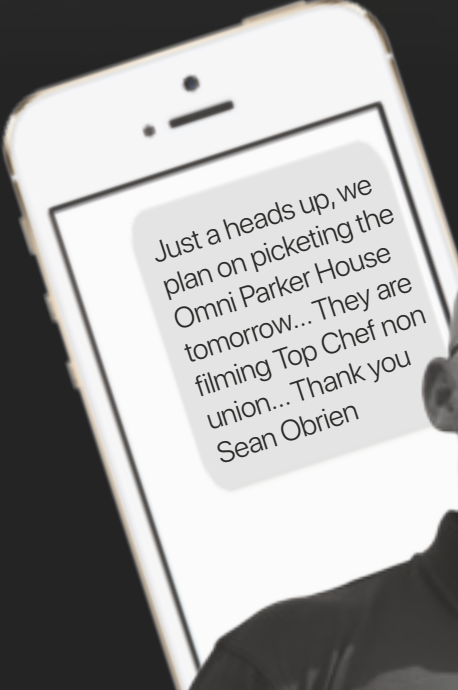


In 2017, Sean O'Brien "was closely involved in organizing" an illegal picket line, sending his local members into battle.

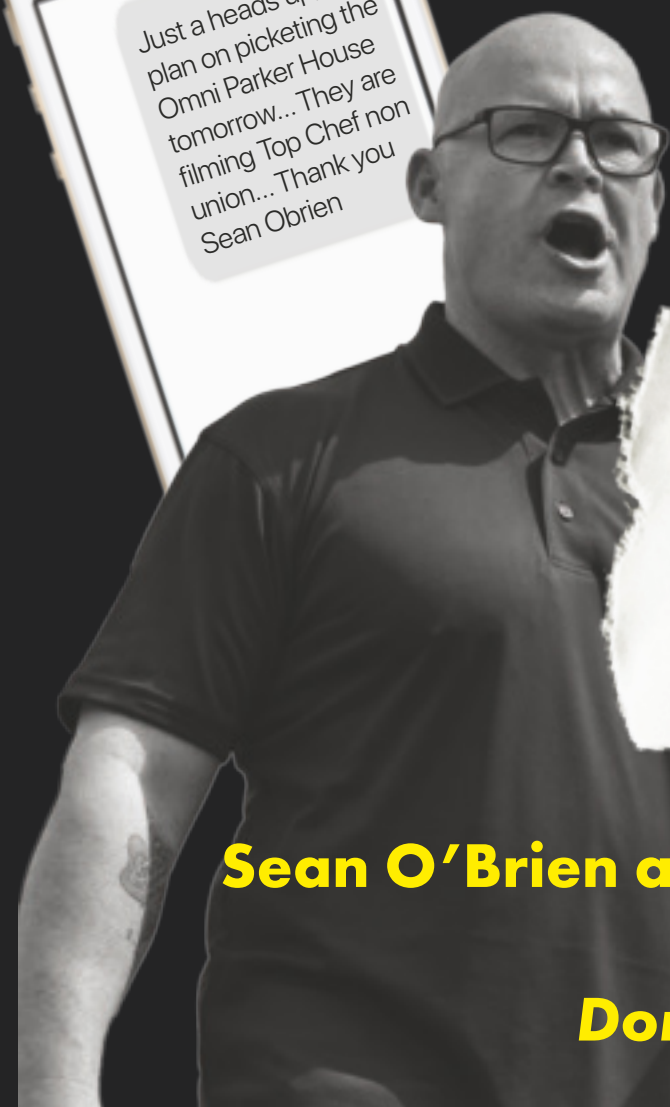
But later, when his members were arrested and faced federal charges for the protest he himself put together, **Sean O'Brien was nowhere to be found.**

One of O'Brien's own members said of O'Brien:

"It's just absolutely outrageous, disgusting, and he should be ashamed of himself."



