

Teamster

| THE TEAMSTER MAGAZINE • WINTER 2022 |



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SEAN M. O'BRIEN

General President



When it comes to elections, I believe in using common sense. Either you're with us, or you're against us. That's how you get my vote.

In politics, actions speak louder than words. Will a candidate show up and stand with Teamsters on a picket line? Will they vote with us on the issues that put working people first? If they do those things, they'll get my support every time.







But the truth is, we can't wait for Democrats and Republicans to fix things for us. It's up to us to change the status quo. Politics too often divides us. As Teamster brothers and sisters, we are a family and regardless of who we vote for, we stand as one when we are under attack. And in 2023, we will be fighting battles on many fronts. We need to be united if we are going to win the campaigns that lie ahead.

Member involvement is the single most important factor in making our union strong. That's why Fred and I held regional meetings throughout October to let locals know what we've done to modernize the union and make it more user-friendly and responsive to the needs of rank-and-file Teamsters. Next year, we plan to mobilize the membership like never before as we take on UPS, Amazon, and the rest of Corporate America.

Let's continue to work together to make this union the best it can be so Teamsters everywhere can win when we take on the boss. Failure is not an option.

Teamsters General President

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GRADUATE STUDENT WORKERS
TEACH THE BOSSES A LESSON

Members of the Gen Z and millennial generations have led a string of hard-fought Teamster victories in 2022. From Chipotle and Starbucks to political campaigns and the cannabis industry, younger workers have reignited the labor movement and given new life to countless union fights nationwide.

In early October, graduate student workers at Clark University in Worcester, Massachusetts, became the latest group of newly organized Teamsters under 40 to successfully take on their employer. Among their ranks were 170 teaching assistants, research assistants and other graduate workers.

After voting to join Local 170 in February, this young and determined group was fully prepared to bargain for badly needed improvements in wages and benefits. They insisted on prompt negotiations for a fair contract, but the university's administration said that negotiations could take up to two years.

"We decided to take action because we didn't feel like the administration was bargaining with us in good faith," said Gia Davis, a fifth-year teaching assistant at Clark University. "We couldn't keep sitting through these meetings as we continued to struggle. We demanded a serious offer."

Davis and their fellow graduate student workers immediately launched a grassroots campaign



to strengthen their movement and build community support. When negotiations with the administration stalled over the summer, the workers escalated their campaign to get a strong contract by rallying, holding actions, and enlisting the support of other students, faculty, and parents.

The administration responded with an insulting first offer. Angered and ready to act, workers called for a strike authorization vote, which passed nearly unanimously by 97 percent.

On Oct. 3, workers walked out to the sound of horns from Teamster 18-wheelers. They picketed around the clock for five days, shutting down laboratories and classrooms across campus with the support of local

building trades members who honored picket lines to help with the fight.

The pressure worked. On Oct. 12, graduate student workers unanimously ratified a three-year first contract that includes wage increases of up to 90 percent, increased subsidies for health insurance, seven sick days, two personal days, and a grievance procedure.

"The proof of all these efforts is in the contract itself," the committee of workers wrote in an online post following the contract victory. "Joining the Teamsters was one of the best decisions we made. The Teamsters brought a commitment to rank-and-file militancy to our campaign. We are Teamster strong, and Worcester is a union town!"



MASTER CLASS

Teamsters Lead the Way in Securing National Contracts

In a world where the economy is ever-changing, some might argue that the old-school labor paradigm of getting a company to agree to a huge, all-encompassing contract is outdated. The Teamsters are proving that nothing could be further from the truth.

"Don't let anyone tell you that the days of achieving national master agreements are over," said Teamsters General President Sean M. O'Brien. "The Teamsters are pulling off things that anti-labor activists would have you believe are impossible. Our massive network of local unions and army of organizers makes us the most powerful union in the world and best equipped to protect as many workers as possible."

If the past few months have demonstrated anything, it's that national contracts have never been more important—not just for current members, but for future members as well.

Costco

In October, Teamsters ratified the first national master agreement at Costco, one of the largest big-box retailers in North America. The national agreement provides more than 18,000 members with significant wage improvements over the next three years and a substantial increase in pension contributions by the employer. The contract will also provide members with higher semi-annual bonuses and a more flexible attendance policy, among other workplace improvements.

"This deal wouldn't have been possible without the participation of members across the country. Workers were united from the start, letting the company know we deserved more and that we weren't afraid to fight to get it," said Henry Chavez, a shop steward at Local 986 in Los Angeles, who participated in negotiations.

Rank-and-file members like Chavez played an instrumental

role in the bargaining process, attending meetings and providing feedback for the national negotiating committee.

"This national agreement wouldn't have been possible without the engagement and activism of our members. Their refusal to accept anything less than what they deserved was the key to our success," said Tom Erickson, Director of the Teamsters Warehouse Division. "When workers pushed back on Costco's first offer, it gave the bargaining committee the power and leverage necessary to make enormous gains at the table while simultaneously solidifying the national agreement."

"Our members at Costco stood up for their rights and won big," said Mike Bergen, Local 166 Secretary-Treasurer and Chair of the Teamsters Costco National Negotiating Committee. "They weren't afraid to strike if necessary, and the company knew they weren't bluffing."

American Red Cross

The success at Costco provides a blueprint for future organizing at the company. The same can be said about the national agreement that was recently ratified at the American Red Cross.

Last summer, phlebotomists and other health care workers at the internationally-renowned humanitarian organization ratified their first national agreement exclusive to Teamster members. In addition to strong wages and health care benefits, the contract includes a neutrality agreement—moving forward, the Red Cross will never run an anti-union campaign during an organizing drive, and it will immediately recognize the Teamsters once a majority of the workers at a given location elect to become members.

"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," O'Brien said. "This agreement is a blueprint for the future."

The success of the initiative is already on display—Red Cross workers in Salt Lake City voted overwhelmingly to become Teamsters in October.

"The organizing process has been really nice; it's been really easy," said Paul Darlington, a phlebotomist who voted to join Local 222. "It's been enlightening and really helpful for a lot of us."

"We're so excited to welcome these hardworking men and women into our Teamster family," said Spencer Hogue, Local 222

Secretary-Treasurer. "We look forward to negotiating a strong local agreement that reflects the incredible value these workers bring to their communities as frontline health care workers."

"We formed our union with the Teamsters because we wanted a voice on the job, better health care benefits and increased pay," said Charles Banks, a phlebotomist who has worked at Red Cross of Salt Lake City for two and a half years. "Thanks to the national agreement, we now have that and more, effective immediately. For everyone else at the Red Cross who isn't a Teamster yet—sign up today. Trust me, you'll be glad that you did."

"We joined the Teamsters for better benefits, to have a group behind us that will protect our jobs, and to make this place somewhere that people feel they can stay long-term," said Darlington. "Having a national contract does just that."

In addition to Salt Lake City, the Teamsters are targeting locations across the country for even more organizing drives—including a number in other right-to-work states.

"This is the first of what will be many more organizing victories at the American Red Cross," said Jason Lopes, Teamsters Health Care Director. "We're thrilled at the opportunity to build density at this organization because a rising tide lifts all boats."

North American Central School Bus

A third agreement that was ratified within the past six months

was also the first national master contract at the employer—the Illinois Cooperative Agreement, which covers school bus drivers and monitors at North American Central School Bus.

