

# Teamster

| THE TEAMSTER MAGAZINE • FALL 2024 |

# New Laws *for a* NEW ERA

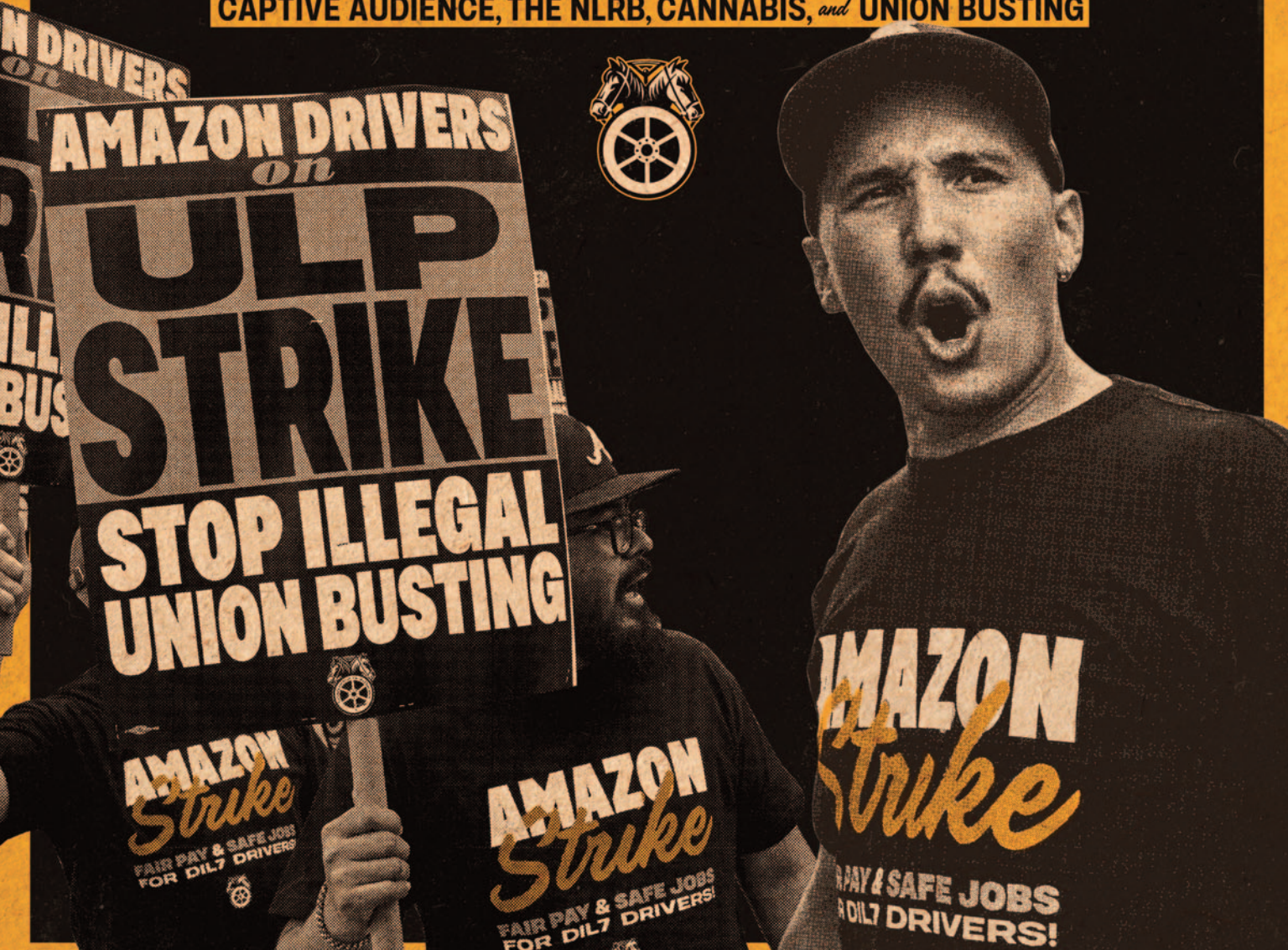
TEAMSTERS TACKLE MAJOR REFORMS TO “RIGHT TO WORK,”  
CAPTIVE AUDIENCE, THE NLRB, CANNABIS, *and* UNION BUSTING

N DRIVERS  
ON

AMAZON DRIVERS  
*on*

ULP  
STRIKE

STOP ILLEGAL  
UNION BUSTING



AMAZON  
*Strike*  
FAIR PAY & SAFE JOBS  
FOR DIL7 DRIVERS

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FAIR PAY & SAFE JOBS  
FOR DIL7 DRIVERS!

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FAIR PAY & SAFE JOBS  
FOR DIL7 DRIVERS!



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



There's a simple truth that's easy to forget — especially as workers are battered by the endless ads, texts, emails, mudslinging, debates, and media chatter that clog up our national election cycles.

Still, I strongly urge you not to forget it — our elected officials work for us.

As the democratically elected General President of the Teamsters, it is an honor and privilege to represent all 1.3 million members of this incredible organization. It's a responsibility I never take lightly or for granted. You — the members — are my employer. I work for you, and it's my duty to fight for the best contracts, highest wages, and strongest benefits we can possibly achieve at every Teamsters employer. For as long I am given the chance by the membership to serve as General President, I will always leave it all on the field to stand up for every single Teamster.

This same commitment to serve democratic constituents must be expected from our elected officials in Congress, in the White House, and in state legislatures. Politicians aren't our leaders — they are our representatives. We should expect them to do right by us and to fight to protect us at

all costs. When they fail in this basic duty, we must hold them accountable, use our leverage as workers and as voters, and make sure they know our priorities and expectations for better representation.

As this nation moves beyond the latest Presidential cycle, remember that once our representatives are seated for another term, we must ensure they are helping to advance labor-friendly legislation in all arenas. As you'll read about in this issue of Teamster Magazine, our powerful union is operating on many fronts to improve protections for collective bargaining, to defend against "right to work," to ban captive audience meetings, to dismantle corrupt independent contractor models, and to put the American worker first.

We face significant challenges on many fronts. But we are organized, we are strong, and we are influential. As Teamsters, when you remember your leverage and never forget who actually works for you, the upper hand is forever yours.

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

*Teamsters General President*

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WORKER**

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# PLANTING *the* SEEDS *for a* SAFER FUTURE

**TEN YEARS AGO**, recreational cannabis was legal in only four states. Today, the plant is legal for recreational use in 24 states, five U.S. territories, and the District of Columbia. The Teamsters have capitalized on the growing industry, organizing cannabis workers in at least six states, with efforts in even more underway.



With great power comes great responsibility, which is why the union is advocating for the Secure and Fair Enforcement Regulation (SAFER) Banking Act. The legislation, which was voted out of the U.S. Senate Committee on Banking, Housing, and Urban Affairs, aims to safeguard workers and enhance public safety by granting legal cannabis businesses access to traditional banking services.

"There are thousands of people working at cannabis proprietors in 38 states, including many who are our members," said Teamsters General President Sean M. O'Brien. "These workers deserve a safe workplace that provides meaningful wages, health care, and access to retirement security. The SAFER Banking Act will allow workers to engage in a meaningful partnership with their employer by removing archaic regulations that the industry is currently subjected to."

Without access to conventional banking services, legal cannabis businesses operate disproportionately in cash. This limitation exposes workers to increased risks of robbery and violence, facilitates wage theft, and complicates enforcement of state and local regulations. The lack of access to traditional lines of credit or other financial tools other businesses get has a negative impact on the economic stability and prosperity of many cannabis operations, which in turn has a negative impact on workers. Cannabis workers also often struggle to secure mortgages or



basic banking services due to financial institutions' hesitancy regarding the origins of their income.

"The SAFER Banking Act will create a more secure work environment for the cannabis industry," said Peter Finn, Teamsters Western Region International Vice President. "It will bring one of our country's largest cash crops out of the shadows and into the mainstream, making it easier for the industry's many highly skilled workers to stay in this craft and build long-term, prosperous union careers."

The SAFER Banking Act has been gathering support from both sides of the aisle in the U.S. Senate, and it's gradually closing in on the 60 votes it will need to pass a floor vote. Although getting any federal law passed in the modern political climate seems to require moving heaven and earth, it's rare that legislation in any industry has such broad support, so the future of the SAFER Banking Act appears promising.

"This is a perfect example of the Teamsters working with responsible, ethical employers in the cannabis industry on mutually beneficial public policy," Finn said. "Everyone in the cannabis industry — workers, consumers, and businesses — supports the SAFER Banking Act. It puts rank-and-file cannabisworkers one step closer to securing sustainable, middle-class union jobs. Congress needs to act on this commonsense bipartisan legislation as quickly as possible."

