

A large crowd of Amazon workers is gathered for a protest. Many are holding blue and yellow signs with messages like "ORGANIZE Amazon!", "AMAZON HURTS WORKERS", and "WORKERS ARE NOT ROBOTS!". Several large black speakers are visible in the foreground, suggesting a loud atmosphere. The workers are diverse in age and appearance, and many are wearing lanyards. The background is filled with more protesters and signs, creating a sense of a large-scale demonstration.

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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.

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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



On August 25, Teamsters Local 243 organized a Chipotle location in Lansing, Michigan, making it the first of the chain's 3,000 restaurants in the U.S. to organize.

Chipotle, like Starbucks and Amazon, represents a new organizing landscape in retail and tech where younger workers are increasingly turning to unions to improve their wages, benefits and working conditions. These younger workers are attracted to the Teamsters because they see us as militant and powerful enough to challenge these big corporations.

This resurgence in union popularity is no coincidence. With Big Business and crooked politicians making life more difficult for workers with every passing year, working people in this country are ready to take back what's theirs. Young people who are entering the workforce are no longer willing to

accept low wages and poor working conditions from employers who are making record profits. According to Gallup, young adults ages 18 to 34 approve of unions at a rate of 77 percent.

No matter your industry, no matter your age or how intimidating your employer may seem, organizing is always the right move to improve your life. It is up to all of us to welcome these young workers with open arms and share our knowledge and experience as union members. We can draw inspiration from each other and expand our movement to benefit millions more. The revitalization of labor has only begun.

Teamsters General President

CONTENTS

4



3 STATE OF FREIGHT

4 A **B.F.D.** AT DHL

8 SALSADARITY FOREVER

12 PEOPLE OVER PACKAGES

18 PRIME FIGHTERS

24 A TOAST TO THE TEAMSTERS

26 PULLING TOGETHER AT PENSKE

28 FIRED UP AT FIREKING

30 AB-5 IMPROVES LIVES

32 SCENES FROM THE HALL

34 BIG WHEELS KEEP ON TURNING

37 IDO REPORT

8



12



18



26



30



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STATE OF FREIGHT

Restoring Faith, Rebuilding an Industry

The Freight Division is back in action and busier than ever. National Freight Director John A. Murphy and Assistant Director Danny Avelyn continue to criss-cross the country, visiting terminals and meeting with Freight Division members nationwide.

"We've been all over the map meeting with local leaders and members. We have also been holding trainings with stewards to teach best practices for representing members in the freight industry," Murphy said. "In order to rebuild this division, we must be on the ground—in the terminals—talking with members to learn the issues firsthand. We have a lot of work

ahead of us, but the feedback has been eye-opening and a crucial first step to tackle many of the problems that have long been facing the freight industry."

In September alone, representatives for the Freight Division visited hundreds of members in 12 cities, 16 locals, and 18 terminals throughout the country.

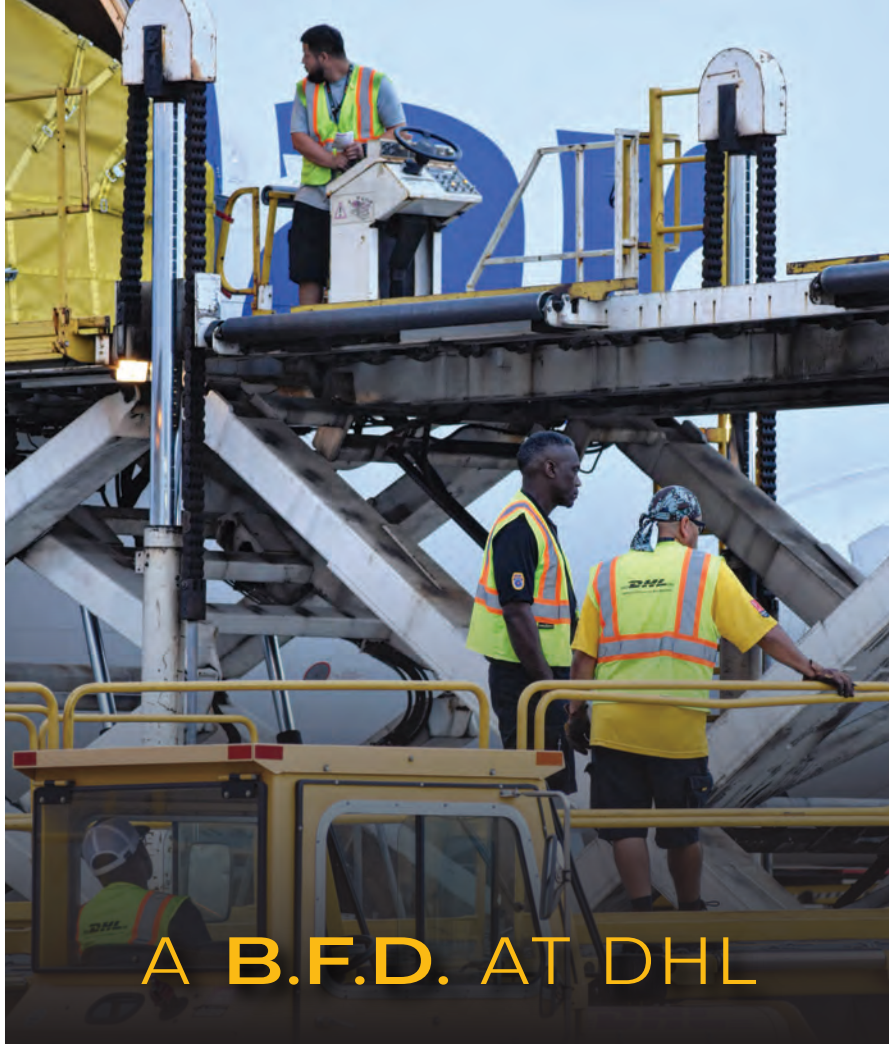
Division representatives have also been on the road making sure that Freight members at T-Force Freight and ABF are united and ready for national contract negotiations at both companies in 2023.

"The Freight Division has made meeting with members a priority ahead of next year's

negotiations," Avelyn said. "We've got two important contracts coming up at T-Force and ABF, and we need everyone to get engaged and unite at the bargaining table."

This fall, bargaining surveys were sent out at T-Force Freight to get input from the rank-and-file on contract proposals. ABF members are expected to receive bargaining surveys later this month.

"We will continue updating and meeting with members as we prepare for national contract negotiations next year at ABF and T-Force Freight," Murphy said. "We are determined to not only restore faith in this division, but the entire freight industry. They are one in the same."



New National Contract Is **Better** Than Ever



When local leaders met in Philadelphia this summer to review the new contract proposal at DHL, the entire room was in unanimous agreement that it would be the most lucrative national agreement ever negotiated at the German logistics company.

They listened intently, nodding along with approval, as International Vice President Bill Hamilton went over each article, highlighting the many improvements of the 2022-2026 DHL National Master Agreement.

"In all my years negotiating on behalf of DHL workers, this agreement is by far the strongest we've ever secured. It's also the richest in terms of wages. This agreement and its supplements will protect DHL workers

with the pay, benefits, and working conditions they deserve," Hamilton said.

As Director of the Teamsters Express Division and Co-Chair of the Teamsters DHL Negotiating Committee, Hamilton has led national negotiations at DHL for nearly a decade. This time was different, though. Under the O'Brien-Zuckerman administration, the Teamsters were more united and militant than ever at the table.

"There are no givebacks or concessions, only gains," he concluded.