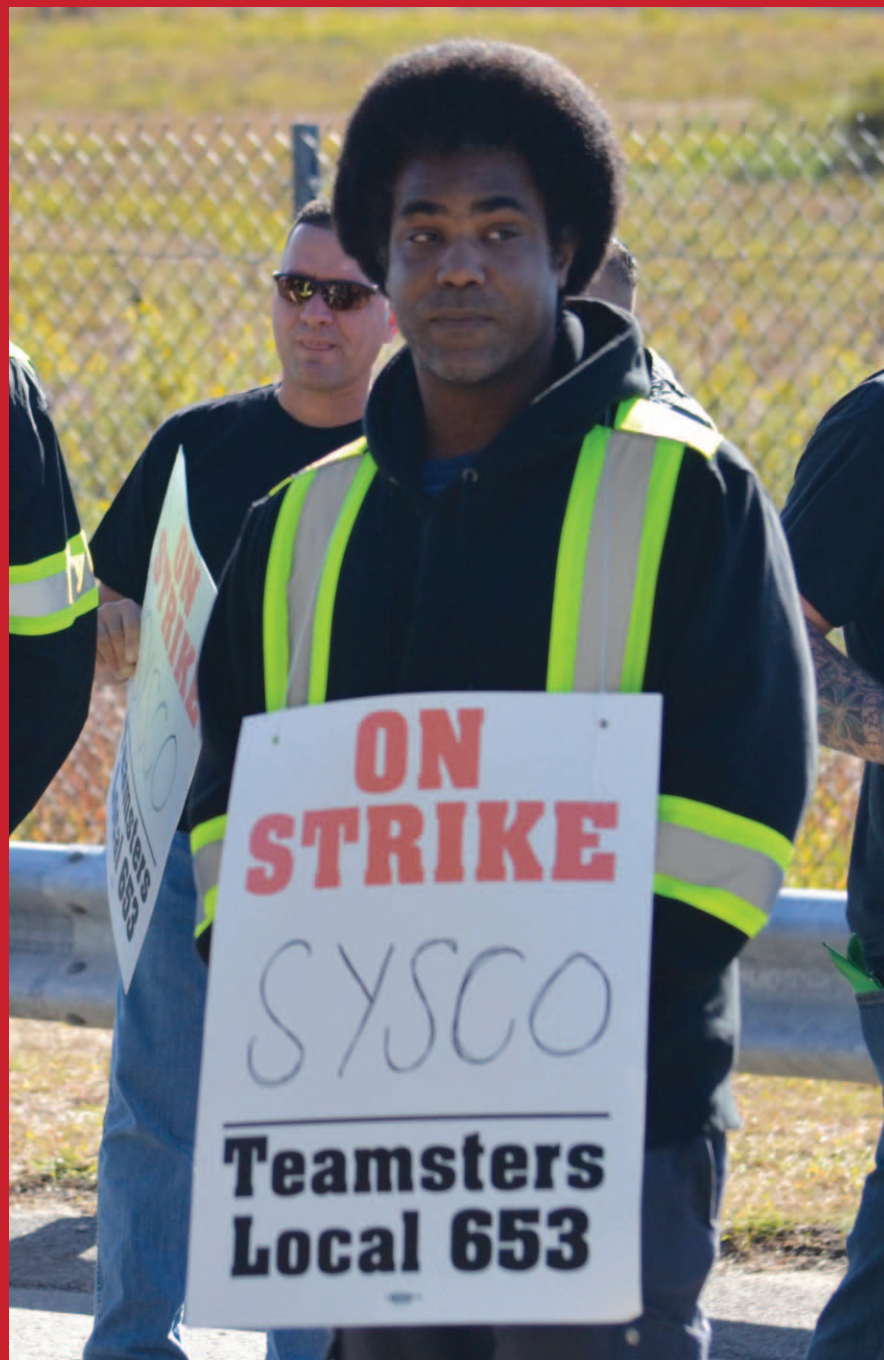
Teamsters at every union location at the company are now united for the first time under a single, national standard. Similar to the Red Cross National Agreement, it has neutrality language, which will increase union density at the company. Other benefits include additional protections for members with disabilities, additional safety language in light of the pandemic, and the establishment of a joint union-employer committee to resolve disputes. Notably, it is the first contract at the company that includes member participation in the Teamsters National 401(k) plan with mandatory employer contributions.

"Congratulations to these workers for staying engaged throughout this process," said Matt Taibi, Teamsters Passenger Transportation Division Director. "This is a landmark victory in our ongoing battle to protect the wages, benefits, and retirement of school bus workers throughout North America."

If past is prologue, the future is bright for the continued efforts to bargain strong national contracts across a wide array of industries.

"The Teamsters are proving that unions can protect workers on a national scale. These are earth-shattering wins for workers and the American labor movement," O'Brien said.

HOLD THAT LINE



The Warehouse Division Strikes Back at Sysco

The raincoat seemed like a lucky metaphor, Sean Miller says, thinking back to the beginning of the strike. It was a rainy September night in Syracuse, and negotiations with Sysco had broken down. The time had come to hit the streets and brave the storm.

"I knew it was going to be a long night and was relieved to find my Teamster jacket in the backseat of my truck," Miller said. "A strike is always the last resort, but sometimes it's the only tool workers have left to protect themselves."

Not unlike a raincoat on a wet and windy night.

As steward for his fellow drivers at Local 317, Miller led by example for the more than 230 drivers and warehouse workers at Sysco Syracuse by staying on the line 20 hours that first day.

"I slept for two hours, took a shower, and ran right back to the line," he said. "My legs were already cramping up. That pavement is unforgiving."

The situation in Syracuse had been brewing for weeks as locals across the country fought back at the bargaining table. Over the summer, the Teamsters launched its first round of coordinated bargaining for members at Locals 104, 317, and 653 at Sysco Arizona, Sysco Syracuse, and Sysco Boston, respectively.

Each Sysco location is purposely designated as a separate facility—a dirty but obvious trick to undermine union concerted activity by arguing each outpost is its own specific company. This allows the company to continually file frivolous legal actions

causing constant hurdles for Teamster leaders looking to unite Sysco workers nationwide.

Newly appointed Warehouse Division Director Tom Erickson was eager to take on America's largest broadline food distributor with a new approach. In the weeks leading up to the strike, he had been working closely with locals and division representatives to focus on coordinated bargaining and member engagement. The playbook closely mirrored the campaign at US Foods over the summer, when Teamsters were minutes away from striking in Pennsylvania and Virginia. But Sysco has always been a different animal in the warehouse industry.

"We came in with a clear strategy for taking on Sysco," Erickson said. "The goal was to get locals involved and members activated. Over the summer we laid the groundwork, fully ready for coordinated strikes across the country. As soon as Local 317 members' feet hit the street, division reps were on the ground and

on the phone with locals to strategize our next steps. We knew this thing was going to spread."

