



406

Teamster

THE TEAMSTER MAGAZINE • SUMMER 2022

The First 100 Days

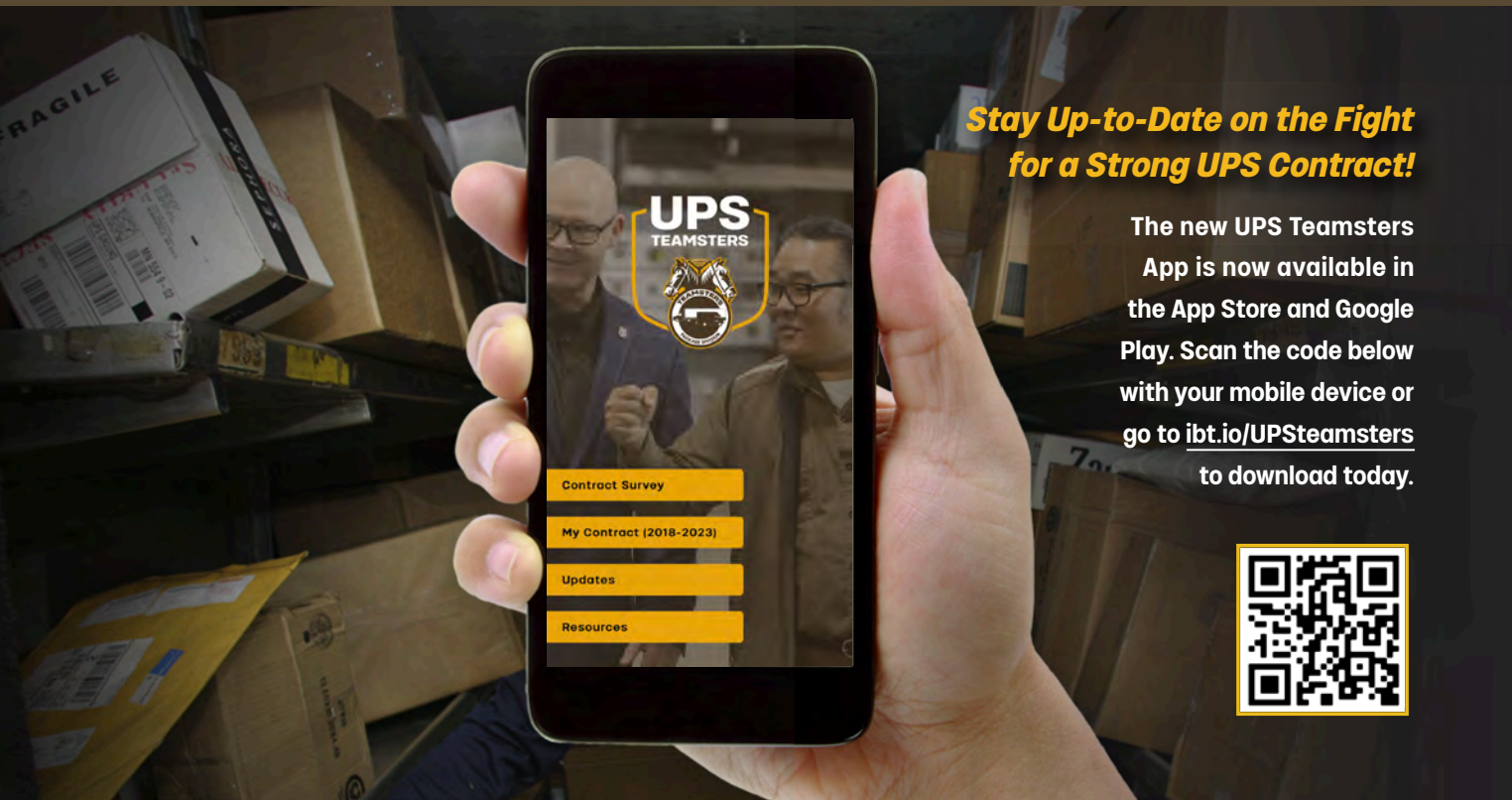
Reaching Out to the Rank-and-File

TEAMSTERS TAKE
ON AMAZON

CARHAUL, RED CROSS
CONTRACTS RATIFIED

WINNING IN THE
WASTE DIVISION

Download the New UPS TEAMSTERS APP!



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for a Strong UPS Contract!**

The new UPS Teamsters App is now available in the App Store and Google Play. Scan the code below with your mobile device or go to ibt.io/UPSteamsters to download today.



GET THE APP. GET READY. GET ACTIVE.

The app is your one-stop shop for everything related to UPS Teamsters and the fight for a strong contract in 2023, including:

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Keeping an accurate record is one of your best defenses when management tries to take any action against you.

Strike Savings Calculator

This in-app tool helps you budget your savings so you are prepared in the event that we have to strike UPS for the contract we deserve.

Steward's Guide

Helpful insights for stewards and all UPS workers to enforce the contract and protect your rights.

Contract Timeline

What's next? Learn about the

various stages of the campaign and what's ahead as we fight for a strong contract.

Updates & News on Negotiations

Get regular updates from the campaign on the app and through app notifications to your phone.

Get Involved

Learn how you can plug in to the campaign, attend future actions and download printable campaign materials from the app.

As we prepare to take on UPS, we need all UPS Teamsters informed, engaged and ready to take action. With regular updates throughout the campaign, this app will be your home for this historic fight.

Get it on your phone now!

SEAN M. O'BRIEN

General President



Fred Zuckerman and I believe that a strong Teamsters Union is wholly dependent on an active and militant rank-and-file. That's why we have been so focused on member outreach since taking office in March.

Fred and I have traveled the country speaking with Teamsters in every industry to hear what you want and need. We've marched with striking Teamsters in Seattle, Philadelphia and Indiana. We've met with rail Teamsters who have gone more than two years without a contract. We've walked the belt at UPS and loading docks with freight Teamsters. We've sat in on stewards seminars and membership meetings. And you've let us know your opinions on everything from your contracts to your vision for the future.

The one message Fred and I keep hearing is that you want leaders dedicated to rebuilding the Teamsters as a fighting union from top to bottom. And that is exactly what our team is committed to doing.

From this day forward, you will see a union with courage and conviction—willing to take the fight to the streets if necessary. We will be bigger, faster and stronger. The days of go-along to get along are over. Employers and politicians are on notice—the Teamsters Union is back.

Teamsters General President

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READY TO FIGHT AT UPS

UPS members and local unions in every region of the country are mobilizing to build a powerful movement for a strong contract in 2023. On August 1, the union kicked off the campaign with a nationwide call to action. Locals around the country have been answering the call with parking lot rallies, leafletting actions at the gates, and more.

"We are sending a message to UPS that the days of concessions and walking all over our members are over," said Sean M. O'Brien, Teamsters General President. "UPS has been making enormous profits on the backs of hardworking Teamsters over the last few years and we are coming to collect what our members are owed."

"It's time to show this company that we are united as a union at UPS," Fred Zuckerman, General Secretary-Treasurer said. "It's time to end excessive overtime, two-tier 22.4, subcontracting, driver-facing cameras and



UPS Teamsters Mobilize for a Strong Contract in 2023

harassment, along with securing higher pay for part-timers and more full-time jobs."

The union launched a new mobile app called "UPS Teamsters," which is available in app stores and includes all supplements, riders and the National Master Agreement. The app also features driver logbooks, a grievance notes form, a contract timeline, tips for stewards, a strike savings calculator, and more.

"I strongly urge every UPS

Teamster member to get this app on your phone, get this in your pocket—this is going to be the primary communications platform for this historic campaign," O'Brien said.

In September, the Package Division will distribute contract surveys to all rank-and-file members which will inform the bargaining priorities for the union. Proposal meetings will begin later in the fall and more member actions will be organized after peak.

UPS TEAMSTERS RECEIVE COLA INCREASE

UPS Teamsters received an \$0.82 per hour Cost-of-Living Adjustment (COLA) increase effective August 1, 2022. With the Consumer Price Index level reaching 288.022 in May 2022, the Index increased 16.502 points above the May 2021 Index, plus 3 percent, which translates to:

- \$0.82 per hour
- 2.05 cents per mile

The COLA will be applied as outlined in Article 33. These increases are in addition to the negotiated increases in the National Master UPS

Agreement which are effective August 1, 2022:

- \$1.00 per hour
- 2.28 cents per mile single rate
- 2.33 cents per mile double rate
- 2.38 cents per mile triple rate

This means that hourly wages will be increased by:

- \$1.82 per hour
- 4.33 cents per mile single rate
- 4.38 cents per mile double rate
- 4.43 cents per mile triple rate



SUMMER OF SOLIDARITY

The Working Class Fights Back Against Corporate Greed

Look out, America. There's a new power trio coming to a town near you.

At the start of the summer, General President Sean M. O'Brien announced he would join Sen. Bernie Sanders and Association of Flight Attendants (AFA) President Sara Nelson at several major rallies across the country.

The tour kicked off June 16 at Local 705 in Chicago, where hundreds of union workers and labor activists turned out for a rally billed as "The Working Class: Fighting Against Corporate Greed." Emceed by International Vice President and Local 705 Secretary-Treasurer Juan Campos, the lineup included inspiring speeches from workers seeking a union voice at Starbucks, Amazon and other companies in the Chicagoland area. Regard-

less of their employer and issues on the job, they were all part of a shared fight. In each speech, there was also a shared theme: workers are fed up, and up for the fight.

As the sun began to set, Nelson took the stage and hammered home the message of the evening.

"It's time we set the agenda with an economy for the people, not the billionaires," she said in a rousing speech. "Working class solidarity – a force stronger than gravity; it lifts us up – can get it done."

Nelson then introduced her "brother from Boston—Teamsters General President Sean O'Brien!" to a wave of cheers and applause.

"We are here tonight to take on this white-collar crime syndicate known as Corporate

America!" O'Brien exclaimed as the crowd held up signs with a simple message: Organize!

"We've all seen the graphs — with corporate profits up and workers' wages down," O'Brien said. "Big business keeps getting everything it wants and working people keep getting stuck paying the bill. We pay the bill every time. Well, the Teamsters have a new message for corporate America: We're done paying your bills. The working people of this country are coming to collect," he continued.

O'Brien and Nelson then introduced Senator Sanders. The crowd went wild as the three of them joined hands and raised their arms in the air, looking united and defiant.

"I have a feeling tonight is going to go down in history." Sanders said, pausing for even

“...THE TEAMSTERS HAVE A NEW MESSAGE FOR CORPORATE AMERICA: WE'RE DONE PAYING YOUR BILLS. THE WORKING PEOPLE OF THIS COUNTRY ARE COMING TO COLLECT.”

—SEAN M. O'BRIEN, *Teamsters General President*



more applause. "This is the stuff that history is made out of ... Tonight, right here, in this great city, we're bringing people together to tell the ruling class of this country we are sick and tired of their greed and we're not asking anymore, we are telling them enough is enough."

Bad Companies, Good Trouble

The next day, O'Brien was back on stage with Sen. Sanders and Nelson at the annual Labor Notes conference, where he electrified a room full of more than 4,000 workers from around the country. This time, he sharpened his aim at the men behind companies like Amazon, Tesla and Starbucks, slamming them as the face of Corporate America's greed and corrupt power.

"Bezos, Musk, Sergeant Schultz—they need to be held accountable. They need to un-

derstand that we may not have the money, but we have courage, conviction and the intestinal fortitude to take on this fight," O'Brien said. "These three stooges were born on third base, and they actually think they hit a triple to get there. Well, I've got news for these three clowns—we mobilize, we strategize, we organize, but most importantly, we pulverize!"

Sanders also called on the crowd to fight back against corporate greed by organizing and demanding better pay and working conditions.

"Over the last 50 years, there's been a massive transfer of wealth in this country, but it's going in the wrong direction," Sanders said. "Good news: working people are standing together and fighting back."

One Mission, One Vision

Regardless of political party—Democrat, Republican or Inde-

pendent—every Teamster will need to support the fight to hold these multi-billion-dollar companies accountable. Corporate America has gotten away with too much for too long with the support of crooked politicians.

"We are going to take and demand what we're worth, and that's only going to happen if we are walking in one direction—one vision, one mission, one vision," O'Brien said. "This country was once was envied because we were united. We have never been so divided as right now. We've got these corruptible politicians in Washington not supporting the people who built the United States—and that is the working class! Are you ready to fight?"

Be on the lookout for more rally dates this summer and beyond as O'Brien, Nelson and Sanders tour the country to take on Corporate America.

MOTION PICTURE TEAMSTERS IN THE SPOTLIGHT

Wander onto the sets of some of the most popular films or television shows at any major studio, and you will see Teamsters playing an integral role in the production. Name your favorite show or movie, and there is a good

Dougherty Takes the Director's Chair

chance that members of the Motion Picture and Theatrical Trade Division work behind the scenes.

There are literally hundreds of jobs on the set of a production—each with specific duties—that the Teamsters represent: drivers, location professionals, casting directors and associates, animal trainers/handlers and wranglers, dispatchers, DOT admins, mechanics, chef drivers and chef

assistants, and more. The division also represents members who support the production of feature films and television, like warehouse workers and union vendors that service the industry.

"Our members are essential to any production. They are skilled, dedicated workers who are critical to keeping this industry running," said Lindsay Dougherty, International Vice President and Director of the Teamsters Motion Picture and Theatrical Trade Division. "This is a high-profile industry, and we have an opportunity to increase the visibility of Motion Picture Teamsters across North America."

Dougherty hit the ground running in her first month leading the division, implementing a new structure to support the 74 Teamster locals that represent members in the motion picture industry. In addition, she announced the appointments of five regional representatives: Western Region and Canada: Joshua Staheli (Local 399, Hollywood, Calif.); Southern Region: Vinnie Thrift (Local 728, Atlanta); Eastern Region: Brian Salomone and Jimmy Whalen (Local 817, New York City); Central Region: Jim Parrinello (Local 337, Detroit).

"I've been around for some time. I can honestly say this is an exciting moment to be a Teamster working in this industry," said Ron Schwab, Assistant Director of the Teamsters Motion Picture

and Theatrical Trade Division. "Lindsay has put together an experienced team that understands this industry firsthand. I've known and worked with each of them for many years, and I have confidence that given the opportunity, they will strengthen our division and do right by the members. Remember, a boat only makes a wave when it's going forward. It's time to make some waves with these employers to protect our members."