“

*I feel like it's **SUPER DANGEROUS** for any business to have their money sitting somewhere that **ISN'T SECURE**, and this is a major concern for a lot of companies in this industry. In addition to the safety concerns, a lot of these employers are having to spend a great deal of overhead on things like **HYPER-SECURE FACILITIES** and **ARMED GUARDS**, just because it's not easy for them to find someone who they can trust with their financial assets. That expenditure the company has to make could be going towards workers' wages, retirement security, or other benefits."*

**JUSTIN CALCUTTA** | Teamsters Local 653  
Botera Cannabis of Brockton, Mass.



**ISSUES** that garner strong support from individuals across the political spectrum are few and far between in 2024. One of the few unifying issues is banning so-called "right to work" laws. "Right to work" is a lie designed to weaken workers' rights and lower wages.

# IN NEW HAMPSHIRE,

# *a unifying issue*





In states that have "right to work" laws on the books, unions cannot collect dues from all workers in organized workplaces, though all workers in that unit must be covered by and benefit from the collective bargaining agreement negotiated by the union. Without the union contract, workers would be subject to lower wages, subpar health insurance, at-will employment, and have no voice in their workplace.

"Right to work" laws are a brazen attempt to kneecap worker power that is often disguised by anti-union politicians as a guardrail to ensure workers have the choice to join a union, rather than be forced into one.

"Workers don't buy the lie that politicians are selling them," said Rick Laughton, business agent at Teamsters Local 633. "In fact, 'right to work' has been one issue that all of our members agree on. Regardless of who they vote for, Teamsters are and always will be united in fighting back against deceptive anti-union legislation."

## **"Right to Work" Is Wrong for New Hampshire**

In New Hampshire, Teamsters have successfully fought back against "right to work" laws for more than 40 years.

In legislative session after session, Republican policymakers have introduced "right to work" without fail. And every time, members and leaders of Local 633 in Manchester have fought back against these bills and killed them.

In the 2023-2024 legislative session, unions led by Local 633 secured the largest margin of victory in defeating "right to work" in the New Hampshire House of Representatives.

"Not only did we beat 'right to work' in New Hampshire yet again, but we beat it hard," Laughton said.

Leading up to the vote in the New Hampshire House of Representatives, Local 633 Business Agent Keith Judge, Organizer Alyssa Croteau, and Recording Secretary Scott Gove spoke out in opposition to the legislation at a hearing in the New Hampshire Senate.

"'Right to work' is a lie designed to weaken workers' rights and lower wages. It strips the financial strength of labor unions, leaving them with no power to fight the company," Gove said at the hearing.

"Our State House of Representatives voted down 'right to work' legislation because attacks on workers' rights have no support among New Hampshire voters," said Jeff Padellaro, Secretary-Treasurer at Local 633 and Director of the Teamsters Brewery, Bakery, and Soft Drink Conference.

Despite the lack of appetite for 'right to work' laws, New Hampshire Republicans continue to bring this bill forward like clockwork each year.

Defeating "right to work" in New Hampshire — and in states across the nation — has always been an all-hands-on-deck, grassroots mobilization effort. Local 633 will continue to ensure that "right to work" never becomes law in New Hampshire.

## **The Path Forward**

In the past year, workers from every state in every industry demand that their employer treat them with the dignity and respect that they deserve. From DHL to Amazon, workers are organizing unions because they simply want to survive.

Employers rely on anti-union tactics like "right to work" laws and captive audience meetings to feed workers propaganda and mislead them into believing that unions are simply political machines that will not actually help workers. However, research shows that in the states with "right to work" laws, workers have lower wages and benefits than their counterparts in non-"right to work" states.

Workers are fed up with being exploited by employers and treated like cogs in a machine. They want the rights that come with union representation and a strong contract.

For workers to secure their piece of the pie, anti-union laws must be repealed so unions can effectively negotiate strong contracts with improved wages, safer working conditions, and a voice on the job for all workers.

Just last year, Michigan became the first state to repeal "right to work." In 26 states, "right to work" is still the law of the land, but momentum is growing to remove all barriers to unionization.

"If politicians in the 26 states where these laws remain on the books want to deliver on promises made on the campaign trail—the promises of good jobs and middle-class prosperity for their constituents — they can start by strengthening unions by abolishing 'right to work' altogether," said Teamsters General President Sean M. O'Brien.

While Teamsters celebrate the victories in New Hampshire and Michigan, the battle to abolish "right to work" laws, build union density, and deliver economic justice in the form of union contracts continues — and the Teamsters will be at the forefront of the fight.



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International Brotherhood of Teamsters

DRIVE

DRIVE UPS

# DRIVEN:

## A Day *in the Life of a* DRIVE Representative

Kevin Currie's Teamsters career looks much different than it did when it began nearly 45 years ago in New York City.

Fast forward to today. In a Phoenix hotel, he awakens long before the sun has risen in the desert. A cup of coffee to start the day and then he embarks on his journey to interact with his fellow union sisters and brothers. The Southwest happens to be his place of work on this particular week, but Currie covers plenty of ground on a monthly basis. Following his assignment out West, his itinerary includes visiting local unions in St. Louis, Upstate New York, and Las Vegas. His car is filled with Teamsters apparel, folding tables, and information pamphlets on the union's political action committee (commonly referred to as a PAC). His enthusiasm and love for his current job as a DRIVE representative are evident throughout the drive out to the United Parcel Service barn in Goodyear, Arizona.

Currie began his career as a rank-and-file Teamster in 1979 where he would shape the loading docks for various historical trucking companies such as Consolidated Freight and Carolina Trucking. He worked multiple jobs simultaneously to earn a living, and two years later, he made the seniority list at Yellow Freight in 1981. Currie recalls his early Teamster days proudly, "Shaping was a tough way of life back then. I worked crazy hours all throughout the night on a cold dock for years but I loved it. Being part of a union

and working alongside my union counterparts made the job fun and rewarding. I have countless fond memories of those days."

Currie continued his path within the freight industry until March 2007 when he was hired by the International Brotherhood of Teamsters' Department of Political and Legislative Action. He would be replacing the forklift and his work-boots with clipboards and authorization cards to work as a DRIVE representative for the Teamsters.

DRIVE stands for Democratic, Republican, Independent Voter Education and serves as the voice of Teamsters in the political arena. Because members' dues cannot be spent on political activity, DRIVE is instead funded by members who voluntarily elect to contribute to it. As part of Currie's role, he partners with local affiliates all around the country to educate members on this fund and spread awareness on how the Teamsters utilize the money on behalf of the membership.

As 6:30 a.m. approaches, Currie pulls into the UPS facility parking lot and begins to set up his materials outside the turnstile entrance where Teamsters Local 104 UPS members are simultaneously entering or exiting their shifts. His exuberant personality and passion are on full display as he interacts with and greets part-timers, regular package car drivers, and feeders alike. He begins his conversations with two simple questions to get to know those he is engaging with: "How

long have you been with UPS? Do you plan on staying around for a while?" Currie also discusses last year's historic Teamsters contract with the members and inquires whether it was their first union contract vote at the company. He requests a few minutes of their time before they begin their shift for the day or prior to them getting in their own vehicle to go home and get some necessary rest. Many of the members are curious about what is going on and make their way over to Currie to determine what materials he has for them. He addresses the crowd of Teamsters gathered around, "Good morning, everyone! We're out here fighting for the rights of our members on and off the job today!"

Currie lays out a summary for the rank-and-filers of what DRIVE is and why it is so crucial to their well-being. "Your pension, health care, everything you work for gets lobbied for on your behalf. This fund helps the Teamsters accomplish so much great work," Currie says. He expands on how the union uses the fund. "DRIVE helps us elect candidates who support our issues and defeat those who want to weaken our contract language or back anti-worker legislation. Corporations and CEOs of companies spend millions of dollars on lobbying firms to push their agenda. This fund allows for all of us members to come together as a united front, and ensure our voices are being heard. Without DRIVE, we're dead in the water. It's the best

few dollars you can give within the union."

A young part-timer converses with Currie off to the side and stresses that he is working at UPS mainly for the benefits that the collective bargaining agreement provides. Currie emphatically agrees and puts into perspective, "Exactly! You may not see or tangibly feel the benefits every day or when you receive your paycheck, but this is what matters! This fund is the legal way the union fights on a political level."

helps a tremendous amount."

Garcia has been a DRIVE member for several years and shares with his colleagues that the fund has a proven record. He states that he has seen it deliver for Teamsters and their families consistently throughout his time as a member.

Currie praises the leadership of the International Union for prioritizing DRIVE and making it a focal point of the administration. He says, "Our leadership team is focused on energy and action. Our General President Sean M.

