THE TEAMSTER MAGAZINE • SUMMER 2023

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Journal

TEAMSTER STORIES OF UNITY, POWER, AND STRENGTH

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Amazon workers need your support to protect their union and win good jobs. Drivers and dispatchers in California joined the Teamsters in April and negotiated a first-of-its-kind contract at Amazon. These workers are demanding their rights and the respect they deserve.

We are standing with our new Teamster siblings. We all need to pitch in now to make sure they can support their families as they take on Amazon.



66 AS A FOURTH-GENERATION TEAMSTER, THE UNION HAS BEEN PART OF MY LIFE AS LONG AS I CAN REMEMBER. I've had Teamster health care my whole life and I still hold onto my CDL. Growing up, I was raised to believe that you never waver when it comes to fighting for the rights and welfare of your brothers and sisters. That's why this job means so much to me. I carry the legacy of those who came before me. Their fire and drive aren't just a part of me, it's what made me the man I am today."

Sean M. O'BRIEN TEAMSTERS GENERAL PRESIDENT

















INTRODUCTION

As the adage goes, the Teamsters represent every possible worker from A-Z — airline pilots to zookeepers. This is truer today than ever before. But more consequentially, the Teamsters Union represents an opportunity for all workers in all industries to protect, preserve, and improve their lives. Our members are the backbone of North America's workforce, and you are always worth more.

So, let's meet some Teamsters. Just some of the hardworking people who make up our incredibly powerful, diverse, historic, and ever-evolving labor union. Say hello to some of your brothers and sisters from coast-to-coast who offer humbling and inspiring observations on what it means to be a Teamster, what it feels like to work hard and sacrifice, and how crucial it is to know there's someone forever in your corner fighting for you to win.

From transportation to delivery, from health care to manufacturing, from food processing to cannabis, from warehouses to runways, from UPS to union printers, from the American Red Cross to the San Diego Zoo — we are Teamsters. We provide dependable labor, we deliver essential services, and we deserve to be compensated and protected for all that we are and all that we do.

Beyond their occupations and local union numbers, in this issue you will discover the stories of fellow members who strive for fairness, respect, and better working conditions. Their backgrounds are different, but their drive is the same — shaped by an understanding that by standing together, we can realize a better standard of living for ourselves and our co-workers.

From veterans who have dedicated their lives to union membership to newly organized members who have just begun their Teamster journey, every story and every opinion is an important thread sustaining and expanding our labor movement. These portraits offer only a glimpse of your fellow members' lives and their impact but let them serve nonetheless as long-lasting reminders of our shared strength as Teamsters.

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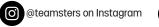
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AS PILOTS, WE ARE THE ACCEPTORS OF RISK AND THE PROTECTORS OF THE PEOPLE ON BOARD."