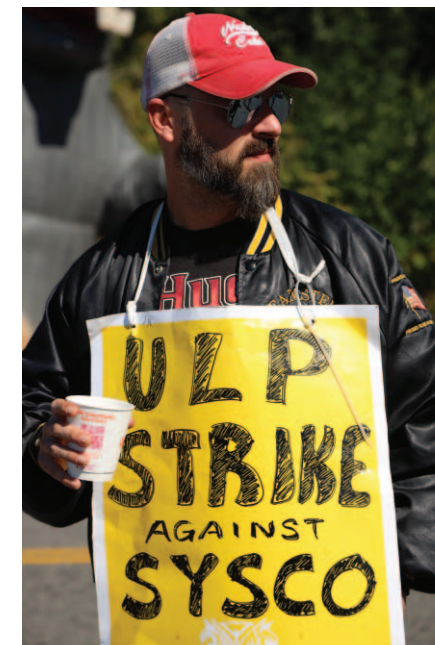
Teamster Rebellion

With Syracuse workers on strike, all eyes now turned to Local 653 members in Massachusetts whose contract was set to expire at the end of the week.

"Syracuse lit the spark," said Trevor Ashley, a 20-year driver at Sysco Boston. "We were fighting over everything in negotiations—economics, pension, wages, health care, the whole bit. We were fully prepared for what was in store. As the deadline got closer, we were united and ready."

Three days after Syracuse workers went on strike, on Oct. 1 at 12:01 a.m.—exactly one minute after their contract expired—Sysco Boston workers hit the picket line in Plympton, Mass.

"You can't believe how much work these jobs are," said Dave Remick, a Sysco Boston driver and Local 653 steward. "We're working in every weather condition—snow,



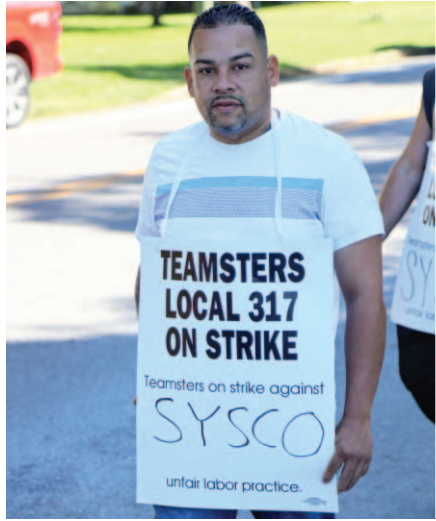
sleet, rain, 95-degree weather, we're delivering. We're delivering upstairs, downstairs, to the beach, boats, every possible place that you could think of. It's back-breaking work and very taxing on everybody."

As a member of the negotiating committee, Remick said the problems at Sysco were the result of the company's anti-union playbook.

"Back when I started driving for Sysco nearly 23 years ago, the company was pretty good to its workers," he said. "As time went on, corporate out of Houston got more involved. It's terrible that a company of that magnitude doesn't care about its workers. It's no surprise Sysco struggles with retention. They don't treat people right."

Sysco generated \$1.4 billion in net earnings last year, more than double the year prior. It is currently the 204th largest company in the world based on sales





volume, with approximately 49,000 workers in the U.S. and 22,000 overseas. Sysco CEO Kevin Hourican was paid \$23 million last year—309 times the median worker's pay. This year, he is expected to be paid around \$37 million. And yet, on a call with investors during the strike, he said retaining staff was a "top issue" as the company continued to deny striking workers proper pay and benefits.

"We're tired of feeling like just another number at this company," Remick said. "All we're looking for is a decent contract, to care for our families and compensate us for being away from them. That's what we are fighting for in Massachusetts. Fortunately, we aren't alone. Sysco workers are rising up nationwide. This is going to spread."

Honoring Pickets

Spread it did. A few hours after Sysco Boston hit the strike line, pickets extended to Sysco Arizona. More than 250 members of

Local 104 honored the line after previously voting to authorize a strike over the summer by a nearly unanimous vote among 228 participating members.

"We were fed up with the company's attitude toward its essential workers," said Curtis Barney, a five-year driver and steward for Local 104. "Sysco workers know what we deserve and aren't backing down. We dedicate our lives to keeping our communities fed. We cannot put up with this treatment anymore, and we don't have to. That's why we're all out here supporting one another."

The company had been stalling in negotiations at Sysco Arizona for months, so it was no surprise that pickets went up after Boston and Syracuse.

"The company straight-out refused to address our concerns at the bargaining table," said Karla Schumann, Secretary-Treasurer of Local 104. "We had been ready to hold the line since the summer, but we knew our

success was all about the right strategy. With Local 653 and Local 317 with us in this fight, we had more leverage than ever before."

Throughout September, all three locals were unified despite bargaining separately. Shortly before the strike began, business agents from Locals 653 and 104 and Warehouse Division representatives accompanied Local 317 for their negotiations in Syracuse. It sent a strong message that an assault on one was an assault on all.

"We weren't going to let the company play its usual games," said Bryan Voci, Local 653 Business Agent. "Although our issues were different in each location, the objective was always the same. We were determined to get our members the pay, benefits, and respect they have long needed at Sysco."

Across the country, more locals promised to honor the line if pickets appeared at their facilities. The initial support boosted strikers' spirits, but

workers' morale was already high just knowing they were taking part in a historic coordinated bargaining effort.

"Most of us don't get many opportunities in our lives to be part of something special that truly makes a difference in the world," said Keith Hubbard, a warehouse worker at Sysco Syracuse and member of Local 317. "This is one of those moments; we weren't about to miss the chance to show this company what we're made of. We created a movement and it spread like wildfire. Sysco better realize what they are up against."

Essential Worker Uprising

More than 70 percent of all food transportation is done by trucks. During the pandemic, companies like Sysco showered workers with praise and called them essential so many times that it became cliché. As COVID-19 rampaged, Teamsters kept risking their health to keep the country running.

"We've been called essential

workers so often, it's now just empty words," Barney said. "We are working under grueling conditions, and in the early days of the pandemic, things got scary. We were going into nursing homes and hospitals. Some of us are working 14-16 hours a day, six days a week. We know we deserve more, and we aren't going to stop until we get it."

Sysco workers aren't alone when it comes to empty words from employers during the pandemic, but for many members, the blatant callousness of Sysco's shameless public relations hit deep and served as a major catalyst for the strike.

"Sysco Teamsters kept our nation fed throughout the pandemic," said Teamsters General President Sean M. O'Brien. "We can't let white-collar criminals forget that Teamsters were essential, are essential, and will always be essential to the health and well-being of our society. The Syscos of the world will not respect us unless we force them to."

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WE CAME IN WITH A CLEAR STRATEGY FOR TAKING ON SYSCO. THE GOAL WAS TO GET LOCALS INVOLVED AND MEMBERS ACTIVATED. OVER THE SUMMER WE LAID THE GROUNDWORK, FULLY READY FOR COORDINATED STRIKES ACROSS THE COUNTRY. AS SOON AS LOCAL 317 MEMBERS' FEET HIT THE STREET, DIVISION REPS WERE ON THE GROUND AND ON THE PHONE WITH LOCALS TO STRATEGIZE OUR NEXT STEPS. WE KNEW THIS THING WAS GOING TO SPREAD."

—TOM ERICKSON
Warehouse Division Director

One Day Longer, One Day Stronger

In October, there were nearly 1,000 Teamsters from across 3,000 miles on strike, holding the line and sticking it to Sysco.

Every day that Sysco was losing money, workers were gaining public support. The narrative in the media made Sysco look terrible. Top executives at the company were scrambling. Desperate for a resolution, they

asked to meet with O'Brien in Washington.