The Motion Picture Division consists of 12,000 members across the U.S. and Canada. Although most productions are currently in Los Angeles (Local 399), New York City (Local 817), Atlanta (Local 728) and Vancouver, Canada (Local 155), states like Texas, Montana and Oklahoma have seen increasingly more filming in recent years.

"We are committed to identifying new targets and finding new and creative ways to organize," Dougherty said. "In recent years, Local 399 has been aggressive with organizing—not just productions, but also the vendors that service the industry. We plan to implement this organizing model on a national level."

Setting the Stage

The sun beams over Malibu as a production crew gathers atop a rocky cliff overlooking the Pacific Ocean. It's a perfect Southern California afternoon, and



Dougherty is on set of the HBO series *Perry Mason* to meet with members and share her vision for Teamsters in the motion picture industry.

A parade of actors dressed in 1930s costumes walk by as Dougherty exchanges hugs and handshakes. The camaraderie amongst the crew is palpable. There is a shared passion for the work; they enjoy the job as well as each other's company.

"Our division will succeed through collaboration and solidarity. That has always been our greatest strength as Teamsters in this industry," Dougherty tells the crew. "I look forward to building on our solidarity by keeping members informed and involved in the fights ahead."

For Taylor Terrell, a Group 1 Driver on *Perry Mason*, the change in leadership is exciting—a chance to bring even more power to workers in the industry.

"We are looking forward to more opportunities under Lindsay's leadership," Terrell said. "She understands our passion and our drive because she's

worked these jobs, too. She knows what we need, and she'll fight for us to get it."

Working in Hollywood is both a childhood dream and a family legacy for Terrell. She grew up in Los Angeles in a Teamster family; her father worked as a tram driver at Universal Studios for 40 years.

"I wanted to drive trucks on movies since I was a little girl. When I was in my early 20s, I became a Teamster and started working on sets. I love my job. I love the excitement and being where the action is," she said. "You can count on Motion Picture Teamsters to be focused and disciplined. We are proud of what we do."

Terrell and her fellow drivers cling to their walkie-talkies, ready to go at a moment's notice to assist in the production.

"When you have little time to spare for error, adhering to a schedule is of the utmost importance," said Trevor Mann, a Local 399 member also working on the HBO series. "It's up to us to keep production moving and on time."

“

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AND INVOLVED IN THE
FIGHTS AHEAD.”

—LINDSAY DOUGHERTY
*International Vice President
and Director of the
Teamsters Motion Picture and
Theatrical Trade Division*

The Reel Deal

A second-generation Teamster from Detroit, Dougherty is considered "one of the fastest-rising stars in Hollywood labor circles," according to *Deadline*. She got her start in the industry while attending Oakland University, working as a transportation dispatcher on feature films. After college, she moved to Los Angeles to continue her work as a dispatcher on major blockbusters (*The Island*, *Transformers: Age of Extinction* and *Star Trek*) and to begin her career at Local 399. Since then, she has served in nearly every union position at Local 399—organizer, business agent, Recording Secretary and, now, Secretary-Treasurer and Principal Officer.

"I've been working under a union contract since I was 21, and I've been under a Teamster health care plan my entire life," Dougherty said. "I've been in this industry for many years, since the first time I was around a movie set when I was 12. I've grown up in this industry."

Earlier this year, General Pres-

ident Sean M. O'Brien announced Dougherty's appointment as Director of the Teamsters Motion Picture and Theatrical Trade Division—the first woman to serve in the position.

"Lindsay is the perfect fit for this job. She's dedicated her working life to this industry and she's a true Teamster. Like me, she grew up in a Teamster family and learned the importance of fighting for workers from an early age," O'Brien said. "She understands what workers in the entertainment industry need and deserve, and she will lead this division into the future."

Ready to Bargain

Dougherty was appointed lead negotiator at Local 399 last December. By February, she had already secured a new contract for more than 4,000 Motion Picture Teamsters across the 13 Western states—a three-year 'Black Book' Agreement with the Alliance of Motion Picture and Television Producers (AMPTP) that covers drivers, dispatchers, animal



trainers/handlers, wranglers, mechanics, auto service and, just recently, DOT administrators.

"Our rank-and-file members were an active part of the negotiating process and with us every step of the way. That engagement translated into a historic turnout for the 'Black Book' Agreement, with 67 percent voter turnout and 89 percent of members voting in favor," Dougherty said.

In early March, Dougherty negotiated a new Location

Managers Agreement with the AMPTP and, in May, she concluded negotiations for Local 399 and Local 817 Casting Directors and Associate Casting Directors.

"Together, we were able to creatively make economic gains. Our goal was to address our members' core issues and leave no money on the table," she said. "As a division, we need to come together to ensure our members have the same golden standard of wages, benefits and working conditions. I look forward to

bringing my negotiating experience to all Motion Picture Teamsters and vow to fight for them at the bargaining table."

When Dougherty officially took office as Secretary-Treasurer of Local 399 in May 2022, she announced that contract enforcement would be a key focus of her administration at Local 399 and across the entire Motion Picture and Theatrical Trade Division.

"Contract enforcement is one of our immediate priorities for the division. We need to make sure employers are held accountable and that our members are working under the highest standards," Dougherty said. "Teamsters know that the fight doesn't stop after a contract is ratified. There are always more issues to be addressed and gains to be achieved for our members."

New Landscape, New Opportunities

TV and film production is at a historic all-time high. New media streaming companies like Netflix,

Amazon, Disney+ and Apple are competing for viewers and content. While the new platforms have created more work for members, they are also a sticking point for the union.

"Streaming has changed the media landscape, allowing for new opportunities as well as new fights. We are going to be vigilant in our fight to make sure our members receive the best standards possible when working on productions for these new platforms," Dougherty said.

The streaming boom was in full swing when the pandemic hit and brought the entire industry to an abrupt halt. With millions of Americans forced to stay home, the need for content became an essential service and Motion Picture Teamsters were back on set by Summer 2020.

"For someone that doesn't know Hollywood, I could understand how it could be a little puzzling, like, 'We aren't saving lives, so why are we essential workers?' My thoughts are that the content that is put out on the internet—through streaming, through TV, through network stations—gave people hope during a difficult time. People have lost family members, people have gotten the virus, people have lost their jobs. There was a lot of peril going on, especially at the beginning of the COVID-19 lockdown. New content from TV, movies and even commercials helped people get away, and to me, that's essential," said Philip Quansah, a Group 1 Driver and Local 399 Trustee.

The pandemic drastically changed the old model for

releasing movies. Subscriptions to streaming services, which jumped 14 percent in 2020, reached a global total of 1.3 billion, a new record high.

The streaming war is far from over and production continues to thrive, creating good-paying union jobs for Teamsters across a variety of classifications.

On the Horizon

It can take years to learn what each person does on the set of a production. But one thing remains constant: the more you learn, the more you earn.

The best way to attract good-paying motion picture projects is to have skilled workers. Most of these skills can be gained by simply coming to work, but Local 399 has given its members the resources to stay ahead of the game.

"We're engaging members in a different way through technology. It's allowed us to build a stronger and more united membership. We plan to continue the use of these communication tools and scale them on a national level to help tackle the challenges that lie ahead," Dougherty said.

Dougherty has long known the importance of educating members who work in production. Local 399 has developed a series of classes ranging from contract education to leadership training. During the pandemic these classes transitioned from in-person to being hosted digitally via Zoom where more members were able to take part.

TEAMSTERS REJECT COSTCO AGREEMENT

On June 21, Costco Teamsters rejected the company's "last, best, final" offer by an overwhelming 93 percent.

"We have to keep up the pressure," said Javier Sanchez, a Costco member at Local 542 in San Diego. "Members are paying attention now. We are ready to fight for a fair contract."

In May, the national negotiating committee unanimously recommended a "no" vote. The Teamsters represent around 17,000 members at Costco nationwide.

"The vote at Costco sent a clear, united message that will be extremely helpful in bargaining," said Tom Erickson,

Warehouse Division Director. "Costco Teamsters have worked tremendously hard through the pandemic and that deserves to be addressed in the next contract."

With this vote, the membership has spoken. It's time for Costco to go back to the table and negotiate a fair agreement.



ROOM TO GROW

*Hundreds of
Cannabis Workers
Join the Teamsters*

There are few goals more difficult to accomplish than successfully organizing a union. The process can be arduous, many workers are afraid to exercise their rights and companies will spend seven figure sums breaking a union drive as soon as they get wind of it. When the Teamsters launched a national organizing campaign in the cannabis industry last year, it was a risky endeavor.

"We knew that organizing a nascent industry like cannabis would be hard, but that doesn't bother us," said Peter Finn, Teamsters National Food Processing Director. "Usually, the things in life that are the most worthwhile are also the most difficult."

After only a year, cannabis organizing has proven to be an incredibly successful undertaking. More than 500 workers at dispensaries, growth operations and distributors have voted to join the Teamsters since May 2021, and thousands more are yet to come.

Gaining Equity Through Union Power

Within the past decade, cannabis has become a \$25 billion industry that legally operates in 18 states and the District of Columbia, with more on the way. As the industry has grown, so has its unions.

One of the companies where the Teamsters have made incredible strides in organizing is Verilife. Ashley Birdsell works at the company's dispensary in Ottawa, Ill.

"I'm excited to be a part of this movement and to make history," Birdsell said. "The Teamsters are for us workers. They want to make sure that we are protected and not just a disposable pawn for cannabis companies."

"We're committed to organizing this industry from top to bottom, from grow to retail," said Jim Glimco, President of Local 777. "We are the strongest union in North America for everyone, no matter what they do for a living. Cannabis workers know that just as well as anyone else."

Turning Jobs into Careers

The Teamsters aren't just winning elections – they're getting results at the bargaining table. Local 1932 recently ratified a contract at Tikun, a grow operation in



Adelanto, Calif. Ken Ocean is a cultivation technician at the company.

"Our first union contract represents tremendous growth for all of us workers at this company," said Ocean. "It's really a privilege for any of us in this business to have taken part in this process and we're really putting the mark on the map that there is a brighter light coming in this industry."

In Chicago, Local 777 just negotiated a contract at two Modern Cannabis locations that contain a number of significant improvements, including guaranteed annual raises, a new company guarantee that workers can accept tips, seniority rights and more. Eli Van Lysebettens is a Budtender at the MOCA River North location who served on the negotiating committee.

"It's important we form this

union because as budtenders we like to keep things on a personal basis; with a union we are able to do that," Van Lysebettens said. "Thanks to this process the workers have an improved rela-

“WE KNEW THAT ORGANIZING A
NASCENT INDUSTRY LIKE CANNABIS WOULD BE
HARD, BUT THAT DOESN'T BOTHER US,”

—PETER FINN
Teamsters National Food Processing Director

tionship with the employer. I'm confident that we got a good first contract and it's only going up from here."

Drivers and fleet maintenance workers at NABIS, a cannabis distribution company in Los Angeles, voted to join Local 630 last December. They ratified their first contract earlier this month, which includes wage increases, paid vacation, paid sick days and holidays, pension

benefits and more.

"I can say that I'm thankful for all my co-workers' determination and unity, and to Local 630 for all their guidance and assistance," said Nabis Driver Jordan Davis. "They gave all of us the opportunity to achieve our union and our first contract, which will change our lives. Thanks to Teamsters, I now have a career instead of a job."

Organizing to Build a Strong Future in the Industry

The Teamsters plan on expanding future organizing targets. To do that, it will empower local affiliates with the tools they need to implement the successful, bottom-up, worker-driven organizing model that has already proven to work. The Teamsters will also

fight for more Labor Peace Agreements, regulations that force employers to behave neutrally during an organizing campaign as a condition of receiving a license to operate.

"For far too long, innocent people were locked up for possession of cannabis," said Finn. "Now that there's billions of dollars to be made in this industry legally, restorative justice is needed. This justice means we ensure that cannabis revenue goes to the people who deserve it the most. We make that happen with a Teamster contract."

O'BRIEN CRITICIZES AMAZON'S ANTI-WORKER BEHAVIOR

Teamsters General President Sean M. O'Brien called out Amazon during a Senate hearing for its anti-worker, anti-union practices and demanded the federal government stop awarding the global behemoth huge government contracts due to its bad behavior.

Testifying before the Senate Budget Committee in May, O'Brien told lawmakers that companies like Amazon should not be allowed to violate workers' collective bargaining rights of and then turn around and profit from it at taxpayer expense. Noting President Biden made a campaign promise to only award contracts to employers who signed neutrality agreements committing to not running anti-union campaigns, O'Brien said it is time to drop the hammer on Amazon.

"To put it plainly, it is wrong for our government to be giving taxpayer dollars in the form of federal contracts to companies like Amazon," he said. "You are rewarding employers who repeatedly, knowingly, and purposefully violate federal labor laws; drive down wages and standards in core Teamster industries; and create dangerous working environments."

O'Brien noted the company was found guilty last year of illegally firing two workers after they advocated on behalf of their co-workers at an Amazon warehouse in Seattle. Additionally, Amazon broke labor

law in Alabama when workers there tried to organize, forcing their election to be rerun this year. In December, the National Labor Relations Board cited Amazon for illegally threatening, surveilling and interrogating workers who were trying to start a union at its Staten Island, N.Y. facility. According to filings with the U.S. Department of Labor, Amazon spent \$4.3 million on consultants last year alone to prevent its workers from organizing.

"These kinds of actions make something very clear — when workers try to organize, Amazon breaks the law," O'Brien said. "When workers raise their

voices, Amazon does whatever it takes to shut them up—because Amazon is terrified of the power workers have when they act collectively."

Amazon Mistreats Workers

Meanwhile, Amazon relies on an exploitative business model that's simply brutal for workers. The company's punishing pace-of-work results in worker injury rates that are nearly twice as high as all other warehouse facilities. Amazon workers sustained the most serious injuries—those that required them to be moved to light duty or

miss work—at rates five times the national average for all of private industry. Its employees are seriously injured at rates that are nearly 80 percent higher than the rest of the entire warehouse industry. Amazon accounts for half of all warehouse worker injuries, yet the company only employs a third of all warehouse workers nationwide.