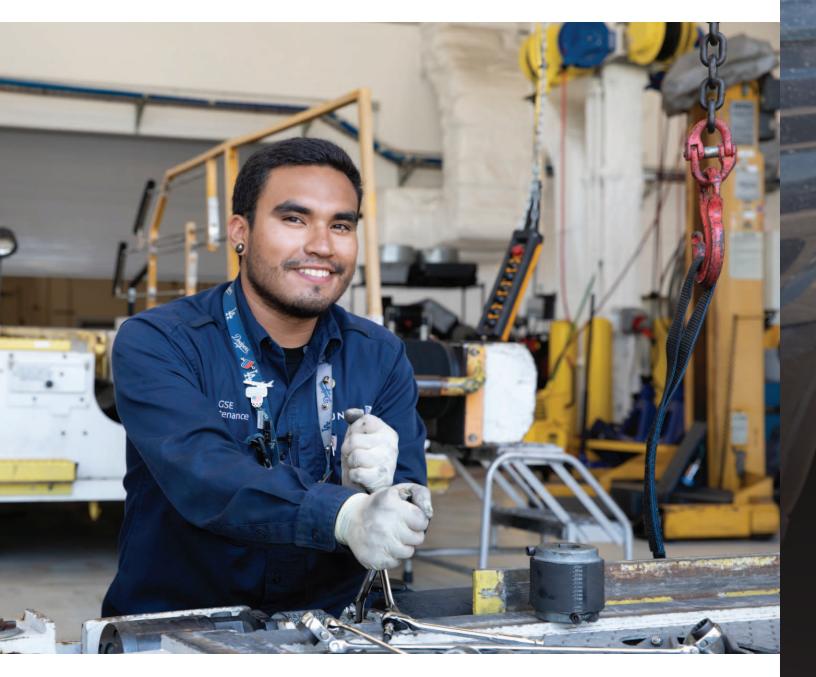


AIRLINE PILOT, REPUBLIC AIRWAYS LOUISVILLE, KENTUCKY TEAMSTERS LOCAL 357

After 17 years as a Teamster, four different airplanes, and 9,000 flight hours, Captain Patrick Holyfield is comfortable with the pressure that comes with shepherding travelers across the skies. "I thrive on it," Holyfield said. "As pilots, we are the acceptors of risk and the protectors of the people on board." The weight of that responsibility is a source of pride and something Holyfield takes seriously. In addition to his duties as an airline pilot with **Republic Airways, Holyfield trains** and evaluates other pilots, and he is a Flight Safety Representative for the Teamsters Airline Division. On the lighter side, when the weather gets gloomy in his hometown of Louisville, Kentucky, flying up above the clouds gives Holyfield a chance to see the sun. "The views are always great."

Daniel PONCE

GSE LINE TECHNICIAN, **UNITED AIRLINES** LOS ANGELES, CALIFORNIA TEAMSTERS LOCAL 986 **ONE OF THE BEST PIECES OF ADVICE DANIEL PONCE GOT FROM HIS MENTORS AT UNITED AIRLINES WAS** THE OLD SAYING THAT IF YOU DO WHAT YOU LOVE, YOU'LL NEVER WORK A DAY IN YOUR LIFE. Ponce keeps that message in mind as he maintains the equipment that services planes at LAX. One of the proudest moments he's had on the job was when he stepped up to troubleshoot a super tug's electrical problem. It was a time-sensitive job that required the skills Ponce built in more than five years working at United and one that others were intimidated by. "It felt great being able to save the day and make a difference. Safety always comes first in this line of work."



In April, Demetria Forte was one of 84 brave drivers and dispatchers in Palmdale, Calif., to organize with Local 396, becoming the first group of Amazon workers to join the Teamsters. She and her co-workers quickly negotiated a historic contract that includes wage increases, health and safety standards, a grievance procedure, and other benefits. "I have six kids to support, so this new con-

prime

Demetria FORTE

DRIVER, AMAZON DSP | PALMDALE, CALIFORNIA • TEAMSTERS LOCAL 396

tract will make a big difference. But this is still an uphill battle. We have a lot of work ahead. I'm hopeful for a better future for every worker at Amazon. WHEN THEY TELL THE STORY OF HOW THE TEAMSTERS ORGANIZED AMAZON, WE WILL BE ABLE TO SAY, 'IT ALL STARTED WITH US!' NOW IT'S TIME FOR MORE FOLKS TO FOLLOW. ALL AMAZON WORKERS NEED A UNION."

azon



66 SENIORITY IS MORE THAN JUST A MEASURE OF TIME; IT IS A TESTAMENT TO EXPERIENCE, DEDICATION, AND LOYALTY. IT IS THE CORNERSTONE OF FAIRNESS ON THE JOB, ENSURING THAT WORKERS LIKE ME ARE REWARDED FOR THEIR YEARS OF SERVICE."

IGHT BEE



PREMIER-MIDWEST **BEVERAGE/MOLSON COORS** OMAHA, NEBRASKA TEAMSTERS LOCAL 554





TEAMSTERS LOCAL 817

IT'S IMPORTANT WORK.