One by one, union representatives from across the country voiced their support with wholehearted recommendations, praising Hamilton and the negotiating team for the historic

wins at the table.

"The consensus was clear. We were all in agreement that the new national contract would be a game changer," said Lannis Shepherd, President of Local 745 in Dallas and a member of the national negotiating committee. "Everyone was very happy with what our team was able to accomplish. Bill led the way. There's no way we could have gotten what we got without his leadership."

Major Gains

On August 26, the membership overwhelmingly agreed with the local leaders' unanimous

endorsement, voting decisively by in-person ballot to ratify the strongest DHL National Master Agreement in union history.

The new agreement contains

part-time workers—retroactive to April 1.

In addition to the historic wage increases, DHL Teamsters also maintained strong health and welfare plans and pension plans through increases in employer contributions.

"This contract is by far the best yet. It is a huge win for us. Obviously, we are all thrilled about the pay increases and strong benefits, but there are so many other things in the contract to be happy about, too" said Tony

Baxley, a Local 100 member who works at DHL in Erlanger, Ky., noting several other improvements that he and his



the biggest pay raise ever at DHL, with significant wage increases across all classifications—for both full-time and

co-workers are excited about, "like the extra holiday and new boot allowance."

The negotiating committee also maintained the Cost-of-Living Adjustment (COLA), which, with the current rate of inflation, will most likely result in an additional significant wage increase next year.

Other highlights include, but

stop the company from implementing inward-facing cameras in delivery vehicles—a major victory in the fight to protect members against the growing threat from Corporate America to surveil workers on the job.

"Our success at DHL was all about putting members first. We went into negotiations prepared to win the strongest agreement

crucial, and a key difference from previous years," said John McAndrews, a longtime DHL worker and Local 107 steward who served on the national negotiating committee. "I've been at DHL a long time, and I know this contract inside and out. There's no doubt that it's the strongest agreement we've ever negotiated. We listened, we

shows. They put our best interest first and really understood the issues that impact us every day on the job."

Win-Win

Now that North America is the fastest growing geographic segment at DHL—increasing 25 percent in 2021 to \$19.9 billion in revenue—workers are realizing

DHL," Hamilton said, noting that the new national contract is also an effective organizing tool. "Word travels fast, and non-union workers are quickly finding out about the gains we made at the table. They want in."

The same week that members finished ratifying the national contract at DHL, more than 60 organizers from the International,

Teamsters, Torres and Baxley have been helping their co-workers at CVG win a better future under the backing of a strong national contract.

"CVG workers do the same jobs we do. They have an opportunity to do better, and we are doing our part to support them," Torres said. "It's a win-win. CVG workers will gain representation and better



are not limited to, the addition of MLK Day as an observed paid holiday; an increase of paid holiday leave for part-time workers; improved ability for paid funeral leave; reimbursement for all required CDL costs; and stronger seniority protections for day-to-day cutting of routes.

Another contract win came courtesy of General President Sean M. O'Brien, who served as Chair of the Teamsters DHL Negotiating Committee and successfully led the charge to

ever at DHL, and we succeeded," O'Brien said. "Last year this company made record profits, and we demanded that our members share in the success."

Members First

Just as Teamster Carhauleders and American Red Cross members played an active role to secure national contracts in June, rank-and-filers at DHL were critical to the success at the bargaining table.

"Input from members was

learned, and ultimately, we won. We deserved this."

McAndrews' co-workers in Philadelphia are ecstatic about the new contract, too.

"The improvements in this contract are huge, and it lays the foundation for us to win even more in the future. We were already doing better as Teamsters, but now we are truly on top," said Freddie Torres, a courier driver at DHL and member of Local 107. "The negotiating team knew what mattered most to us, and it

the need to do better by gaining a union voice. The Teamsters have an opportunity to organize DHL workers like never before.

Already, the Teamsters Organizing Department is actively working alongside Local 100 to organize workers at the Cincinnati/Northern Kentucky (CVG) Airport, where approximately 1,500 workers are uniting for a union voice on the job.

"Between the new national contract and the campaign at CVG, we are leading the way at

Local 100, Local 89, and Local 728 descended on Cincinnati for a massive organizing blitz for workers at CVG.

The new organizing campaign is a strategic target for the Teamsters. The CVG Airport is the company's nerve center and main hub for DHL Express in North America. Everything that comes into the U.S. goes through Cincinnati, much like the UPS World Port hub represented by Local 89 in Louisville, Ky.

Like countless other DHL

pay and benefits, and we will grow our numbers and become even stronger. It's time for every DHL worker to join us. There's no telling how much more we could accomplish with even more Teamsters at the table."

"With this new contract, the union difference has never been more clear at DHL," Baxley said. "CVG workers see our enthusiasm and know that it's a big deal. They want the same as us, and we are standing with them to help them get it."

SALSADARITY FOREVER



Local 243 Organizes First
Chipotle Location in U.S.

In hindsight, the cake seemed like the breaking point.

The Chipotle in Lansing, Mich., had just been granted "Restauranteur" status by its parent company—a designation that is only given to the chain's most successful operations. It comes with a six-figure salary for managers, and paltry pay increases for regular workers. The managers put on a big show for the corporate higher-ups who came to visit the location and celebrate the occasion.

"They brought all the crew members out and took a photo in front of a huge cake with balloons with 'R' on them," said Atulya Dora-Laskey, a Chipotle worker and organizing committee member. "Then the managers all ate the cake and the crew members were sent to the back. That really set people off, so after that, we started looking into the union stuff more."

"We Can Accomplish This"

Union busting and high turnover have kept organized labor away from retail and restaurant jobs for a long time, but the pandemic changed that. Workers weren't just being pushed around, used and abused—they were getting sick and dying with nothing to show for it but a temporary "hero bonus" and empty platitudes from their employers' public relations departments. All the while, these companies were making record profits.

In an unprecedented surge of organizing activity, workers at Fortune 500 companies like REI, Activision-Blizzard, and Amazon

were winning union elections. When workers at Starbucks and Trader Joe's started to unionize successfully—in efforts led by rank-and-file millennials and zoomers who make those companies successful—the Lansing Chipotle staff started to take notice.

"After seeing the victories at Starbucks, it was like, 'Oh, my God, we can accomplish this,'" said Samantha Smith, a Chipotle crew member. "A lot of young people are in favor of unionizing but thought it would never happen here. That pessimism is what is keeping a lot of us down right now. Getting this far shows us we have to try, because we can succeed."

"They Just Ignore You"

Dora-Laskey joined forces with Smith and some of his other coworkers, including Harper McNamara and Matthias Overley. In addition to low wages, little to

no benefits, and no protection against COVID-19 transmission, the constant short-staffing was an issue that was on everyone's mind.

"There's rarely a shift where anybody in the store is working only one position," McNamara said. "I've had to do cash register and prepare both hot and cold food at the same time."

"I noticed pretty soon after I started that we would be constantly under-scheduled, especially during night shifts," Overley said.

Above all, there was no way to address the problems workers were experiencing.

"It would be fine if you could bring up workplace issues and they were addressed, but they're not," Dora-Laskey said. "They say, 'Ask us for things directly,' but if you ask someone directly, they just ignore you. That made it crystal clear that an individual relationship with the employer is unworkable."



“

A LOT OF YOUNG PEOPLE ARE IN FAVOR OF UNIONIZING BUT THOUGHT IT WOULD NEVER HAPPEN HERE. THAT PESSIMISM IS WHAT IS KEEPING A LOT OF US DOWN RIGHT NOW. GETTING THIS FAR SHOWS US WE HAVE TO TRY, BECAUSE WE CAN SUCCEED.”