As a 2020 National Employment Law Project report noted, Amazon's inhumane work pace and repetitive work tasks require a level of physical exertion and strain that takes a high toll on workers' physical health over

*Teamsters Demand
Company Be Barred from
Federal Contracts*



STATES STAND UP TO AMAZON

Amazon-inspired bills pushed by the Teamsters have been making progress in state legislatures around the nation.

"Amazon takes advantage of its workers to maximize profits," said Sean M. O'Brien, Teamsters General President. "The Teamsters will continue to support pro-worker bills in states across the country to make sure this white-collar crime syndicate is held responsible for its behavior."

Leading the way is New York, where a warehouse worker quota bill strongly supported by the union that beefs up worker safety in the e-commerce and warehouse industries passed the legislature in June.

A similar measure was also approved in the Minnesota House.

In California, another bill passing the Senate that would bar an employer from disciplining workers who refuse to show up or choose to leave a job due to feeling unsafe because of a natural disaster.

time, which is why the company needs to constantly replenish its workforce with fresh bodies. Amazon's turnover rate among its hourly associates is around 150 percent a year, which means the company loses more than one in 50 of its warehouse workers each week (nearly double the rate of similar businesses).

"To this committee and to the entire federal government, do your duty to protect American workers," O'Brien told lawmakers at the hearing. "We are watching, we are listening, and we are voting. Tell Amazon that enough is enough, and then show them you mean business. Don't give this company, or any employer, another penny until the labor laws of this land are truly upheld and workers' voices are finally heard."

O'Brien took a similarly militant tone in a meeting with members of the House Labor Caucus later in May, when he told them tweets of solidarity aren't enough and unions like the Teamsters need real support in the streets and on Capitol Hill from their representatives.

He called on policymakers to make it easier for workers at Amazon and other employers to secure first contracts that guarantee better pay and benefits. On average, it takes more than 400 days for any newly organized bargaining unit to get a first contract.

"Commit yourselves to Stand With workers and not with big business — we need you in the streets standing next to our members as they fight for these contracts," O'Brien said.

| RANK-AND-FILE FIRST |



Teamster Carhaulers in it for the Long Haul

**On June 12,
Teamster Carhaulers
Ratified Their
Most Lucrative
National Contract in
Union History.**

This is their story.

Going into negotiations, Teamster carhaulers knew they would have to take a more aggressive stance to win a strong national contract. Following years of declining membership and a substandard deal in 2015, it was time to rebuild a core Teamster industry. Fortunately, Carhaul Director Avral Thompson had spent years building a rank-and-file network of working carhaulers, uniting members against contract givebacks in 2015. This spring, Thompson's time had come to launch a member-focused contract campaign to chart a new course for the industry.

"Long before our administration began, we had already built a solid foundation from the grassroots," Thompson said. "We knew it would be a lot of work, but we came in knowing what needed to be done. Our team knew the industry inside out. Everyone was up to the task."

Immediately after taking office, Thompson revamped the Carhaul Division and got straight to work on the 2022-2025 National Master Automobile Transporters Agreement (NMATA). He had already been laying the groundwork for negotiations, and he long knew the key to their success would rely on the members who had dedicated their working lives to the industry.

Alongside General Secretary-Treasurer Fred Zuckerman and Assistant Carhaul Director Jeff Brylski, Thompson assembled a negotiating team unlike any other in the union's history—a mix of local leaders and rank-and-filers to provide real-life, first-hand experience to let the companies know how the contract affects them on the job.

"Avral had a vision and a mission right from the start. He vowed to put rank-and-filers first, and he delivered. This was a top-notch team with decades of



experience from across the country," Brylski said. "Ultimately, they made the difference in these negotiations and this agreement is proof of what is possible when members' voices are heard."

At the two-person meeting in April, the negotiating committee announced they would not be extending the contract, making the deadline for a new agreement May 31 at midnight. In his remarks to local leaders, General President Sean M. O'Brien made it clear this was non-negotiable and would have serious repercussions.

"We have 30 days to get this done," O'Brien said. "If we don't have a contract by May 31, our members won't be on the roads hauling, they'll be on the streets striking."

The General Secretary-Treasurer, who also served on the ne-

gotiating committee and played a key role in the bargaining process, outlined the vision for negotiations and drove home the need for locals to keep members engaged in the fight.

"Carhaul Teamsters have sacrificed a lot over the years, and they are more excited and united than ever to win a strong contract. They see the new direction our union is headed, and they want to be a part of it. Their activism and enthusiasm will be critical as we chart a new course for this industry," Zuckerman said.

Bold Proposals

In the lead-up to negotiations, Thompson and his team listened to members' input for proposals and encouraged them to stay engaged throughout the process. In return, the committee



promised honest, transparent communication with the membership and vowed to be unwavering in their demands to the employers.

On April 27, the committee kicked off negotiations in Orange Beach, Ala., meeting with representatives from Jack Cooper, RCS, Cassens and Active USA to exchange initial contract proposals on national language items.

"Our committee is made up of many faces—both local leaders and rank-and-file members—who have dedicated their lives to this industry. This committee believes, and you should believe, that union carhaulers deserve better. Our proposals are very bold, but they are also very serious," Thompson told the companies. "The proposals we present today are from our

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WE DRIVE THE TRUCKS,
WE TRAVERSE THESE
ROADS, WE STAY IN THE
DESIGNATED HOTELS—
EVERYTHING OUTLINED
IN THE NMATA HAS A
DIRECT RESULT ON US.
BEING ABLE TO SPEAK
ON THE ISSUES MADE A
HUGE DIFFERENCE.”

—MCKINLEY ARCHIE
Local 89 Chief Steward

members. They are united behind these proposals and determined to be successful in these negotiations. As I distribute and explain each one, before you say we can't afford to do it, ask yourself: Can you afford not to?"

Negotiations picked up in May in Romulus, Mich. With less than a month until the May 31 expiration date, the committee quickly began to cover more ground to address each proposal.

"Every proposal had the additional backing of actual examples of how workers are impacted by certain language in the con-

tract," said McKinley Archie, a Local 89 chief steward who works at Jack Cooper Truckaway in Louisville, Ky. "We drive the trucks, we traverse these roads, we stay in the designated hotels—everything outlined in the NMATA has a direct result on us. Being able to speak on the issues made a huge difference."

"It was eye-opening," Thompson said. "There were countless times when a rank-and-file member of the committee would give an example of something and the room would go silent, because the employers couldn't argue with the realities of the job."

"We proved a lot of points and covered a lot of ground," Archie said. "It wasn't always easy, and at times it got messy. Negotiating is a lot like making sausage."

Memorial Day Marathon

With Memorial Day weekend approaching, negotiations went into overdrive. Thompson announced the committee would stay in negotiations through the holiday weekend, refusing to go home until a deal had been reached.

Throughout the weekend, Thompson and Brylski put out video updates. Every evening, sometimes still at the table with papers in hand, the committee would recap negotiations for the day and the progress being made. By Sunday night, it was clear that a tentative agreement was close, but it would be down to the wire.

"This agreement is going to be monumental," Thompson told members as they prepared for the final day of negotiations.

News came Monday evening, a few hours to midnight. It was official: the union had secured the most lucrative national car-haul contract in Teamster history. The oldest national master agreement in the union had been rebuilt—by the members, for the members.

Back on the Map

On July 12, the 2022-2025 NMATA was ratified by 63-37 percent margin, with more than 50 percent voter turnout.

"This contract is epic—the best contract that Teamster car haulers have ever seen," said Frank Martinez, a chief steward at Local 745 working at Active USA who served on the negotiating committee. "This is the richest carhaul agreement in the history of the Teamsters Union. We secured annual pay increases that cover hourly wages, mileages, zone rates, flat

rates—everything—retroactive to June 1, 2022."

In addition to annual wage increases, the tentative agreement includes countless improvements, including: work rule improvements; maintenance of benefits, health and welfare and pension; MLK Day as a paid holiday; increases to other monetary items, such as lead premium, shift premium, boot allowance, and border crossing; increases to the cost-of-living allowance (COLA); and any driver who has pulled four or more legs on any trip shall be paid the full rate or applicable zone rate whichever is greater on all legs.

"Over the years, our rates had become stagnant. With this contract, we were able to reset the standard. We stood up for the members, and this contract reflects our dedication to the job and to the union," Archie said. "This is a contract we can all be proud of."

In addition to improvements to pay and working conditions, the 2022-2025 NMATA establishes a national organizing model for the Teamsters to build union density in the carhaul industry. For long-time rank-and-filers, the importance of building union density in the industry has been made clear after years of decline.

"The toll has been noticeable. It's one of the main reasons we have had to fight so hard over the past decade," Dave Trigona, an 18-year car hauler at Cassens Transport and chief steward at Local 299 in Detroit. "Prior to the new NMATA being reached, we were at risk. Now, we have the opportunity to rebuild, and I urge every Teamster carhaul member to help out in any way they can. It's up to us to share the benefits of being in a union and the value of working under a strong NMATA once again."

TEAMSTER WOMEN AT UNITED WIN AVIATION MAINTENANCE AWARD

Team Chix Fix, an all-woman crew of Teamster aircraft mechanics from United Airlines, won the Peer Award at the Aviation Maintenance Conference (AMC) in Dallas this spring. AMC is a national competition where five-member teams compete in maintenance-related events challenging the skill and knowledge required of aviation technicians. The Peer award is given to the team that demonstrates the most spirit throughout the competition; it is the only award at the AMC that is voted on by every team that participates.

"Congratulations to these Teamster women for demonstrating incredible professionalism, work ethic and passion at the AMC," said Joe Ferreira, Teamsters Airline Division Director. "It's an honor to represent these members."

"In 2018 we were the first all-female commercial aviation team in the AMC," said Yolanda Gong, a Line Technician from Denver and member of Team Chix Fix. "This year I saw many all-women teams, so I definitely think we're doing something right."

American Red Cross Teamsters Ratify First Bilateral Contract

A BLUEPRINT FOR THE FUTURE

On July 15, Teamsters at the American Red Cross (ARC) voted overwhelmingly to ratify their latest collective bargaining agreement.

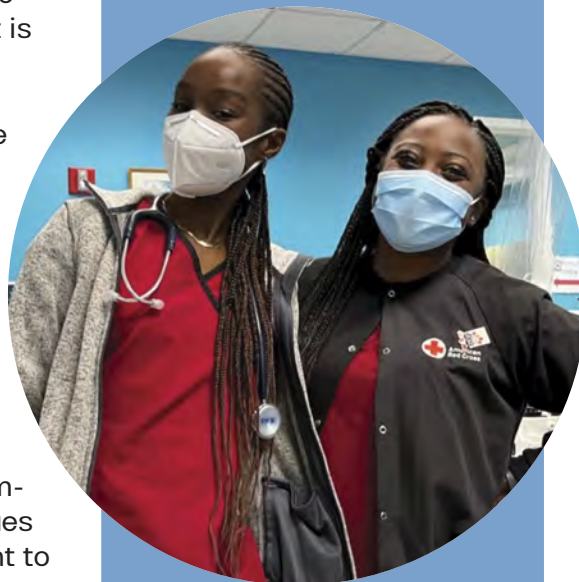
ARC workers have been affiliated with the Teamsters since July 31, 2015, when members entered into a collective bargaining agreement with seven other unions. The most recently ratified agreement covers over 1,500 Teamsters and is the first since the union separated from the coalition to negotiate a separate contract.

"We exceeded turnout from the last national agreement from four years ago by 16 percent, which I think is a reflection of the fact that enthusiasm for our union is growing at the Red Cross," said Teamsters General President Sean M. O'Brien. "We now have united contract expiration dates to give local unions

greater bargaining power and we retained our neutrality language to organize more locations. This agreement is a blueprint for the future."

"We are proud of this agreement in part because it's the first contract the Teamsters have negotiated bilaterally," said Chuck Whobrey, Public Services Division Director. "Negotiating on our own, rather than as a part of a broader union coalition, freed up the Teamsters negotiating committee to focus on the issues that were the most relevant to our members at the American Red Cross."

"The sky is the limit for what we can do at this company," said Jason Lopes, Teamsters Health Care Director and Public Services Division Representative.



Essential Workers, Essential Compensation

The ARC National Agreement came after the workers narrowly avoided a strike. Marya Woodget has worked as Collections Tech at ARC since 2015 and is a member of Local 728 in Atlanta. She said talk of a strike mobilized her and her coworkers.

"When we thought we might go on strike, we were able to gain a lot of new members who had been with ARC for years but had never thought of joining a union," said Woodget. "It was a very good feeling to see all of us come together, united for something that was very important to everyone."

The latest collective bargaining agreement includes a number of significant economic benefits. These include substantial wage increases – the ARC agreed to a retroactive pay bonus, along with three percent wage increases this year and ever year thereafter. The ARC National Agreement Negotiating Committee also successfully pushed back concessions at the bargaining table, meaning ARC will continue to cover at least 75 percent of all health care costs for Teamsters and dependent family members.

Teamsters also earned additional rolling holidays, a more flexible paid time off policy (on top of existing paid time off) and new paid family leave benefits. Improved contract language was also added that covers retirement benefits, uniforms, safety, health regula-

tions and much more.

"It was an honor and a privilege to negotiate a contract on behalf of over 1,500 brave essential service workers at the American Red Cross," Lopes said. "These men and women demonstrated incredible heroism during the pandemic and their work saves countless lives



every day. We are elated to get an agreement that reflects the value of their service."

Common Expiration Dates

After the ARC National Agreement was reached last March, local unions then negotiated directly with the ARC on their specific supplemental agreements. Moving forward all local contracts with the ARC will have the same contract expiration date as the national addendum.

"A common expiration date will give us greater power when bargaining future contracts with the ARC as all local unions will be able to threaten a strike simultaneously if necessary," said Lopes. "Furthermore, a common expiration date will allow local union negotiating committees to better share information and resources, thereby improving standards for

all supplemental agreements."

The Teamsters and the Red Cross also maintained a neutrality agreement, meaning the organization will allow the organizing of new members unencumbered by the interference typically imposed by employers when workers seek to join a union for the first time.

"I think it's important to unionize every Red Cross location because we could stand for more things that workers want and need as a whole, throughout the entire country," said Woodget. "If we're all part of a union, it will be a bigger, more intact unit on the things that we fight for."

"This contract is key to our expansion at the American Red Cross," said Lopes. "We have an opportunity to make this organization wall-to-wall union, and we'll do everything in our power to make that happen. Health care workers are on the frontlines of our union's future."

