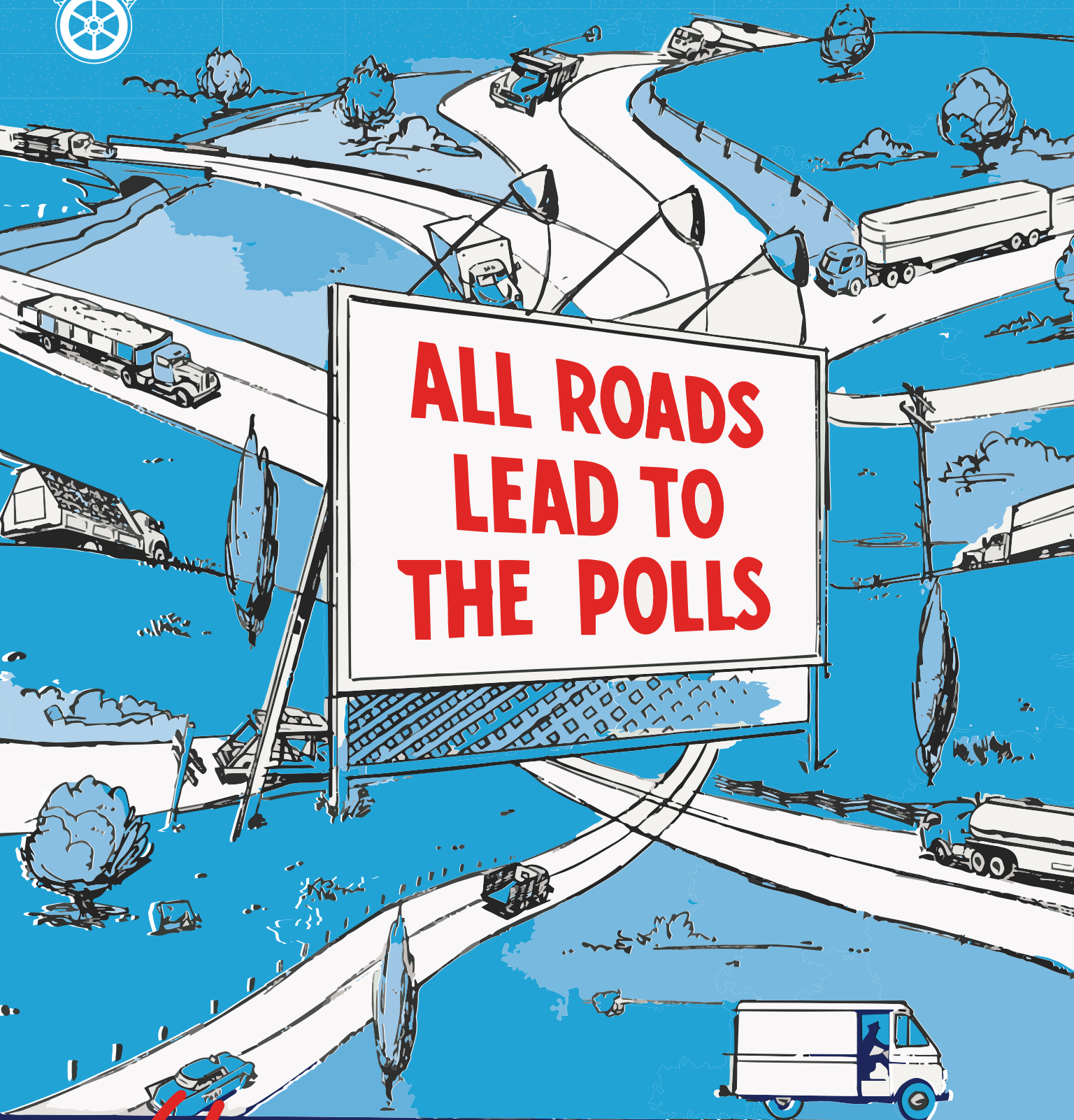


TEAM

STERS

WOMEN





Vote

NOVEMBER 5

CONTENTS



4 MEMBER VOICES
COME FIRST

6 PRESIDENT
JOE BIDEN



12 FORMER PRESIDENT
DONALD TRUMP



18 ROBERT F.
KENNEDY JR.



22 DR. CORNEL WEST



28 TEAMSTERS
TOWN HALLS

International Brotherhood of Teamsters • 25 Louisiana Ave, NW • Washington DC 20001-2198
SUMMER 2024 | VOLUME 121, NO 2 © 2024

The Teamster (ISSN 1083-2394) is the official publication of the International Brotherhood of Teamsters, 25 Louisiana Avenue, NW, Washington DC 20001-2198. It is published quarterly (January, April, July, October). Periodical postage paid at Washington, DC and at additional

mailing offices. Postmaster: Send address changes to The Teamster, Affiliates Records Department, 25 Louisiana Avenue, NW, Washington, DC 20001-2198.

International Brotherhood of Teamsters. All rights reserved. Reproduction in whole or in part without written permission is prohibited. Subscription rates: \$12 per year. Single copies, \$2. (All orders payable in advance.) Members should send address changes to their local union.