—SAMANTHA SMITH
Chipotle Crew Member

Beans, Flour, and Teamster Power

The Chipotle Lansing Organizing Committee was incredibly smart and self-sufficient. They contacted other trade unionists in the community and asked them for advice on how to unionize. They read books and did research on the organizing and NLRB process. They held regular meetings, and developed plans for having organizing conversations with their coworkers. They created a Snapchat group to discuss the campaign. They even developed their own version of what is a critical component of any successful organizing campaign—a scoring system for assessments.

"Five was neutral," Dora-Laskey said. "Anything three or below



was like, 'They're going to snitch on us.' Eight would be, they're on board. Nine would be, they're willing to do extra work for it. Ten was, they're on the organizing committee."

After the workers made significant progress in the campaign, they decided to vote on which union to affiliate with. Eventually, they settled on the Teamsters. The committee was impressed

by how engaged Local 243 was compared to some of the other unions they had met with.

"The difference was remarkable," Dora-Laskey said. "They really took us very seriously and

were really enthusiastic, and they gave us union cards to start signing immediately."

After the workers filed for an election, the company began the expected union-busting campaign. The outside union-buster Chipotle brought in told the workers information that was outright laughable—allegedly saying that the workers would be fined by the union if they were late and they could end up having to pay dues for their entire lives.

The scare tactics didn't work—after the ballots were counted, the pro-union workers won the election handily.

"We could not be prouder to be the first Chipotle restaurant in the United States to organize," McNamara said.

"I am so excited we won," Smith said. "Being one of the first fast food restaurants to do this definitely proves a point to the entire country that we can do this. This is a gigantic first step toward doing that and improving the lives of future generations."

Just the Beginning

The success at the Chipotle in Lansing isn't just about one location—it's about the role of the Teamsters in the modern American labor movement. Thousands of workers are on the cutting edge of organizing new industries. The fact that the Teamsters are winning elections and contracts at restaurants, cannabis dispensaries, e-scooter companies, political campaign committees, and so many other workplaces is demonstrative of the fact that no matter what people do for a living, they recognize the strength and power of the Teamsters Union.

"We set out to show that our generation can make substantial change in this world and improve our working conditions by taking action collectively," said Smith. "What this vote shows is that workers are going to keep taking the fight to big corporations like Chipotle and demand the working conditions we deserve."

"Chipotle pulled in revenue of \$7.5 billion last year, and just as we're seeing workers of all ages and backgrounds across the country take on these corporate giants, it's so inspiring to see Chipotle workers stand up and demand more from a company that can clearly afford it," said Scott Quenneville, President of Local 243. "The Teamsters have these workers' backs. They're going to have a union they can be proud of, that knows how to get things done."

"The International Brotherhood of Teamsters is home to 1.2 million workers, and all of us are fighting for our brothers and sisters at Chipotle to get the rights and workplace protections they deserve," Teamsters General President Sean M. O'Brien said. "Now is the time for working people in this country to take back what's theirs. These young workers made history and they are an inspiration to working people everywhere."



PEOPLE OVER PACKAGES ————— *Teamsters Unite to Take on UPS and Win a Strong Contract*



A movement is growing at the world's largest package delivery company. It has already reached more than a hundred distribution centers and sortation hubs in more than 40 states. It's got the full attention of the labor movement and the logistics industry. And it's just getting started.

"Our union is resolved to win the best contract for UPS members and to reset the standards for wages and benefits in this industry by August 1, 2023," said Sean M. O'Brien, Teamsters General President. "We won't extend negotiations by a single day. We'll either have a signed agreement that day or be hitting the pavement."

With the Teamsters National Master UPS Agreement and its accompanying supplemental agreements set to expire on July 31, 2023, more than 340,000 Teamsters—under the largest

collective bargaining agreement in the nation—are getting ready to take on UPS and win a strong contract. In August, UPS Teamster locals all over the country participated in a national call to action issued by the International, officially kicking off the high-stakes contract fight.

O'Brien led a rally in Boston where more than a thousand UPS Teamsters gathered to launch the contract campaign. General Secretary-Treasurer Fred Zuckerman joined UPS members taking action in Michigan and Maryland.

"Our members are ready to show the company that we are united at UPS, and the International will use every resource at our disposal to win the best contract in our history," Zuckerman said.

Meanwhile, UPS Teamsters rallied at several hubs in Los Angeles

where members held rally signs that read, "UPS: Deliver for Working Families" and "End Excessive Overtime."

"We are going to fight like hell, but we can't win anything unless we stand shoulder-to-shoulder," Victor Mineros, Teamsters Local 396 Secretary-Treasurer, told Compton UPS drivers who gathered in the parking lot ahead of their shift. Mineros, who also serves as the Western Region Assistant Director of the Package Division, added, "We need to demonstrate to the company that we are not scared."

At UPS facilities in every region of the country, rank-and-file Teamsters are building a movement to address the members' top bargaining issues and reverse the concessions that were forced on the members in the current agreement.

"I am standing together with



my Teamster brothers and sisters at UPS so we can end excessive overtime, end the two-tier 22.4 made UPS their profits. Now it's time to get what's ours and win a strong contract."

Turning Up the Heat at UPS

Eliminating excessive overtime is one of the top bargaining issues for members.

"We are working up to 60 hours a week with forced overtime to meet delivery demands and increase UPS profits—we're done with the abuse," said Mark Miller, a package driver and member of Local 638 in Maple Grove, Minn.

One of the most hated concessions in the current agreement that took effect in 2018 remains a major issue for UPS members: the 22.4 driver classification.

"The 22.4s are workers like us," said Deborah Manning, a UPS package driver and member of Local 251 in Rhode Island. "They do the same work as us, but they're not getting what we're getting. And it's wrong."

Eliminating the 22.4 classification and bringing those drivers



onto the same pay scale as regular package car drivers is a major priority for members in upcoming contract negotiations. Other issues UPS members are looking to address are low part-time pay, harassment, subcontracting, unsafe working conditions related to heat, and driver-facing cameras.

"We need a contract at UPS

“THE APP IS GREAT. IT'S A HUGE IMPROVEMENT FROM THE APP THAT WE HAD BEFORE. YOU CAN FIND JUST ABOUT ANYTHING YOU ARE LOOKING FOR AS FAR AS CONTRACT LANGUAGE REALLY QUICKLY.”

—SHIELA MAHANEY

Article 40 Air Ramp Worker and Shop Steward with Local 959 in Anchorage, Alaska

that recognizes the hard work we do to make this company so successful and treats us accordingly," said Cesar Castro, a UPS loader and shop steward with Local 396 in Compton, Calif.

The subject of heat inside package trucks has generated significant public attention and outrage this year. Drivers have flooded social media with pictures of thermometer readings in their cabs and the back of their trucks,



showing temperatures soaring to 140 degrees and higher. News stories have exposed the company's callousness toward its workers' safety, including headlines about package drivers collapsing in the heat, suffering from heat illnesses and, in the case of California driver Esteban Chavez, dying from heat stroke while delivering packages.

Locals from New York to Nevada have held actions at UPS centers, demanding air conditioning in trucks and working ice machines at all centers.

"The Teamsters will not stand by and allow a multi-billion-dollar em-

ployer to force our members into extreme heat without the protection they need to avoid heat-related illness and death," O'Brien said. "We demand UPS take action now to protect workers. The company is literally sending drivers out to die in the heat. We are confronting the company aggressively on this issue now, and will continue to do so as we head into bargaining for the 2023 contract."