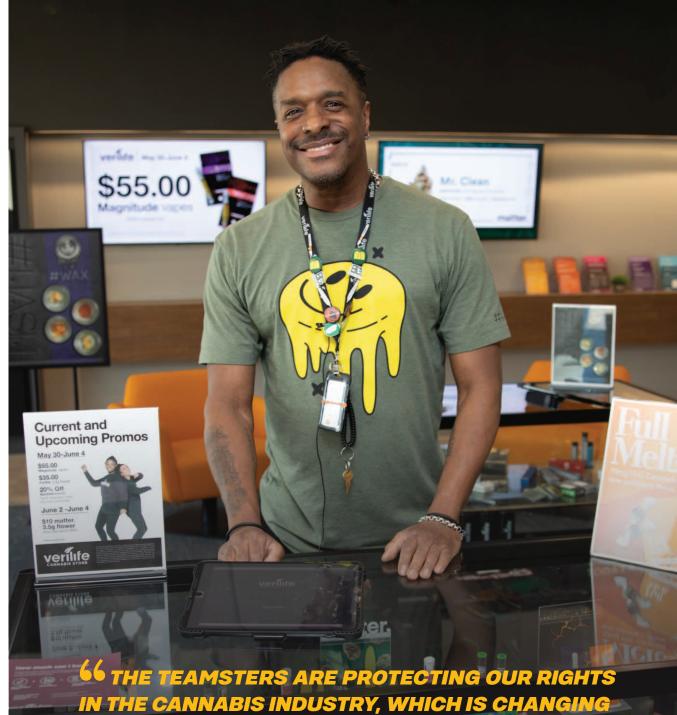
back on Broadway. think it's for me."

66 THIS IS THE CENTER OF THE THEATER WORLD. EVERY SERIOUS ACTOR WANTS TO SAY THEY WORKED ON A **BROADWAY STAGE, AND TOURISTS FLOCK HERE EVERY** YEAR AND GENERATE A LOT OF MONEY FOR THE CITY.

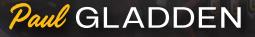
We shut down on March 13, 2020, and we didn't come back for a long time because of the pandemic. We knew we were in good hands, though. The union made sure we were taken care of. A lot of film and TV productions were back by July or August and made a point to look after us. We weren't out of work for long, but we were eager to get

This past season we just had was the busiest of my career. I think it's safe to say we're back.

We consider the 10-block stretch of Manhattan our office. Every day is different. It's not for everybody, but I



ALL THE CANNABIS INDUSTRY, WHICH IS CHANGING ALL THE TIME. IT FEELS GOOD TO HAVE ALL THESE BENEFITS, ESPECIALLY MEDICAL, AND IT FEELS GOOD TO HAVE OUR RIGHTS PROTECTED."



VERILIFE DISPENSARY | CHICAGO, ILLINOIS · TEAMSTERS LOCAL 777

I used to play college football and ended up turning pro, but it was such a long, draining journey. I felt like, 'I know I can do this, but I have a little girl back home and I hated being that far from her. I had already been chasing the football dream for a while and figured it was time to find a career . . . BEING A CARHAULER IS VERY PHYSICAL AND TAKES A LOT OF FOCUS. AND MAKING THAT TRANSITION FROM SPORTS, I FELT LIKE THAT WAS A PIECE OF CAKE FOR ME. I had already been physically active and disciplined – it's the same kind of mental toughness; the same dedication."

Allante SHY

CARHAULER, CASSENS TRANSPORT COMPANY DETROIT, MICHIGAN TEAMSTERS LOCAL 299 66 BEING A TEAMSTER HAS ALLOWED ME AND MY **CO-WORKERS TO ENJOY OUR JOBS MORE THAN EVER** BECAUSE WE HAVE THE PROTECTIONS OF A STRONG UNION CONTRACT. IT'S REASSURING TO KNOW THAT THE TEAMSTERS HAVE OUR BACKS AND WILL ALWAYS FIGHT FOR GOOD WAGES, FAIR WORK RULES, AND ANYTHING ELSE WE MAY NEED."