Stand with **AMAZON TEAMSTERS**

Amazon drivers need your support to protect their union and win good jobs at Amazon. Amazon drivers and dispatchers in California and Illinois joined the Teamsters 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 know that retaliation against these brave workers is a real possibility. We all need to pitch in now to make sure they can support their families as they take on Amazon.



DONATE

<http://ibt.io/ADSolidarityFund>

SEAN M. O'BRIEN

As we sail deeper into the summer of 2024, it's hard to believe how far we've already come this year. Over the past seven months, the Teamsters have negotiated and ratified an historic agreement protecting jobs and improving wages for 5,000 hardworking brewery members at Anheuser-Busch. The union was so proud to recently announce a strong new tentative agreement for our national bargaining unit of selfless and essential health care workers at the American Red Cross.

We are taking on the big movie and TV studios in Hollywood. We are organizing Costco warehouse workers and drivers nationwide. We are in national bargaining to win respect and industry-leading wages for 10,000 Teamsters in our Airline Division at United Airlines. And we are so humbled and energized by welcoming the Amazon Labor Union to the Teamsters family following the nearly unanimous ratification vote from more than 5,500 Amazon warehouse workers at JFK8 in New York to affiliate with our powerful union.

Since General Secretary-Treasurer Fred Zimmerman and I assumed office in March 2022, the Teamsters have come roaring back, organizing more than 40,000 new members into the union, increasing our density and reach in "right to work" states, staying at the forefront of the labor movement across North America, and taking on Big Business more aggressively and strategically.

But winning record contracts for our members and reinvigorating organized labor do not rest alone as the only significant priorities at the local union level. While the Teamsters and other labor unions have injected more dialogue about the importance of organized labor into the national narrative, so much of our current social debate is spotlighted on the upcoming U.S. Presidential election. And for good reason. It is likely to be hugely consequential on so many fronts — and our union's actions in and around the election must be equally significant and taken extraordinarily seriously.

This is why this year the Teamsters have taken unprecedented steps to expand the democracy of our union and make sure our members are included in the political process in more direct and trans-



parent ways. These measures began with our historic, first-of-their-kind Rank-and-File Presidential Roundtables, bringing in all candidates for U.S. President to meet with members and Teamsters leadership.

The roundtables were quickly followed by the organizing of Presidential Town Halls, conducted with the membership at 300 local union affiliates in the United States. These meetings and straw polls had never been held before in the Teamsters' 121-year history. It's been a priority for Fred and me from Day One to include our members at every level and to ensure the Teamsters remains the most democratic labor union in America.

You will read more about these roundtables and town halls in this important issue of Teamster Magazine. And I hope you will continue to join me in doubling down on our collective commitment to listen to, respect, and support all members of the International Brotherhood of Teamsters, regardless of political affiliation or policy position. We win and enforce record contracts because of our solidarity. We make history and grow stronger every day because of our unshakable unity. One mission. One vision. One direction.

In solidarity,

A handwritten signature in black ink, appearing to read "S.M. O'Brien".

SEAN M. O'BRIEN



Member VOICES

The 2024 election cycle for the next U.S. PRESIDENT is in full swing. November draws closer every day. In the Teamsters, nothing is more important than listening to the members and hearing what they have to say right now. All members. At all locals and in every state. Regardless of political party affiliation. In the most diverse labor union in America, this is what democracy looks like.

If the International Brotherhood of Teamsters only makes one major political endorsement on a national level — that is, for U.S. President — it's a responsibility that must never be taken lightly.

It cannot be rushed into it. It cannot be dictated by external calendars or the narrative of the media landscape. Any potential decision cannot succumb to other external forces, be they the winds of political discourse, perceived or overt pressures from any campaign, or the actions and decisions of labor-adjacent organizations. For the Teamsters to respect its history as the most democratic labor union in North America and to live up to its current ideals to ensure all members are included at all levels, the decision to consider endorsement of any U.S. Presidential candidate must turn inward.

The Teamsters must establish and follow the union's own timeline. Unprecedented steps must be taken in the chartering of a new course to listen to, to respect, and to respond

responsibly to the will of the membership — all 1.3 million rank-and-file.

It's no national secret that today, perhaps more than ever, the United States is squarely divided in its political leanings. We've been a divided nation before. Maybe we always were. We've weathered difficult political moments, survived national tragedies, and celebrated significant legislative gains that have been achieved to protect all workers, of all backgrounds and identities. But in the face of divisive political rhetoric today — and under the leadership of General President Sean M. O'Brien and General Secretary-Treasurer Fred Zuckerman — the Teamsters must send a national reminder to all audiences that, in this union, the members come first.

Member voices come first. Member needs come first. Member protections come first.

Disparate opinions of any single piece of labor or social legislation must in the immediate take a backseat to the voices and validation of all rank-and-file Teamsters. If it is truly a

COME FIRST

democratic union, the Teamsters must be a bottom-up, member-driven organization willing to hear from and respond to all members across our dense and far-reaching geographies.