Just a heads up, we plan on picketing the Omni Parker House tomorrow... They are filming Top Chef non union... Thank you Sean Obrien



The Boston Globe
10/1/2015
Union local's 'sordid' past
reprised in 'Top Chef' charges

**Sean O'Brien abandoned his own members
in their time of need.
*Don't let him destroy our union.***

VOTE O'BRIEN-ZUCKERMAN TEAMSTERS UNITED

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

MAKE ONE MARK
on the right side to vote
for the O'Brien-Zuckerman
Teamsters United Slate.



<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

**VOTE OUT THE
STATUS QUO
VOTE IN CHANGE**



FRED ZUCKERMAN
Candidate for Teamsters
General Secretary-
Treasurer

SEAN O'BRIEN
Candidate for Teamsters
General President



- Strong contracts, not givebacks**
- Stand up to employers**
- Mobilize members for union power**

VOTE O'BRIEN-ZUCKERMAN TEAMSTERS UNITED

**CORPORATE
AMERICA BACKS
VAIRMA HERRERA**

Teamsters election may hold cards for upcoming UPS contract talks

An O'Brien victory in November could mean much aggravation for the company when talks begin later next year.

Mark Solomon · Monday, August 9, 2021

6 minutes read



CORPORATE AMERICA is praying that Vairma-Herrera wins the Teamster election.

Employers want weak Teamster officials who answer to management.

Sean O'Brien and the Teamsters United Slate answer to you.

"Vairma is favored by Hoffa and other top executives at the international level because he is perceived to represent continuity...

...Then there's O'Brien, who Atlanta-based UPS (NYSE:UPS) hopes and prays doesn't win.... He is feared inside UPS..." said one industry executive familiar with the situation. In any situation involving his local, [UPS] felt it had no good way to control him."

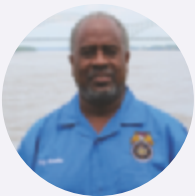
Freightwaves.com
August 9, 2021

VOTE O'BRIEN-ZUCKERMAN TEAMSTERS UNITED



MEMBERS BACK O'BRIEN-ZUCKERMAN TEAMSTERS UNITED

IT'S TIME FOR CHANGE



TONY HAWKINS
RIVIANA FOODS, LOCAL 667
MEMPHIS, TN

"We can't afford more of the same no-show International leadership. I'm voting O'Brien-Zuckerman Teamsters United."

STAND UP TO MANAGEMENT



HAYLEE MURPHY
UPS, LOCAL 89
LOUISVILLE, KY

"O'Brien-Zuckerman Teamsters United is the only slate who will stand behind UPS Teamsters and stand up to UPS management."

UNION POWER THROUGH MEMBER ACTION



LUZ REYES
RHODE ISLAND HOSPITAL
LOCAL 251, RI

"We need leaders who understand that union power comes from member action. It's time to unite members to stand up to employers and fight for what essential workers deserve."

FIGHT SURVEILLANCE AND HARRASSMENT



JACOB HOUTEKAMER
SAFEWAY, LOCAL 439
STOCKTON, CA

"Good union jobs are under attack in grocery warehouses from out of control production standards to surveillance and harassment. OZ-Teamsters United will stand up to management and fight for us."

VOTE O'BRIEN-ZUCKERMAN TEAMSTERS UNITED

**TAKE BACK OUR UNION!
SLAM THE DOOR ON THE HOFFA ERA**

☒ **Vote O'Brien-ZuckermanTeamsters United**

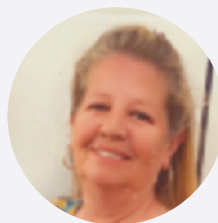


"Hoffa with his hand-picked successors,
Steve Vairma and Ron Herrera"

TEAMSTER MEMBERS WANT CHANGE

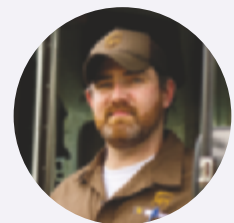
**A VOTE FOR VAIRMA-HERRERA
IS A VOTE FOR MORE OF THE SAME.**

**MEMBERS ARE VOTING
O'BRIEN-ZUCKERMAN
TEAMSTERS UNITED TO
BUILD POWER FOR
WORKING TEAMSTERS.**



LESLIE GARRETT
YRC, LOCAL 63, ONTARIO CA

"After years of concessions we need new leaders and new vision—not Hoffa's handpicked successors. Freight Teamsters are voting O'Brien-Zuckerman Teamsters United."