As of July 15, a few local unions remain in negotiations, but are working to ratify supplemental agreements within 90 days. The national agreement will become binding and effective once all local supplements are ratified.



BUILDING MOMENTUM IN THE WASTE INDUSTRY

Waste Division Capitalizes on Militant Approach

Eight companies. 16 locations. 100 days. 3,000 members. And counting.

That's the contract count for the Teamsters Solid Waste and Recycling Division since the O'Brien-Zuckerman administration took office.

"As soon as the new administration took office, we noticed a dramatic difference in negotiations throughout the industry," said Chuck Stiles, Director of the Teamsters Solid Waste and Recycling Division. "It's been non-stop success at the bargaining table nationwide, even in locations where negotiations had stalled. The companies realize that this is a more militant union now. They know they're on notice."

The Teamsters' winning streak kicked off March 27 in Rhode Island, where 60 workers at two Stericycle-owned businesses—represented by Team-

sters Local 251—overwhelmingly ratified their respective first contracts after more than a year of hard-fought negotiations.

"We weren't afraid to make our voices heard, and we are proud to have taken a brave stand during negotiations," said Chris LaFlamme, a 23-year Shred-it driver. "The need for a strong contract was never lost on any of us. That's why we never wavered, despite the company's slow pace during negotiations. This agreement reflects our strength and solidarity. My co-workers and I are proud of what we have accomplished with this first contract, and we are thrilled to finally have true protection on the job."

Local 251 wasn't the only contract victory that weekend. More than 4,000 miles away, in Simi Valley, California, 200 workers at Waste Management, Inc. (WMI)

overwhelmingly ratified a first contract at Local 186. Shortly after, Local 117 announced an agreement had been reached at Republic Services for workers in the Seattle area. Topping off the weekend, Local 50 secured an excellent agreement for a long-time unit at Republic Services in Southern Illinois.

Clean Sweep

Following the weekend wins in late March, momentum continued to grow. Seven dispatchers at Local 25 voted unanimously to ratify a new four-year contract at Republic Services on March 30, securing free health care coverage and entry into the New England Teamsters Pension Fund. Meanwhile, division representatives were back in negotiations, crisscrossing the country to wrap up new agreements at WMI in

Manassas, Virginia (Local 639) and Republic Services in Crown Point, Indiana (Local 142). A week later, both contracts were ratified and being hailed by members as best-ever agreements.

"We knew what our goals were throughout the bargaining process. We were united throughout negotiations and determined to reach an agreement that would provide us with pension and health care coverage. We couldn't be happier to be covered under such an excellent plan," said Kenny Kwiatkowski, a five-year dispatcher at Republic Services and member of Local 25.

Kwiatkowski's sentiment was echoed by other workers. In most cases, clear goals were outlined by members from the outset of negotiations. There was also a running theme of member participation—a shared sense of pride for taking part in the process. For longtime units, like Republic workers at Local 50 and Local 215, committee members were prepared long before the bargaining process had begun, knowing each issue that needed to be addressed.

The workers' unity was also reflected in their overwhelming—often nearly unanimous—ratification votes.

"Our members took an active role in the bargaining effort. We took their ideas and voices to the company and battled through it. Everything in the agreement is a gain for workers," said Pat Nichols, President of Local 50. "The contract victory at Republic is a testament to



the strong bond these workers have built over the years and the result of many years building at the bargaining table."

In San Francisco, nearly 500 workers at Recology secured a five-year agreement with significant increases to wages and pension contributions. Local 350 members had prepared for a possible strike prior to reaching a deal, receiving the support of Teamsters General President Sean M. O'Brien and several members of the San Francisco Board of Supervisors. On April 4, the company came back with a new proposal with improvements across the board.

"We spent a lot of time listening to what everyone wanted and then we went to bat for them," said Dustin McDaniel, a nine-year garbage collection driver at Recology and Teamster shop steward. "Rank-and-filers felt strong going into the tail-end of negotiations, especially with the help of city supervisors, the mayor, the International, and Local 350."

Taking on Big Trash

The Teamsters fight in the private waste industry reached

new levels during the pandemic. While waste companies showed their employees with praise in the public, the union was quick to expose the dirty truth. Profits were soaring at the expense of workers' health and safety.

"Between the COVID policies and the lack of PPE, our fight was constant and infuriating. Every day our members were risking their lives. Meanwhile, these companies are bringing in billions off the backs of workers, and we are still fighting with them in negotiations over every penny. It's a disgrace," Stiles said.

The pandemic has empowered and encouraged many non-union waste workers to start organizing campaigns, like Liberty Tire Recycling drivers in Atlanta who reached out to Local 728 seeking change after decades of disrespect.

"We saw the strength of the union from the very start of the campaign. Since becoming a Teamster, I am reminded every day that our campaign is part of something bigger than ourselves. Together, we are a voice



Republic Workers Win Big at the Bargaining Table

VEGAS VICTORY

After edging close to a major strike, Local 631 and Republic Services reached a strong new five-year contract for more than 1,200 members in Las Vegas. Waste workers won big at the table, securing massive pay increases for the largest unit in the Teamsters Solid Waste and Recycling Division.

The new agreement was overwhelmingly ratified on June 12 and provides workers with wage increases and high-quality health insurance benefits at no cost to members. It also includes important language that resolves many issues regarding the treatment of members in the workplace.

"From the very first day of negotiations, the union negotiating committee made it

clear to the company that we were determined to secure a contract that rewarded our members who worked throughout the pandemic with the wage increases they deserved," said Tommy Blitsch, Local 631 Secretary-Treasurer.

Local 631 held numerous contract proposal meetings to make sure that every member had the opportunity to provide the committee with the issues that were most important to them. Solidarity was on full display during the contract campaign as Local 631 printed T-shirts for members and distributed stickers for its more than 5,500 members to place on garbage cans to show the strength and support of the union throughout Southern Nevada.

"We could not have accomplished this agreement without the support of General President Sean M. O'Brien and the Solid Waste and Recycling Division," Blitsch said. "General President O'Brien made it very clear from the beginning of negotiations that the International would give Teamsters Local 631 every resource possible to achieve the best possible contract for our members. Division Director Chuck Stiles and his team, Larry Dougherty and Felix Martinez, attended numerous negotiating sessions and provided us with valuable resources throughout negotiations. It didn't matter what day of the week it was or what time of the day it was, the division was there for us."

for justice," said Laba Mbengue, a 15-year driver at Liberty Tire Recycling and one of the lead members of the worker-led organizing committee. "The Teamsters have shown us that we are more powerful when we are united. We are nearly finished negotiating our first union contract, but the change is already taking place. We have already won respect."

Teamsters Step Up at Stericycle

The pandemic made the need for a union more crucial than ever, especially at Stericycle, Inc., where workers dispose harmful medical waste from hospitals and medical facilities. In Fall 2020, the division launched a union-wide campaign to organize workers at Stericycle and its subsidiary Shred-it, Inc., organizing more than 200 workers in under a year in New Jersey, New York and Rhode Island.

"We wanted to make sure our first contract recognized the hard and dangerous work we perform every day at this company, especially throughout the pandemic. COVID-19 made our concerns all the more pressing, and the need for a union voice all the clearer," said Nate Monteiro, a 14-year Stericycle driver at Local 251.

In late May, after more than a yearlong fight at the bargaining table, drivers and helpers for Shred-it, Inc., in Trenton, N.J., voted overwhelmingly to ratify

their first Teamster contract. Local 469 members will now be covered under a strong three-year agreement with annual wage increases, overtime pay, more time off, seniority, and a grievance procedure.

"When others picked up and ran to different jobs, we stood together and turned this place into a job individuals would want to run to," said Cassiba Joseph, a Shred-it driver who served on the worker-led bargaining committee.

All Eyes on Republic

At Republic Services, the Teamsters are battle-tested and ready for the next fight. The second-largest private waste company in the world is notorious for its mistreatment of workers and long history of anti-union behavior. With more than 7,000 members employed by the company throughout the U.S., the next fight is never far away.

"When it comes to Republic, we can never take our eye off the ball. Moving forward we are going to be more proactive and less reactive. When the company violates an agreement, we will hold them accountable. When it comes to contract negotiations, we will be steadfast in our demands. When it comes to organizing, we will be relentless and strategic. Fortunately for us, the best organizing tool is a bad employer, and Republic is by far the worst actor on the corporate stage," Stiles said.

THE STATE OF FREIGHT

Rebuilding Freight Division

Immediately upon taking office on March 22, General President Sean M. O'Brien and National Freight Director John A. Murphy's first priority was to re-vamp the Freight Division to better assist locals and put members first.

"Sean O'Brien and Fred Zuckerman understood how critical it was for us to address years of concerns. That's why one of their first priorities was to restore trust in the Freight Division and restructure the Organizing Department to grow our numbers and rebuild our density throughout the industry," Murphy said.

On May 8, O'Brien and Murphy held a call with all Freight Teamsters to outline the restructuring of the division and review the new regional approach to representation.

"One of the reasons we ran to lead the union was to rebuild this core Teamster industry and restore trust to all Freight members," O'Brien said. "This new structure will ensure our members receive the best representation possible. It will also allow us to re-focus our organizing efforts as we gear up to negotiate the strongest contract we've ever seen in this industry. The concession stand is closed."

The First 100 Days

When General President Sean M. O'Brien and General Secretary-Treasurer Fred Zuckerman took the reins of the union on March 22, they knew what their top priority had to be if they were going to return the Teamsters to the head of the American labor movement—to engage, mobilize and empower the 1.2 million rank-and-file Teamsters across the United States and Canada.

As a result, O'Brien and Zuckerman have been on the road ever since taking office, visiting with thousands of members in more than 20 different states and Canada.

"In order to craft a plan for the future, we have to hear from the rank-and-file about what changes they want to see in their

union," O'Brien said. "Every week we've been out meeting with members where they work, talking in detail about the issues they care about."

"We're committed to spending so much time on the road because we're determined to make this union the best it can be," Zuckerman said. "We can't possibly do that if we don't see, hear and understand our members' priorities where they live and work."

Over the last two years, as O'Brien and Zuckerman campaigned for International office, they were constantly reminded that members' voices must be at the center of everything the union does. Rank-and-file Teamsters kept telling them the same things—they wanted a more



Empowering the Rank-and-File is Administration's Top Priority

militant union that fights hard on their behalf, they wanted strong contracts and accountable leaders who will enforce those contracts, and they wanted change.

Walking the Picket Line

O'Brien and Zuckerman have tried to reach out to members in as many industries and divisions as possible. They have met with rail members who have gone more than two years without a contract. They've walked picket lines at Breakthru Beverage in Chicago, alongside Redi-Mix drivers in Seattle, and striking manufacturing workers in Indiana. They've talked with freight members on loading docks in Atlanta and pipeline workers in Louisiana.

Additionally, the new Teamster leadership has attended shop steward seminars in Connecticut, Oregon, California and Maryland. And they've walked the floor, the belt and the break room with UPSers, warehouse workers, prison guards, airline



mechanics, waste workers, public employees, dairy members, Disney workers, and school bus operators.

After spending so much time with the membership, O'Brien and Zuckerman have focused their energy on transforming the International into a place where rank-and-file members can see tangible results from their dues dollars.

That includes an internal audit

of where dues money is being spent and looking at ways to structure the union's programs and campaigns more efficiently, including every department and division. At the forefront was considering how best to respond to the needs of the rank-and-file as quickly and responsibly as possible.

Trying to fix an International Union that has seen the loss of more than half a million members over the last two decades will not happen overnight, but concrete steps are already being made to strengthen and rebuild our great union. This includes running new education programs, coordinating new organizing campaigns, negotiating national contracts, and establishing a forceful presence on Capitol Hill.

But it doesn't end there. The Teamsters under the leadership of the O'Brien-Zuckerman administration is hard at work on many fronts fighting to preserve, protect and improve the benefits that matter most to Teamster

members. Here are some of the highlights from the first 100 days of the O'Brien-Zuckerman administration.

Carhaul

On July 12, Teamster carhaulers ratified a new national contract that will restore faith among the membership and bring respect back to this industry.

Rank-and-file Teamster carhaulers were an integral part of reaching this deal, providing input on proposals and staying engaged throughout the bargaining process. For the first time members of the bargaining committee played a key role in negotiations, providing their firsthand experience on the job during talks with the companies.

"There were multiple times when members' real-life experiences contradicted assertions the company made, especially concerning work rules," Zuckerman said. "Those contradictions—called out at the bargaining table—resulted in positive changes to the contract."



This agreement is the most lucrative carhaul contract in the history of the union. It secured annual pay increases that cover hourly wages, mileage, zone rates, flat rates, and everything is retroactive to June 1. It includes work rule improvements, maintenance of benefits, MLK Day as a paid holiday, lead and shift premiums, boot allowances, and the maximum cost-of-living allowance.

In recent years, rates in the industry stagnated and membership dropped, but this contract resets the standard and will help establish a new national organizing model to build union density across every industry the Teamsters represent.

Red Cross

On July 15, Teamsters at American Red Cross (ARC) ratified a national agreement that rewards more than 1,500 essential workers who risked their own safety to help save lives during the pandemic.

Among the improvements included in the contract was a nine percent increase in wages; united contract expiration dates to give local unions greater bargaining power; better family leave, scheduling, and paid time off policies; and higher safety and health standards and neutrality language that will allow the Teamsters to organize more locations nationwide.





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FROM DAY ONE, WE PROMISED YOU TO BE HONEST, TO BE TRANSPARENT, TO BE MILITANT, AND TO DO OUR PART TO REMIND CORPORATE AMERICA OF THE POWER OF A UNIFIED INTERNATIONAL BROTHERHOOD OF TEAMSTERS. I'VE SAID IT A MILLION TIMES, AND I'LL SAY IT ONCE MORE — THE LABOR MOVEMENT IS A FULL-CONTACT SPORT. AND THE TEAMSTERS ARE PLAYING TO WIN.”

—SEAN M. O'BRIEN
Teamsters General President



DHL

The Teamsters have begun negotiations at DHL and are on the way to securing a new national contract. In 2021, DHL had its most successful business year ever. Annual revenue increased 14 percent to \$93 billion—the highest revenue figure in its history. The U.S. was DHL's fastest growing geographic segment, in-

creasing 25 percent to \$20 billion. With domestic growth higher than ever before, the union is demanding that Teamsters share in the success of DHL.