With the guiding lights of transparency to and respect for all members, the Teamsters General Executive Board made it clear in late-2023 that rank-and-file members must be included every step of the way during the official endorsement process for the U.S. President. The actions taken by the union at the direction of the General President had never been done before, not once in the 121 years since the Teamsters' founding. All declared candidates from all parties for the Office of the Presidency would be invited and welcomed into International Union headquarters to meet directly with rank-and-file Teamsters. In-person and electronic polling would be conducted with as many members to possible to collect and analyze additional feedback and political preferences. All local union affiliates in the United States would be called upon to organize and conduct area town hall meetings, to hear directly from members from the floor, to rank policy priorities, and to complete straw poll voting at the local level on a possible Teamsters endorsement.

The very first Teamsters Rank-and-file Presidential Roundtables began at the end of last year, seeing a range of candidates from

Independent Robert F. Kennedy Jr. to Republican Asa Hutchinson sitting down with the rank-and-file and answering key questions about Teamsters initiatives and legislative support for American workers. By March of this year, President Joe Biden and former President Donald Trump also prioritized meeting with Teamsters face-to-face to answer the same questions — with nothing tailored to any specific candidate.

The roundtables were the first opportunity to make sure all candidates knew that, in the Teamsters, workers must come first. And the Teamsters wanted to hear what candidates were ready to do to actually stand up for working people.

But those early meetings were not the last chance for rank-and-file members to be at the head of the line in America's political process. As the Teamsters carry on through each next step of a potential endorsement — following the union's own calendar, collecting as much member input as possible — more opportunities for this union to be even more transparent continue to reveal themselves.

As the strongest labor organization undeniably significant to a nation intended to be of, by, and for the people, the Teamsters must be wholly dedicated to building within itself a more perfect union. Regardless of the outcome of this election cycle or the endless others still to come.

**PRESIDENT
JOE
BIDEN**



To simply say it's significant to welcome **PRESIDENT JOE BIDEN to Teamsters headquarters in Washington, DC, would be a gross understatement. In the past 25 years, only once has another sitting U.S. President visited the International Union in-person — President George W. Bush in 2004. Doubly historic was the Teamsters welcoming of former President Donald Trump to the union's international offices just weeks before Biden's visit, marking the first time in recorded history that back-to-back U.S. Presidents have made it a political and logistical priority to sit down with the Teamsters. It's a testament to the power of the Teamsters Union, and a reminder of the political influence and might of the 1.3 million members of North America's strongest union.**

The entire 27-member General Executive Board was seated at the International Union. Nearly a dozen rank-and-file members from around the country — representing core industries from UPS Regular Package Car Drivers to United Airlines technicians to American Red Cross phlebotomists — were assembled, ready to pepper the invited guest with key questions on the Teamsters' major priorities.

That guest? President Joe Biden. Due to arrive any minute. Evidence of his impending appearance was solidified by the teams of Secret Service agents swarming the Teamsters' building, pacing the exterior, manning the stairwells.

The moment of arrival wasn't exactly like the introduction into the State of the Union — "Mr. Speaker, the President of the United States!" But it was nevertheless an historical moment. A sitting President stepping foot in Teamsters headquarters, called up by the rank-and-file to talk about what he's willing and ready to do on behalf of American workers. President Biden showed up, stepped off the elevator, and appeared before the union. An unprecedented Teamsters Rank-and-File Presidential Roundtable was set to begin.

"Have whatever opinion you want of the current President, but his appearance before our membership and elected leadership speaks



volumes to the weight of the Teamsters vote on a national scale," said Teamsters General President Sean M. O'Brien. "With due respect for the office, the Teamsters are grateful for President Biden's participation in our Rank-and-File Roundtables. It was a special and rare opportunity to sit down with the Commander-in-Chief in person and ask some of our biggest



questions — namely, if re-elected, what are you going to do to help working families during the next four years?"

Rank-and-file Teamsters active in the consequential meeting had many questions for the President, and each had the chance to pose them directly.

*"President Biden, union workers like the Teamsters face many obstacles to protect our livelihood and grow our unions. One of our biggest challenges is 'right to work.' As far as the Teamsters are concerned, 'right to work' laws are designed to deprive unions of necessary and lawful resources to represent our members and are disguised to deceptively discourage workers from engaging in organizing and union representation. **Where do you stand on 'right to work?' If presented with such a scenario as President, would you join us to oppose federal 'right to work' legislation?"***

President Biden was candid in his response to one of the Teamsters' most important questions. He made clear that he does, has, and will oppose national "right to work" legislation. Moreover, in conversation with the membership, he described "right to work" laws as being disguised as a right for corporations not to pay workers fairly. He pointedly concluded his remarks by saying "'right to work' is wrong."