Once the morning rush concludes, Currie packs up his belongings and identifies how many new members signed authorization cards for this location and shift. For the few hours spent outside the Goodyear facility, over a hundred members contributed to the "fight club" of the Teamsters, as Currie puts it. He anticipates more to come when he returns for the twilight shift later that evening. Currie recalls that this participation rate was not always the case. He elaborates, "When I first started this



The overwhelming majority of the members are intrigued and want to learn more about contributing to the crucial fund. They ask Currie how they can support and how it works once they sign up. Currie is sure to remind them that their contribution is voluntary and that it is a payroll deduction that comes out of their pay rather than their union dues. He encourages members to donate between \$2 and \$10 per month depending on what they are comfortable with. Long-time Regular Package Car Driver and Local 104 Steward Dan Garcia emphasizes the importance of the cause. He yells out to the younger generation members, "You guys definitely want to do this as union members! We need all the help we can get and your support

O'Brien, General Secretary-Treasurer Fred Zuckerman, and the rest of the General Executive Board are constantly pushing for pro-labor legislation and holding politicians around the country accountable. They understand that the Teamsters must be politically involved because it results in more money in the members' pockets and increased leverage at the bargaining table. They treat this fund like a war chest, and it makes a significant impact."

Following members signing up to participate, Currie also acknowledges their commitment. He finishes most interactions with UPSers with a fist bump, a handshake, or a big bear hug. As they part ways, his tone and demeanor demonstrate appreciation. "Thank you for your time, patience, and loyalty. Be safe out there," Currie says.

job, no one was signing these. Our members know today how crucial it is to capitalize on our political power. This year's Presidential election will be the fifth cycle I've been participating in as a DRIVE rep and the level of engagement amongst the membership is inspiring."

Currie reflects on his career as he leaves the UPS facility and drives back into the desert. He says, "I'm older now. I may look like I'm in the ninth inning with two outs, but I'll always be a proud dues-paying Teamster for life. The union saved my ass and my life. Nobody can take that reality away. I have tried to pay it forward for a long time so that others can comprehend and hopefully one day receive the same, if not better, benefits of the Teamsters Union."

# VOTE

## NOVEMBER 5



**JOIN DRIVE** • By joining the Teamsters' political arm, you are helping support worker-friendly candidates. Your support also enables DRIVE to continue its broad campaign to inform Teamsters families on issues which can impact their security.

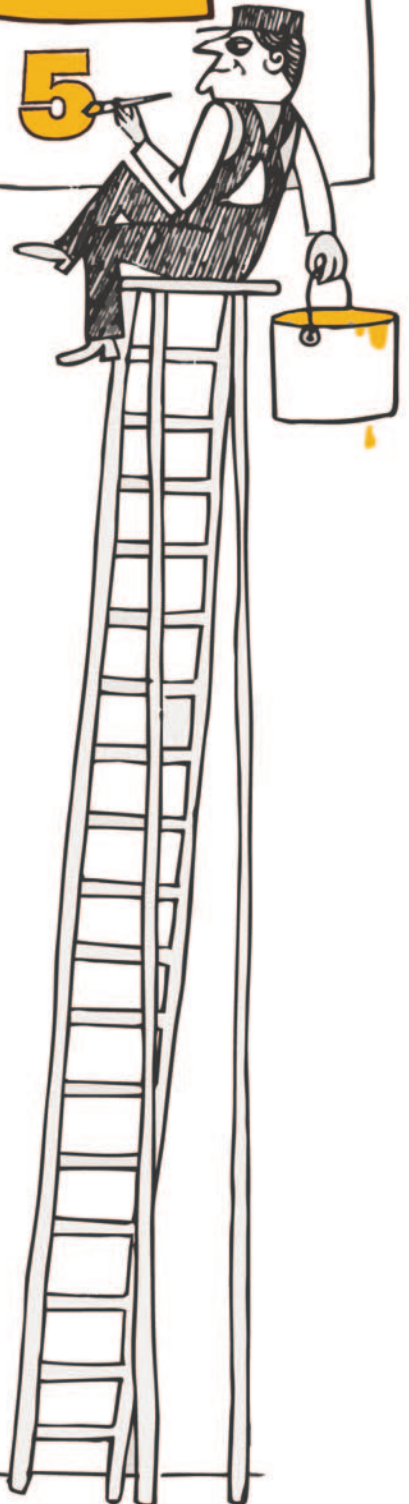


**REGISTER** • In many areas there is still time to register and vote, if you have not already. Make sure each eligible member of your family is registered. If you've moved recently, check to see if you must re-register.



**CHECK THE CANDIDATES** • In races for the U. S. Senate and U. S. House of Representatives, find out how the candidates stand on the question of imposing anti-worker laws. Learn how the candidates feel about protecting workers' rights to organize, and where they stand on antitrust laws and other policies that impact rank-and-file Teamsters. Then elect your friends and defeat your enemies.

MAKE CERTAIN YOU **VOTE**  
**NOVEMBER 5**





# *No Turning Back*

*How the Elite Plan to Dismantle Labor Gains – and WHAT WE CAN DO to STOP THEM*

Our history as a union is a testament to the fact that, as working people, we can't rely solely on politicians to improve our working conditions. Our strength as Teamsters has never been dictated by who controls the government but by the active participation of rank-and-file members. Nevertheless, supporting leaders who stand against draconian anti-worker legislation remains crucial. This includes voting for leaders who advocate for a robust, impartial National Labor Relations Board (NLRB).

Since 1935, the NLRB has been pivotal in safeguarding workers' right to organize, preventing and remedying employers' unfair labor practices, and conducting secret ballot elections. However, the modern NLRB faces various hurdles, including a lack of funding and relentless attempts by greedy, anti-worker corporations to undo decades of precedent and challenge the agency's constitutionality. Today, mega-corporations, including Amazon, SpaceX, Starbucks, and Trader Joe's, are challenging the constitutionality of the agency in an attempt to prevent nonunion workers from organizing and

ultimately deny us livable wages, safer working conditions, and improved benefits.

## **The Lochner Era**

Attempts by the ultra-wealthy to deny workers our fundamental rights are nothing new. From the 1890s until the mid-1930s, the courts argued that hundreds of labor laws, including minimum wage laws, overtime laws, and laws prohibiting child labor, violated a suspected constitutional guarantee of "freedom of contract." This era in American history became known as the "Lochner Era," named after *Lochner v. New York*, a 1905 case in which the Supreme Court struck down a state law that barred bakers from working more than 60 hours a week.

During the Lochner Era, wealthy business owners could prohibit union membership, and the courts believed that employers and nonunion workers had equal bargaining power. The belief was that both parties could freely agree to and refuse contracts. So, protective labor laws, such as setting minimum wages or maximum hours, were considered unnecessary and interfering

with "freedom of contract."

## **The End of Lochner and the Creation of the NLRB**

By the 1930s, the economic devastation caused by the Great Depression led to overwhelmingly popular support for the labor movement and New Deal legislation. By this time, it had become widely acknowledged that the idea of equal bargaining power between nonunion workers and employers was fictitious. This reality led to the "switch in time," when most judges pivoted to support significant changes in labor law.

The New Deal ushered in game-changing legislation, including the National Labor Relations Act (NLRA) in 1935 and the Fair Labor Standards Act (FLSA) in 1938. This legislation guarantees workers the right to organize and set minimum employment standards, including a federal minimum wage and mandatory overtime pay. The NLRA created the NLRB, which the Supreme Court eventually upheld as constitutional in *NLRB v. Jones & Laughlin Steel Corp* in 1937. Many historians view this ruling as the official end of the Lochner Era.

## The NLRB Today

Now, a record number of Americans support unions and are interested in organizing their workplaces. In large part, thanks to new appointees to the NLRB, record numbers of nonunion workers have successfully formed their union. However, a lack of funds — a consequence of a decades-long campaign by anti-worker politicians in Congress to sabotage the agency — continues to harm workers by hampering the agency's ability to staff adequately.

As the labor movement has grown, so have the NLRB's cases, but the agency's funding has remained flat for the past two decades. Between 2014 and 2023, the NLRB budget was not increased, and staffing at NLRB field offices has shrunk by nearly 50 percent. This has led to a backlog of cases submitted to the NLRB that has negatively impacted working people and union organizers.

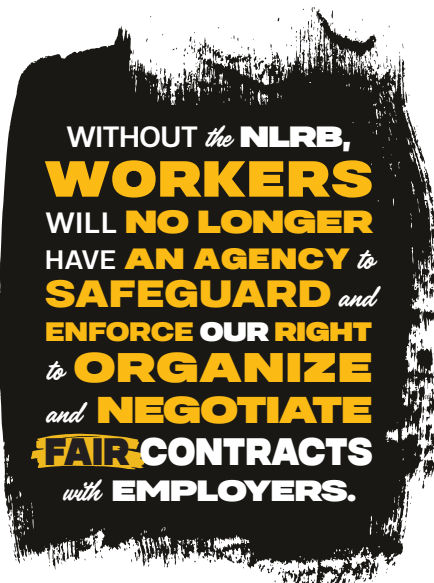
## A Return to Lochner

In addition to Congressional budget fights, corporate attacks on the NLRB are increasing in response to the growing support for unions among working-class Americans across the political spectrum.