At the Oct. 5 meeting, the General President sent a clear message that the International would not consider discussing a peaceful transition until all contracts are resolved and Sysco's lawsuits meant to harass local unions were withdrawn. But after more than six hours of talks, negotiations between the Teamsters and Sysco broke down. The International quickly put out a statement, calling out the company for its failure to reach a deal that addressed workers' concerns.

"Sysco pushes its workers to the physical brink as if they were disposable robots," O'Brien said. "Our members work hard, but they must be compensated with a secure and quality retirement and affordable health care. No longer will we allow this company to churn workers and then throw them away. We have a saying on the strike line: one day longer, one day stronger."

Armed with Allies

In less than 24 hours, locals across the country raised more than \$70,000 in donations for the Sysco Teamsters Assistance Fund, providing striking Teamsters and their families with the financial support needed to continue

holding the line to go the distance.

Warehouse locals were engaged long before the strike started, but their activism increased during the strike. On WhatsApp, business agents were abuzz with all the latest news from the picket lines. They used the platform to share pictures of locals leafleting fliers outside restaurants to let Sysco

“CORPORATIONS WILL FEAR THE TEAMSTERS. THEIR ABILITY TO HOLD DOWN OUR MEMBERS IS OVER. ANY COMPANY THAT BULLIES WORKERS WILL BE MET WITH THE FULL FIREPOWER OF THIS UNION. OUR MOMENTUM CANNOT BE STOPPED. WE STILL HAVE OPEN CONTRACTS AROUND THE COUNTRY, AND WE WILL STRIKE AGAIN AND AGAIN TO PROTECT OUR MEMBERS.”

—SEAN M. O'BRIEN
Teamsters General President

customers know what type of anti-worker company they were doing business with. Joint councils and local unions from all over the country sent Teamster semi-trucks to the picket lines, parking next to giant inflatable blow-ups of Scabby the Rat holding signs that read *Arrogant Sysco*.

"From leafleting customers to sending messages of support to raising money, the Teamsters showed Sysco that we were united and committed to the fight—both on and off the line," Miller said. "We're all here for each other, and members around the country made sure the company knew it. That gave us an extra boost and meant so much to see

while we were picketing."

Sysco customers felt a kindred connection to the strike and played a key supporting role.

"Our local pizza spot brought boxes of pizza to the line every single day of the strike. Other restaurants supported us on their social media pages to make sure the public knew what was going on," Miller said. "It was important to know we had the community behind us."

"I don't think workers are getting a fair shake," one restaurateur said in a voice-mail that went viral. "I've been doing business with this company a long time, but from now on, I'll be going elsewhere."

Solidarity didn't just come from workers and customers. At a rally on Oct. 17, Sen. Maggie Hassan (D-N.H.) walked the picket line in Plympton and called out Sysco for violating workers' rights.

"I am so grateful to stand with you, and to stand for the right to organize, to stand for the right to collectively bargain so that our country, our people, our businesses, our families, all move forward," Hassan told workers on the line.

Sysco Caves to O'Brien

Back in Syracuse, Miller and his co-workers continued to hold the line as the strike entered its second week. Desperate to keep



operations running, Sysco brought in scabs and began broadcasting misleading information to workers via text message. But it was to little avail.

In the days that followed, a deal in Syracuse seemed within sight as Local 317 prepared to return to the negotiating table. In Arizona, a tentative agreement had quietly been reached days earlier—the best agreement ever for Local 104 members.

On Friday, Oct. 14, the Teamster Facebook page was beaming with good news: *Local 317 Wins the Battle of Sysco Syracuse*. But details of the record-breaking agreement would have to wait until Local 653 reached a deal. Meanwhile, the strike at Sysco Boston continued to escalate. The following Monday, a more militant Teamsters Union was on full display.

It all started in the early morning hours when the crowd of Teamsters swelled to over 400 members from throughout



the Boston area, and a dozen positioned tractor-trailers thwarted exits to block scabs. In the predawn darkness, the union created a blockade in front of Sysco's gates, successfully shutting down its scab operation.

It was caught on TV by morning news reporters, illuminating the plight of Sysco workers to a mass audience.

Within 48 hours, Sysco caved. On Oct. 20, Local 653 members ratified a new contract by a vote of 215-2 that included an \$11/hour boost in pay over five years, improved retirement, and maintained low-cost Teamster health insurance.

The victory was all the sweeter thanks to the company's acknowledgment that the national effort played a key part in the settlement. Sysco gave in to O'Brien's demands, dropping all of its lawsuits and NLRB charges against the Teamsters throughout the U.S.

After months of economic

warfare between Sysco and Teamsters across the country, the union had prevailed.

"The win at Sysco Boston was the last battle in the first round of coordinated bargaining," Erickson said. "We are just getting started. Warehouse workers are emboldened, united, and know they can win."

The strike marked a turning point at Sysco and a critical moment for the Teamsters—a powerful display of how crucial collective bargaining can be for union workers and the first major strike of the O'Brien-Zuckerman administration.

"Corporations will fear the Teamsters. Their ability to hold down our members is over. Any company that bullies workers will be met with the full firepower of this union. Our momentum cannot be stopped. We still have open contracts around the country, and we will strike again and again to protect our members." O'Brien said.



The original Teamsters were all horse wranglers. No matter the industry or role in the union, every member drove or handled a team of horses, hence the name.

Today, some of the last remaining traces of the trade live on the silver screen. For every horse that audiences see on camera, there are hardworking Teamster wranglers working behind the scenes.

For Lisa Brown, a Local 399 member currently working on the set of Kevin Costner's new upcoming Paramount+ series *Horizon*, being a wrangler is a way of life.

"I work to ride," she said, noting the calling she felt at an early age for a career working with horses. "I grew up in Santa Monica and worked at a place called Ponyland. Not much has changed since. It's the same job I loved as a kid."

Brown is off for the day after a long week of shoots in Moab, Utah, where she and other Motion Picture Teamsters are working under some harsh and rugged conditions. She's excited to give a glimpse of working with Hollywood horses, which officially started in 1993, when she put a horse named Beachnut on the Academy Awards' stage for host Billy Crystal's big Oscar opener.

"I was Billy's horse trainer after *City Slickers*. He asked if he could put Beachnut on stage at the Shrine Auditorium, and I naively said yes. I wasn't in the union yet, but I knew at that moment this is what I wanted to do, and the union is where I needed to be," Brown said.

After her Academy Awards gig, Brown joined Local 399 and started her career as a Hollywood wrangler on the set of *Hidalgo*. Since then, she's garnered nearly 40 film credits and has been responsible for some of cinema's most horse-centric films of the past two decades, including *Seabiscuit* and *Secretariat*.

"Being a wrangler is 100 percent about teamwork. We work together with a big cast and crew on every production," she said. "You can always count on a team of Teamster wranglers to get the job done."

OG Teamsters

The head wrangler on a production is known as the gangboss. On the set of *Horizon*, Local 399 member Scott Perez is the head honcho.

"The good thing about being in a union is that it's a family," Perez said. "We can always count on the Teamsters to have our

back and take care of us on set."

Perez's team has grown since the start of production on *Horizon*. In early November, a group of wranglers working on the new series organized with Local 222 in Salt Lake City. They are now covered under the "Black Book" Agreement—a strong contract that covers motion picture work and sets the area standards across the 13 Western states.