*"We have a disconnect in the discussion around labor today. We know that the U.S. has maintained a net positive trend of adding more public and private sector jobs to the economy each month than it is losing. We also know that the average worker's wage is dwarfed by the size of CEO compensation and that, alongside inflation, wages are not keeping up. **How do you think workers are doing in America today and, in your opinion, what will the middle class look like in the next four years?"***

President
**JOE
BIDEN**

DEMOCRAT

*President since 2021
Vice President 2009-2017
Delaware Senator 1973-2009*

TEAMSTERS ISSUES:

In 2021, Biden signed the American Rescue Plan, securing \$86 billion for pension security. The Teamsters Central States fund received almost \$36 billion.

In 2023, Biden took a step toward dismantling Amazon's DSP model by rescinding the Joint Employer Rule set by the previous Trump administration.

In 2024, the U.S. Department of Labor under Biden issued a final rule to prevent workers from being misclassified under the Fair Labor Standards Act.

DURING TEAMSTERS ROUNDTABLE:

- **Committed to veto any federal "right to work" legislation**
- **Pledged to support all labor unions regardless of endorsement**
- **Said protecting the right to strike was critical for union members**
- **Said unions built middle class and will be essential to preserving it in next four years**

Teamsters Vote!

**"We are looking for
a presidential candidate
who will best suit the needs
of working people in the
upcoming presidential
election."**

Brett Ohnstad
CORRECTIONS OFFICER
RAMSEY COUNTY
LOCAL 320



Scan here to find out when early
voting starts in your state, to
request a mail-in ballot, and
make a plan to vote.



TEAMSTERSVOTE.COM



As rank-and-file members asked more questions, the President regularly focused responses on the success stories for organized labor in recent years, including the record contract negotiated by the Teamsters for more than 340,000 full- and part-time workers at UPS.

The President told the membership that he believes American businesses are better off with unions — full stop. And that many major corporations were finally waking up to that fact in light of the major gains and renewed popularity achieved by labor unions in the past several years.

"No one is doing it better than you — the Teamsters," President Biden told the room.

At length, the President also spoke about the need for Congress to pass the PRO Act, which includes language making it easier,





faster, and safer for American workers to form and join labor unions and achieve first union contracts.

*"Mr. President, last year the U.S. Supreme Court ruled in *Glacier v. Teamsters Local 174 of Seattle* that labor unions could be held accountable for the financial losses of employers during the course of still lawfully protected labor actions, including strikes.*

What is your opinion of the Court's Glacier decision? What is your position on the American worker's right to strike and ability to withhold labor for improved wages and working conditions?

As the Teamsters roundtable with President Biden slowly but surely drew to a close — after more than an hour spent with America's top elected official — the conversation remained heavily focused on the importance of union members standing together to

achieve their goals. And on the fear ignited in greedy companies by the solidarity of engaged and enraged Teamsters.

President Biden told the rank-and-file, simply: "You are scaring the hell out of these bad employers these days."

Regarding the Glacier decision and the potential threat to the right to strike, the President affirmed his belief that partisan courts may be trying to scare union members from ever deciding to go out on strike.

But as participating members established before every Presidential candidate who showed up and paid respects to the mighty Teamsters, this union will never back down from a fight or ever be intimidated to stay off the line. Basic truths that make it all the more necessary to have elected officials standing behind us who understand — and respect — the Teamsters' posture and position.



**FORMER
PRESIDENT
DONALD
TRUMP**

FORMER PRESIDENT DONALD TRUMP agreed to attend the historic Teamsters Rank-and-File Presidential Roundtables without hesitation, and he approached the meeting with an intent to listen to all remarks from participating members. This summer, he invited the Teamsters to address the Republican National Convention in Milwaukee — an unprecedented request never before extended to a top labor union and one unlikely to be made by any other major Republican contender in the current election cycle. In addition to respecting the opinions of all members, the Teamsters are urging all elected officials across the aisle to meaningfully write and pass legislation that benefits union workers. A willingness to participate is a good place to start.

From the jump, Teamsters General President Sean M. O'Brien made clear that all members' voices must be heard directly by all candidates, including and especially the former President.

"Our members want to hear from all candidates of all parties about what they plan to do for working people as President," O'Brien said. "Teamsters are essential to every trade industry in this country. Our members are working in all 50 states and represent every political background, including no affiliation. Our union wants every candidate to know that there are 1.3 million Teamsters nationwide whose votes will not be taken for granted. Workers' voices must be heard."

The Teamsters General Executive Board again assembled at International Union headquarters to welcome former President Trump, alongside rank-and-file members from California, Kentucky, Washington, Nebraska, and beyond. The leading Republican candidate took time to address each member in attendance, shaking hands and learning more about their workplaces, job classifications, and contracts. Even before questions got underway, President Trump reminded the union audience that his campaign would be honored to receive an

endorsement from the Teamsters, and he urged the union to focus on candidates who will speak out and speak up for workers over the next four years.

Early in the roundtable discussion, the former President took no firm position on federal "right to work" legislation and told members and Teamsters representatives that he felt such laws were best decided by individual state governments. He shared at length opinions on illegal immigration and the threat he felt undocumented migrants posed to labor unions across the country.