Despite being held constitutional 87 years ago, the NLRB's constitutionality is once again under attack by greedy, corrupt billionaires who dream of a return to Lochner. Encouraged by a radicalized Supreme Court, large anti-union corporations like Starbucks and Trader Joe's, as well as the world's two wealthiest men, Jeff Bezos and Elon Musk, are challenging the NLRB's

constitutionality in a disturbing attempt to undo decades of precedent and shield themselves from liability when their corporations violate workers' rights under federal law.

American workers already face enough obstacles when fighting to form a union because of insufficient penalties, an understaffed NLRB, and gaps in labor law. These obstacles will grow even larger if Corporate



America wins and the NLRB is mistakenly and corruptly ruled unconstitutional. Without the NLRB, workers will no longer have an agency to safeguard and enforce our right to organize and negotiate fair contracts with employers. This threat goes beyond labor rights and would be gravely harm working people everywhere.

## We Must Go Forward

Unadulterated greed is the only reason corporations like Amazon and Starbucks are challenging the legality of the NLRB. These companies and their billionaire owners and investors will do everything in their power to prevent workers from organiz-

ing. The latest attempt to attack the NLRB has once again clearly demonstrated that the white-collar crime syndicate known as Corporate America is determined to prevent working people from taking what we are owed.

While it is impossible to know how the Supreme Court will rule on a case concerning the constitutionality of the NLRB, the Court's current configuration is indisputable: it is more pro-business and anti-labor than it has been in over a century.

The current makeup of the court is cause for concern, but not everything is doom and gloom. Over the past few years, workers have engaged in record-breaking organizing and strike activity; state legislations have enacted various pro-worker legislation, such as Teamsters-endorsed Warehouse Worker Protection Acts and banning mandatory captive audience meetings; and the NLRB, under the current administration, has advanced ambitious new interpretations of its governing statute. These realities were made a reality by working people across this country who are fighting back for what we are owed.

Attacks on the working class by greedy billionaires are not new to the American experience. But your vote matters — and history has demonstrated that when there is broad, growing support for unions and workers' rights, the Supreme Court sometimes backs off, as *NLRB v. Jones & Laughlin Steel Corp* demonstrated 87 years ago. Going forward, it is important to continue the fight and hold our politicians accountable. We must never return to Lochner!

# Propaganda?

## We Can't Stand Ya.



*Across the Country, Teamsters are Fighting Back Against Captive Audience Meetings*

When his employer called for a meeting, Brandon King knew that it was probably about the union organizing drive that he was helping to spearhead. He didn't expect that he would be the focus of it. But that's exactly what happened.

"They allowed an employee who was out on leave to come into the meeting. Human Resources then allowed him to directly and verbally insult me and my character," King said

during his testimony to the Maryland House of Delegates.

Following the meeting, King said he went to his employer and told them they were creating a hostile work environment, but they told him there was nothing to be done since the other employee was off the clock. In a matter of weeks following the meeting, King said he was terminated, with the employer violating numerous federally protected union activities.

"How many more people does this have to happen to before our state and federal leaders stand up and stop companies from illegally intimidating workers?" King said. "Companies have been able to bully, threaten, and destroy livelihoods, all because someone like me wants a union."

What happened to King has been happening to workers for decades. But in statehouses across the country, Teamsters are telling employers that





enough is enough.

### The Business of Busting

One hundred years ago, union busting was done at the barrel of a gun. Robber barons like Andrew Carnegie, Cornelius Vanderbilt, and John D. Rockefeller routinely hired thugs to crush union organizing drives through violence and sometimes even murder. As laws and society changed, though, so did the tactics for crushing worker solidarity, which is why today most union-busting is done by law firms or "union avoidance consultants." The favorite tactic of these modern-day Pinkertons is known as the "captive audience meeting."

"Captive audience meetings are intended to scare workers into thinking they should not join a union," said Tom Quackenbush, President of Teamsters Joint Council 18 in Albany, N.Y. "The reality is that captive audience meetings are one of several reasons workers should join a union — to protect themselves from employers who are only

interested in looking out for their bottom lines."

Captive audience meetings are employer-mandated gatherings where workers are subjected to anti-union propaganda. These meetings are strategically used by employers to persuade workers against unionization, typically through lies, intimidation, manipulation, or the threat of retaliation. Many professional union busters are former union officers who were forced out of their former labor organizations because of corruption or incompetence. For these turncoats or anyone else who pursues a career in union busting, the financial windfall is significant. A study conducted by the Economic Policy Institute found that employers spend about \$400 million on union avoidance consultants annually. For doing the devil's work, anti-union charlatans can get paid as much as \$350 per hour. When accounting for expenses like lodging, food, and other expenditures, union busters can rake in as much as \$2,500 per day.

**“How many  
MORE PEOPLE  
does this  
have to happen  
to before our  
STATE AND  
FEDERAL LEADERS  
STAND UP and  
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WORKERS?  
Companies have  
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BULLY, THREATEN,  
AND DESTROY  
LIVELIHOODS,  
all because  
someone  
LIKE ME WANTS  
A UNION.”**

*-Brandon King*



“Workers have the right to organize without being subjected to intimidation from employers,” said Thomas G. Mari, Secretary-Treasurer of Teamsters Joint Council 10 in Boston. “Teamsters are leading the way in enacting pro-worker laws like banning mandatory attendance at captive audience meetings. This much-needed legislation protects workers’ right to skip out on employer-led anti-union propaganda sessions and return to their regular work duties.”

The Teamsters Union, through vigorous advocacy and legislative engagement, is building a coalition with other unions to push for the Worker Free Speech Act in statehouses across the country. The legislation bans employers from making attendance at captive audience meetings mandatory. The first ban on mandatory attendance for anti-union indoctrination sessions happened in Oregon over a decade ago. Connecticut followed in July 2022. Since then, through advocacy, coalition building, and political pressure, Teamsters have gotten captive audience mandatory attendance bans implemented in Hawaii, Illinois, Maine, Minnesota, New York, Washington, and Vermont.

“Captive audience meetings deploy the same fear and intimidation tactics used by authoritarian governments,” said Brett Miller, President of Teamsters Local 340 in Maine. “We are thrilled that workers across the state can no longer be forced to listen to anti-union rhetoric in the workplace.”

“Workers shouldn’t be

subjected to propaganda by their employer — and now, in New York, they no longer will be,” said George Harrigan, President of Teamsters Joint Council 46 in Buffalo, N.Y.. “All states should follow suit and ban this authoritarian practice.”

### **Building Momentum**

The Teamsters have been capitalizing on the successful passage of worker free speech legislation in New England, the Pacific Northwest, and New York. The initiative reflects a growing movement to strengthen workers’ rights and limit corporate tactics aimed at undermining union organizing efforts.

Earlier this year, the Teamsters successfully spearheaded the effort to pass a ban on mandatory captive audience meetings in Illinois, a state with a storied labor history where the union has more than 100,000 members. In the Land of Lincoln, Teamsters Joint Council 25 has joined forces with Sen. Robert Peters (D-Chicago) to get Senate Bill 3649 (SB 3649) signed into law.

“This victory happened because of a grassroots lobbying campaign by and for rank-and-file union members in our state, and the Teamsters were the frontline of that battle,” said Thomas W. Stiede, President of Joint Council 25. “Illinois workers will no longer be forced to choose between jeopardizing their livelihoods or sitting through the toxic intimidation and outright lies that employers subject them to during captive audience meetings.”

“It’s immensely important for

lawmakers to support organized labor and union efforts by passing SB 3649," said Hunter Thomas, a worker at Ascend Cannabis in Chicago and member of Teamsters Local 777. "They need to be very aware that corporations are doing their best to bust unions. When these corporations have so much money, their leadership believes it is in their vested interest to prevent people from being organized. They'll do what it takes to prevent that from happening, whether it's through lobbying, captive audience meetings, or anything else."

Earlier this year, the Teamsters also got a ban on mandatory attendance at captive audience meetings in Vermont as part of the Vermont PRO Act.

"Over the course of the last two years, Teamsters worked tirelessly with our allies in the PRO Act Coalition to get this legislation across the finish line," said Curtis Clough, President of Teamsters Local 597. "We are thrilled that this legislation has become law and that Vermont workers have even stronger protections."

### **One Small Step for Workers, One Giant Leap for Economic Democracy**

The hearing Brandon King testified at was for the Maryland Protecting Workers from Captive Audience Meetings Act, which is backed by a broad coalition that is gaining momentum throughout the halls of the state capitol in Annapolis. Teamsters and their partners in the labor movement will continue to fight for the legislation when Maryland state lawmakers reconvene next year.

"Employers love to tell workers that they don't need a union. If that's true, why do so many of them subject their workforce to draconian, debasing propaganda as soon as they hear of an organizing drive?" said Rudy Gardner, President of Teamsters Joint Council 55 in Washington, D.C.