As this year goes on, the Teamsters will seize the opportunity to organize DHL like never before. A major campaign is already underway at the Cincinnati/Northern Kentucky Airport, home to more than 1,200 workers. This airport is the nerve center of DHL in the U.S. and the main international hub for DHL Express. This hub will be a top priority for the new Organizing Department.

Costco

The Teamsters are no longer playing go-along to get along when companies don't play fair, and for Teamsters seeking a new contract at Costco, that means pushing back. The union in May refused to present a proposed agreement to members because it was “incomplete and unacceptable,” Teamsters Warehouse Division Director and International Vice President Tom Erickson said.

During negotiations, the union asserted that Costco Teamsters are essential workers, major players in the company's success and should be rewarded accordingly. Management's “Last, Best and Final” offer was considered an “insult” and union negotiators held a hard line. Only when local unions are satisfied with the offer, and it is approved by the Warehouse Division and the International, will meetings be held with members to review the complete offer.

Organizing

In the first 100 days, the Teamster Organizing Department added 20 new organizers and began coordinating 50 new projects at 36 locals. The union won 10 campaigns resulting in 2,500 new Teamsters in food processing, warehouse, passenger transit and the public sector.

The Organizing Department is working with locals in so-called “right to work” states to sign up members in core industries. The Teamsters are utilizing its Data and Analytics Department and the research unit of the new Strategic Initiatives Department to identify organizing targets and larger groups of unorganized workers.



The campaign to organize Amazon is moving forward and will have ramifications for almost every Teamster in the union. The union will be calling on all members to help with this critical campaign, and O'Brien reiterated that members will be the best resource the union has in organizing Amazon and selling the benefits of working under a Teamster contract.

Education

Since the new administration took office, the Teamsters' Training and Development Department has educated officers and members from 50 different local unions. Moving beyond a one-size-fits-all training model, the

department is developing division-specific training programs tailored to local unions' needs. The department is also making use of technology in a way the union has never done before, undertaking a partnership with the Labor School at Penn State University to launch an online member training platform.

Politics

The Teamsters are making themselves heard in the corridors of power in Washington and beyond.

O'Brien met with President Joe Biden at the White House to emphasize the important contributions Teamsters made during the pandemic, and later met up with him in Cleveland to





emphasize the importance of protecting pensions and workers' rights on the job. O'Brien also testified before the Senate Budget Committee at the request of Sen. Bernie Sanders about Amazon's disregard for its workers and violations of federal labor law.

Additionally, O'Brien addressed the House Labor Caucus on the need for lawmakers to deliver meaningful legislation that helps working people.

The Teamsters have also begun working with the Occupational Safety and Health Administration to investigate worker injuries in warehouses.

The new General President followed up similar themes in June when he rallied with Senator Bernie Sanders in Chicago against corporate greed and our government's embarrassing failure to uphold the nation's labor laws. He made it clear



the government needs to stop handing out tax dollars in the form of subsidies to Big Business.

Working with Locals

"There's no reason a trillion-dollar company like Amazon should get handouts while working people get squeezed," O'Brien said. "You can be sure our new administration will be vocal and relentless on these and other issues. As we speak out, if lawmakers refuse to listen to our demands, we won't support them, regardless of party affiliation. If they work against us, we'll primary them. It's that simple."

Meanwhile, the Teamsters have been working with locals to help pass prevailing wage legislation in Maryland, job protection provisions in Connecticut for Teamsters at Sikorsky, and warehouse worker bills in Minnesota and New York. The union is also rebuilding its political program and has already signed up more than 5,000 members to DRIVE.

No matter what the issue is, the Teamsters under the leadership of the O'Brien-Zuckerman administration will be a militant and fighting union. That's what members can look forward to in the months and years to come.

"From Day One, we promised you to be honest, to be transparent, to be militant, and to do our part to remind Corporate America of the power of a unified International Brotherhood of Teamsters," O'Brien said. "I've said it a million times, and I'll say it once more — the labor movement is a full-contact sport. And the Teamsters are playing to win."



THE TEAMSTERS VS. US FOODS



Locals Unite for National Fight

The matchup between the Teamsters and US Foods is shaping up to be one of the biggest labor fights of the summer. Although negotiations are still underway at several locations across the country, the Teamsters have dominated the first two rounds in the ring—securing two “monster” agreements for more than 200 members at Local 171 in Salem, Va., and Local 773 in Allentown, Pa.

“The union had been fighting for a first contract for a year, but US Foods kept stalling. Then we started working alongside other locals and everything changed,” said Chris Dickerson, a 22-year driver at US Foods and member of Local 171. “The Warehouse Division came in and helped us, and other Teamsters from across the country showed their support. It made all the difference.”

Dickerson and his co-workers voted to join Local 171 in July 2021. In the year that followed, the company committed numerous violations of federal labor law, including illegally terminating drivers, retaliating against union supporters, and bargaining in bad faith.

In Allentown, Local 773 was facing a similar situation after organizing new members. The campaign for a first contract had been an uphill battle, with management using the same

anti-union stall tactics.

“The company kept telling us we were ‘essential’ during the pandemic while dragging their feet in negotiating. We were fully prepared to take action and ready to withhold our labor to win the wages, benefits and working conditions we deserve,” said Chris Nothstein, a 25-year driver at US Foods and member of Local 773.

Essential Worker Uprising

As negotiations for a first contract at several locals became more strained and overly drawn out, International Vice President and Warehouse Division Director Tom Erickson knew the time had come to rally the troops. Immediately after taking office, he had revamped the division. Now, it was time to put the plan into practice by uniting locals and taking action at US Foods.

For Erickson, rewriting the Teamsters’ playbook in the warehouse industry is all about strategic coordination. In April, he had announced plans for a coordinated approach to collective bargaining at US Foods. But the company was still up to their typical games. On a Zoom call, he shared a strategic plan for a pending work stoppage to a packed gallery of local leaders and union representatives from around the country.

“We need all hands on deck,” Erickson declared, explaining

the fight extended to every local. “In order to be successful, we need to be united. We need to show US Foods that local disputes have national implications. If we don’t have a deal by Monday [June 27], we are going to hit the streets.”

The threat of a work stoppage was no bluff. At Local 773 and Local 171, US Foods workers had made signs and prepared their families for the potential of being on the picket line. Meanwhile, locals from across the country—from Seattle to Philadelphia—leafleted outside restaurants to let customers know the type of company they were doing business with.

United to Win

The pressure and hard work paid off. As a potential work stoppage loomed, the company scrambled to finally negotiate deals at both locals.

“Everything changed very quickly. The shift was noticeable in negotiations. Once more Teamsters got involved, the entire process changed,” Dickerson said. “We were all standing together, and the company knew we were serious. We were fully prepared to go out if an agreement wasn’t reached on June 27, but that afternoon we knew that a deal was possible and, sure enough, that evening we secured an agreement that was beyond anything we could have imagined.”

Four days after Local 171 reached an agreement, Local 773 followed suit.

“The company knew we meant business. Suddenly, after more than a year of stalling, management was at the table and listening to our demands,” Nothstein said. “After Local 171 reached a deal, we knew we had the company where we wanted them, and that it was only a

matter of time before we would have an agreement, too.”

Now, US Foods workers at both locations are covered with substantial wage increases (up to 30 percent in most cases), excellent union health care, discipline protections, seniority rights, daily minimum pay, hourly minimum pay, and countless more workplace improvements.

“Let the victories in Pennsylvania and Virginia be a message to all warehouse employers that our members are ready to fight. If any company fails to negotiate a fair contract in good faith, the Warehouse Teamsters will not hesitate to hit the streets — and they will have the backing of 1.2 million members behind them,” Erickson said.

The Teamsters fight at US Foods is far from over, but one thing is clear — the Teamsters Warehouse Division is up for the fight and the odds-on favorite to win.



BLAZING A NEW PATH TO FINANCIAL SUCCESS

The Teamsters Union finds itself in a solid financial position today. At the end of 2021, the total net assets in the Strike and Defense Fund stood at nearly \$316 million, up more than \$26 million from the previous year. Meanwhile, total net assets in the General Fund and the Strike Fund combined were almost \$496 million, an increase of about \$47 million overall from 2020.

But we are concerned how internal and external factors could affect that standing in the months and years to come. We know that inflated membership numbers have built up a false sense of security. When the previous administration took over, there were 1.4 million Teamsters in North America. When it departed in March, it still claimed the union had 1.4 million members.

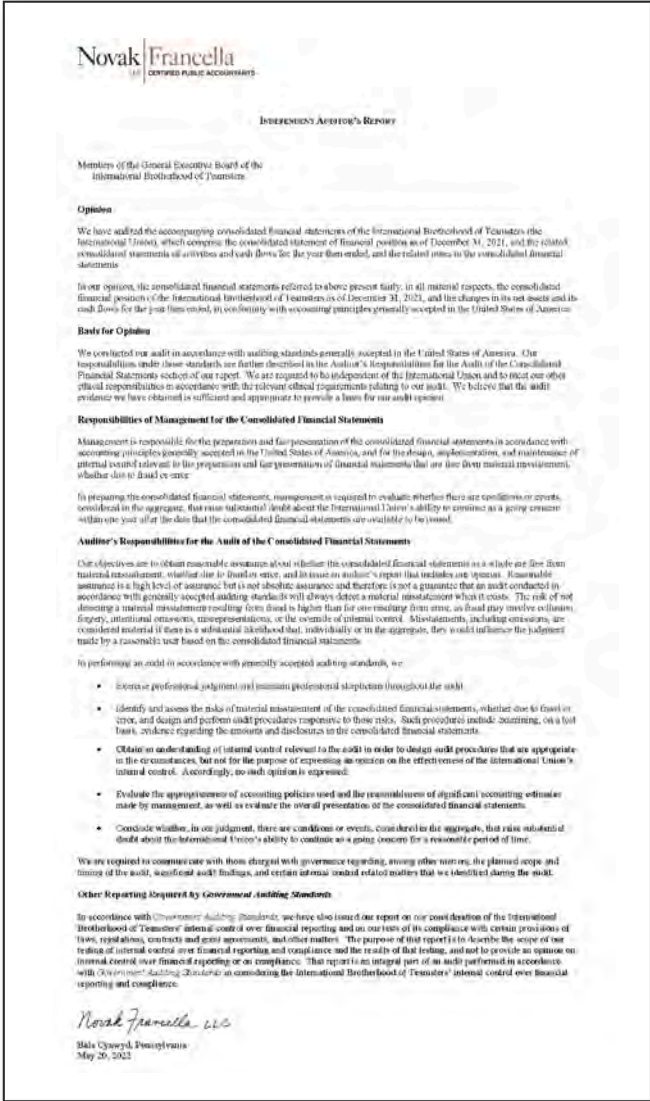
That is just not correct. Despite adding some 200,000 new members through mergers with the Brotherhood of Locomotive Engineers and Trainmen, the Brotherhood of Maintenance of Way Employees Division as well as the Graphic Communications International Union in the mid-2000s, and gaining about 150,000 UPS workers during its tenure, 650,000 members were lost during the Hoffa administration. That places our member rolls at closer to 1.2 million.

Declining membership is a challenge for many unions. So how do we shore up the Teamsters? By organizing. Growing this union is a top priority of the O’Brien-Zuckerman administration, and we are already laying the groundwork to bring in more members with a renewed commitment to organizing.

We are also working to firm up our existing bargaining units by signing up more workers as full members of the Teamsters, especially in so-called right-to-work states.

And the Teamsters are in discussions with policymakers at all levels of government to make it easier for working Americans to join together on the job and advocate for fair pay, good benefits, safer workplaces and a secure retirement.

It is my top priority to be a responsible and truthful



steward of our union's funds. I look forward to accomplishing great things together in the future.

Fred Zuckerman
General Secretary-Treasurer

INTERNATIONAL BROTHERHOOD OF TEAMSTERS CONSOLIDATED STATEMENT OF FINANCIAL POSITION
DECEMBER 31, 2021

	General Fund	Strike and Defense Fund	Teamster Disaster Relief Fund	Supplemental Benefits Trust	Eliminations	Total
ASSETS						
Cash and cash equivalents	\$ 44,783,930	\$ 449,054	\$ 802,085	\$ 1,706,349	\$ -	\$ 47,741,418
Receivables, net						
Trade	21,000,593	87,000	-	517,206	(1,113,049)	20,491,750
Grants and contributions	367,242	-	-	-	-	367,242
Accrued investment income	3,010	20	-	-	-	3,030
Due from/(to) related entities	449,150	(10,836)	-	(175,000)	-	263,314
Other	88,249	-	-	-	-	88,249
Investments	47,686,531	316,288,334	-	23,613,938	-	387,588,803
Loan to related entity	-	-	-	3,000,000	-	3,000,000
Inventories	338,515	-	-	-	-	338,515
Prepaid expenses	993,641	-	-	-	-	993,641
Security deposits and other	1,216,828	-	-	44,475	-	1,261,303
Property and equipment, net	37,510,938	-	-	-	-	37,510,938
Postretirement benefit asset	37,932,119	-	-	-	-	37,932,119
Total assets	\$ 192,370,746	\$ 316,813,572	\$ 802,085	\$ 28,706,968	\$ (1,113,049)	\$ 537,580,322
LIABILITIES AND NET ASSETS						
LIABILITIES						
Accounts payable and accrued expenses	\$ 11,193,839	\$ 1,126,154	\$ -	\$ 28,500	\$ (1,113,049)	\$ 11,235,444
Accrued postretirement benefits cost	983,876	-	-	-	-	983,876
Total liabilities	12,177,715	1,126,154	-	28,500	(1,113,049)	12,219,320
NET ASSETS						
Without donor restrictions	180,193,031	315,687,418	-	28,678,468	-	524,558,917
With donor restrictions	-	-	802,085	-	-	802,085
Total net assets	180,193,031	315,687,418	802,085	28,678,468	-	525,361,002
Total liabilities and net assets	\$ 192,370,746	\$ 316,813,572	\$ 802,085	\$ 28,706,968	\$ (1,113,049)	\$ 537,580,322

See accompanying notes to consolidated financial statements.