Tammy JACOBS

COOLER SANITATION CREW, HILAND DAIRY KANSAS CITY, MISSOURI • TEAMSTERS LOCAL 41

Joseph Toohey has always been into cars. When as a teenager he saw old-timers fixing up mangled wrecks of metal, turning them into beautiful automobiles, Toohey knew he found his calling. "I loved it, and wanted to learn how to do it myself," he said. Today, Toohey

Joseph TOOHEY MECHANIC, CHAPMAN FORD | PHILADELPHIA, PENNSYLVANIA • TEAMSTERS LOCAL 500



has 13 years of experience as an auto body technician. "IT'S EXTREMELY PHYS-ICAL AND TOUGH, BUT THE END RESULT IS ALWAYS WORTH IT," Toohey said.

When he's not in the shop, Toohey can be found racing around the motocross track on a Husqvarna 300 motorcycle.



66 I'VE BEEN A **TEAMSTER FOR 33 YEARS WITH DHL**. THIS ORGANIZATION ALLOWED ME THE OPPORTUNITY TO PUT TWO DAUGHTERS THROUGH COLLEGE. ONE OF THEM IS NOW A DOCTOR AND THE OTHER SERVES AS A SERGEANT IN THE POLICE DEPARTMENT. I CAN'T THANK THE TEAMSTERS ENOUGH FOR WHAT THEY'VE PROVIDED MY FAMILY."

Richard ASKEW

DHL | DALLAS, TEXAS • TEAMSTERS LOCAL 745



66 *I REALLY LOVE WHAT I DO.* IT'S A GREAT LINE OF WORK. IT'S FAST-PACED, IT'S REWARDING. IT'S TRULY DIFFERENT EVERY

DAY. There are some consistencies, but we go without really knowing what we're going to see. It's all about being able to work quickly and adapt and take whatever gets thrown at you. It translates into a really incredible, has flown under the radar for a resilient team of people.

"I feel fortunate to work with so many wonderful people. I really can't say enough nice things about my co-workers. As for the job itself, there's nothing like it - within the health care industry

or anywhere. Everybody here works really hard. I got into it because I wanted to make a difference and help people. I've been doing it for almost five years now.

"We're a big group with over 200 employees. It's a strong workforce of people that deserves more recognition. Honestly, I think EMS really long time. We're always a little bit taken for granted. People don't really think about us until they need us. We, of course, don't do it for the recognition, but we deserve all the recognition and more for what we do."





DAVID C. KING LOVES A GOOD JOKE.

Whether he is on the road listening to comedy podcasts or catching some standup in Tacoma, Wash., King loves all kinds of humor. "I drive the stuff you see in the store from the factory," King, who has 40 years of experience, explained. But no matter how many years behind the wheel, King says sitting in traffic can still be stressful. It's times like these when an episode of Joe Rogan comes in handy.



ROAD DRIVER, ABF FREIGHT TACOMA, WASHINGTON • TEAMSTERS LOCAL 174



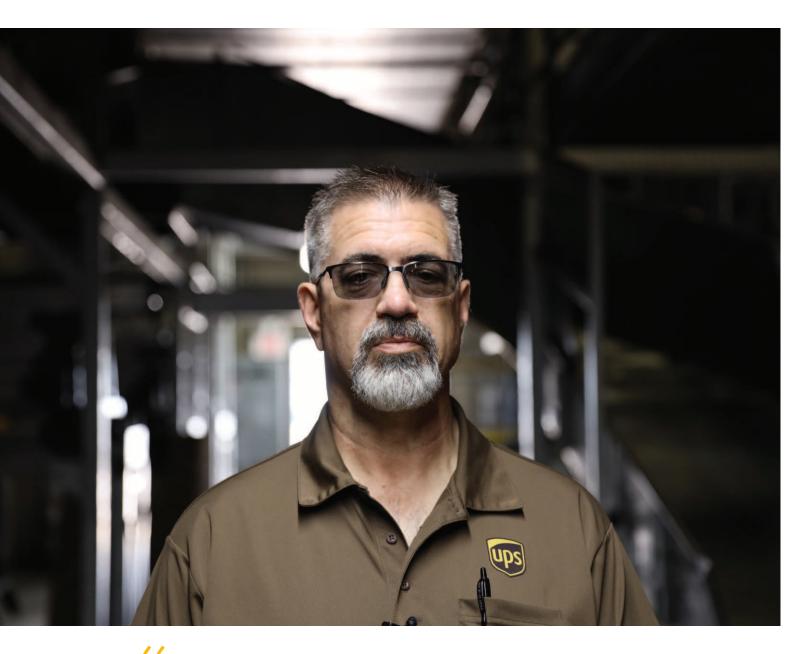
Sean O'CONNOR PRESSMAN, THE PROVIDENCE JOURNAL PROVIDENCE, RHODE ISLAND TEAMSTERS LOCAL 3