In March, Motion Picture and Theatrical Trade Division Director Lindsay Dougherty negotiated a new three-year deal that makes sure wranglers and animal trainers/handlers—along with drivers, dispatchers, mechanics, auto service, and DOT administrators—are protected on the job.

"Wranglers and animal trainers/handlers perform a unique job unlike anything else on set," Dougherty said. "Their issues are just as unique as their craft, and we have been fighting for years to protect the work of this group, while also advocating for advancements that are reflective of their skill."

Wranglers wear a lot of hats and work with a lot of different animals aside from horses, often working with Teamster animal trainers and handlers on set.



"We have cattle, goats, chickens, and dogs on this show, but I've worked with a lot of different animals over the years. I actually worked with the last elephant to ever appear on screen on *Westworld*," said Perez, who is also a skilled animal trainer. "The animals are what do it for me, and I love nothing more than when we are able to get the perfect shot."

Modern-Day Western

Over the summer, General President Sean M. O'Brien and General Secretary-Treasurer Fred Zuckerman joined Dougherty in Darby, Montana, for a special behind-the-scenes tour of another Costner production—America's most popular TV show, *Yellowstone*.

As Teamster leaders pulled up to meet with members at base-camp, Teamster wranglers were busy rounding up the youngest members of the show's 450 herd of cattle for what is known as a branding party—an annual event where new calves are vaccinated, tagged, and branded.

"It's a big to-do, so it was lucky timing for everyone to be there that day to see it," said



Mark Warrack, a Local 399 member working as Costner's wrangler on the hit show. "I first started working as a wrangler in 1998, on Kevin's film *The Postman*, and I've been working with him ever since."

Since 1997, Warrack has served as a wrangler on some of the most well-known horseback rides in modern cinema—*True Grit*, *The Hateful Eight*, and *Django Unchained*, just to name a few.

"Right now, westerns are popular again and we're in demand thanks to shows like *Yellowstone*. It's a great time to be a Teamster wrangler," Warrack said.

"*Yellowstone* rebooted the Western and helped our industry immensely," Brown said.

Painting the Scene with Horses

Filmmakers rely on wranglers to bring their vision to life, and the



role often extends far beyond putting actors in saddles.

"Trying to get the director's vision with animals on the screen is one of my favorite parts of the job," Brown said, giving

an example of her experience serving as head wrangler on the set of the Clint Eastwood film *Cry Macho*.

"Working with Clint was the highlight of my career. What I loved about working for him was that he said I could paint the picture with my choice of horses. He allowed me to be creative and pick the horses that fit into his vision as a director," she said, noting there's a chance she put Clint Eastwood on horseback for the very last time on film. "He told me to paint the scene with horses."

While the work has grown in recent years, Brown and Perez also noted that more wranglers are needed to continue the legacy.

"This is a unique job, and we need young people to get involved in it, so it doesn't get forgotten or left in the past," Perez said.

On The Job





BIGGER, FASTER,
Stronger!



O'Brien-Zuckerman Administration Works to Restructure and Modernize the International

“

OUR MEMBERS ARE THE STRONGEST LINK IN OUR CHAIN. THEY'RE GOING TO FIGHT TO GET US WHERE WE NEED TO GO. WITHOUT OUR MEMBERS, WE'RE NOT GOING TO BE ABLE TO ORGANIZE; WE'RE NOT GOING TO BE ABLE TO GET THE STRONGEST, MOST LUCRATIVE CONTRACTS IN EVERY INDUSTRY.”

—SEAN M. O'BRIEN
Teamsters General President

“Vision without division—this is the new model of North America’s strongest and hardest working union, the Teamsters,” General President Sean M. O’Brien told hundreds of local union leaders who met recently in San Francisco. The gathering was one of four regional meetings held by the International to provide updates for locals about what the International is doing to revamp the union to better serve the locals and the members. Since taking office earlier this year, O’Brien and General Secretary-Treasurer Fred Zuckerman have been working nonstop to rebuild the Teamsters Union into a bigger, faster, and stronger union. “We’ve got to work together to take on the tough fights,” Zuckerman said. “We have to walk together and work together to make sure conditions and standards for the membership are at the very highest.”

To that end, the administration has built a more modern and responsive structure at the International, allowing the union to provide more support for locals so they can provide the strongest representation possible to the rank-and-file. “Our members are the strongest link in our chain. They’re going to fight to get us where we need to go. Without our members, we’re not going to be able to organize; we’re not going to be able to get the strongest, most lucrative contracts in every industry,” O’Brien said. Over the last several months, O’Brien and Zuckerman have implemented a restructuring plan aimed at streamlining services and information sharing within the union. Several departments have been merged and divisions restructured to ensure more efficiency, transparency, and accessibility.

Rank-and-File Focus

Organizing and winning strong contracts, as well as building worker power at Amazon, requires a fast and agile union that isn’t slowed down by its own bureaucracy. It means being able to adapt while also preserving and improving standards for the membership. “Since March 22, Fred and I have been working to fix an International that had lost a half-a-million members over the last two decades. Members need the International to respond quickly and responsibly to their needs. That starts with putting rank-and-file voices at the center of everything we do at the International,” O’Brien said. The administration has been working to ensure that resources are being spent with a singular and obsessive focus on the members’ interests. More resources have been invested in training programs to give locals the best tools and skills to represent Teamster members. The new department structure



at the International is also facilitating stronger coordination between departments. The Department of Training and Development is working closely with the Organizing Department to create a unified training program. Collaborating with other departments and divisions has allowed Training and Development to create more industry- and division-specific trainings focused

on state and regional issues, as well as programs that are unique to specific contracts. In key divisions, like Package and Freight, a new regional model for representation is in place to coordinate bargaining strategies and national contract fights more effectively. It has also facilitated a more aggressive national training program that meets the needs of stewards and members in specific industries. Freight Division regional coordinators have been working in tandem with locals and Training and Development to hold regular education programs and mock grievance hearings. “Stewards are the first line of defense in protecting our members and making sure contracts are enforced, so it is critical that they have all the tools and knowledge at their disposal,” said John A. Murphy, National Freight Director. “It is important for us to meet



with stewards and go over the grievance process. By taking part in mock grievance hearings, our stewards are better prepared to fight for our rank-and-file members."

The International is also working on major updates to the TITAN system and the local union roster to modernize the way the union serves and communicates with locals and the membership.

"I want everyone to know whatever problems or concerns that you may have, and anything that you may need, the International is here to help," Zuckerman said.

Emphasis on Organizing

New organizing campaigns have been launched in recent months to grow the ranks of the union, giving the Teamsters more strategic power in core industries and more leverage at the bargaining table.

"Over the last 25 years, we've lost more than 300 local unions because of a failure to organize and a failure to provide these locals with the resources to

grow," Zuckerman said. "At UPS alone, there are about 40,000 employees—primarily in right-to-work states—who are not signed up as members. We have a robust internal organizing campaign on the ground right now working to change that. And that's just one of the things we are doing to support locals and help them grow stronger."

With organizers fanned out across the country and working with dozens of locals, the Organizing Department is running hard-hitting campaigns to win new bargaining units and sign up Teamsters in areas that have been historically more hostile to union organizing.