When asked how he personally felt about organized labor and the state of the labor movement in the United States today, President Trump lauded the Teamsters for being one of the strongest labor unions in the world. As he has since mentioned in numerous public appearances, including campaign rallies, the Republican challenger to President Joe Biden credited Teamsters labor for the building of successful projects with the Trump Organization and relayed that, in the private sector, he always enjoyed a productive relationship with union members.

"Mr. President, whether it was during the Teamsters' fight at UPS or during our contract



*campaign with Anheuser-Busch, our members have told us in poll after poll that increased wages are their top priority. **Why do you think workers are having such a hard time getting ahead in America today?***

To all candidates for U.S. President, Teamsters asked for a range of opinions and observations on the current state of the country's economy and how elected officials felt about basic pocketbook issues affecting America's working families.

The former President often pointed to persistent inflation as a detriment to any marginal gains achieved by workers to increase their wages but acknowledged that union workers like Teamsters were much more likely to get ahead thanks to strong collective bargaining agreements. President Trump shared personal fears that the middle class was at serious risk of disappearing if workers' wages did not increase rapidly.

*"Mr. President, in addition to our diverse private sector membership, the Teamsters represent hundreds of thousands of public sector workers, from public health care workers to law enforcement. **Do you support laws that give public sector workers the right to organize and collectively bargain?**"*

Former President
DONALD TRUMP

REPUBLICAN
President 2017-2021

TEAMSTERS ISSUES:

In 2017, Trump issued a Presidential permit necessary for the Keystone XL Pipeline and released an executive order allowing further construction on the Dakota Access Pipeline.

Trump renegotiated NAFTA to create the U.S.-Mexico-Canada Agreement (USMCA), protecting against cross-border trucking and expanding worker rights in Mexico.

Trump signed executive orders on improving trade deficits and increasing penalties for practices that added to deficit, and levied tariffs against China on steel and aluminum.

DURING TEAMSTERS ROUNDTABLE:

- Expressed feelings that "right to work" legislation was best left up to states
- Agreed with other candidates that the middle class needs to be much stronger
- Shared concerns about the cost-of-living and persistent inflation
- Spoke at length on the topic of migration and the issue of illegal immigration



With rank-and-file Teamsters in the room representing members from the American Red Cross and county law enforcement, all roundtable candidates appeared keen to directly and proudly support the rights of public sector workers to form and join unions, including President Trump. He told the Teamsters he felt public sector workers should have the same rights as union members in private industries.

As the Teamsters stressed the need for more labor-friendly legislation to be introduced and passed by Congress in the years ahead, President Trump addressed independent contractor issues related to the Teamsters' organizing campaign at Amazon. He also expressed concerns about the global supply chain and the federal government's responsibility to prevent good-paying American jobs from going overseas. The former President ultimately agreed with the Teamsters that antitrust enforcement should remain a top priority for labor unions and that the future organizing potential of the American labor movement appeared to be in strong shape for the long-term.


O'Brien and General Secretary-Treasurer Fred Zuckerman thanked President Trump for spending more than an hour with the union's rank-and-file



and for answering all roundtable questions. Before departing the union's headquarters, the former President directly told those in attendance that the Teamsters would have a seat at the table if a potential endorsement was made for a second administration.

"Evaluating candidates, considering the next President of the United States, and putting worker issues front-and-center are


the most important actions the Teamsters will take this year," Zuckerman said. "The Teamsters appreciate all candidates who took the time to attend these critical roundtable discussions, including President Trump. Rank-and-file Teamsters move this country and impact our elections. Teamster families vote in every state in our union. Workers' voices need to be heard, and their votes need to be earned by our elected officials."




TEAMSTERSVOTE.COM

"Politics in the workplace can be a touchy subject, but we as workers need to look out for ourselves and vote people into office that are pro-labor. It's important for us to get candidates into office who care about our issues and what's going to be best for workers."

Famarsae Brown
UPS PACKAGE CAR DRIVER
LOCAL 162



Scan here to find out when early voting starts in your state, to request a mail-in ballot, and make a plan to vote.



**ROBERT F.
KENNEDY
JR.**



During Teamsters Presidential Town Hall meetings at 300 local union affiliates in the United States, rank-and-file members anonymously completed straw polls choosing their preferred candidate for a possible Teamsters endorsement. In addition to opting for no endorsement or remaining undecided, Teamsters were offered four primary choices — PRESIDENT JOE BIDEN, FORMER PRESIDENT DONALD TRUMP, AND INDEPENDENT CANDIDATES ROBERT F. KENNEDY JR. AND DR. CORNEL WEST.

Among previously declared candidates for U.S. President who accepted the Teamsters' invitation to Rank-and-File Roundtables, these four candidates remain in the race today, while all others have since disbanded their campaigns. In many practical respects, and in the course of divided political dialogue around the upcoming election, Kennedy has remained the most formidable third-party candidate.

Robert F. Kennedy Jr. was one of the first declared candidates for U.S. President to eagerly respond to an invite from the International Brotherhood of Teamsters to sit down with rank-and-members for a roundtable discussion in Washington, DC. A short time later, he showed up at union headquarters in December of last year with a small team, an attentive ear, and an urgency to spread his message for restoring power to the working class in America.