Teamsters like Sean O'Connor bring words and images to the printed page. He and his coworkers play a vital role in transforming blank sheets into vibrant works of art, while ensuring impeccable print quality that captivates audiences worldwide. They are responsible for publishing 27 dailies and more than 40 weeklies, which includes major papers like USA Today as well as hometown favorites like The Providence Journal. "The Providence Journal

came out in 1829, so we are

coming up on the 200-year anniversary. It's a proud tradition," O'Connor said. "I came here from another plant and have been working at this facility for 10 years. My father and brother retired from here. Our family has been in the newspaper business for quite a while."

"I LOVE MAKING THE NEWS-PAPER. IT'S A GREAT TRADE. YOU GET TO USE YOUR HANDS AND YOUR HEAD. IT'S A FUN PROCESS."



 ⁶⁶AFTER 39 YEARS AT UPS, THE FIRST ADVICE I RECEIVED ON THE JOB STILL HOLDS TRUE.
'WE PROVIDE A SERVICE, AND THAT SERVICE HAS TO BE EXCELLENT.'

I TAKE A LOT OF PRIDE IN THE SERVICE I PROVIDE."



FEEDER DRIVER, UPS | ST. PAUL, MINNESOTA • TEAMSTERS LOCAL 638

THE UNION HAS BEEN LIKE A FAMILY TO ME. WHEN I SAY BROTHERS AND SISTERS, I MEAN IT. THROUGHOUT MY 30 YEARS BEING A TEAMSTER, THEY'VE ALWAYS BEEN THERE FOR ME. WE HAVE EACH OTHER'S BACK. WE'RE ALWAYS LOOKING OUT FOR EACH OTHER. I LOVE ALL OF THEM."

Olicia GAINES PACKAGE DRIVER, UPS ONTARIO, CALIFORNIA · TEAMSTERS LOCAL 63



⁶⁶ WE PLAY AN **IMPORTANT ROLE** AND ARE A KEY PART OF THE OPERATION. **EVERY PACKAGE STARTS WITH US.**"



PRELOADER, UPS HASLET, TEXAS • TEAMSTERS LOCAL 767



Ephfrom KENDRICK

ELECTRICAL INSTALLER, SIKORSKY AIRCRAFT STRATFORD, CONNECTICUT TEAMSTERS LOCAL 1150 At Sikorsky Aircraft, Teamsters serve as the backbone of helicopter production, showcasing their mastery of precision engineering. From the assembly lines to the testing bays, they bring together intricate parts, meticulously ensuring every component meets exact specifications. With unwavering attention to detail, they work tirelessly to create machines that balance power, performance, and safety to perfection. Sikorsky has a storied history of pioneering advancements in helicopter technology. Teamsters like Ephfrom Kendrick proudly carry this legacy forward, embracing the spirit of innovation as they assemble cutting-edge rotorcrafts. Prior to joining Sikorsky, Kendrick served in the Marine Corp. from 2007 to 2013 as an avionics technician. "ONCE I GOT OUT OF THE MILITARY. I CONTINUED TO WORK **ON ELECTRICITY LIKE THIS AND JUST GOT** LUCKY ENOUGH TO MAKE MY WAY HERE."





STUDIO TRANSPORTATION DRIVER, MOTION PICTURE DIVISION LOS ANGELES, CALIFORNIA TEAMSTERS LOCAL 399 Working in Hollywood is both a childhood dream and a family legacy for Taylor Terrell. She grew up in Los Angeles in a Teamster family; her father worked as a tram driver at Universal Studios for 40 years.