INTERNATIONAL BROTHERHOOD OF TEAMSTERS
CONSOLIDATED STATEMENT OF ACTIVITIES
YEAR ENDED DECEMBER 31, 2021

	General Fund	Strike and Defense Fund	Teamster Disaster Relief Fund	Supplemental Benefits Trust	
	Without Donor Restrictions	Without Donor Restrictions	With Donor Restrictions	Without Donor Restrictions	Total
REVENUE AND OTHER SUPPORT					
Per capita and initiation fees	\$ 166,049,522	\$ 23,972,068	\$ -	\$ -	\$ 190,021,590
Grants and contributions	3,678,966	-	21,164	-	3,700,130
Affinity program	-	-	-	1,894,064	1,894,064
Investment income, net	2,933,143	14,832,018	-	1,309,408	19,074,569
Sales of supplies, net	12,278	-	-	-	12,278
Loss on disposal of property and equipment	(2,472)	-	-	-	(2,472)
Other	151,081	-	-	-	151,081
Total revenue	172,822,518	38,804,086	21,164	3,203,472	214,851,240
EXPENSES					
Program services					
Member services					
Communications, magazine and public relations	11,717,745	-	-	-	11,717,745
Financial assistance to affiliates	88,539	-	-	-	88,539
Industry trade divisions and relations	26,669,433	-	-	-	26,669,433
Strike and defense	3,359,535	12,562,168	-	-	15,921,703
Research, education and training	18,432,358	-	-	176,888	18,609,246
Retiree relations, scholarships and other	72,689	-	-	-	72,689
Organizing	20,160,206	-	-	-	20,160,206
Other	8,853,257	-	59,832	302,167	9,215,256
Affiliation fees	11,907,515	-	-	-	11,907,515
Government affairs	11,926,013	-	-	-	11,926,013
Legal and litigation	4,942,635	-	-	-	4,942,635
Civil RICO	7,183,048	-	-	-	7,183,048
Teamster Affiliates Pension Fund	15,000,000	-	-	-	15,000,000
Convention	(1,568,544)	-	-	-	(1,568,544)
Total program services expenses	138,744,429	12,562,168	59,832	479,055	151,845,484
Support services					
Administration and governance	9,172,019	-	-	264,123	9,436,142
Total expenses	147,916,448	12,562,168	59,832	743,178	161,281,626
CHANGE IN NET ASSETS	24,906,070	26,241,918	(38,668)	2,460,294	53,569,614
NET ASSETS					
Beginning of year	159,424,985	289,445,500	840,753	26,218,174	475,929,412
Other pension and postretirement adjustments	(4,138,024)	-	-	-	(4,138,024)
End of year	\$ 180,193,031	\$ 315,687,418	\$ 802,085	\$ 28,678,468	\$ 525,361,002

See accompanying notes to consolidated financial statements.

INTERNATIONAL BROTHERHOOD OF TEAMSTERS
CONSOLIDATED STATEMENT OF CASH FLOWS
YEAR ENDED DECEMBER 31, 2021

	General Fund	Strike and Defense Fund	Teamster Disaster Relief Fund	Supplemental Benefits Trust	Total
CASH FLOWS PROVIDED BY (USED FOR)					
OPERATING ACTIVITIES					
Cash received from					
Affiliated conferences, joint councils and local unions	\$ 166,492,095	\$ 23,674,751	\$ -	\$ -	\$ 190,166,846
Investment income	1,155,483	8,156,245	-	685,494	9,997,222
Other revenue and reimbursements	3,448,574	(29,000)	21,164	1,950,027	5,390,765
Net cash received	171,096,152	31,801,996	21,164	2,635,521	205,554,833
Cash disbursed to					
Service providers, suppliers, vendors and others	(159,525,953)	(6,666,285)	(59,832)	(799,521)	(167,051,591)
Affiliated conferences, joint councils and local unions	(8,693,562)	-	-	-	(8,693,562)
Members for benefits under Strike Benefit Assistance Program	-	(5,871,119)	-	-	(5,871,119)
Net cash disbursed	(168,219,515)	(12,537,404)	(59,832)	(799,521)	(181,616,272)
Net cash provided by operating activities	2,876,637	19,264,592	(38,668)	1,836,000	23,938,561
CASH FLOWS USED FOR INVESTING ACTIVITIES					
Proceeds from sale or redemption of investments	8,499,949	41,502,685	-	-	50,002,634
Purchase of investments	(9,752,371)	(62,758,739)	-	(685,493)	(73,196,603)
Purchase of fixed assets	(2,231,247)	-	-	-	(2,231,247)
Disposal of fixed assets	244,343	-	-	-	244,343
Payment of loans by affiliates	77,106	-	-	-	77,106
Net cash used for investing activities	(3,162,220)	(21,256,054)	-	(685,493)	(25,103,767)
NET INCREASE (DECREASE) IN CASH	(285,583)	(1,991,462)	(38,668)	1,150,507	(1,165,206)
CASH AND CASH EQUIVALENTS					
Beginning of year	45,069,513	2,440,516	840,753	555,842	48,906,624
End of year	\$ 44,783,930	\$ 449,054	\$ 802,085	\$ 1,706,349	\$ 47,741,418

See accompanying notes to consolidated financial statements.

INTERNATIONAL BROTHERHOOD OF TEAMSTERS YEAR ENDED DECEMBER 31, 2021		NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
NOTE 1. NATURE OF OPERATIONS		
The International Brotherhood of Teamsters (the International Union) is one of the largest labor unions in North America with a membership representing a variety of industries and trades. The primary source of revenue is per capita taxes paid by local unions.		activities. Ten percent of per capita tax received by the International Union, excluding the amount received for members in Teamsters Canada, is designated for organizing activities. Per capita taxes are accounted for as exchange transactions. Funds designated for organizing activities for the Brotherhood of Locomotive Engineers and Trainmen, Brotherhood of Maintenance of Way Employees Division and the Graphic Communications/IBT Conference are governed by the applicable merger agreements.
NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES		
Method of Accounting - The consolidated financial statements have been prepared using the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America. Per capita taxes, grants, and royalties are accounted for as exchange transactions. Net assets are classified as net assets without donor restrictions and with donor restrictions. Net assets are generally reported as net assets without donor restrictions unless assets are received from donors with explicit stipulations that limit the use of the asset.		Strike and Defense Fund - The Strike and Defense Fund was created in 2002 to support members engaged in collective action to obtain recognition, obtain and/or protect wages and benefits through the negotiation of collective bargaining agreements, enforce collective bargaining agreements, and support members who have been locked out by their employers. Fifteen percent of per capita tax received by the International Union, excluding the amounts received for members in Teamsters Canada and members employed in the public sector who do not have the legal right to strike, are transferred to the Strike and Defense Fund. Participation in the Strike and Defense Fund for the Brotherhood of Locomotive Engineers and Trainmen Division, Brotherhood of Maintenance of Way Employees Division, and the Graphic Communications Conference are governed by the applicable merger agreements. The net assets of the Strike and Defense Fund are considered board designated net assets as prescribed by the International Union constitution.
Net assets without donor restrictions - Net assets that are not subject to donor-imposed restrictions and may be expended for any purpose in performing the primary objectives of the organization. These net assets may be used at the discretion of International Union's General Executive Board and Management.		
Board-designated net assets - Net assets that are not subject to donor-imposed restrictions but are subject to self-imposed limits by the action of the General Executive Board of the International Union. These net assets may be used at the discretion of the International Union's General Executive Board.		
Net assets with donor restrictions - Net assets subject to stipulations imposed by donors, and grantors. Some donor restrictions are temporary in nature; those restrictions will be met by actions of the International or by the passage of time. Other donor restrictions are perpetual in nature, whereby the donor has stipulated the funds be maintained in perpetuity. Donor restricted net assets are "released from restrictions" when the amounts are expended for the purpose specified.		Teamster Disaster Relief Fund - The Teamster Disaster Relief Fund represents the accounts and activities of the Teamster Disaster Relief Fund, a related organization under the International Union's control. The Fund was incorporated in September 1992 and began operations in 1992 for the purpose of providing monetary and non-monetary relief directly or indirectly to individuals who are victims of hurricane, flood, earthquake, fire, accident, or other disaster. Funding is provided by monetary and non-monetary contributions from individuals or organizations affiliated with the International Union and the general public. As a form of financial assistance to the Disaster Relief Fund, the International Union provides facilities, management, administrative, accounting, and clerical assistance.
Consolidation and Fund Accounting - The consolidated financial statements include the accounts and activities of the International Union and related entities under the International Union's control. For purposes of presentation in the consolidated financial statements and in accordance with requirements set forth in its Constitution, the International Union reports its accounts and activities in the following funds:		Supplemental Benefits Trust - The Supplemental Benefits Trust represents the accounts and activities of the International Brotherhood of Teamsters Supplemental Benefits Trust, a financially inter-related organization under the International Union's control. The Trust was established on January 1, 2003, to serve as a vehicle for the coordination of several credit card, insurance, and other programs offered to members of the International Union and their families by third party vendors. The Trust is funded primarily through royalty payments payable in accordance with the provisions of various agreements between the International Union and third party vendors which have been assigned by the International Union to the Trust.
Program Services		
General Fund - Provides for the ongoing activities of the International Union not specifically carried out by any other fund. The General Fund also includes the consolidated accounts of the Teamsters National Headquarters Building Corporation, a for-profit corporation formed to be a title holding corporation for the International Union's headquarters building. All significant intercompany account balances have been eliminated in consolidation. Also included in the General Fund are funds designated for organizing		

INTERNATIONAL BROTHERHOOD OF TEAMSTERS YEAR ENDED DECEMBER 31, 2021		NOTES TO CONSOLIDATED FINANCIAL STATEMENTS										
Support Services												
General and Administrative - This supporting service category includes the functions necessary to secure the proper administrative functioning of the International Union's governing board, maintain an adequate working environment, and manage financial responsibilities of the International Union.		Financial Presentation - The International Union's consolidated financial statements present its net assets, revenues, expenses, gains, and losses, classified between net assets without donor restrictions and net assets with donor restrictions, based on the existence or absence of donor-imposed restrictions.										
Cash and Cash Equivalents - Cash and cash equivalents consist of amounts held in demand deposit accounts and money market accounts.		NOTE 3. TAX STATUS										
Inventory - The International Union maintains an inventory of supplies for resale to local unions and individual members. Inventory is stated at cost which approximates the selling price of items held.		The International Union is exempt from Federal income taxes under Section 501(c)(5) of the Internal Revenue Code, except on any income derived from activities unrelated to its exempt purpose.										
Investments - Investments are reported at their aggregate fair value. The fair value of investments is determined by quoted market prices as reported by the investment custodian.		Income taxes on net earnings are payable by the Teamsters National Headquarters Building Corporation pursuant to the Internal Revenue Code. All operating costs of the Corporation are fully reimbursed by the International Union resulting in no net income or loss with the exception of rental income for an office for which appropriate Federal and state income taxes are paid.										
Property and Equipment - Property and equipment are carried at cost. Major additions are capitalized, while replacements and repairs that do not improve or extend the lives of the respective assets are expensed. Depreciation and amortization expense are computed using the straight line method over the following estimated useful lives of the assets:		The Teamster Disaster Relief Fund is exempt from Federal income taxes under Section 501(c)(3) of the Internal Revenue Code and is reasonably expected to be a publicly supported organization and not a private foundation. This Fund is subject to tax derived from unrelated business activities.										
<table><tr><td>Building and improvements</td><td>39 years</td></tr><tr><td>Data processing equipment</td><td>5 years</td></tr><tr><td>Office equipment and capitalized software</td><td>3-10 years</td></tr><tr><td>Furniture and fixtures</td><td>10 years</td></tr><tr><td>Automobiles</td><td>5 years</td></tr></table>		Building and improvements	39 years	Data processing equipment	5 years	Office equipment and capitalized software	3-10 years	Furniture and fixtures	10 years	Automobiles	5 years	The Supplemental Benefits Trust is exempt from Federal income taxes under Section 501(c)(5) of the Internal Revenue Code and is, therefore, not subject to tax under present income tax laws.
Building and improvements	39 years											
Data processing equipment	5 years											
Office equipment and capitalized software	3-10 years											
Furniture and fixtures	10 years											
Automobiles	5 years											
Canadian Currency - The International Union maintains checking and savings accounts in Canada as well as the United States. For consolidated financial statement purposes, all assets are expressed in U.S. dollar equivalents.		Accounting principles generally accepted in the United States of America require management to evaluate tax positions taken by the International Union and recognize a tax liability if the International Union has taken an uncertain position that, more likely than not, would not be sustained upon examination by the U.S. Federal, state, or local taxing authorities. The International Union is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. Typically, tax years will remain open for three years; however, this may differ depending upon the circumstances of the International Union.										
Canadian currencies included in the consolidated statement of financial position are translated at the exchange rates in effect on the last day of the year. Unrealized increases and decreases due to fluctuations in exchange rates are included in the consolidated statement of activities.		NOTE 4. TRADE RECEIVABLES										
Funds received and disbursed in Canada are stated in U.S. dollars based on the average exchange rates in effect during the year when reported in the revenue and expenses included in the consolidated statement of activities.		Trade receivables consist of the following at December 31, 2021:										
Use of Estimates in the Preparation of Financial Statements - The preparation of consolidated financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the consolidated financial statements and reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.		<table><tr><td>Per capita and initiation fees</td><td>\$ 19,821,905</td></tr><tr><td>Due from Strike and Defense Fund</td><td>1,113,049</td></tr><tr><td>Affinity programs</td><td>517,206</td></tr><tr><td>Other</td><td>152,639</td></tr><tr><td></td><td><u>\$ 21,604,799</u></td></tr></table>	Per capita and initiation fees	\$ 19,821,905	Due from Strike and Defense Fund	1,113,049	Affinity programs	517,206	Other	152,639		<u>\$ 21,604,799</u>
Per capita and initiation fees	\$ 19,821,905											
Due from Strike and Defense Fund	1,113,049											
Affinity programs	517,206											
Other	152,639											
	<u>\$ 21,604,799</u>											
		The amount due from the Strike and Defense Fund is recorded as a liability of the Strike and Defense Fund on the Consolidated Statement of Financial Position. It was eliminated in consolidation.										