Internal organizers are working closely with locals in right-to-work states to sign up members at UPS and other employers. Since the program was launched, organizers have signed up 6,000 new members at UPS. The internal organizing program is boosting membership while also boosting member involvement by creating an army of Teamster volunteer organizers.

The Organizing Department is working with division directors and the new Strategic Initiatives Department to identify organizing targets. Meanwhile, a new region-based organizing infrastructure is building locally-based organizing teams and organizer training opportunities.

The International's organizing efforts are focused on the cannabis industry, school bus, warehouse, casino, and public services. Since March 2022, more than 2,000 new members have been organized into the Food Processing, Freight, Warehouse, Passenger Transportation, Casino, Waste, and Public Services divisions.

The Airline Division has also been busy with organizing campaigns among ramp and fleet workers, gate agents, dispatchers, and pilots at Sun Country and other carriers.

"The Organizing Department has been a huge asset for our Airline Division members," said Joe Ferreira, Director of the Teamsters Airline Division. "These organizing campaigns are expanding

our bargaining power on behalf of many different crafts in the industry."

Regional Support, National Power

The union's bigger, faster, and stronger approach was covered extensively at recent regional meetings. Local union leaders in every region were briefed by O'Brien and Zuckerman, along with department and division directors who provided transparent updates on what the International has accomplished and is currently working on under the new administration.

"Each week in October, we were on the road to give everyone a snapshot of what's been going on the last 200-plus days since we took office. We're here to talk about what we've been doing and the direction we're headed," O'Brien told leaders at the Southern Region Meeting. "We have one mission, one goal, one objective—and that is to make this union bigger, faster, stronger."

Ahead of each regional meeting, division leaders joined O'Brien and Zuckerman on worksite visits to talk directly with members about their issues and concerns. Leaders visited with members at ABF, First Student, Pepsi, UPS, YRC, and also visited the worksites of members in the Motion Picture and Public Services divisions.

"Everything we are doing at the International is guided by Sean and Fred's vision of a bigger, faster, and stronger union," said Dan Kane Jr., International Trustee, who joined the General



President and General Secretary-Treasurer at worksite visits in New York ahead of the Eastern Region Meeting. "Showing up and listening to the members serves as a reminder to these employers that their success comes from Teamster members—and it's a reminder to the members that the International exists to serve the membership."

Regional meetings also covered the political work the International has been doing to hold corrupt politicians accountable and make sure Teamster priorities are advanced in public policies, from state legislatures up to Congress. Jimmy Donovan, Director of the Political and Legislative Action Department, reported on the International's new Political Field Organizer Program, which works to mobilize and inform members through worksite visits, phone-banking, and other outreach in support of pro-union candidates who support Teamster members' issues.

Local leaders attending regional meetings also heard

from Lindsay Dougherty, Director of the Motion Picture and Theatrical Trade Division; Chris Rosell, Director of the Organizing Department; Randy Korgan, Director of the new Amazon Division; Will Petty, Director of the Strategic Initiatives Department; Dennis Hower, Co-Director of the Training and Development Department; and staff from the Safety and Health Department.

At each meeting, O'Brien stressed the need for solidarity and strategic coordination in the midst of an unprecedented upsurge of labor activism and relentless attacks by Corporate America against workers all over the country.

"One thing we can all agree on is that we are stronger when we are united," O'Brien said. "When we are united and militant, we can organize and we can win strong contracts and have accountable leaders enforce those contracts. We can take on the corrupt politicians and corporate bullies and pulverize them."



POLITICAL PRIORITIES

When the International moved its headquarters to Washington, D.C. in the 1950s, the union purposely set up shop across the street from the Capitol to ensure it was a major player in national politics. Under the leadership of General President Sean M. O'Brien, the Teamsters are positioned to once again be

"Corporate control of legislative agendas around the nation must end," O'Brien said. "UPS, Amazon, and many others are making historic profits while workers are being pushed to their breaking point. Lawmakers need to realize that working people put them in office and their well-being is essential. Passage of

rights; enforces penalties on companies that violate labor law; provides a more effective process for first contracts; and allows workers to organize and gain a union voice at work like they do in countries like Canada.

"Labor law in our country is broken and must be fixed," said Fred Zuckerman, Teamsters



the most influential union on Capitol Hill.

In less than six months as General President, O'Brien has already made a name for himself in the halls of Congress with forceful testimony and lobbying—demanding that politicians in both parties deliver for working people. At a time when Corporate America is enjoying its highest profits in 50 years, the Teamsters are fighting on many fronts to even the playing field and compel elected officials to do the right thing for their constituents.

bills that help workers are important legislative steps this country needs to take now."

Labor law reform is one of the most pressing needs for American workers. Recent polling has shown that unions are viewed more favorably today than at any time in the past 50 years. But despite that popularity, corporations are able to deny workers unions by gaming a broken system that fails to punish companies that refuse to bargain first contracts. Workers are in desperate need of legislation that expands collective bargaining

General Secretary-Treasurer. "And if the politicians we have don't fix it, we need to elect ones who will. The status quo has got to go."

Other issues that need addressing are unfair trade agreements, keeping the nation's roadways safe, Amazon's disregard for workers and communities, automated vehicles, anti-trust reform and a multitude of statewide and local concerns. But change will only happen by getting fellow Teamsters involved and a bipartisan collection of lawmakers on board to support them.

Teamsters Mobilize to Improve Members' Lives





Setting a course forward for the Teamsters was a huge focus of the union's annual political coordinators' meeting this fall. Attendees were briefed on needed changes to labor law and the union's Amazon strategy, as well as its other legislative priorities. After those sessions, Teamster leaders crossed the street to Capitol Hill and spoke to their lawmakers about the need to get it done.

They told elected officials about the importance of measures like the Protecting the Right to Organize (PRO) Act and anti-trust reform, and how enacting such legislation would ensure that hardworking Americans aren't left struggling to support their families while corporate executives hoard huge profits.

Beefing up Labor Law

Passage of the PRO Act has been a strong focus of this union for years. David Pumfrey, a Teamsters Local 299 member and linehaul driver at USF Holland, said the beefing up of labor law is necessary to stop Big Business from clamping down on workers who are just trying to join together to negotiate better wages, benefits, and working conditions.

"Corporations have pulled labor protections apart through the years," said Pumfrey, a 36-year Teamster. "The PRO Act will put it back together."

He noted recent surveys have shown that 60 percent of Americans would choose to join a union if they didn't fear the repercussions of their employer. Younger

people, in particular, understand what is at stake. "Unions created the middle class," Pumfrey said.

Meanwhile, the Teamsters have taken an aggressive stance on beefing up federal anti-trust law and are strong supporters of the American Innovation and Choice Online Act. The bill would prohibit companies like Amazon from giving preference to their own products on their platforms and from unfairly limiting the availability of competing products.

As part of the political coordinators' meeting, Teamsters met with the offices of more than 150 members of Congress from 35 states, urging elected officials to stand with workers. These bills would make it easier for workers to organize while curtailing the power and influence of multibillion-dollar companies that continue to post record revenue while denying workers decent wages and a better quality of life.

That is the message that Teamster political field organizers shared with members at worksites all across the nation in the weeks leading up to the November 8 election.

The union is moving forward with an agenda that puts workers first. The Teamsters are using the closing weeks of the current legislative session to push lawmakers to take up the PRO Act as well as anti-trust reform in an effort to curb Amazon's anti-worker practices.