66 I WANTED TO DRIVE TRUCKS ON MOVIES SINCE I WAS A LITTLE GIRL. WHEN I WAS IN MY EARLY 20S, I BECAME A TEAMSTER AND STARTED WORKING ON SETS," SHE SAID. "ILOVE MY JOB. I LOVE THE EXCITEMENT AND BEING WHERE THE ACTION IS. YOU CAN ALWAYS COUNT ON MOTION PICTURE TEAMSTERS TO BE FOCUSED AND DISCIPLINED AND GET THE JOB DONE."

WAYNE CATHISH MADRY wears many hats working at the Port of Richmond in Virginia, but whether he is operating a forklift or working in the warehouse the goal is the same: moving goods off barges and onto trucks to make sure they get on their way. Mabry sees all kinds of goods pass through the port, including steel, rubber, lumber, and solar panels.

EV In

⁶⁶WE KEEP THE SUPPLY CHAIN MOVING."

Wayne "Catfish" MABRY EQUIPMENT OPERATOR, PORT OF RICHMOND

PMENT OPERATOR, PORT OF RICHMOND RICHMOND, VIRGINIA • TEAMSTERS LOCAL 322







OAHU, HAWAII TEAMSTERS LOCAL 996 Hawaii is well known for its great access to fresh seafood, but visitors to Oahu should not miss out on the Teamster-cut meats at the Japanese specialty grocery store Don Quijote. It's there that journeyman meat cutter Keanu Cockett can be found slicing up fresh cuts of fish, beef, and pork. Cockett learned his trade apprenticing under older meat cutters with decades of experience. He got his start as a bagger with Safeway before working his way up to become seafood manager. He then joined up with the Teamsters at Don Quijote. "THIS IS A SPECIALIZED LINE OF WORK. IN THE OLD DAYS, WE WERE KNOWN AS BUTCHERS, TODAY THEY CALL US MEAT CUTTERS. IT TAKES TIME, SKILL, AND DEDICATION TO BECOME A JOURNEYMAN MEAT CUTTER."

Cassandra RICHARD RENTAL CAR ATTENDANT, HERTZ DALLAS, TEXAS TEAMSTERS LOCAL 745

66 *I WAS HERE WHEN MY CO-WORKERS* **AND I DECIDED TO ORGANIZE AND BECOME TEAMSTERS BACK IN 2008.** It is amazing how fast the time goes. A lot of changes were taking place back then that we didn't approve

taking place back then that we didn't approve of and that's why we decided to join the union. When we negotiated our first contract, the company knew I was heavily involved in the organizing efforts, so they tried to make it an uncomfortable situation. It didn't deter us, though. We stayed strong and knew it was the correct decision. I am fortunate to have great business agents who have supported us the entire time. They've been there for us since the first time I met with them in a Starbucks to discuss organizing. It's refreshing to know these folks and the organization have your back and are looking out for your best interests in the workplace."



⁶⁶ THIS IS A **GOOD JOB FOR ACTIVE PEOPLE** WHO LIKE TO MOVE."

Demetris RICHARDSON

PICKER, KEURIG DR PEPPER | NORTHLAKE, ILLINOIS • TEAMSTERS LOCAL 727

When Patrick Redmond left college, his future father-inlaw told him the best job he could get without a college degree was on the railroad. Redmond heeded those words back in 2004 when he got a job on the railroad. Today, he is a locomotive engineer with the Brotherhood of Locomotive Engineers and Trainmen (BLET), Division 607. "IT'S GREAT TO BE OUT IN THE NEIGHBORHOODS AND COME ACROSS SOMEONE THAT HAS A TEAMSTER JACKET OR A HAT ON AND BE ABLE TO SAY, 'HI BROTHER AND SISTER,' AND GET A POSITIVE RESPONSE."

Patrick REDMOND









As a machine operator for Union Pacific, Adalberto Ayala helps move materials to where they need to go to keep up maintenance of the railroad in the Chicagoland area. Ayala, a member of the Brotherhood of Maintenance of Way Employes (BMWED), was a section foreman for about 20 years, but for the last four years he has been a machine operator.