In addition to Maryland, Teamsters are going to continue to fight for bans on mandatory attendance at captive audience meetings in Massachusetts, Rhode Island, California, and Pennsylvania. Alaska Teamsters

are fighting to get the bill passed via a referendum that will be on the November ballot.

By challenging corporate practices that undermine worker rights, the Teamsters are not only enhancing the conditions of members but also setting a standard for labor rights that benefits all workers. This legislative push is a pivotal part of the broader movement to ensure that workers have a voice in their workplaces and can organize without fear of coercion or retaliation.

## **TEAMSTERS GENERAL PRESIDENT SEAN M. O'BRIEN**

**joins the hilarious THEO VON for an  
in-depth conversation on his hit podcast,  
"THIS PAST WEEKEND."**

SEAN AND THEO TALK ALL THINGS AMAZON, THE UPS TEAMSTERS CONTRACT, UNION POWER AND SOLIDARITY, TAKING ON BIG TECH, TODAY'S LABOR MOVEMENT, AND THE AMERICAN WORKER.



Watch the full episode at  
<http://ibt.io/ThisPastWeekend>  
or by scanning the QR code.

# UNION BUSTING *with* *our* *tax dollars*

Over the last two years, Teamsters have been methodically building a movement for worker power at Amazon.

Locals, organizers, and rank-and-file members have formed strong community coalitions to head off new Amazon development projects. Teamsters are working alongside Amazon warehouse workers and drivers to establish organizing committees that are taking collective action to win concrete demands at Amazon facilities across the country. Last year, the first-ever strike among Amazon Teamsters drivers was launched, with picket lines spreading to dozens of locations nationwide.

From elected officials to the general public, Teamsters have made Amazon famous for its union-busting, abusive, and dan-

gerous working conditions, exploitative business model, rampant greed, and the overall threat the trillion-dollar corporation poses to workers and communities across America.

But while government leaders and lawmakers in both parties talk tough about reining in Amazon's ever-growing empire, they continue to reward the anti-worker e-commerce giant with huge government contracts.

"Teamsters are taking on Amazon at every angle and that includes putting a spotlight on how elected officials are using our tax dollars to reward bad employers like Amazon," said Teamsters General President Sean M. O'Brien. "Our members are looking very closely to see if politicians are following up their words with action. Everyone

knows how Amazon is attacking labor. There's no excuse for rewarding union-busting companies like Amazon with massive government contracts."

## **Unions Blocked, Promises Broken**

In 2020, then-Presidential candidate Joe Biden pledged to "ensure federal contracts only go to employers who sign neutrality agreements committing not to run anti-union campaigns." Yet, a little more than a year into his term, the current administration awarded a \$10 billion federal contract to Amazon Web Services.

The multibillion-dollar National Security Agency (NSA) contract for cloud computing was awarded while Amazon was implementing a scorched earth union-busting campaign against workers at one

AMAZON DRIVERS  
on  
**ULP  
STRIKE**  
STOP ILLEGAL  
UNION BUSTING

prime  
SHOPPERS  
BEWARE  
**AMAZON is  
UNFAIR!**

3639 HOWARD →  
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STRIKE**  
36 STOP ILLEGAL UNION BUSTING 40 JAN

POLITICAL LEADERS  
CONTINUE to REWARD  
**Anti-Labor  
Amazon**  
with LUCRATIVE CONTRACTS



of its Staten Island warehouses, including aggressive union-busting tactics that were well-documented in news reports. The company reportedly spent \$27,764 per week on union-busting consultants at another Staten Island facility during an organizing drive earlier that year.

"Today, I am renewing my request to President Biden to fulfill [his] promise," Sen. Bernie Sanders (I-VT) said at a Senate Budget Committee hearing in May 2022. "In my view, the time for talk is over. The time for action is now. Taxpayer dollars should not go to companies like Amazon who repeatedly break the law. No government — not the federal government, not the state government, and not the city government — should be handing out corporate welfare to union busters and labor law violators."

Amazon is among many major corporations that rely on government contracts and subsidies. The vast majority of Amazon's government contracts go to the company's web services — a division that also accounts for the lion's share of Amazon's staggering profits.

Clearly, the federal government has power to influence Amazon's labor practices by making public funds contingent on how it treats its workers. But so far, elected leaders have refused to use the power of the purse against Amazon's systematic disregard for labor laws and for working people in general.

"We should not be rewarding with taxpayer money a company that uses all means — legal and illegal — to deny its employees their federally-protected right to join together and bargain

collectively over the terms of their employment," O'Brien said in testimony at the same 2022 Senate hearing. "Nor, for that matter, should the government be doing business with a company whose worker injury rates are nearly twice as high as that of all other non-Amazon warehouse facilities. The federal government, through the National Labor Relations Act, has a mandate to protect and facilitate workers' efforts to form a union. But the government is breaking that mandate with every dollar that it puts into Jeff Bezos' and Andy Jassy's pockets."

### **Clouded Government**

Despite the outcry around the \$10 billion NSA contract to Amazon, the federal government awarded another \$10 billion to Amazon Web Services for the



Pentagon and the U.S. Navy several months later at the end of 2022.

Since then, federal contracts to Amazon have put at least \$140 million of taxpayer money into Amazon's revenue stream, according to data on obligated funding for fiscal years 2023 and 2024. This is almost certainly far below the actual amount of federal dollars that have gone to Amazon in that period because many of the largest tech contracts are classified and withheld from public procurement databases.

In 2020, the last year of President Donald Trump's administration, the federal government spent more than \$33 million on Amazon contracts. Again, this excludes large, classified contracts and is likely far below what was actually spent.

Today, an open spigot of federal money continues the flow of government contracts into the pockets of Amazon's executives — the same executives who lawmakers on Capitol Hill have criticized for their abuse of workers and market power.

And it's not just Amazon Web Services getting rich off of the federal government for its cloud computing services. The Government Services Administration, for example, paid nearly \$15 million in 2023 alone to Amazon, including Amazon Business orders for office supplies and other equipment.

Nor is it just the federal government pouring money into Amazon's coffers. Amazon has secured contracts to provide cities, counties, and schools with office and classroom supplies, library books, electronics, and more. Altogether, these contracts

are worth billions of dollars and often shut out independent, local supply companies.

Meanwhile, since 2020 Amazon has been awarded over \$6.7 billion in state and local government subsidies for warehouses, data centers, film productions, and other development projects.

Recently, Amazon joined several other anti-union companies who have filed claims challenging the constitutionality of the National Labor Relations Board, the primary enforcement agency of U.S. labor law protecting workers' rights.


"Amazon isn't just breaking the law to keep unions out of its warehouses," said Teamsters General Secretary-Treasurer Fred Zuckerman. "This corporate bully is attacking the law itself. It's going after the very laws that are meant to protect working people in this country which are already woefully inadequate and easily manipulated by greedy employers. What's worse, the government is making working taxpayers bankroll this assault on the American worker by awarding contracts to Amazon. As Teamsters prepare to vote in the elections, we need to elect people who will put their money where their mouth is — not in the pockets of corrupt employers like Amazon."

TEAMSTERS GENERAL PRESIDENT

**SEAN M. O'BRIEN'S**


*Address to*

**THE**



**AMERICAN**

**WORKER**



DELIVERED *at the* REPUBLICAN NATIONAL CONVENTION  
MONDAY, JULY 15, 2024 • MILWAUKEE, WISCONSIN



Greetings, delegates and guests.

I'm Sean O'Brien, General President of the International Brotherhood of Teamsters.

First, I want to thank the hardworking Teamsters and union members here in Milwaukee who play vital roles in the building and operations of this convention.

I also want to thank President Donald Trump for opening the RNC's doors to the Teamsters Union and inviting me to speak before you.

I travel all across this country and meet with my members every week.

## **YOU KNOW WHAT I SEE? AN AMERICAN WORKER BEING TAKEN FOR GRANTED.**

Workers being sold out to big banks, Big Tech, corporatists, and the elite.

I'm not the only one who sees this.

Everyday families see it.

The American people aren't stupid.

They know the system is broken.

We all know how Washington is run.

Working people have no chance of winning the fight.

That's why I'm here today.

Because I refuse to keep doing the same things my predecessors did.

Today, the Teamsters are here to say we aren't beholden to anyone or any party.

We will create an agenda and work with a bipartisan coalition ready to accomplish something real for the American worker.

I don't care about getting criticized.

It's an honor to be the first Teamster in our 121-year history to address the Republican National Convention.

Several months ago, I asked the RNC and the DNC for the opportunity to speak.

To be frank, when President Trump invited me to speak at this convention, heads exploded — on the left and on the right.

Anti-union groups demanded the President rescind his invitation.

The left called me a traitor.

This is precisely why it is so important for me to be here today.

The Teamsters are doing something right if the extremes in both parties think I shouldn't be on this stage. President Trump had the backbone to open the doors to this Republican convention, and that's unprecedented.