After meeting members and sitting down across the table from the union's General President and General Secretary-Treasurer, Kennedy — now running as an Independent candidate after beginning his campaign as a Democrat — shared stories about meeting Teamsters early in his career and memories of driving past the International Union's building as a child with his father, former U.S. Attorney General and one-time Presidential hopeful Robert F. Kennedy.

As did President Trump, Kennedy told the Teamsters he would be honored to receive the

union's endorsement and that Teamster boots-on-the-ground would bring a renewed energy to his campaign. He pledged to consult the Teamsters on all labor-related initiatives and legislation under a possible administration and assured the union that the voices of rank-and-file Teamsters would be critical to his success if elected President.



Without expressing private feelings about an endorsement one way or the other, President Joe Biden during his roundtable in March of this year told the union his administration would stand with the Teamsters and all other labor unions regardless of any endorsement.

While Kennedy has not previously held elected office, he has worked as an environmental lawyer for decades and founded the non-profit activist group Children's Health Defense.

"Mr. Kennedy, do we have a middle class in America today? What do you think the middle class is going to look like in the next eight years, and how would you define it?"

The independent candidate did not hold back his fears for a shrinking middle class during



ROBERT F. KENNEDY JR.

INDEPENDENT

*Environmental lawyer,
founder of Children's
Health Defense*

TEAMSTERS ISSUES:

In 2011, Kennedy publicly criticized "right to work" legislation.

Kennedy has said unions are important to combat corporate greed: "We need to rebuild unions in this country because it's one of the key ways we can counter-balance... the domination of our government by corporate power."

In response to questions about the high cost-of-living, the Kennedy campaign supported "prosecuting union-busting corporations so that labor can organize and negotiate fair wages." Kennedy pledged to "close loopholes and tighten enforcement against illegal corporate union-busting activity."

DURING TEAMSTERS ROUNDTABLE:

- Committed to veto any federal "right to work" legislation
- Said government should do more to regulate A.I. technology to protect workers
- Supported dramatically raising taxes on corporations and the wealthy
- Pledged to give Teamsters seat at the table on all labor issues if union endorsed him

conversation with rank-and-file members. He told Teamsters that the United States needs to make broad and dedicated investments into raising working families out of poverty, into expanding the minimum wage into a living wage, and finding new ways to encourage more workers to form and join labor unions.

He openly criticized "right to work" legislation and plainly told the Teamsters that a possible Kennedy administration would never support national "right to work" laws. His campaign has stressed that such an administration would "support labor in reclaiming its fair share of American prosperity."

*"Now that the Teamsters have won an historic agreement at UPS, we are working to actively organize members in delivery and logistics who provide the same labor at companies like Amazon, DHL, and FedEx. **Given the unchecked growth of a company like Amazon, how would your administration enforce antitrust laws, pursue new legislation, and prevent the formation of monopolies, particularly in parcel delivery?"***

Simply, Kennedy expressed feelings that Amazon's current operating model was a danger to working Americans. He spoke at length about improving antitrust legislation in the U.S. and breaking up major corporations to create more competition and weaken predatory employment practices. With regards to the delivery and logistics industry, harkening back to his earlier pledges to invite Teamsters into the tent, Kennedy told the union he would first ask for the advice and direction of rank-and-file members and Teamsters leadership on how best to rein in corrupt employers like Amazon.

Prior to departing the roundtable, Kennedy again took time to meet with each rank-and-file member in attendance and urged Teamsters to find common ground in the efforts of his grassroots campaign.



DR.
CORNEL
WEST

Throughout his roundtable meeting in Washington, DC, **DR. CORNEL WEST** — with a warm light in his eyes and wide smile on his face — often referred to the rank-and-file members seated across the table as his “beautiful Teamsters brothers and sisters.” Like Robert F. Kennedy Jr., West maintains an active campaign for U.S. President as an Independent, and he routinely voiced his eagerness to meet and work with the Teamsters to uplift the voices of working people in America today. He appeared heartfelt. Soft-spoken at times. In others, filled with passionate rhetoric about the federal government’s absence of long-term investment in the average American or working poor. West attended a Teamsters Rank-and-File Roundtable in December. He walked in fired up to tell the union how ready he was for the fight.

In addition to President Joe Biden, former President Donald Trump, and Kennedy, the Teamsters also conducted roundtable discussions in-person between the rank-and-file and Independent candidate Marianne Williamson, former Republican Arkansas Gov. Asa Hutchinson, and Democratic Minnesota Rep. Dean Phillips. West has continued his campaign and is working to obtain ballot access in as many states as possible ahead of November.

Similar to Kennedy, West tackled the topic of “right to work” legislation early in the conversation, pledging to campaign against and veto any federal “right to work” laws if elected President. He celebrated in reminding the Teamsters of the union’s long history of supporting workers of all backgrounds, races, faiths, and lifestyles — and compared growing popularity and activism around organized labor today to the bold and courageous actions taken by labor unions like the Teamsters that fueled labor activity during the Civil Rights Movement.