MACHINE OPERATOR, UNION PACIFIC CHICAGO, ILLINOIS • BMWED LOCAL LODGE 0377



American Red Cross

MIDTOWN

66 I GOT INTO THIS LINE OF WORK BECAUSE MY MOM'S AN RN. I LIKE HELPING PEOPLE. I LIKE THE MISSION. I LIKE SAVING LIVES."

Meghan PRICE PHLEBOTOMIST, AMERICAN RED CROSS ATLANTA, GEORGIA · TEAMSTERS LOCAL 728



Lawrence POPE SR.

CUSTODIAN, **RICHMOND PUBLIC** SCHOOLS RICHMOND, VIRGINIA TEAMSTERS LOCAL 322

66 THE TEAMSTERS ARE THE BEST FIT TO **REPRESENT RICHMOND PUBLIC SCHOOLS** WORKERS - AND I AM THRILLED THAT MY **COLLEAGUES AGREED AND VOTED TO JOIN** THE UNION."

Lawrence Pope Sr. played a pivotal role in helping secure union representation for Richmond public sector workers for the first time in history. Prior to May 2021, public sector workers in the Commonwealth of Virginia were not able to collectively bargain. Now, Pope and other workers in the custodial and plant services department at Richmond Public Schools have successfully organized with Teamsters Local 322. After an overwhelming "yes" vote, Pope was thrilled.



66 WE ENCOUNTER CHALLENGES EVERY DAY ON THE JOB. WE MUST **ALWAYS BE ALERT AND FOCUSED** AND FAST ON OUR FEET."

Jesse MARTINEZ JR. **RESIDENTIAL DRIVER, WASTE CONNECTIONS**

SAN JOSE, CALIFORNIA • TEAMSTERS LOCAL 350

Every item on the shelves and in the freezers of grocery stores around the country get loaded onto trucks by perishable loaders like Adam Lighter at the Kroger warehouse in Louisville, Kentucky. He likes the challenge of figuring out how best to fit all the pallets of food onto the trucks that will take them to their stores. "We work really hard to make sure the job gets done," Lighter said. Fitting all the pallets onto the trucks is a mental challenge, like a big game of real-life Tetris. "I shop at Kroger and want to make sure everything gets there in one piece. "ANYTHING THAT'S GOT MY NAME TIED TO IT, I WANT TO MAKE SURE IT'S THE BEST QUALITY."

E FOR

Adam LIGHTER PERISHABLE LOADER, KROGER | LOUISVILLE, KENTUCKY · TEAMSTERS LOCAL 89

Behind the scenes at the world-renowned San Diego Zoo, Teamster zookeepers like Pete O'Neill keep operations running smoothly with a compassionate heart and a watchful eye. Highly trained and deeply committed, O'Neill and his fellow zookeepers' responsibilities extend far beyond feeding schedules and enclosure maintenance. From the majestic elephants to the playful primates, each animal receives personalized attention, forging unbreakable bonds with the Teamsters who care for them. "I'VE BOUNCED AROUND THE ZOO OVER THE YEARS. I'VE WORKED WITH GREAT APES, LARGE CARNIVORES, BIG CATS, AND POLAR BEARS. RIGHT NOW, I MOSTLY WORK WITH ELEPHANTS."

Pete O'NEILL ZOOKEEPER, SAN DIEGO ZOO | SAN DIEGO, CALIFORNIA • TEAMSTERS LOCAL 481

San Diego Zo



⁶⁶ In my more than four decades as a Teamster, I've never seen this kind of militancy in our union.

THE TEAMSTERS ARE OPERATING ON A WHOLE NEW LEVEL.

There is **MORE ENERGY AND PRIDE** than ever before. Our MEMBERS ARE UNAFRAID to take **BIG CHANCES**, **DIVING HEADFIRST** into the MAJOR BATTLES AND STANDING TALL against the employers. They know what's at stake.

THIS IS JUST THE BEGINNING OF A **NEW AND EXCITING CHAPTER."**

Fred ZUCKERMAN **TEAMSTERS GENERAL SECRETARY-TREASURER**

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).

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



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:





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.