But there is a Plan B if that doesn't come to pass. The union will pursue regulatory fixes that will address these important issues in a piecemeal fashion.

TEAMSTER-BACKED BILLS CHALLENGE AMAZON'S PRACTICES

The Teamsters have made fighting Amazon a priority—and that includes at statehouses all across the country.

Taking on a global behemoth isn't easy. But there have been successes this year, topped by California Gov. Gavin Newsom's signing of Amazon-inspired legislation that helps protect workers during disasters and other situations where their safety is at risk.

The bill, SB 1044, will prevent an employer from restricting workers' ability to communicate with family or leave a dangerous worksite during an emergency. Specifically, workers must have access to their phones and will be allowed to leave the premises if they must do so for their safety. The policy would apply during wildfires or other natural disasters, as well as emergencies triggered by criminal activity.

"Corporations like Amazon don't care about their workers' health and safety, only their bottom line," said Sean M. O'Brien, Teamsters General President. "That's why legislation protecting workers from abusive employers is so important."

The new law is designed to stop incidents like the one that took place in Edwardsville, Illinois, in December 2021, when a tornado touched down and caused an Amazon warehouse there to collapse, killing six people. Workers at that facility were not allowed to have their phones with them while on the job and several said they were forced to keep working even after a tornado warning was issued.

"Workers like those at Amazon deserve to have their safety taken into consideration—regardless of what an employee policy is," said Salvador Medina, a UPS driver and Teamsters Local 2785 member. "That's why it was so important to get this measure approved. Hopefully other states will follow California's lead."



Clarity for Quotas

Meanwhile, the New York legislature approved a law earlier this year that beefs up worker safety in the e-commerce and warehouse industries at companies like Amazon. The bill brings transparency to hidden workplace quotas and ensures that quotas don't interfere with legally protected breaks. The Warehouse Worker Protection Act was drafted with input from the Teamsters. It would help set leading warehouse industry protections as it relates to overly burdensome and abusive quotas. Similar bills are expected to be sponsored in other states in 2023.

The legislation requires that major warehouse companies provide their employees with documentation of their quotas at the time of hire, or when the law takes effect for current employees. Employees must also be provided with copies of their quota when changes are made and have the right to request their quota at any time, even after their employment ends. Companies will no longer be able to impose quotas that interfere with workers' lunch, rest, or bathroom breaks. The bill also protects workers from retaliation when exercising their rights.

TEAMSTER DRIVE CAMPAIGN EXPANDS MEMBER POLITICAL POWER

From coast to coast, Teamster leaders and representatives spent the 2022 election year visiting worksites to encourage rank-and-file members to contribute to building their union's political muscle. The International Brotherhood of Teamsters is North America's strongest union, but ensuring it stays that way requires never taking the foot off the gas of political influence.

In short order, the union's commitment to strengthen its political action committee has shown real results.

Under the leadership of General President Sean M. O'Brien and General Secretary-Treasurer Fred Zuckerman, more than 21,000 new members have already signed up to support DRIVE—the Democratic, Republican, Independent Voter Education fund. That funding directly supports pro-Teamster candidates who promise to stare down corruptible politicians and mammoth corporations that halt progress for working people in Washington, D.C. and state capitals nationwide.

"The Teamsters reject the status quo, a reality today that sees politicians do next to nothing to represent their constituents and allow all-powerful corporations to commit robbery in broad daylight against American taxpayers," O'Brien said. "Through our political action committee and during organizing campaigns nationwide, the Teamsters will take this fight to the halls of Congress and out into the streets to protect our members."

Member participation in DRIVE enables the union to help elect candidates who support Teamsters. Pro-worker majorities in Congress need to grow if legislation that could expand union rights, such as the Protect the Right to Organize (PRO) Act, has any hope to be enacted.

Jason Houk, a Local 728 member who is a shop steward and driver at UPS, said he is noticing a real difference in how members are responding to joining DRIVE. Younger workers in particular, he said, believe in what the Teamsters and the broader union movement are doing. "They are buying into this," Houk said. "They are seeing

all this action with Amazon and Starbucks. They think unions are cool and want to be part of the movement."

Elsewhere, a summertime spent at UPS facilities in New Jersey led to an additional 3,000 participating members, while another effort for member engagement at UPS facilities in New York City and Long Island resulted in 2,000 new members choosing to contribute to DRIVE.

The progress of political power is critical to the future strength of the Teamsters Union and the entire labor movement. Workers are demanding respect and dignity on the job in every industry and work environment, and under new leadership the Teamsters are already building a bigger, faster, stronger future for working families.



For example, the Teamsters are encouraged by the U.S. Department of Labor's proposed independent contractor rule. It would lead to a curbing of worker misclassification and would likely be applied in a more consistent manner by federal courts across the country.

The union also supports a National Labor Relations Board proposal to codify the joint-employer standard language approved in federal court as part of the Browning Ferris decision that directly affected Teamsters. That would make it easier to prove joint-employer status and not allow companies to shield certain workers from unionization merely because they are employed by subcontractors.

State Initiatives

On the state level, the Teamsters are working with joint councils, locals, and members nationwide to get behind a legislative agenda for the coming year that will protect warehouse workers against greedy companies like Amazon; crack down on anti-union captive audience meetings held by employers; and address the continued spread of autonomous vehicles nationwide.

The Worker Protection Package, as it is called, is about putting the union's muscle to work. Teamster locals will be encouraged to discuss any or all of the model legislation with their lawmakers in an effort to get it enacted into law. That will put elected officials on the record as it relates to the union's



“

OUR MEMBERS WERE ENGAGED LIKE NEVER BEFORE TO GET OUT THE VOTE THIS ELECTION. WE LEFT NO STONE UNTURNED. ALL ACROSS THE COUNTRY, TEAMSTERS WERE DETERMINED TO GET PRO-LABOR CANDIDATES ELECTED, AND THEY ARE NOW EVEN MORE COMMITTED TO STAYING ENGAGED THROUGHOUT THE LEGISLATIVE SESSION TO HOLD POLITICIANS TO THEIR WORD. WE WILL KEEP PUSHING OUR LEGISLATIVE AGENDA ON BOTH SIDES OF THE AISLE, AT THE STATE AND NATIONAL LEVEL.”

—JEFF PADELLARO

Secretary Treasurer of Local 633 • Manchester, N.H.



PRAISING TWO GREAT TEAMSTER LEGACIES

The Department of Political and Legislative Action honored the contributions of two longtime Teamsters earlier this year who together have compiled more than 125 years of service to the union.



Joe Conti and Robert Seay have been a constant presence at Local 25 and Local 667, respectively, even decades into their retirements. They both put a stamp on the political activities of their local unions and helped influence policies in their home states.

Conti, a retired truck driver since 1996, has been President of Local 25's Retiree Chapter since 2006. He has played an important role not only politically, but also philanthropically. Over the last two decades, he has raised money for underserved kids, fought for autism awareness, held blood drives, and been active in efforts to combat drug and alcohol addiction. He has also served as a mentor to younger Teamsters.

"People need to remember that it's unions that built America and set the way for the American people, and today more people want unions back," Conti said.

Meanwhile, Seay became a Teamster in 1950 and eventually climbed the ranks at Local 667, where he became its chaplain and political coordinator. He's played an active role in raising money for DRIVE—the Democratic, Republican, Independent Voter Education fund, while at the same time holding politicians accountable and ensuring workers are treated with dignity and respect.