West told the Teamsters that the labor movement needed an even greater mobilization today of young workers into unions to support social and political engagement for generations to come.

“Dr. West, if elected to office, what would you do to help labor unions like the Teamsters?”

In addition to his own political activism, West has navigated a long career as a leading professor and orator at some of the United States’ most esteemed universities, including Yale and Harvard. Fitting to his background and character, West focused on reinforcing the positive message and historical records of labor unions to make substantive changes in the lives of working families in America. He stressed the need for labor unions nationwide



to work together to build stronger coalitions, to more widely distribute their messages, and better connect with young people to show them a clearer path to a more prosperous life.

He agreed with rank-and-file members in attendance that labor unions are a cornerstone of the success and opportunity of the United States. And without meaningful commitments from elected officials to protect organized labor, the labor movement itself would always remain in a perilous position.

*"On average, it takes American workers today who vote to join or form a labor union more than 400 days to reach a first contract with their employer. Do you think that's fair? **Why does it take so long to get a first contract and what could the Teamsters and your administration do together to expedite this process?"***

To put it bluntly, West expressed, too many corruptible forces at corporate and government levels have no interest in expediting the process. It could only be through a will of the people to unite and demand greater accountability of their representatives that the system could be repaired, he explained. Under a possible West administration, he told the Teamsters he would do whatever it took to explore other models or draft new legislation with the union to make it easier for workers to obtain a first contract.

In between questions throughout the roundtable, West took moments to speak individually with all rank-and-file members and to share stories from his own life of standing up to bad actors and speaking truth to power. He earnestly laid out for everyone in the room that the union's fight was his fight. And Teamsters endorsement or not, it was a privilege for him to spend time with his beautiful brothers and sisters.



Dr.
**CORNEL
WEST**

INDEPENDENT

**Author • former professor
Harvard, Yale, Princeton**

TEAMSTERS ISSUES:

West is a strong supporter of unions and primarily left-wing economic policies.

In 2024, West called for the end of "'right to work' states" and greater protections for workers who wish to join unions.

Under his campaign's Labor Platform, West would establish a federal commission to create a four-day work week, while his Economic Platform calls for a \$27/hour national minimum wage.

DURING TEAMSTERS ROUNDTABLE:

- **Committed to veto any federal "right to work" legislation**
- **Supported rewriting labor laws to help workers obtain first union contracts faster**
- **Pledged to work with Teamsters every step of the way if union endorsed him**
- **Said middle class leaves too many workers behind and is at risk of disappearing**







TEAMSTERS *Town Halls*

MEMBERS SHARE POLITICAL POSITIONS, PRIORITIES DURING **PRESIDENTIAL ENDORSEMENT** PROCESS

As Teamsters, we make up America's largest and most diverse labor union. With 325 local union affiliates in the United States alone, rank-and-file members perform every occupation imaginable—from public defenders in Minnesota to zookeepers in Pennsylvania to bakery workers in California and police officers in Alaska. Over 1.3 million Teamsters span North America, each bringing unique perspectives and individual beliefs. All Teamsters deserve respect and recognition for their membership and contributions to the labor movement.

Due to the size and strength of the union, the Teamsters are in many ways a microcosm for America today, filled with diverse opinions, backgrounds, lived experiences, and political positions. This is why it's so essential for the union to listen to the voices of rank-and-file members and understand their priorities as the 2024 U.S. Presidential election draws closer. As a bottom-up, member-driven organization, the Teamsters Union is the most democratic labor union in America — where rank-and-file members must come first.

Presidential Town Halls on the Local Level

Historically, the International Union only makes one major political endorsement — President of the United States. This endorsement, voted on by the Teamsters General Executive Board, must be taken very seriously. For the first time in our 121-year history, rank-and-file Teamsters had an unprecedented opportunity to participate directly in the union's Presidential endorsement process. This transparent and democratic initiative began with the



Teamsters Vote!

"It is very important for the rank-and-file members of the Teamsters to meet with presidential candidates so that we can have a clear understanding of their views and to see how they align with our interests."

Tisha Felferson-Tell

LOCATION MANAGER
IN THE FILM INDUSTRY



Scan here to find out when early voting starts in your state, to request a mail-in ballot, and make a plan to vote.



TEAMSTERSVOTE.COM

Teamsters Rank-and-File Presidential Roundtables and continued with recently held Presidential Town Halls at local unions nationwide.

While most town halls were conducted in conjunction with regular membership meetings, 300 local unions stepped up to organize and host these historic exchanges and straw polls with the members.

"I've been a Teamster for 24 years, and I thought the Presidential Town Halls were a good thing," said Eugene Dewitt, a driver at ABF and a member of Teamsters Local 249 in Pittsburgh, Pa. "If our union is going to support any particular candidate, the leadership needs to know where the membership stands. The town halls were a transparent step in the right direction."