No other nominee in the race would have invited the Teamsters into this tent.

Have whatever opinion you want, but one thing is clear.

President Trump is a candidate who is not afraid of hearing from new, loud, and often critical voices.

When I won the presidency of the Teamsters in a national election two and a half years ago, we started reaching across the aisle.

The Teamsters have endorsed GOP candidates in the past — including Nixon, Reagan, and George H.W. Bush.

But over 40 years, the Republican Party has done itself few favors by not pursuing strong relationships with organized labor.

There are some in the party who stand in active opposition to labor unions.

This, too, must change.

At the end of the day, the Teamsters aren't interested if you have a D, R, or an I next to your name.

## **WE WANT TO KNOW ONE THING — WHAT ARE YOU DOING TO HELP AMERICAN WORKERS?**

As a negotiator, I know that no window or door should ever be permanently shut.

Early in my administration, the Teamsters reached out to eight Republican Senators who stood up for Railroad Teamsters in our fight for sick leave.

Josh Hawley was one of them. We started talking.

Senator Hawley changed his position on national “right to work.”

Then we started walking.

He walked a Teamsters picket line in St. Louis and a UAW picket line in Wentzville, Missouri.

More than that, I want to recognize Senator Hawley for his direct, relentless, and pointed questioning of corporate talking heads, lawyers, CEOs, and apologists. He has shown he is not willing to accept their pillaging of working peoples’ pocketbooks and individual rights.

I know from a career in negotiating that you get nowhere by slamming your fist on the table.

The first step is to listen.

The Teamsters and the GOP may not agree on many issues.

But a growing group has shown the courage to sit down and consider points of view that aren’t funded by big money think tanks.

Senators J.D. Vance and Roger Marshall, and Representatives Nicole Malliotakis, Mike Lawler, and Brian Fitzpatrick, are part among elected officials who care about working people.

This group is expanding, and it is putting fear into the those who have monopolized our very broken system in America today.

There are far too many people on both sides of the aisle still caught up in knee jerk reactions to unions.

Who subscribe to the same tiredclaptrap that unions destroy American companies.

Take a moment to consider United Parcel Service.

UPS is the world’s largest privatesector logistics company, and it’s been unionized for more than 100 years.

More than 350,000 Teamsters make it run. We work for good middle class wages, quality health care, and secure pensions.

There are work rules that ensure fairness and due process for both sides.

UPS is the most efficient package delivery company in the world.

Never forget that UPS doesn’t provide great wages and benefits out of the kindness of its heart.

UPS does it because the Teamsters fight for it.

All 350,000 of us.

Corporatists hate when working people join together to form unions.

But for a century, major employers have waged a war against labor by forming corporate unions of their own.

We need to call the Chamber of Commerce and the Business Roundtable what they are — they are unions for Big Business.

Here’s the fact: against gigantic multi-national corporations, an individual has zero power.

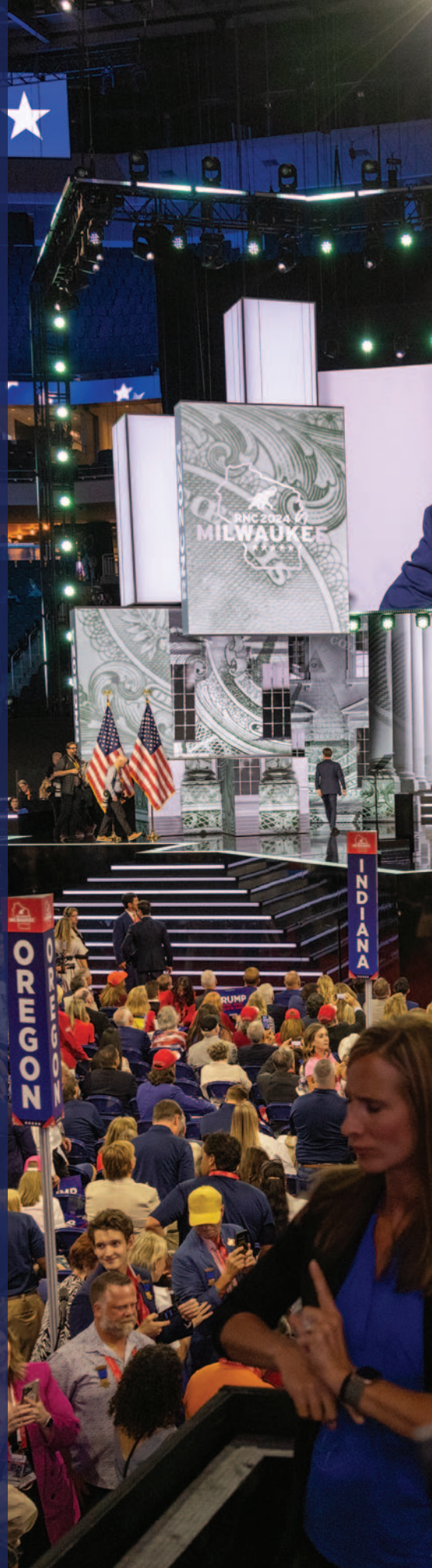
It is only when Americans band together in democratic unions that we win real improvements on wages, benefits, and working conditions.

Companies like Amazon are bigger than most national economies.

Amazon is valued at over \$2 trillion.

That makes it the 14th largest economy in the world.

What’s sickening is that Amazon has abandoned any national allegiance.





FLORIDA

IOWA

PENNSYLVANIA

WISCONSIN

NEBRASKA

TRUMP

Amazon's sole focus is on lining its own pockets.

**REMEMBER — ELITES HAVE NO PARTY.  
ELITES HAVE NO NATION.**

Their loyalty is to the balance sheet and to the stock price at the expense of the American citizen.

I can see the United States Capitol Building from my office.

I see well-intentioned people arrive in Washington and get eaten up by an unforgiving system.

The responsibility to average Americans takes a backseat.

The objective becomes survival.

Fundraiser after fundraiser, corporate consultants hedge every initiative.

The Hill crawls with lifers bouncing from government jobs to corporate jobs and back again.

DC is treacherous.

Most legislation is never meant to go anywhere.

It's all talk.

And in America, talk isn't cheap.

It's very expensive, and it comes at the cost of our own country.

Working people know our system is broken.

The elites are not laboring on behalf of workers.

There is a political caste system that prevents citizens from accessing their representatives to hold them accountable.

For a moment, working people in America were seen as essential.

Sadly, it took a global pandemic for political and corporate elites to notice this fact.

But ask yourself, since the end of the pandemic, when was the last time you heard major news outlets regularly refer to workers as essential?

The men and women who provide goods and services, deliver packages, stock grocery shelves, care for patients, and keep our communities safe are taken for granted.

The stock market booms, housing prices hit record highs, and corporate salaries skyrocket.

But the incomes of everyday Americans are shrinking in the face of inflation — at the gas pump, at the grocery store, on the electric bill, and with their car insurance.

This must change.

**NEVER FORGET: AMERICAN WORKERS OWN THIS COUNTRY.**

We aren't renters.

We aren't tenants.

But the corporate elite treat us like squatters.

That's a crime.

We've got to fix it.

To paraphrase Senator Markwayne Mullin: it's time for both sides of Congress to STAND THEIR BUTTS UP.

We need trade policies that put American workers first. It needs to be easier for companies to remain in America.

We need legal protections that make it safer for workers to get a contract.

We must stop corporations from abandoning local communities to inflate their bottom line.

We need meaningful bankruptcy reform.

Today, corporate vultures buy up companies like Yellow Freight with the intent of driving them into bankruptcy and feasting on their remains.

The courts leave workers begging for crumbs as third-tier creditors.

Labor law must be reformed.  
Americans vote for a union but can never get a union contract.

**COMPANIES FIRE WORKERS WHO TRY TO JOIN UNIONS  
AND HIDE BEHIND TOOTHLESS LAWS THAT  
ARE MEANT TO PROTECT WORKING PEOPLE BUT ARE  
MANIPULATED TO BENEFIT CORPORATIONS.**

This is economic terrorism.  
An individual cannot withstand the assault.  
A fired worker cannot afford corporate delays — and these greedy employers know it.  
There are no consequences for the company — only the worker.  
We need corporate welfare reform.  
Under our current system, massive companies like Amazon, Uber, Lyft, and Walmart  
take zero responsibility for the workers they employ.  
These companies offer no real health insurance, no retirement benefits, no paid leave.  
Workers are left relying on underfunded public assistance.  
And who foots the bill?  
The individual taxpayer.  
The biggest recipients of welfare in this country are corporations.  
This is real corruption.  
We must put workers first.  
What is more important to the security of our nation than  
long-term investment in the American worker?  
In 2021, Teamsters nationwide elected me to fight for them.  
And that's precisely what I'm doing.  
Something is wrong in this country, and we need to say it out loud.  
I will always speak up for America, and for the American worker, both union and nonunion.  
I challenge each and every one of you — and especially my friends on the  
Democratic side — to embrace cooperation.  
To truly collaborate to achieve meaningful and productive change.  
To ensure we make the greatest nation in the world  
**BIGGER, FASTER, AND STRONGER!**  
I love this country.  
The Teamsters love this country.  
Our 1.3 million members move America — on the roads, in the ports, on the rail, and in the air.  
If the powers that be stop me from raising my voice on behalf of American workers,  
I won't have a single regret.  
I still carry my commercial driver's license.  
I still have my place on the union seniority list.  
You'll find me back in Boston, driving a tractor-trailer, delivering  
heavy equipment for Shaughnessy and Ahern.  
Because I have the protection of a union contract that gives me the freedom to speak my mind.  
And to fight like hell.  
Thank you!