Tapping Into the Movement

UPS Teamsters are not just taking action in the streets. A new mobile app from the International Union is engaging members digitally as well. The "UPS Teamsters" app, available in the App Store and Google Play, allows every UPS member to tap into the movement for a strong contract.

"Every local with UPS members should be working to get as many UPSers on the app as possible, working the gates at all the hubs to encourage members to download the app," Zuckerman said. "The company is betting on a divided and apathetic workforce to push through a weak contract. But the more UPS members we have on this app, the more we can assure we are confronting UPS with a strong, united and informed membership."

Since August, local unions and UPS activists have been spreading the word about the app, which includes the current Master Agreement and all supplements, riders and addenda in an easy-to-navigate and searchable format. Once members have selected their local in the app, they will see the supplemental agreements that apply to their work area.

The app also features helpful tools including a logbook for package drivers and feeder drivers, a grievance notes form, a strike savings calculator and other resources for members and shop stewards. Additional information and resources will be rolled out on the app as the campaign progresses.



"If you are a UPS worker, you want this app on your phone. All communications about this historic contract fight will run through the app—everything from bargaining updates to action alerts to information on practice picketing will take place on the UPS Teamsters app. It's the nerve center of this movement," O'Brien said.

"The app is great," said Shiela Mahaney, an Article 40 air ramp worker and shop steward with Local 959 in Anchorage, Alaska. "It's a huge improvement from the app that we had before. You can find just about anything you are looking for as far as contract language really quickly."

"The last contract was forced down members' throats," said Matt Higdon, Secretary-Treasurer of Local 728 in Atlanta, Ga., and UPS National Grievance Panel Coordinator. "Never again will a contract be forced on the members. So we have an opportunity with this next contract to improve every part of this job. But the way we are going to do that is with solidarity and staying informed. That's why it's so crucial

for every member to download the UPS Teamsters app. This app is how members can plug into this campaign anywhere, anytime."

Empowering Members

With an emphasis on rank-and-file engagement and leadership, the International and its newly-restructured Package Division are working to empower members with the tools they need to take part in the campaign.

Regional Package Division Coordinators are working directly with locals in their area to ramp up member engagement. The International distributed bargaining surveys to all members and is collecting the results, which will be reported soon on the app.

As locals prepare for proposal meetings and members prepare for the dark days of peak, national actions are being planned over the next several months to confront the company on key bargaining issues.

The contract campaign subcommittee, convened by the International, is meeting regularly to plan out each stage of the

campaign, keeping member involvement at the center of every action and initiative. While putting member voices up front, the International is bringing new member strength into the fold.

"We have organizers hitting the barns in key areas to get as many workers signed up and helping them understand why their participation in the union is so essential for winning a strong contract at UPS in 2023," said Chris Rosell, Teamsters Organizing Director.

The Organizing Department is on the ground in "Right to Work" states, hitting UPS hubs from Georgia to Nevada to sign up new members. Building up the ranks of Teamster membership at UPS is critical to the campaign. The larger the membership, the more leverage the union has when it faces the company at the bargaining table.

"I signed up because being in the union gives me job security," said Andrew Ridout, a 22.4 driver in Kansas City, MO, who recently joined Local 41, making his center 100 percent union.

Taking on Big Brown

By just about every measure, business has never been better for UPS. The company's net profits increased by \$11.2 billion in the last two years alone. UPS Teamsters moved 5.45 billion packages in 2021, a 15 percent increase from 2019.

"Every dollar of profit that UPS has enjoyed in recent years is due to the hard work of our members," O'Brien said. "The company's success is built on the backs of Teamsters. Now the bill is due, and UPS needs to pay up."



While no one wants to go on strike, the new leadership of the International has made it clear that all options are on the table, and the best way to avoid a strike is to present an imminent strike threat to the company.

To that end, the union is getting a head start on educating members about what it means to be strike ready, including saving money in the event that 340,000 UPS workers walk out on August 1, 2023 to win the contract they deserve.

"I am ready to go on strike, if that's what it takes," said Bianca Garza, a package driver and Local 853 member from San Jose, Calif. "If the company won't do right by us, we have to remind them who makes this company successful and who has the power to shut it down."

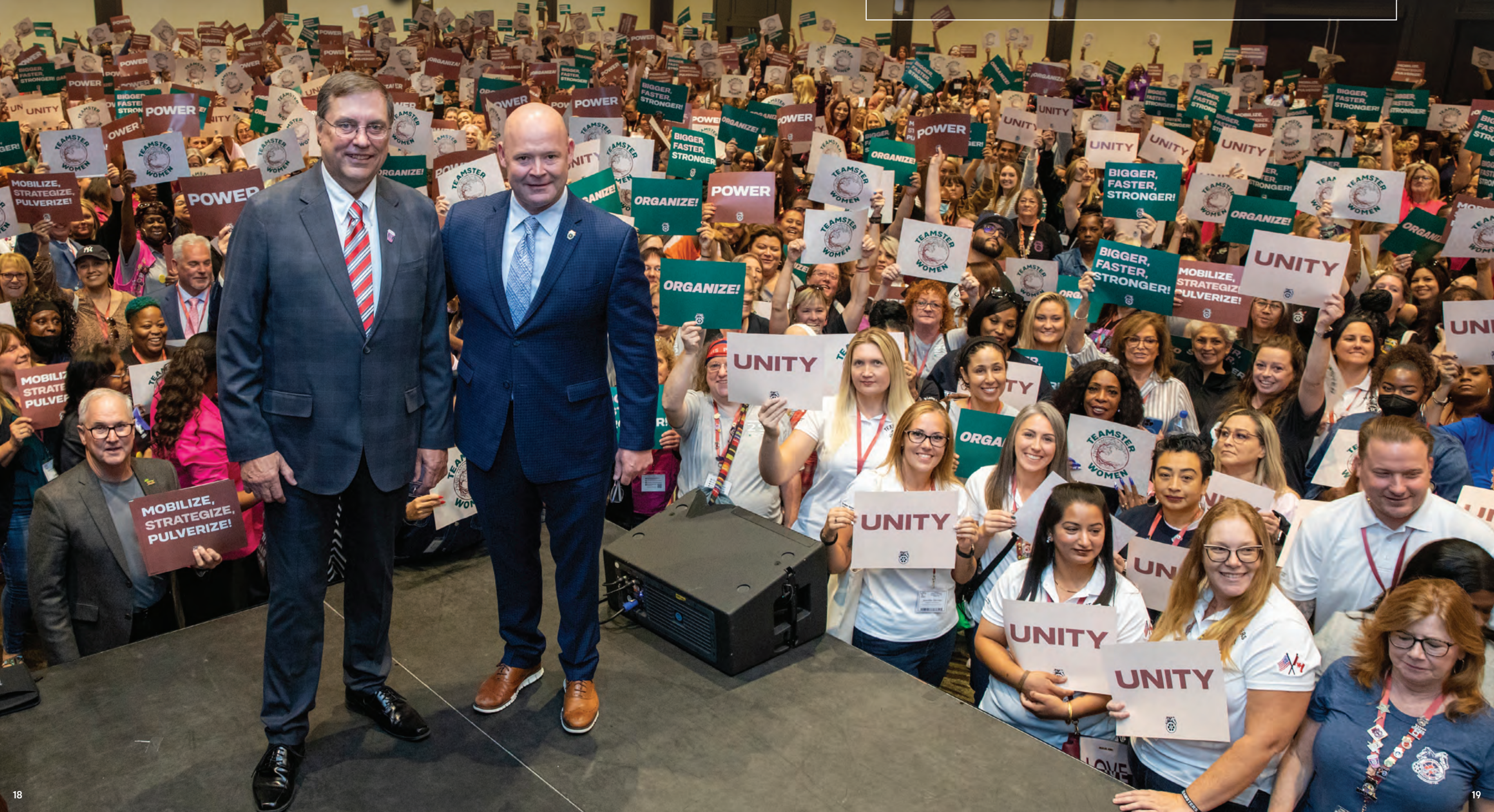
That readiness to take the fight to the streets at UPS runs up and down the ranks of the union, from the shop floor to the International.