INTERNATIONAL BROTHERHOOD OF TEAMSTERS
YEAR ENDED DECEMBER 31, 2021

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

NOTE 5. UNINSURED CASH BALANCES AND INVESTMENT CONCENTRATIONS

The International Union places its cash and cash equivalents with various financial institutions deemed creditworthy. Cash balances are insured by the Federal Deposit Insurance Corporation (FDIC) up to \$250,000 in a single bank. As of December 31, 2021, the International Union's cash in excess of FDIC insurance coverage totaled \$26,962,734.

The International Union places its cash and cash equivalents with a Canadian financial institution deemed creditworthy. Canadian cash balances are insured by the Canada Deposit Insurance Corporation (CDIC) up to \$100,000 in a single bank. As of December 31, 2021, the International Union's cash in the Canadian financial institution in excess of CDIC insurance coverage totaled \$7,538,008 in Canadian dollars (approximately \$5,916,022 in U.S. dollars).

The Supplemental Benefits Trust maintains its cash with a financial institution. As of December 31, 2021, the Supplemental Benefits Trust's cash in excess of FDIC insurance coverage totaled \$1,456,349.

The Teamster Disaster Relief Fund maintains cash primarily with the same financial institution. As of December 31, 2021, the Teamsters Disaster Relief Fund's cash in excess of FDIC insurance coverage totaled \$552,085.

NOTE 6. GRANTS RECEIVABLE

Amounts due under grant agreements with the U.S. Government totaled \$367,242 and are due to be received within one year. Grants are accounted for as exchange transactions.

NOTE 7. INVESTMENTS

The fair value and cost of investments held by the International Union at December 31, 2021 is summarized below:

	Cost	Fair Value
Common stock	\$ 547,677	\$ 2,681,736
Mutual fund - equity	36,383,307	82,671,932
Mutual funds - fixed income	291,843,015	294,062,291
Money market mutual fund	8,172,844	8,172,844
	<u>\$ 336,946,843</u>	<u>\$ 387,588,803</u>

Net investment income for the year ended December 31, 2021 consisted of the following:

	General Fund	Strike and Defense Fund	Supplemental Benefits Trust	Total
Interest and dividends	\$ 1,155,575	\$ 8,156,265	\$ 685,494	\$ 9,997,334
Net realized and unrealized (loss) gain on investments	1,830,686	6,738,312	648,244	9,217,242
Investment expenses	(53,118)	(62,559)	(24,330)	(140,007)
	<u>\$ 2,933,143</u>	<u>\$ 14,832,018</u>	<u>\$ 1,309,408</u>	<u>\$ 19,074,569</u>

NOTE 8. FAIR VALUE MEASUREMENTS

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy are described as follows:

Basis of Fair Value Measurement:

Level 1 - Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the International Union has the ability to access.

Level 2 - Inputs to the valuation methodology include: quoted prices for similar assets or liabilities in active markets; quoted prices for identical or similar assets or liabilities in inactive markets; inputs other than quoted prices that are observable for the asset or liability; inputs that are derived principally from or corroborated by observable market data by correlation or other means.

INTERNATIONAL BROTHERHOOD OF TEAMSTERS
YEAR ENDED DECEMBER 31, 2021

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

If the asset or liability has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 - Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

	Fair Value Measurements at December 31, 2021			
	Total	Level 1	Level 2	Level 3
Common stock	\$ 2,681,736	\$ 2,681,736	\$ -	\$ -
Mutual fund - equity	82,671,932	82,671,932	-	-
Mutual funds - fixed income	294,062,291	294,062,291	-	-
Money market mutual fund	8,172,844	8,172,844	-	-
	<u>\$ 387,588,803</u>	<u>\$ 387,588,803</u>	<u>\$ -</u>	<u>\$ -</u>

The availability of observable market data is monitored to assess the appropriate classification of financial instruments within the fair value hierarchy. Changes in economic conditions or model-based valuation techniques may require the transfer of financial instruments from one fair value level to another. In such instances, the transfer is reported at the beginning of the reporting period.

For the year ended December 31, 2021, there were no transfers in or out of levels 1, 2, or 3.

NOTE 9. PROPERTY AND EQUIPMENT

Property and equipment held by the International Union consists of the following as of December 31, 2021:

Land - headquarters	\$ 794,117
Headquarters building	56,672,662
Leasehold improvements	9,500
Furniture and fixtures	5,460,660
Equipment	5,353,295
Data processing equipment	2,961,964
Computer software	7,130,342
Automobiles	146,060
Work in process	2,532,124
	<u>81,060,724</u>
Less accumulated depreciation	(43,549,786)
Net property and equipment	<u>\$ 37,510,938</u>

Depreciation expense for the year ended December 31, 2021 was \$2,650,823.

NOTE 10. THE TEAMSTER AFFILIATES PENSION PLAN

The Teamster Affiliates Pension Plan (the Plan) provides defined benefits to eligible officers and employees of the International Union's affiliates.

The General Executive Board elected to curtail the Plan effective December 31, 1994, thus freezing benefits for most participants at the then accumulated level. Effective January 1, 1995, the Plan was amended to allow the affiliates to contribute on behalf of their employees. For those participants whose employer continued to contribute, benefits were not frozen until December 31, 2001. Effective January 1, 2002, no additional retirement or other benefit will be accrued under this Plan by any participant of the Plan. Any participation agreement which may have been submitted by an affiliate to, and accepted by, the Trustees of this Plan at any time on or after January 1, 1995, was terminated effective January 1, 2002, and no contributions were accepted by the Trustees from an affiliate on behalf of a participant employed by that affiliate with respect to any period of time beginning on or after January 1, 2002.

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No individual who was initially employed by an affiliate on or after January 1, 2002, was eligible to become a participant of the Plan. No compensation that was received by a participant of the Plan with respect to any period of time beginning on or after January 1, 2002, was considered to be the earnings of that participant for purposes of the Plan. Any periods of credited service and/or vesting service earned by a participant on or after January 1, 2002, shall continue to be used to determine the eligibility of that participant to receive a retirement or other benefit under this Plan, but shall not be used to determine the amount of any retirement or other benefit which that participant may otherwise be entitled to receive under this Plan.

Prior to January 1, 2008, the International Union accounted for the Teamster Affiliates Pension Plan in accordance with "Compensation-Defined Benefit Plans." Under the provisions of the Pension Protection Act of 2006, the International Union was able to convert the Plan from a multiple employer plan to a multiemployer plan. As a result of this conversion, the International Union accounts for the Plan in accordance with "Compensation - Multiemployer Plans."

In August 2008, the Pension Benefit Guaranty Corporation (PBGC) granted the Plan multiemployer status under ERISA Section 3(37)(G)(i)(III). The PBGC's determination was, in part, based on the commitment made by the International Brotherhood of Teamsters (IBT) to maintain the Plan. The IBT has continued to make the minimum required contributions to the Plan each year as recommended by the Plan's actuary.

The International Union contributes to one multiemployer defined benefit pension plan. The risk of participating in a multiemployer defined benefit pension plan is different from a single-employer plan in the following aspects:

- a. Assets contributed to the multiemployer defined benefit pension plan by one employer may be used to provide benefits to employees of other participating employers.
- b. If a participating employer stops contributing to the multiemployer defined benefit pension plan, the unfunded obligations of the multiemployer defined benefit pension plan may be borne by the remaining participating employers.
- c. If the International Union chooses to stop participating in the multiemployer defined benefit pension plan, the International Union may be required to pay the multiemployer defined benefit pension plan an amount based on the underfunded status of the multiemployer defined benefit pension plan, referred to as a withdrawal liability.

The International Union's participation in the multiemployer defined benefit pension plan for the annual period ended December 31, 2021 is outlined in the table below. The zone status is based on information that the International Union has received from the multiemployer defined benefit pension plan and is certified by the multiemployer defined benefit pension plan's actuary.

Among other factors, pension plans in the red zone are generally less than 65 percent funded, pension plans in the yellow zone are less than 80 percent funded, and pension plans in the green zone are at least 80 percent funded.

Legal Name of Pension Plan	Pension Plan's Employer Identification Number	Pension Plan's Plan Number	Zone Status	Extended Amortization Provisions Used?	Expiration Date of Collective Bargaining Agreement?
The Teamster Affiliates Pension Plan	52-6128127	333	Green as of 12/31/21	No	N/A

Legal Name of Pension Plan	Contributions to the Pension Plan 12/31/2021	Contributions to the Pension Plan greater than 5% of total Pension Plan Contributions (Plan year ending)	Employer Contribution Rates 12/31/2021	Number of Active Participants being Contributed for 12/31/2021
The Teamster Affiliates Pension Plan	\$ 15,000,000	Yes	N/A	342

Legal Name of Pension Plan	Funding Improvement Plan or Rehabilitation Plan Implemented or Pending?	Surcharge paid to Pension Plan by IBT?	Minimum contributions required in future by CBA, statutory requirements, or other contractual requirements.	
			No?	If yes, description
The Teamster Affiliates Pension Plan	No	No	No	N/A

For the Plan year beginning January 1, 2013, the Plan was certified as endangered status under the Pension Protection Act of 2006. The Board of Trustees of the Plan adopted a funding improvement plan to increase the funding percentage of the Plan which meets all of the statutory and regulatory requirements for a funding improvement plan effective as of January 1, 2013.

INTERNATIONAL BROTHERHOOD OF TEAMSTERS
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NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

The funding improvement plan called for the IBT to make annual contributions to the Plan beginning January 1, 2014 and ending December 31, 2023 in the amounts recommended by the actuary and approved by the IBT's General Executive Board. As of January 1, 2021, the Plan was certified Neither Endangered nor Critical. It is no longer obligated to fulfill the Funding Improvement Plan.

At the recommendation of the Plan's actuary, the General Executive Board of the IBT and Trustees of the Plan approved to make additional contributions to better fund the Plan. The Plan is expected to receive \$15,000,000 from the IBT for the year ended December 31, 2022.

NOTE 11. RETIREMENT AND FAMILY PROTECTION PLAN

The International Union is the sponsor of the Retirement and Family Protection Plan (the Plan), a defined benefit plan that covers the employees of the International Union and the Teamsters National Headquarters Building Corporation (a wholly owned subsidiary). Substantially all of the employees participate in the Plan. Benefits provided by this Plan are determined based on years of service, level of compensation, and date of employment. The International Union pays the full cost of the Plan and annually determines the amount, if any, to contribute to the Retirement and Family Protection Plan, based on the advice of consulting actuaries.

The International Union reports in accordance with Financial Accounting Standards Board "Compensation-Defined Benefit Plans" which requires that the full funding status of defined benefit pension and other postretirement plans be recognized on the statement of consolidated financial position as an asset (for overfunded plans) or as a liability (for underfunded plans).

The following are the balances as of or for the year ended December 31, 2021 as provided by the Plan's actuary:

	2021
Projected benefit obligation	\$ (180,760,206)
Fair value of plan assets	<u>218,692,325</u>
Funded status	<u>\$ 37,932,119</u>
Accumulated benefit obligation	<u>\$ (167,168,076)</u>
Amounts recognized in the statement of financial position:	
Non-current assets	<u>\$ 37,932,119</u>
Amounts in net assets not recognized as components of net periodic benefit cost:	
Accumulated net (loss)	\$ (57,418,064)
Prior service (costs) credit	-
	<u>\$ (57,418,064)</u>

	Pension Expense	Pension Obligation
Weighted-average assumptions:		
Discount rate	2.50%	2.75%
Expected return on plan assets	6.50%	-
Rate of compensation increase	1.75%	2.00%
Employer contributions	<u>\$ 16,000,000</u>	
Benefits paid	<u>\$ 16,436,390</u>	
Service cost included as expense in the consolidated statement of activities	<u>\$ 6,561,075</u>	
Total recognized in other comprehensive income adjustment	<u>\$ 4,169,882</u>	

The International Union's expected contribution to the Plan for the year ended December 31, 2022 is \$16,000,000. Benefits expected to be paid by the Plan during the ensuing five years and thereafter are approximately as follows:

2022	\$ 18,478,259
2023	16,491,840
2024	15,458,984
2025	14,645,561
2026	13,699,688
Aggregate for five years beginning 2027	56,783,324

INTERNATIONAL BROTHERHOOD OF TEAMSTERS
YEAR ENDED DECEMBER 31, 2021

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

The Plan’s expected long-term rate of return on assets assumption is 6.50%. As defined in Financial Accounting Standards Board “Compensation-Defined Benefit Plans,” this assumption represents the rate of return on Plan assets reflecting the average rate of earnings expected on the funds invested or to be invested to provide for the benefits included in the benefit obligation. The assumption has been determined by reflecting expectations regarding future rates of return for the investment portfolio, with consideration given to the distribution of investments by asset class and historical rates of return for each individual asset class.

The Plan’s overall investment strategy is to invest in securities that will meet or exceed an absolute return of 6.50%. In order to meet its needs, the Plan’s investment strategy is to emphasize total return primarily by emphasizing long-term growth of principal while avoiding excessive risk and; secondly, by achieving returns in excess of the rate of inflation over the investment horizon in order to preserve purchasing power of Plan assets.

The Plan’s goal is to maintain the following allocation ranges for investments:

Fixed income	70% - 85%
Risk parity	0% - 10%
Equity	0% - 20%
Infrastructure	0% - 10%

The major classes of plan investments at December 31, 2021 are:

	Fair Value
Mutual funds	\$ 112,393,028
Collective trust funds	83,077,775
Limited partnership	14,022,445
Hedge fund	6,456,538
Money market mutual fund	960,291
	<u>\$ 216,910,077</u>

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy are described as follows:

Basis of Fair Value Measurement:

- Level 1 - Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.
- Level 2 - Inputs to the valuation methodology include: quoted prices for similar assets or liabilities in active markets; quoted prices for identical or similar assets or liabilities in inactive markets; inputs other than quoted prices that are observable for the asset or liability; inputs that are derived principally from or corroborated by observable market data by correlation or other means.
- If the asset or liability has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset or liability.
- Level 3 - Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset’s or liability’s fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

	Fair Value Measurements at December 31, 2021			
	Total	Level 1	Level 2	Level 3
*Mutual funds	\$ 112,393,028	\$ 112,393,028	\$ -	\$ -
Money market mutual fund	960,291	960,291	-	-
Total assets in the fair value hierarchy	113,353,319	\$ 113,353,319	\$ -	\$ -
Investments measured at NAV	103,556,758			
Total Investments	<u>\$ 216,910,077</u>			

INTERNATIONAL BROTHERHOOD OF TEAMSTERS
YEAR ENDED DECEMBER 31, 2021

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

* These two mutual funds account for approximately 51% of the Plan’s net assets available for benefits at December 31, 2021.