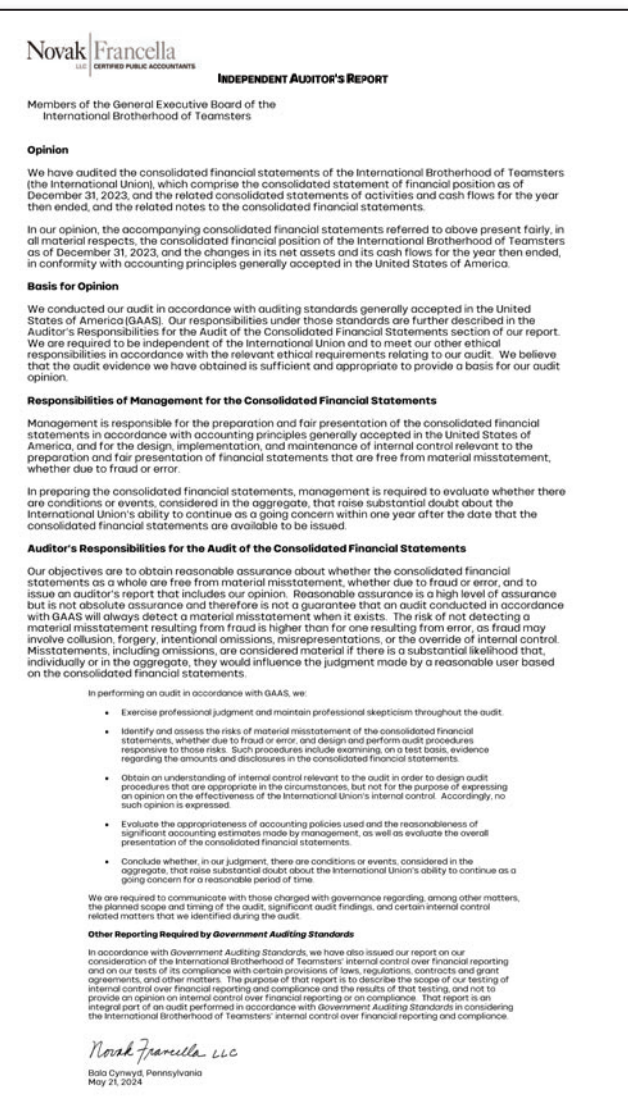
## TEAMSTERS FINANCES CONTINUE POSITIVE GROWTH

The Teamsters Union is currently enjoying a robust financial position. As of the end of 2023, the Strike and Defense Fund's total net assets were \$328 million—an increase of more than \$42 million compared to the previous year. Additionally, the combined total net assets in the General Fund and Strike Fund were nearly \$499 million, reflecting a growth of about \$50 million since 2020.

Our strong financial footing has been instrumental in achieving significant victories, such as securing the best UPS contract in history and taking on big employers like Anheuser-Busch and DHL. Our ability to organize and secure landmark agreements is rooted in our credible strike threats. From the outset, companies understood that our resolve was unwavering, and they wisely chose not to test us on the picket line.

Across all Teamsters industries, management knows that our members have the resources and determination to fight as long as it takes to win strong contracts. However, we remain vigilant about how both internal and external factors might impact our financial stability in the future. We recognize that our security relies on constantly organizing more members and negotiating strong contracts.

To continue growing our strength, we must remain laser-focused on organizing. Expanding our membership base is a top priority for the O'Brien-Zuckerman administration. We have launched initiatives to attract new members, driven by a renewed commitment to organizing in our core industries. We're also reinforcing our current bargaining units through internal organizing campaigns and recruiting workers as full-fledged Teamsters, particularly in so-called "right to work" states. Moreover, the Teamsters are actively engaging with policymakers at every level of government to make it easier for working Americans to unionize and win better wages, strong bene-



fits, safer workplaces, and a secure retirement.

As General Secretary-Treasurer, my primary responsibility is to manage our union's finances with care and transparency. I assure you that our treasury is secure and well-managed. Together, we will continue to grow and achieve success in the years ahead.

  
**Fred Zuckerman**  
General Secretary-Treasurer

**INTERNATIONAL BROTHERHOOD OF TEAMSTERS**

**CONSOLIDATED STATEMENT OF FINANCIAL POSITION**

DECEMBER 31, 2023

	General Fund	Strike and Defense Fund	Teamsters Scholarship Fund	Teamster Disaster Relief Fund	Supplemental Benefits Trust	Total
<b>ASSETS</b>						
Cash and cash equivalents	\$ 65,034,607	\$ 19,517,569	\$ 4,722,774	\$ 824,679	\$ 863,958	\$ 90,963,587
Receivables, net						
Trade	23,774,062	-	-	-	1,101,070	24,875,132
Grants and contributions	230,031	-	-	-	-	230,031
Accrued investment income	26,184	268	-	-	120	26,572
Due from/(to) related entities	40,597	134,956	62,073	-	(127,225)	110,401
Other	2,841	-	-	-	-	2,841
Investments	75,038,737	311,898,258	-	-	23,081,996	410,018,991
Inventories	452,951	-	-	-	-	452,951
Prepaid expenses	1,786,398	-	46,667	-	-	1,833,065
Security deposits and other	552,794	-	273,063	-	-	825,857
Property and equipment, net	35,717,645	-	-	-	-	35,717,645
Leases - Right-of-use assets, net	892,485	-	-	-	-	892,485
<b>Total assets</b>	<b>\$ 203,549,332</b>	<b>\$ 331,551,051</b>	<b>\$ 5,104,577</b>	<b>\$ 824,679</b>	<b>\$ 24,919,919</b>	<b>\$ 565,949,558</b>
<b>LIABILITIES AND NET ASSETS</b>						
<b>LIABILITIES</b>						
Accounts payable and accrued expenses	\$ 21,290,189	\$ 3,333,979	\$ 4,358	\$ -	\$ 24,881	\$ 24,653,407
Special fundraising events deferred revenue	-	-	183,408	-	-	183,408
Lease obligations	892,485	-	-	-	-	892,485
Accrued pension cost	10,235,946	-	-	-	-	10,235,946
Accrued postretirement benefits cost	755,302	-	-	-	-	755,302
<b>Total liabilities</b>	<b>33,173,922</b>	<b>3,333,979</b>	<b>187,766</b>	<b>-</b>	<b>24,881</b>	<b>36,720,548</b>
<b>NET ASSETS</b>						
Without donor restrictions	170,375,410	328,217,072	-	-	24,895,038	523,487,520
With donor restrictions	-	-	4,916,811	824,679	-	5,741,490
<b>Total net assets</b>	<b>170,375,410</b>	<b>328,217,072</b>	<b>4,916,811</b>	<b>824,679</b>	<b>24,895,038</b>	<b>529,229,010</b>
<b>Total liabilities and net assets</b>	<b>\$ 203,549,332</b>	<b>\$ 331,551,051</b>	<b>\$ 5,104,577</b>	<b>\$ 824,679</b>	<b>\$ 24,919,919</b>	<b>\$ 565,949,558</b>

See accompanying notes to consolidated financial statements.