"We will put the company on its knees to win the strong contract members deserve," O'Brien said.

Prime Fighters

TAKING ON AMAZON

On September 17, the Teamsters brought their campaign to organize Amazon warehouse and logistics workers to the company's doorstep in Seattle. Now, the whole world is watching to see what happens next.





"Whose streets?! Our streets!... Who are we?! Teamsters!"

Seattle residents were stunned by the chants and cheers of more than a thousand voices. They could hear the crowd coming, but the marchers were still blocks away from being seen.

The shouting chorus grew louder and louder, until, finally, a sea of Teamster women came into view, holding a big blue banner that read: Organize Amazon.

The sisterhood was in Seattle for the annual Teamsters Women's Conference, and buzz had been building for weeks about how the union planned to bring the fight to Bezos' backyard.

As more than 1,400 Teamsters turned the corner onto Terry Avenue in the heart of downtown

Seattle, inching closer to Amazon's corporate headquarters, a new refrain broke out: *"Fee-fi-fo-fum! Bezos is a f'ing bum!"*

Walking in front of the sea of workers—stepping in lockstep, with confident swagger—General President Sean M. O'Brien and General Secretary-Treasurer Fred Zuckerman led the march. They were joined by International Vice Presidents Peter Finn, Avral Thompson, Lindsay Dougherty, Juan Campos, Rick Hicks, Mark Davison, Joan Corey, and Stan Hennessy.

Ahead of the Teamster leaders, two Teamster semi-trucks rolled slowly in front, clearing the way for the massive parade of marchers behind them.

City bystanders looked on in

amazement, taking photos and recording video from their phones.

"The Teamsters are in town and about to invade Amazon," one Seattleite tweeted.

"Just went to grab some lunch and saw the labor movement re-ignited like never before," posted another.

"Great to see that the Teamsters are back and leading the fight!" With fists raised and signs waving, the chants grew louder, echoing like thunder as a sea of Teamsters snaked through the Emerald City.

"Fee-Fi-Fo-Fum..."

With trucks honking and bullhorns blazing, O'Brien climbed up the steps in front of Amazon's iconic glass globes as cheers continued

to reverberate through the city.

The significance of the moment wasn't lost on anyone. The General President had come to let the world know that the Teamsters were prepared to take on the corporate giant once and for all.

"This is the start of something historic. We are making history!" O'Brien exclaimed as an eruption of cheers rang out.

"We are going to organize Amazon, but in order to be successful, we must first state our intentions," he continued. "And our intentions today are to let Jeff Bezos and this white-collar crime syndicate known as Amazon know that we're here! We're not going away! And we're coming for you!"

O'Brien and the crowd then



broke into a back-and-forth, singsong chant: *"When we fight!" "We win!"... "When we fight!" "We win!"...* followed by a few more rounds of *"Fee-fi-fo-fum."*

Boo-hoo for Bezos

The scene in Seattle has already become a milestone for the Teamsters Union, an epic display of strength and bravado. The march marked the unofficial launch of the new Amazon Division—a new arm of the union dedicated to uniting Amazon employees, securing more workplace protections in the warehouse and logistics industry, and defending workers from the unchecked exploitation of one of the world's most dangerous employers.



"It's all very bad news for Jeff Bezos," said Beatrice Kelsey-Watts, an EMS worker who recently led her co-workers at Armstrong Ambulance to organize with Local 25 this summer. "Workers are empowered like never before, and we will do whatever it takes to unionize every employer. Amazon workers need a union more than anyone. The time has come!"

Watts was in town to speak at the Teamsters Women's Conference along with four other newly organized workers, all of whom had a message to send to Bezos. And they weren't alone. It seemed every speaker saw the importance and symbolism of this year's conference.

"Look out, Amazon, we're coming for you," said Alauna Freeman, a longtime Local 728 UPS feeder driver, in her remarks



during the opening session of the Women's Conference. "This corporate giant represents an existential threat to the labor movement. It's on, Bezos!"

The bad news for Bezos didn't stop there. The same week that

the Teamsters stormed Amazon headquarters, Bezos and his flunkies were already off to a terrible week. On Sept. 18, a day after the march in Seattle, the New York Times reported that the National Labor Relations

Board issued a complaint accusing Amazon of targeting union supporters. The following day, Amazon was exposed in the LA Times for its abusive working conditions in its California warehouses, reporting that in certain facilities temperatures recently reached 121 degrees.

The company also made headlines for promoting a former private prison executive to take over training warehouse employees. That's because Amazon doesn't see workers as people—it sees them as inmates.

New Vision, New Mission

After the march, O'Brien had some choice words for Amazon, letting the company know that the action in Seattle was only the beginning.

"Amazon should be afraid—the Teamsters are here standing shoulder-to-shoulder with so many communities demanding change," he said. "The Teamsters aren't going away. Wherever Amazon abuses workers, we'll be there. Amazon will not bust unions and get away with it. Amazon will not churn and burn American workers and get away with it. This corrupt corporate giant must answer to the Teamsters now, and we're ready for the fight."

"For Teamsters, and the labor movement as a whole, Amazon poses an existential threat to the rights and standards that our members have fought for and won for over 100 years," said Randy Korgan, the newly appointed Director of the Teamsters Amazon Division. "The Amazon Division is ready to create

and support direct action by workers across the country to beat back this corporate threat to working people."

It's On, Amazon!

As workers around the country continue to rise up and collectively demand better workplace standards, communities are increasingly rejecting Amazon's lack of accountability and its overwhelming worker injury rate. In coordination with the Teamsters, community partners have succeeded in limiting Amazon's expansion on both coasts, as the corporate giant's growth threatens good-paying jobs, worker safety, and environmental protections.

Amazon employs one third of the warehouse workers in the U.S. but is responsible for half of all workplace injuries in the sector as its employees sustain serious injury at five times the national average. Injury rates at Amazon facilities are nearly 80 percent higher than all other employers in the warehouse industry.

"For 120 years, the Teamsters have proudly and ferociously protected transportation, logistics, and delivery workers, and we refuse to allow Amazon to continue to abuse and disrespect the more than one million Americans it employs," O'Brien said.

"With more than 340,000 UPS members, most of whom perform the same roles as Amazon workers, the Teamsters are best positioned to coordinate and secure guaranteed protections for Amazon workers, and the com-

pany knows it. Our new division affords a nationwide network of resources to all Amazon workers, behind the wheel of any truck or hard at work in any facility, to strategize with the union, mobilize in their communities, and succeed together."