Starting in April, local union halls across the country hosted their respective town halls, during which thousands of rank-and-file Teamsters shared their opinions and preferences on the union's possible Presidential endorsement. After participating members spoke from the floor, the rank-and-file filled out anonymous straw polls. The ballots asked members to select their preferred candidate for endorsement and to rank a range of priority issues for the Teamsters Union to focus on over the next four years, including "right to work" legislation, the right to strike, retirement security, and affordable health care.

At the conclusion of voting at each local union, the anonymous results of the straw polls were tabulated and announced to the

attending membership.

"At my local, the entire town hall process went smoothly," said Dewitt. "We held ours at the last membership meeting before the summer, so we had a good turnout. Everyone openly stated their opinions, and we saw the results of the straw poll immediately."

Listening to the Rank-and-File

The Teamsters Presidential Town Halls served three primary purposes. First, they provided rank-and-file Teamsters an opportunity to learn more about the union's Rank-and-File Roundtables held at International Union headquarters and various positions expressed by Democratic, Republican, and Independent candidates. Second, they



allowed members to voice their opinions about any potential Teamsters endorsement. Finally, ranked labor and social issues drawn from the straw polls offered elected Teamsters leadership greater data and insight into immediate priorities across the membership.

"When the Presidential Town Halls were announced, I was super excited," said Cynthia Peters, a parts advisor at Cummings and a member of Teamsters Local 618 in St. Louis, Mo. "Everyone has different views and opinions. I think it is great we had a chance to weigh in on the Presidential endorsement process because that is what being part of a democratic union is all about."

The Teamsters have long waited to issue a Presidential endorsement after the national party conventions. In 2024, the Republican National Convention will be held in mid-July in Milwaukee and the Democratic National Convention will be held in late-August in Chicago.

"Knowing your union is listening and having everyone's voices heard is important, refreshing, and something that hasn't been done before. It was great to be a part of this process," said Peters.

Staying Involved

"The process was fair, and it gave us an opportunity to voice an opinion. I think more of us should get involved with our union on a daily basis," said David Miller, a

UPS feeder driver and a member of Teamsters Local 728 in Atlanta. "We shouldn't wait until there is an election to decide that we want to be involved."

In addition to engaging Teamsters on the issues facing our union, rank-and-file members were given information about the importance of contributing to DRIVE. Standing for Democrat, Republican, Independent Voter Education, DRIVE is the Teamsters' primary and voluntary political action committee. DRIVE is one of the union's most important tools, enabling rank-and-file members and their families to mobilize politically on local, state, and national levels of government, regardless of political party.

"DRIVE is an instrumental part of our organization and is a vital component of our collective power as Teamsters," said Frank Bianco, a driver at DHL and a member of Teamsters Local 705 in Chicago. "Regardless of party, we need to get people into office who will support the labor movement. It's not about Democrat or Republican. It's about the views and agendas of elected officials, and every Teamster should contribute."

Democracy in a Union

A democratic union must be transparent and inclusive, with members supporting one another regardless of political differences.

As our electoral process feels more polarized, Americans increasingly feel more divided than ever. But Teamsters share common goals that transcend the current political climate.

Every Teamster understands the importance of expanding and protecting the middle class. We believe in strong labor laws, affordable health care, retirement security, and a livable wage for every American. Regardless of party affiliation, we need elected officials that support reforming and writing more robust labor laws and supporting critical agencies like the Department of Labor and the National Labor Relations Board. Such agencies must advocate for working people, not Big Business.

As a diverse union of 1.3 million hardworking people, the Teamsters are fighting every day for a brighter future for working families. While no politician is a silver bullet, it is crucial to stay engaged and support leaders who stand with union workers. But our strength does not rely on any politician or political party. We succeed because of our unity, solidarity, and a commitment to have each other's backs.

The Teamsters will always continue to listen to and support all members, to disagree without being disagreeable, and to stand shoulder-to-shoulder with the entire rank-and-file — regardless of who any one member personally and privately chooses to vote for in November.

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/ID0report 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



"Meeting with the presidential candidates is an innovative and awesome thing to be a part of as a Teamster because we have the opportunity to show these candidates that we are actual people and not just numbers."



Fordair Brazzell
AIRCRAFT MAINTENANCE
TECHNICIAN AT UNITED AIRLINES
LOCAL 455

"It's great being heard one-on-one and the candidates are listening to the real issues we have."



Amy Unmel
PHLEBOTOMIST
AMERICAN RED CROSS
LOCAL 554

"My message to my fellow Teamsters and to all members of the labor movement is that it's important for us to have these discussions, to show up and to vote, and I hope that everyone will take the opportunity in 2024."



Sirena Peters
BRAIL TRANSCRIBER AT THE
AMERICAN PRINTING HOUSE
FOR THE BLIND, LOCAL 89

Scan here to find out when early voting starts in your state, to request a mail-in ballot, and make a plan to vote.



TEAMSTERSVOTE.COM

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



DRIVE
DEMOCRATIC, REPUBLICAN,
INDEPENDENT VOTER EDUCATION

VOTE!

Make sure your voice is heard

SCAN THE QR CODE
below to cast your vote for who
the **TEAMSTERS** should endorse for
U.S. PRESIDENT in 2024.