Being a Teamster, he said, "means everything to me. I owe the Teamsters everything. It afforded me the life I have." In June, Seay was awarded the official State of Tennessee Proclamation for his accomplishments.

priorities while activating members and building political and legislative strength.

Protecting Workers

The Autonomous Vehicle Public Safety Act would require a human safety operator to be physically present in any commercial autonomous vehicle and properly licensed and trained for the vehicle they are monitoring. The legislation is needed because there is currently no federal standard, and industry bills have been introduced in state legislatures in recent years that would create an overly broad framework.

Rick Bachman, a 33-year driver at ABF who now works as a Local 773 business agent, said while there will undoubtedly be changes to the industry in the years to come, having a person in the vehicle is essential.

"Who is your first responder when something happens? It is that trucker," said Bachman, who is a two-time state grand champion in industry safety competitions. "To remove that person is a travesty."

A recent poll in Pennsylvania found that 64 percent of those surveyed were either somewhat or very uncomfortable sharing the road with driverless vehicles.

The Warehouse Worker Protection Act, meanwhile, would require large warehouses to disclose quotas that workers are judged by, both when a worker is hired and every time the quota is changed. It ensures that workers wouldn't be required to meet a quota that interferes with workers'

health and safety compliance. It would protect workers against retaliation for requesting data or exercising their rights under the bill and grant a private right of action to seek injunctive relief.

The bill would target the actions of companies like Amazon that aren't transparent about their worker standards and jeopardize worker safety. "What Amazon is doing is abuse," said Sulayman Sowe, a UNFI order selector and member of Local 120 in Minneapolis. "At the nonunion shops, they will work them to death."

Lovar Stewart, a UNFI receiver and fellow Local 120 member, said poor worker treatment is baked into the business model at Amazon. "Amazon is playing a numbers game," Stewart said. "They know their workers will leave. They predicate themselves on that."

The legislation, while not a fix-all, would protect abused Amazon workers in the warehouse industry and support middle



class families. It also shines a light on Amazon's abysmal injury and turnover rates.

Finally, the Employee Free Speech Act would empower workers at companies currently going through the organizing process to join the union free of company coercion and intimidation. It would outlaw captive audience meetings and protect workers' free speech. Employers

would be barred from threatening discipline or termination of workers who don't attend such meetings.

The measure would disrupt a \$500 million industry that deceives workers trying to join together to advocate for better pay, benefits, and working conditions. At a time when union popularity is at its highest level in more than 50 years, workers wouldn't have to struggle as much to organize.

Fight for the Future

To ensure these political victories, Teamsters and other workers need more than words—they need action. Members will be called on to lobby lawmakers so change can happen.

The 2022 election season is now over. A new Congress and new state legislatures will be seated soon. It's time for Teamsters to buckle their chinstraps and take the fight to our newly elected officials.





MEET CENTRAL REGION VICE PRESIDENT

Danny Avelyn

A Teamster since 1979, Danny Avelyn began his career at ACME Cartridge in Kansas City, Missouri, as a member of Local 41. Avelyn serves as Central Region Vice President of the International Brotherhood of Teamsters and Assistant Freight Director. He is also Principal Officer of Joint Council 56, Chair of the Central Region OTR, and Trustee on the MO-KAN-NE Conference of Teamsters.

What are some of the most exciting things you experienced during your time as a Teamster?

Throughout my years as a Teamster, there have been various moments and experiences that have been exciting and rewarding. What first comes to mind is the Freight Strike in 1994 and how united the membership was at that time. There was not much division during those days, and everyone stuck together to achieve a common goal, which was empowering. We are seeing a movement like that again now with the new administration. There is a renewed energy among the members. Many are more engaged in what is going on in the labor movement and are actively taking part within the union or educating themselves, which is awesome to see. Gone are the days when workers are going to sit back and take abuse from corporations. Teamsters fully understand their value and are demanding that they are rewarded for their challenging work.

The best part about my job that excites me is when I get to take trips to barns with other Teamster leaders like my brother Lendon Grisham, Principal Officer of Local 480 in Nashville. You get to interact with the rank-and-file who are on the front line and are the heart and soul of this union. It motivates you to work even harder.

What are you most proud of in your career?

I would say my proudest accomplishment is being elected as a Central Region Vice President under the leadership of General President Sean O'Brien and General Secretary-Treasurer Fred Zuckerman. They have constructed an effective team, and it is a privilege to get to serve our members with my fellow General Executive Board members. I would be remiss if I did not acknowledge the great members of my home Local 554 in Omaha. Our local has some of the best members in this International Union and their support has been paramount over the years, so I am also proud to serve them.

A goal of the new administration has been to "restore faith" in the freight industry. How does that get accomplished?

To restore faith in the Freight Division, two crucial things must be done. First, we must put a priority on organizing the unorganized and growing our membership. To accomplish that, we

need to negotiate the best contracts in the industry to illustrate why becoming a Teamster is the way to go. This division is a legacy division and has so much history. It is our duty to return the Freight Division back to what it once was. Thankfully, we have a superb and dedicated director, John A. Murphy, overseeing the division and leading the way. He has assembled a team of experienced leaders with tons of freight knowledge that will help get us back where we need to be. That being said, it takes all of us to accomplish greatness. We all have to buy in. It truly is a joint effort between the leadership team and the members.

What is your message to rank-and-file freight members heading into 2023 National Contract negotiations?

The most important message I can share with our members is to continue to participate and get involved. Our General President has your backs. He has made it clear that the organization and union as a whole works for you, the members. Be active in your workplace, spread the word to your brothers and sisters, and remain united. If we stick to that game plan, I am confident that the upcoming contract negotiations will be a success.

Bonus: What is your favorite television show?

M*A*S*H*



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The Teamsters Scholarship Fund is the official scholarship of the International Brotherhood of Teamsters. It is a 501(c)(3) nonprofit established to raise money for the children of Teamsters to pursue higher education, get certified, attend college, and enroll in trade school programs.

Scholarship applications will become available in Fall 2023 for the 2024-2025 academic year. The fund will make available 600 one-time scholarships for students each year.

For more information, room reservations, or to purchase a sponsorship package, visit **Teamster.org/scholarships**

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
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TO MAKE A
DIFFERENCE!**



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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.

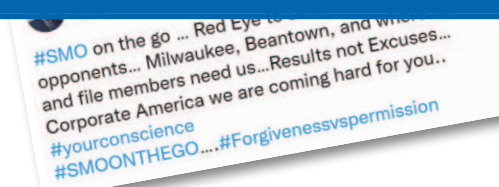
The Independent Investigations Officer's address is:

Robert D. Luskin
Office of the Independent Investigations Officer
1515 N. Courthouse Rd., Suite 330
Arlington, VA 22201



"My goal is to utilize Twitter as a tool that will help benefit Teamster members. It offers the opportunity to educate ourselves and strategize accordingly. To ensure our members' voices are heard amongst political figures. To call out our opponents and remind them that we don't back down in any fight. And most importantly, to highlight the great work our members do everyday."

—Sean M. O'Brien



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Scan the QR code to go straight to his page and start liking today.





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 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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INDEPENDENT VOTER EDUCATION