Thank You

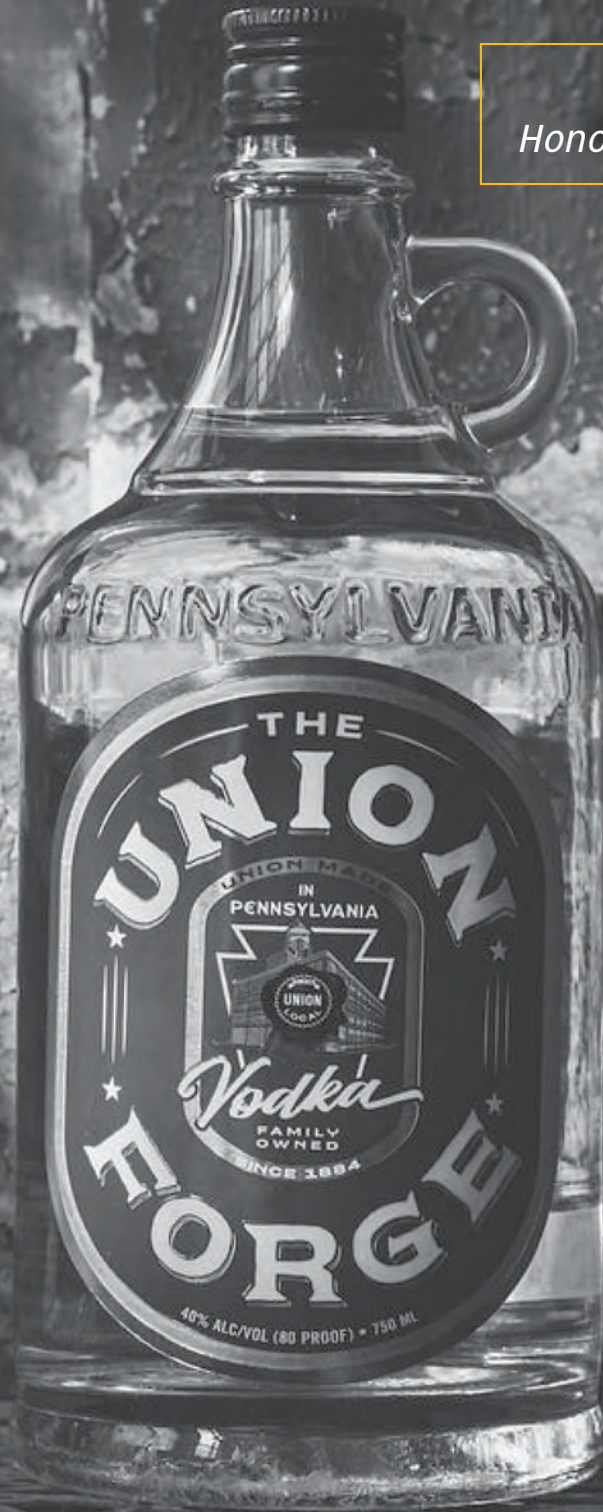
Thank you to everyone who donated to the 2022 Teamsters Women's Conference.

Joint Council 3	Local 320
Joint Council 5	Local 350
Joint Council 9	Local 362
Joint Council 16	Local 396
Joint Council 25	Local 404
Joint Council 28	Local 455
Joint Council 32	Local 471
Joint Council 37	Local 481
Joint Council 56	Local 507
Joint Council 75	Local 577
Joint Council 80	Local 633
Local 8	Local 653
Local 25	Local 690
Local 38	Local 727
Local 162	Local 743
Local 174	Local 848
Local 186	Local 856
Local 200	Local 927
Local 230	Local 988
Local 231	Local 991
Local 236	Local 1150
Local 237	Local 2010
Local 252	American
Local 313	Income Life



A TOAST TO THE TEAMSTERS

*New Line of Vodka
Honors Union Members*



Due to workers' dedication and hard work, the labor movement is on the rise and booming once again. As consumers everywhere are openly embracing unions and supporting the labor movement, corporations have no choice but to take notice.

Philadelphia-based distillery Jacquin's Spirits recently acknowledged their essential Teamster workforce in a special manner. The family-owned-and-operated liquor producer (the oldest in Pennsylvania) honored Local 500 members by introducing a new line of vodka: The Union Forge.

"It is gratifying to be recognized for our work. It is the first time since I have been here where the union members—the blue-collar folks who work behind the scenes—are being commended. Normally you have the front office and sales teams partake in those types of celebrations, so it was rewarding to be praised and involved as the hands-on staff who are doing the physical work," said Jennifer Rivera, a 19-year union employee at Jacquin's who serves as assistant shop steward for Local 500. "We didn't close during the pandemic, so we picked up more work, running lines to other states. That work could not have been accomplished if it weren't for the Teamsters in the building."

Union Made

The Union Forge is a vodka that is handcrafted with Pennsylvania rye and pure spring water, and union-made from start to finish. Teamsters play an instrumental role throughout the supply chain

and development phases, up until it is ready to be sold. Their duties include ensuring alcohol proofs are correct, monitoring the bottling and labeling machinery, operating forklifts within the warehouse to lodge cases, and loading trucks that are scheduled to go out for shipments.

"There are various departments that we are involved in. Whether it be those blending the product and making sure it has the right formulas, designing



the labels like I do right now, or working the line to make sure the bottles are filled and packaged correctly, we play a major role from beginning to end," Rivera said. "As time has progressed, job duties and responsibilities have enhanced and evolved. It's no longer just standing in front of the production belt all day long."

The Philly Way

Philadelphia is historically known as a union town where resilient Teamsters can be found working together to make the city run on any given day. Fittingly, Jacquin's Spirits describes its new vodka as one that "is distilled with

tenacity, camaraderie, and a respect for one another." This is apt when speaking about the Teamsters who are largely responsible for creating it. Local 500 members at Jacquin's are clearly a close-knit group who take pride in their job and personify the spirit of Philadelphia.

"This is a great job that we thoroughly enjoy doing," Rivera said. "I'm a third-generation worker here. My dad was a steward for nearly 40 years, my mom also works here currently. Even my grandmother was employed by this company in the past. I've had many aunts, uncles, and cousins come through and work here at times. Many of the workers here in the facility are local neighborhood people that believe in making a good, honest living by working hard to support their families. It's just what we do."

To embrace these workers and their new vodka, International Vice President Bill Hamilton (who also serves as President of both Joint Council 53 and the Pennsylvania Conference of Teamsters) sent the joint council's semi-truck to Jacquin's warehouse to celebrate the release of the new spirit.

"It was great to have Joint Council 53 here displaying solidarity and supporting these workers who are so deserving," said Doug Edwards, Secretary-Treasurer of Local 500. "As the Union Forge reveal video simply states on its site, we proudly toast anyone willing to put in the work and stand side-by-side with one another. Cheers to all the Teamsters at Jacquin's for all their years of hard work and camaraderie."



PULLING TOGETHER AT PENSKE

Teamsters Press Hard to Secure New Regional Agreement

Before the O'Brien-Zuckerman administration took office, the Teamsters had a problem at Penske Logistics. During a series of contract negotiations with Teamster locals across the southern half of the U.S., the company was trying to back out of its pension obligations with workers.

But the Teamsters weren't about to stand by and let that happen. Under the leadership of Teamsters General President Sean M. O'Brien and International Vice President Rocco Calo, they got tough and came up with a solution that would protect Penske members' pensions. Then they got the company to agree to enter into two new regional master agreements that

would set baseline standards and make it easier for the union to organize unaffiliated Penske workplaces.

"Teamsters don't back down and don't let companies undermine the gold standard of retirement plans—a defined-benefit pension," O'Brien said. "I let the company know that in a meeting with Penske officials earlier this year, and due to the hard work of Industrial Trades Division Director Rocco Calo, and others, we will now be improving the lives of Penske members and uniting more in the months to come."