In accordance with ASU 820-10, investments that are measured at fair value using the net asset value per share (or its equivalent) practical expedient have not been classified in the fair value hierarchy. The fair value amounts presented in that table are intended to permit reconciliation of the fair value hierarchy to the amounts presented in the statement of net assets available for benefits.

The availability of observable market data is monitored to assess the appropriate classification of financial instruments within the fair value hierarchy. Changes in economic conditions or model-based valuation techniques may require the transfer of financial instruments from one fair value level to another. In such instances, the transfer is reported at the beginning of the reporting period.

For the year ended December 31, 2021 there were no transfers between levels 1, 2, or 3.

The unfunded commitments, redemption frequency and redemption notice periods for the investments measured at fair value using the Net Asset Value per Share (or Its Equivalent) practical expedient are as follows at December 31, 2021:

	Fair Value	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
Collective trust funds:				
Invesco - Balanced Risk Allocation Trust	\$ 4,980,534	\$ -	Daily	N/A
BNY Mellon AFL-CIO Large Cap Index Fund	24,485,905	-	Daily	N/A
JP Morgan Core Bond Fund	53,611,336	-	Daily	N/A
Limited partnership:				
PGIM Real Estate Trust	14,022,445	-	Monthly**	90 Days**
Hedge fund:				
PanAgora Risk Parity Multi-Asset Group Trust	6,456,538	-	Bi-monthly	3 business days
	<u>\$ 103,556,758</u>	<u>\$ -</u>		

The PanAgora Risk Parity Multi-Asset Fund’s objective is to balance risk exposures in a given portfolio in an optimal fashion, so as to avoid risk concentration - be it across asset classes, or within asset class. The Fund’s approach may be applied in a multi-asset class portfolio that has exposure to equities, bonds, commodities and other inflation-hedging instruments, as well as within certain stand-alone asset classes such as Diversified Risk Equity and Diversified Risk Commodities. The PanAgora Risk Parity Multi-Asset Fund is a hedge fund that may invest in derivatives.

** -The Partnership’s investments have limited liquidity, or are otherwise of a type generally considered illiquid. There is no active secondary market for investments the Partnership makes or intends to make. Sales may also be limited by economic, securities market, political, or other local conditions generally, or by conditions that are unfavorable for sales of investments of issuers in particular industries. Any of these circumstances could delay the disposition of the Partnership’s investments, or reduce the amount of proceeds that might otherwise be realized.

PGIM Real Estate U.S. Debt Fund, L.P. (the “Partnership”) is a Delaware limited partnership organized for the purpose of investing in real estate debt and debt-like investments. The Partnership is an open-end, commingled fund, in which PGIM, Inc. (“PGIM”), an indirectly owned subsidiary of Prudential Financial Inc., (“PFI”), participates as the sole member of PGIM Real Estate U.S. Debt Fund GP, LLC, the Partnership’s general partner (“General Partner”). The Partnership was formed on May 9, 2017 and commenced operations on July 18, 2017. The Partnership invests substantially all of its assets through its investments in PGIM Real Estate U.S. Debt Fund REIT, LLC (the “REIT”), a subsidiary owned by the Partnership and the preferred unit holders. The common interest of the REIT is wholly owned by the Partnership.

NOTE 12. TEAMSTERS NATIONAL 401(K) SAVINGS PLAN

In 1996, the International Union entered into a trust agreement to participate in the Teamsters National 401(k) Savings Plan (the Plan). Beginning in April 1997, employees of the International Union who have completed 30 days of service may contribute to the Plan through payroll deductions. Participants may contribute up to 89% of their pretax salaries up to the maximum prescribed by law and an additional 5% of after-tax salaries. The International Union, as a Plan sponsor, does not contribute to the Plan and assumes no liability for the Plan’s administrative costs.

INTERNATIONAL BROTHERHOOD OF TEAMSTERS
YEAR ENDED DECEMBER 31, 2021

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

NOTE 13. RELATED ENTITIES

The International Union has various related entities not included in the consolidation, which include a political and education fund (a separate, segregated fund of the International Union), two defined benefit pension plans, a defined contribution pension plan, a legal defense fund, and a voluntary employee benefits trust. These entities, as well as the Strike and Defense Fund, Supplemental Benefits Trust, and Teamster Disaster Relief Fund, which are included in the consolidated financial statements, and amounts due to the International Union at December 31, 2021, are as follows:

Strike and Defense Fund	\$ 10,836
Teamster Affiliates Pension Plan	273
Retirement and Family Protection Plan	41
Voluntary Employee Benefits Trust	263,000
Supplemental Benefits Trust	175,000
Total	\$ 449,150

The International Union absorbs the administrative costs applicable to the operations of these related entities. All but the political and education fund and Teamster Disaster Relief Fund reimburse the International Union for those administrative costs through cost sharing arrangements.

The Supplemental Benefits Trust (the Trust) shares common Trustees with the IBT Voluntary Employee Benefits Trust (VEBA). In 2015, VEBA obtained a \$7,000,000 line of credit with United Bank. The Trustees of the Trust approved to guarantee the repayment of up to fifty percent of any amount borrowed by the VEBA under this line of credit. During the year ended December 31, 2021, the Trust paid \$35,000 in expenses relating to VEBA line of credit for collateral examination and loan renewal fees, as approved by the Trustees. No outstanding principal amount was due on the line of credit at December 31, 2021.

During the year ended December 31, 2018, the Trust gave \$3,000,000 to VEBA in the form of an interest-free loan, as approved by the Board of Trustees. At December 31, 2021, VEBA owed the Trust \$3,000,000 related to this loan.

NOTE 14. POSTRETIREMENT BENEFITS

The International Union provides life insurance benefits for retired employees meeting the requirements of a normal pension or becoming disabled and receiving a disability pension. Spouses and dependent children of these retirees are also eligible to participate. In addition, certain spouses and dependent children of deceased active employees are eligible to participate in the plan.

In accordance with applicable accounting standards, the International Union has recognized a liability of \$983,876 which represents the actuarially calculated accumulated benefit obligation. The accumulated benefit obligation represents the present value of future premiums to be paid by the International Union calculated using various assumptions for matters such as mortality and discount rate. The total recognized in service cost for the year ended December 31, 2021 totaled \$12,676 and the total recognized in other comprehensive (income) expense adjustment for the year ended December 31, 2021 totaled \$(31,858).

NOTE 15. ACCRUED LEAVE

In compliance with "Compensated Absences," the International Union has established a liability of \$5,006,744 representing accumulated future absences of its employees through the year ended December 31, 2021, which is included under "accounts payable and accrued expenses" in the consolidated statement of financial position.

NOTE 16. COMMITMENTS AND CONTINGENCIES

The International Union is involved in litigation arising in the normal course of operations. Some of the litigation involves matters common to any organization of comparable size, including personnel, employment, contract, and trademark issues.

Other litigation relates to the International Union's status as a labor organization. Much of this latter litigation is strategic, pursued by employer's intent on pressuring the International Union with respect to its conduct as a bargaining representative, pursuing better wages, hours, and working conditions for the members of the International Brotherhood of Teamsters.

None of the litigation involves any substantial liability on the part of the International Union. Accordingly, no provision for any liability that may result upon final adjudication of any pending litigation has been made in the accompanying consolidated financial statements.

INTERNATIONAL BROTHERHOOD OF TEAMSTERS
YEAR ENDED DECEMBER 31, 2021

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

NOTE 17. AFFINITY PROGRAM

The International Union has entered into a multi-year credit card agreement with Capital One Financial (COF), formerly HSBC Finance Corporation. This agreement provides COF the right to use certain intangible property, belonging to the International Union, including the International Union's name, logo, trademarks, and membership lists, in exchange for specified royalty payments to be paid to the International Union. COF will be entitled to use this intangible property in connection with its efforts to market credit card and certain other financial products to members of the International Union. The terms of this agreement currently extend through December 31, 2025. This agreement will renew automatically for one year successive periods unless either party notifies of their intent not to renew the agreement at least twelve months prior to December 31, 2025. Under the terms of the current agreement with COF, the minimum royalty payments COF will make to IBT will be \$3.5 million per year through February 28, 2019, \$1.5 million per year from March 1, 2019 through December 31, 2022 and \$1 million per year from January 1, 2023 through December 31, 2025.

The International Union has assigned any and all rights and interest it may have related to its agreement with COF, to the Trustees of the International Brotherhood of Teamsters Supplemental Benefits Trust.

The International Union has entered into an agreement with Metropolitan Property and Casualty Insurance Company (MetLife) effective September 1, 2013. This agreement provides Met Life the exclusive right to market and sell home and auto insurance coverage to International Union members, in exchange, MetLife will pay an inquiry fee per inquiry paid in installments pursuant to the agreement. The initial term of this agreement is five years. This agreement will continue for successive annual terms until terminated by either the International Union or MetLife upon 180 days prior written notice to the other. On April 7, 2021 MetLife completed the sale of their Auto & Home business to Farmers Insurance. There is no change to existing policies based on this sale.

The International Union assigned any and all rights and interest in may have related to the insurance plan agreement with MetLife/Farmers Insurance to the Trustees of the International Brotherhood of Teamsters Supplemental Benefits Trust.

Total royalty revenue for the year ended December 31, 2021 is as follows:

Royalty revenue:	
Capital One	\$ 1,500,000
MetLife/Farmers Insurance	394,064
Total	\$ 1,894,064

NOTE 18. LEASES

The International Union leases office equipment, office space, and residential space. Monthly lease and maintenance payments are allocated to program expenses in the consolidated statement of activities. Lease obligations under non-cancelable operating leases are as follows:

Year Ending December 31,	
2022	\$ 725,870
2023	668,698
2024	501,317
2025	4,749
2026	1,979
Total	\$ 1,902,613

Rental payments totaled \$1,384,943 for the year ended December 31, 2021.

NOTE 19. LOAN PAYABLE

During the year ended December 31, 2017, the International Union signed a loan agreement (line of credit) and promissory note with Amalgamated Bank to borrow amounts up to \$6,000,000. Interest is due monthly on the outstanding balance of the note and the principal payment is due by March 31, 2023. As of December 31, 2021, the line of credit was not drawn upon and the outstanding principal balance was zero; however, the loan remains open for the International Union's working capital needs.

There was no interest expense for the year ended December 31, 2021.

NOTE 20. RISKS AND UNCERTAINTIES

The International Union holds diversified investments which are exposed to various risks including economic, interest rate, market, and sector. Such risks could cause material near term fluctuations in the market value of the investments as reported in these consolidated financial statements.

INTERNATIONAL BROTHERHOOD OF TEAMSTERS
YEAR ENDED DECEMBER 31, 2021

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

NOTE 21. AVAILABILITY AND LIQUIDITY

The following represents the International Union’s financial assets available within one year of the statements of financial position date for general expenditure at December 31, 2021:

Financial assets available within one year:	
Cash and cash equivalents	\$ 47,741,418
Investments	387,588,803
Receivables	21,213,585
Total financial assets	456,543,806
Less amounts unavailable for general expenditures:	
Net assets with donor restrictions	(802,085)
Financial assets available to meet general expenditures within one year	\$ 455,741,721

As part of the International’s liquidity plan, excess cash is invested in short-term investments.

NOTE 22. NET ASSETS

Net assets with donor restrictions were as follows for the year ended December 31, 2021:

Specific Purpose	
Teamster Disaster Relief Fund	\$ 802,085

Net assets without donor restrictions for the year ended December 31, 2021 are as follows:

General Fund	\$ 180,193,031
Strike and Defense Fund	315,687,418
Supplemental Benefits Trust	28,678,468
Total financial assets	\$ 524,558,917

The Supplemental Benefits Trust (the Trust) Trustees set aside the sum of \$1,000,000 as a PDP Reserve Fund which would be made available to the IBT Voluntary Employee Benefits Trust (VEBA), in the form of a contribution, in the event that the VEBA is ever unable to repay, for any reason, out of its existing resources all or a portion of any loan extended to it by Ullico and would be forced to default upon such a loan, absent such a contribution to the VEBA.

NOTE 23. FUNCTIONAL ALLOCATION OF EXPENSES

The International Union’s expenses relate to various programs and other activities. The following information presents expenses by functional and natural classification. Expenses directly attributable to a specific functional area of the International Union are represented as expenses of those functional areas.

	December 31, 2021		
	Program Services	Support Services	Total
Salaries, employee benefits and taxes	\$ 64,691,297	\$ 8,524,909	\$ 73,216,206
Occupancy, telephone, postage and office supplies	20,532,855	583,253	21,116,108
Professional fees	6,827,692	832,173	7,659,865
Contributions, grants, and awards	20,041,766	-	20,041,766
Travel	6,305,311	(124,783)	6,180,528
Teamster Affiliates Pension Plan	15,000,000	-	15,000,000
Depreciation and amortization	2,540,107	110,715	2,650,822
Other expenses	15,906,455	(490,124)	15,416,331
Totals	\$ 151,845,483	\$ 9,436,143	\$ 161,281,626

NOTE 24. SUBSEQUENT EVENTS

The International Union has evaluated subsequent events through May 20, 2022, the date the consolidated financial statements were available to be issued, and they have been evaluated in accordance with relevant accounting standards.

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



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Fighting for Teamsters and Our Families

Corporate America has promoted its pro-Big Business, anti-worker agenda at the expense of working families. Teamster members fight corporate greed through strong, grassroots action and work to ensure that elected officials hear our concerns loud and clear.

You can take a stand for working families by contributing to DRIVE, the Teamsters' political action committee. DRIVE stands for Democrat, Republican, Independent, Voter Education. Your membership in DRIVE will help elect political candidates who will advocate and lead on issues important to Teamster members and our families.

In addition to DRIVE PAC, the Teamsters have established an additional Political Action Committee called TEAM Fund – the Teamsters Education And Mobilization Fund. TEAM Fund allows Teamster retirees, family members, non-active members, and our allies to participate and support the political objectives of the Teamsters Union, our members, and our families.

Visit www.teamster.org/teamfund to donate or to visit the online store with union-made Teamster merchandise.



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