ISAAC GOBBLE
UPS, LOCAL 413, COLUMBUS

"Sean O'Brien and Fred Zuckerman stood up for UPSers when we voted against concessions in the last contract. Steve Vairma went along with Hoffa."

VOTE O'BRIEN-ZUCKERMAN TEAMSTERS UNITED



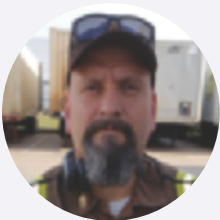
Take Action to Transform the Teamsters



On October 4, every Teamster will be mailed a ballot to elect new International Union leadership.

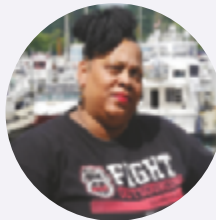
YOU HAVE THE POWER TO CHANGE THIS UNION. TAKE IT!

Help turn out the vote and rebuild power for working Teamsters.



ALDO TREVINO
LOCAL 767, DALLAS TX

"Members want change and a union that fights for us. I'm helping to turn out the vote for OZ-Teamsters United."



VERONICA HUDSON
LOCAL 856, SAN BRUNO CA

"It's easy to complain about the problems with the International. Now's our chance to do something about them. I'm voting and reminding every Teamster I see to mail back that ballot."

- ✓ Download leaflets at www.oz2021.com
- ✓ Pass out palm cards to remind members to vote
- ✓ Call and text members at a Teamsters United phonebank

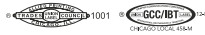
Scan to get involved in winning new leadership and a new direction in our union.





INTERNATIONAL BROTHERHOOD OF TEAMSTERS

25 Louisiana Avenue, NW
Washington DC 20001



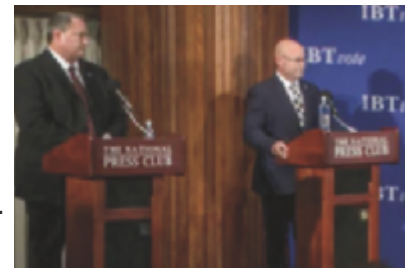
Non-Profit Org.
U.S. Postage
PAID
Washington, DC
Permit No. 4481

ELECTION SUPERVISOR'S REPORT NO. 9

TIME TO VOTE – Every member of the IBT gets to cast a secret ballot vote in the election for IBT International Officer positions. Ballot packages go into the mail on October 4, 2021. When you get your ballot, open the package, vote for the candidates of your choice, put your voted ballot in the secrecy sleeve, and return it in the postage-paid envelope. Detailed voting instructions are printed on the ballot.

GET INFORMATION ABOUT THE CANDIDATES

CANDIDATE FORUMS – Debates between the candidates for General President, and the candidates for General Secretary-Treasurer were held in September 2021. The candidates faced questions from a panel of journalists, with an opportunity for IBT members to submit questions as well. Click the Candidate Video section of www.ibtvote.org to watch the forums.



READ THE CANDIDATES' LITERATURE – This mailer contains campaign material from the candidates for IBT International Office. The candidates have joined and formed separate slates, and the slates created what's inside. The materials 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 slates.

YOUR VOTE IS YOUR VOICE:

CAST YOUR SECRET BALLOT VOTE IN THE IBT INTERNATIONAL OFFICER ELECTION

Richard W. Mark
Election Supervisor

En español