As part of the deal with Penske, the company was able to move its workers out of their current fund and into one made up of only its unionized workers,

with the understanding that it would backfill funding so that workers who paid into both plans would get the full benefit to which they are entitled.

It also created the Southeast and South Central master agreements. The Southeast covers Florida, Georgia, Alabama, North Carolina, South Carolina, Virginia, and eastern Tennessee, while the South-Central covers Missouri, Oklahoma, Texas, Mississippi, Arkansas, Iowa, Louisiana and western Tennessee.

The master agreements set minimum standards ensuring retirement and health care benefits as well as paid holidays and vacation time. But the deals also allow locals to negotiate benefits that exceed what is listed in the agreements.

A Win for Organizing

An additional bonus, Calo said, is that under the new regional agreements, Penske agreed to

remain neutral in the Teamsters' effort to organize other company worksites that aren't currently part of the union. That is likely to lead to a boon in organizing.

**“TEAMSTERS DON'T BACK DOWN
AND DON'T LET COMPANIES UNDERMINE THE
GOLD STANDARD OF RETIREMENT PLANS—
A DEFINED-BENEFIT PENSION.”**

—SEAN M. O'BRIEN
Teamsters General President

"These new regional agreements empower Teamster leaders on the ground to take a great deal and make it even better for their members," Calo said. "It also will create opportunities to grow our membership by expanding union density within Penske."

Locals with Penske members praised the work of Teamster leadership to hammer out the agreements for protecting pensions and lowering health care costs.

"They pulled this contract out," said Brian Rothman, President

of Local 79 in Tampa. "Penske was taking this nationwide with the pension plan, and from a meeting with the General President to Rocco coming down and speaking to the local unions, we got a master agreement with a defined benefit pension plan and the best raises we ever got. They got this done."

Mike Keeran,
President of Local
541 in Kansas City,

said the new agreement will cut costs for families on Penske's health insurance, saving them upwards of \$575 a month. And he expects to see real gains in membership as there are two unorganized Penske shops in his area.

"Neutrality was huge. Now we can go in and say this is what you can get," he said. "We are going to actively start organizing these workers."

Calo agreed, saying there are real organizing opportunities going forward. He noted that in Atlanta, for example, there are 18 unorganized Penske facilities, compared to three that are currently affiliated with the Teamsters.

As far as the agreements, however, Calo said Teamster leaders on the ground deserve credit for all of their work to get the deals done.

"The local leaders in this effort here were just fabulous," he said. "I was so happy to be a part of it."





FIRED UP AT FIREKING

Teamsters at FireKing were fed up. After weeks of working patiently to negotiate a new contract in good faith, the bad blood had hit a boiling point.

The company's abusive behavior, which led to the filing of several unfair labor practice charges with the National Labor Relations Board, left Teamsters Local 89 members with no choice. It was time to strike the Indiana-based manufacturer of fireproof safes and cabinets.

On May 9, FireKing Teamsters unanimously authorized a strike after rejecting the company's "last, best and final" offer. More than 80 members took to the streets, braving the heat and holding the line for the next 12 weeks.

"FireKing Teamsters stood up and fought back for workers'

rights. Throughout the strike, we all stuck together like glue. We are a tight-knit group, and this strike made us even closer and stronger," said Dale Beanblossom, a 36-year mixer-operator at FireKing and Local 89 member who served as strike captain for the unit.

As Beanblossom and his co-workers picketed outside, FireKing brought in scab labor. But it was to little avail, according to Avral Thompson, International Vice President and President of Local 89 in Louisville, Ky.

"The company struggled with the loss of their experienced and skilled workforce after workers went on strike and immediately brought in scab labor. The company released numerous press statements insisting all was well, but the plant was running far

below 50 percent production," Thompson said. "Management was constantly dealing with a revolving door of scab temporary employees who quit almost as quickly as they were brought in."

Fanning the Flames

On May 17, Teamsters General President Sean M. O'Brien and General Secretary-Treasurer Fred Zuckerman both visited the strike line to stand with members and show their support.

"I've known this unit for years. They are a strong and dedicated group, and we wanted to let them know that they had every tool and resource at their disposal," said Zuckerman, who served as President of Local 89 for more than 20 years. "Local 89 members at FireKing are taking a brave stand, and they have

the support of the entire Teamsters Union. When workers decide to strike, they will have the full backing of 1.2 million members behind them."

As FireKing workers held the line, Teamsters from around the country showed their support. In July, members of Teamsters Local 25 and Teamsters Local 856 showed solidarity with Local 89 members as they protested outside the Boston and San Francisco offices of Champlain Capital—the equity group that owns FireKing—to pressure the private equity firm to bargain a fair contract for its workers in Indiana.

"These private equity firms are vultures that abuse workers and think they can get away with it. Teamsters are fighting back and we're not going to stand for it," O'Brien said. "Our local unions in Boston and San Francisco are proving that solidarity today by taking to the streets."

"Many of these workers have been at FireKing for 15, 20 years—some even 30 years. They deserve the same loyalty and respect from FireKing that they give the company every day," said Thompson.

Adding insult to injury, FireKing sought to maintain a high-deductible health insurance plan that could leave families with up to \$13,000 in out-of-pocket costs per year. After the strike began, FireKing management cut off workers' health care, retroactive to May 4. FireKing also stated it wouldn't allow workers to return to their jobs when the



strike ended.

"When we went on strike, management cut off our insurance even though we'd already paid the premium for that month," said Veronica Tillery, a Local 89 member at FireKing. "I had a surgery scheduled that I had to cancel because of what they're doing to us. It's heartbreaking and frustrating to see how little they care about the employees who work hard for them."

Blaze of Glory

Pressure continued to mount as the strike entered its third month. The company was on the ropes, and FireKing Teamsters had the leverage they needed to get a deal that would address their concerns.

On July 30, after 12 long weeks on the picket line, Local 89 members at FireKing voted unanimously to ratify a new five-year agreement, successfully ending their strike with a resounding victory.

"In the end, our members showed this company their true value and worth. These folks stood together, said 'enough is enough' and showed their employer what real union power looks like," Thompson said. "This victory is a testament to our members that they were able to endure all of this and still come out as winners."

The new contract includes a 22 percent increase in wages over five years, with the first 10 percent immediate upon ratification. Other highlights include lower deductible health insurance that will provide significant savings to members, faster vacation accrual, bonuses for perfect attendance, enhanced seniority and bidding language, and Juneteenth as a paid holiday.

"Let this be a lesson to other employers that the Teamsters will not back down in our members' fight against corporate greed. We will not stop fighting and we will not break," O'Brien said.

AB-5 IMPROVES LIVES



DURING THE PANDEMIC, TRUCK DRIVERS AND OTHER WORKERS IN THE SUPPLY CHAIN WERE CALLED "HEROES" AND "ESSENTIAL" WORKERS. TRUCK DRIVERS DON'T NEED TO BE PUT ON A PEDESTAL—THEY NEED TO BE PAID AND RESPECTED.

An Urgent Message From General President Sean M. O'Brien

A California court has finally lifted the injunction that prevented a state law on worker misclassification—AB-5—from going into effect. The decision is a huge win for California truck drivers and other misclassified workers.

Critics of the law claim AB-5 prevents workers from making their own choices about their jobs and working conditions, hampers worker flexibility, and restricts an individual from being

their own boss. Critics also claim these new regulations will adversely affect the nation's supply chain. None of these claims are true.

To understand what AB-5 does, first you have to understand what an "independent contractor" really is.

Traditional "independent contractors" like consultants, photographers, freelance writers, and lawyers are typically small business entrepreneurs who decide

who they work for and how and when they perform their tasks. They also negotiate pay and working conditions for each freelance job. They tend to be white-collar professionals, highly paid, and not tied to a single employer.

This is not the case with misclassified "independent" truck drivers, Uber and Lyft drivers, FedEx delivery drivers, and other low wage "contractors." These workers are wholly controlled by their employers and do not have

the ability to negotiate working conditions, pay, or how and when they work.

By falsely claiming their workers have "flexibility" and are "independent," these same employers avoid paying a minimum wage, health insurance, unemployment insurance, Social Security, and other payroll taxes. It's a scam. This is how corporations shove the costs of doing business on to their workers, and on to taxpayers. We all end up paying so they can profit.

Misclassification is directly

responsible for increasing income inequality and exploitative working conditions, and this business model has exploded at corporations all over the country.

The government deregulated the trucking industry 40 years ago, setting the stage for what we see today in the non-union segment of the trucking industry—low-road employers who are responsible for supply chain issues but who seize on every loophole or absence of regulation to deny responsibility for their workers.

Just in the last few years, the California Labor Commissioner's office has awarded over \$50 million to truckers who were cheated out of wages through these misclassification schemes. Companies often see such awards as simply the cost of doing business when they're making billions in profits off their workers' backs.

According to Business Insider, truck drivers today work significantly more hours but earn up to 50 percent less than they did in the 1970s. An industry that was once highly unionized and provided good middle class jobs now has 40 percent of drivers with no health insurance and a median income of just \$45,260.

That's why there is a shortage of 80,000 truck drivers in our country, despite more than 10 million Americans holding Commercial Driver's Licenses (CDLs). There isn't a shortage of qualified truck drivers, there is a shortage of good truck driving jobs that pay well. In fact, most drivers leave the industry because it

is so hard to make a living.

During the pandemic, truck drivers and other workers in the supply chain were called "heroes" and "essential" workers. Truck drivers don't need to be put on a pedestal—they need to be paid and respected.

As a society, we need to look out for each other and treat working people the way that we want to be treated. And if corporations refuse to treat workers with respect, lawmakers must step in with more laws like AB-5 to prevent the continued erosion of employer responsibility when it comes to their employees.

Trucking companies and other greedy corporations cannot be allowed to use an "independent contractor" model to game the system, deny workers their rights and protections, and mislead the public under the guise of freedom and autonomy.

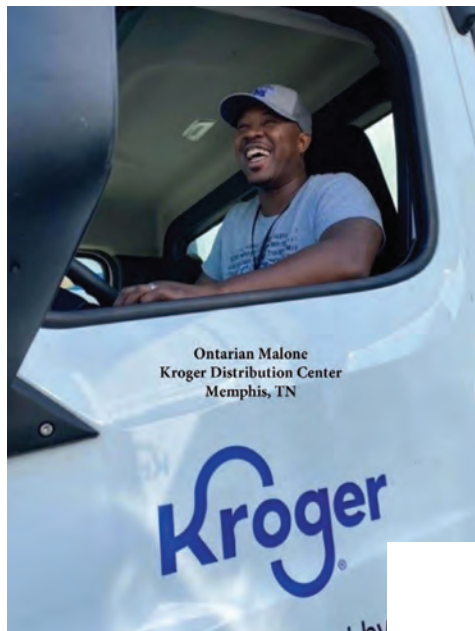
Policymakers need to be honest when determining why workers are losing ground and why there are unprecedented labor shortages. Elected officials must consider factors other than corporate profits when deciding what American labor law should look like.

Lawmakers delivered in California with AB-5 and stood steadfast as industry lobbied aggressively against it. The state will need to continue to work hard to enforce this new law. AB-5 is certainly a step in the right direction in California. But this is a big country. There are thousands of miles of road and millions of workers who have earned and deserve better.



SCENES FROM
The Hall





BIG WHEELS KEEP ON TURNIN'

In September, members sent in photos from across the country to mark National Truck Driver Appreciation Week, a time to recognize the hard work, sacrifice, and dedication of the truck drivers who keep America moving.



MEET WESTERN REGION VICE PRESIDENT

Mark Davison

A third-generation trade unionist, Mark Davison started at UPS as a pre-loader in 1994. Davison first got involved in his union as a shop steward and volunteer organizer. In 2000, he was hired as the editor of the Oregon Teamster newspaper at Joint Council 37. In 2003, he was elected as a business agent. Davison now serves as Western Region Vice President, Western Region Package Division Director and President of Local 162.

What are some of the most exciting things you've experienced as a Teamster?

One thing that stands out was those early years at UPS, leading up to the strike. We had a rock-solid team of super engaged part-timers and shop stewards on the preload operation at the Tualatin, Oregon facility. We were well organized and after almost every shift we would meet up to file grievances. As the contract campaign heated up we were ready to hit the picket line in 1997. Nobody crossed the picket line and, most importantly, our unity paid off and we won that strike. Another was the protests at the World Trade Organization meeting in 1999—the Battle in Seattle. There were over 50,000 trade unionists there demanding

that multi-national corporations stop destroying middle-class American jobs, including several thousand Teamsters leading the march. The adrenaline rush was incredible.

What are you most proud of in your career?

Achievements in negotiating active and retiree health care benefits have been important milestones in my career. I serve as the Chair of the Oregon Teamster Employers Trust, UPS Retirees Subsidy Fund and as a Trustee on the Teamsters Western Region/177 health care funds. The plans cover over 125,000 Teamsters and their family members. It is a team effort to negotiate and manage these plans and I am privileged to serve on benefit funds that will be in place for future generations of Teamsters. The greatest honor, though, is being elected by the members as a leader—both at Local 162 and for the International Union.

You started at UPS as a part-timer. Why is it important for more part-timers to get involved in UPS contract negotiations?

Part-timers are the majority of workers at UPS, and they have a lot of issues that need to be

addressed. They work the closest on a day-to-day basis in the hub and package operations. If they come together collectively and actively participate in their union, they can totally impact the direction of the contract negotiations—for their benefit. You know what the good news is for part-timers? I was a part-timer! You know what the bad news is for UPS? I was a part-timer!

What message do you have for them?

Get behind your union, actively engage and organize your co-workers on the issues that are important to all of you, and turn out in huge numbers for this next contract—at the rallies, the actions at the gate, the proposal meetings, at every single event that your union asks you to participate in between now and ratification. Your voice will have a huge impact on these negotiations. Right now, the company doesn't give part-timers the respect they deserve. We can collectively change that attitude.

One final question:

What's your favorite band?

The Beastie Boys! I'm an '80s guy.

Support the TEAMSTERS DISASTER RELIEF FUND



Teamsters in the Gulf region, in Puerto Rico, and other parts of the U.S. have been hit hard by hurricanes. More disasters are likely to come in the near future. *The Teamsters Disaster Relief Fund* is collecting monetary donations to support those who have lost their homes and others who are suffering because of recent catastrophic climate events.



**NOW IS THE
TIME FOR YOU
TO MAKE A
DIFFERENCE!**



Donate online at
<http://ibt.io/TDRfund>
or scan the QR code.

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



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 Democratic, 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, 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 Teamster.org/teamfund to donate or to visit the online store with union-made Teamster merchandise.



DRIVE
DEMOCRATIC, REPUBLICAN,
INDEPENDENT VOTER EDUCATION