**INTERNATIONAL BROTHERHOOD OF TEAMSTERS**  
YEAR ENDED DECEMBER 31, 2023

**CONSOLIDATED STATEMENT OF ACTIVITIES**

	General Fund	Strike and Defense Fund	Teamsters Scholarship Fund	Teamster Disaster Relief Fund	Supplemental Benefits Trust	Total
	Without Donor Restrictions	Without Donor Restrictions	With Donor Restrictions	With Donor Restrictions	Without Donor Restrictions	
<b>REVENUE AND OTHER SUPPORT</b>						
Per capita and initiation fees	\$ 184,243,988	\$ 26,462,559	\$ -	\$ -	\$ -	\$ 210,706,547
Grants and contributions	4,344,773	-	50,000	49,613	-	4,444,386
Special fundraising events	-	-	3,299,011	-	-	3,299,011
Affinity program	-	-	-	-	2,939,824	2,939,824
Investment income, net	7,489,479	30,411,709	-	-	2,441,215	40,342,403
Sales of supplies, net	504	-	-	-	-	504
Loss on disposal of property and equipment	(3,114)	-	-	-	-	(3,114)
Other	170,185	-	-	-	-	170,185
Total revenue	<u>196,245,815</u>	<u>56,874,268</u>	<u>3,349,011</u>	<u>49,613</u>	<u>5,381,039</u>	<u>261,899,746</u>
<b>EXPENSES</b>						
Program services						
Member services						
Communications, magazine and public relations	18,984,761	-	-	-	-	18,984,761
Industry trade divisions and relations	33,239,966	-	-	-	-	33,239,966
Strike and defense	4,172,497	14,890,650	-	-	-	19,063,147
Research, education and training	10,531,148	-	-	-	-	10,531,148
Retiree relations, scholarships and other	18,332	-	-	-	-	18,332
Organizing	26,227,551	-	-	-	-	26,227,551
Other	9,275,346	-	-	5,000	4,658,346	13,938,692
Affiliation fees	10,205,621	-	-	-	-	10,205,621
Government affairs	11,047,641	-	-	-	-	11,047,641
Legal and litigation	7,784,209	-	-	-	-	7,784,209
Civil RICO	7,454,185	-	-	-	-	7,454,185
Teamster Affiliates Pension Fund	10,000,000	-	-	-	-	10,000,000
Convention	1,737,394	-	-	-	-	1,737,394
Total program services expenses	<u>150,678,651</u>	<u>14,890,650</u>	<u>-</u>	<u>5,000</u>	<u>4,658,346</u>	<u>170,232,647</u>
Support services						
Administration and governance	8,035,511	-	37,498	20	263,434	8,336,463
Fundraising	-	-	394,702	-	-	394,702
Total expenses	<u>158,714,162</u>	<u>14,890,650</u>	<u>432,200</u>	<u>5,020</u>	<u>4,921,780</u>	<u>178,963,812</u>
<b>CHANGE IN NET ASSETS</b>	<u>37,531,653</u>	<u>41,983,618</u>	<u>2,916,811</u>	<u>44,593</u>	<u>459,259</u>	<u>82,935,934</u>
<b>NET ASSETS</b>						
Beginning of year	147,835,329	286,233,454	2,000,000	780,086	24,435,779	461,284,648
Other pension and postretirement adjustments	(14,991,572)	-	-	-	-	(14,991,572)
End of year	<u>\$ 170,375,410</u>	<u>\$ 328,217,072</u>	<u>\$ 4,916,811</u>	<u>\$ 824,679</u>	<u>\$ 24,895,038</u>	<u>\$ 529,229,010</u>

See accompanying notes to consolidated financial statements.



**INTERNATIONAL BROTHERHOOD OF TEAMSTERS**

**CONSOLIDATED STATEMENT OF CASH FLOWS**

YEAR ENDED DECEMBER 31, 2023

	<b>General Fund</b>	<b>Strike and Defense Fund</b>	<b>Teamsters Scholarship Fund</b>	<b>Teamster Disaster Relief Fund</b>	<b>Supplemental Benefits Trust</b>	<b>Total</b>
<b>CASH FLOWS PROVIDED BY (USED FOR) OPERATING ACTIVITIES</b>						
Cash received from						
Affiliated conferences, joint councils and local unions	\$ 180,211,729	\$ 27,298,061	\$ -	\$ -	\$ -	\$ 207,509,790
Investment income	3,457,012	11,999,283	-	-	1,004,368	16,460,663
Other revenue and reimbursements	4,803,475	58,000	2,255,520	49,613	2,561,716	9,728,324
Net cash received	<u>188,472,216</u>	<u>39,355,344</u>	<u>2,255,520</u>	<u>49,613</u>	<u>3,566,084</u>	<u>233,698,777</u>
Cash disbursed to						
Service providers, suppliers, vendors and others	(153,729,819)	(3,437,716)	(738,546)	(5,020)	(4,982,498)	(162,893,599)
Affiliated conferences, joint councils and local unions	(9,479,422)	-	-	-	-	(9,479,422)
Members for benefits under Strike Benefit Assistance Program	-	(8,234,121)	-	-	-	(8,234,121)
Net cash disbursed	<u>(163,209,241)</u>	<u>(11,671,837)</u>	<u>(738,546)</u>	<u>(5,020)</u>	<u>(4,982,498)</u>	<u>(180,607,142)</u>
Net cash provided by (used for) operating activities	<u>25,262,975</u>	<u>27,683,507</u>	<u>1,516,974</u>	<u>44,593</u>	<u>(1,416,414)</u>	<u>53,091,635</u>
<b>CASH FLOWS USED FOR INVESTING ACTIVITIES</b>						
Proceeds from sale or redemption of investments	69,154,022	24,006,204	-	-	7,803,780	100,964,006
Purchase of investments	(96,815,649)	(35,987,622)	-	-	(7,311,926)	(140,115,197)
Purchase of fixed assets	(1,292,804)	-	-	-	-	(1,292,804)
Disposal of fixed assets	69,183	-	-	-	-	69,183
New loans	-	-	-	-	(250,000)	(250,000)
Loan repayments	-	-	-	-	1,000,000	1,000,000
Net cash provided by (used for) investing activities	<u>(28,885,248)</u>	<u>(11,981,418)</u>	<u>-</u>	<u>-</u>	<u>1,241,854</u>	<u>(39,624,812)</u>
<b>NET INCREASE (DECREASE) IN CASH</b>	<b>(3,622,273)</b>	<b>15,702,089</b>	<b>1,516,974</b>	<b>44,593</b>	<b>(174,560)</b>	<b>13,466,823</b>
<b>CASH AND CASH EQUIVALENTS</b>						
Beginning of year	<u>68,656,880</u>	<u>3,815,480</u>	<u>3,205,800</u>	<u>780,086</u>	<u>1,038,518</u>	<u>77,496,764</u>
End of year	<u>\$ 65,034,607</u>	<u>\$ 19,517,569</u>	<u>\$ 4,722,774</u>	<u>\$ 824,679</u>	<u>\$ 863,958</u>	<u>\$ 90,963,587</u>

See accompanying notes to consolidated financial statements.

**NOTE 1. NATURE OF OPERATIONS**

The International Brotherhood of Teamsters (the International Union) is one of the largest labor unions in North America with a membership representing a variety of industries and trades. The primary source of revenue is per capita taxes paid by local unions.

**NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

**Method of Accounting** - The consolidated financial statements have been prepared using the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America. Per capita taxes, grants, and royalties are accounted for as exchange transactions. Net assets are classified as net assets without donor restrictions and with donor restrictions. Net assets are generally reported as net assets without donor restrictions unless assets are received from donors with explicit stipulations that limit the use of the asset.

**Net assets without donor restrictions** - Net assets that are not subject to donor-imposed restrictions and may be expended for any purpose in performing the primary objectives of the organization. These net assets may be used at the discretion of International Union's General Executive Board and Management.

**Board-designated net assets** - Net assets that are not subject to donor-imposed restrictions but are subject to self-imposed limits by the action of the General Executive Board of the International Union. These net assets may be used at the discretion of the International Union's General Executive Board.

**Net assets with donor restrictions** - Net assets subject to stipulations imposed by donors, and grantors. Some donor restrictions are temporary in nature; those restrictions will be met by actions of the International or by the passage of time. Other donor restrictions are perpetual in nature, whereby the donor has stipulated the funds be maintained in perpetuity. Donor restricted net assets are "released from restrictions" when the amounts are expended for the purpose specified.

**Consolidation and Fund Accounting** - The consolidated financial statements include the accounts and activities of the International Union and related entities under the International Union's control. For purposes of presentation in the consolidated financial statements and in accordance with requirements set forth in its Constitution, the International Union reports its accounts and activities in the following funds:

**Program Services**

**General Fund** - Provides for the ongoing activities of the International Union not specifically carried out by any other fund. The General Fund also includes the consolidated accounts of the Teamsters National Headquarters Building Corporation, a for-profit corporation formed to be a title holding corporation for the International Union's headquarters building. All significant intercompany account balances have been eliminated in consolidation. Also included in the General Fund are funds designated for organizing activities. Ten percent of per capita tax received by the International Union, excluding the amount received for members in Teamsters Canada, is designated for organizing activities. Per capita taxes are accounted for as exchange transactions. Funds designated for organizing activities for the Brotherhood of Locomotive Engineers and Trainmen, Brotherhood of Maintenance of Way Employees Division and the Graphic Communications/IBT Conference are governed by the applicable merger agreements.

**Strike and Defense Fund** - The Strike and Defense Fund was created in 2002 to support members engaged in collective action to obtain recognition, obtain and/or protect wages and benefits through the negotiation of collective bargaining agreements, enforce collective bargaining agreements, and support members who have been locked out by their employers. Fifteen percent of per capita tax received by the International Union, excluding the amounts received for members in Teamsters Canada and members employed in the public sector who do not have the legal right to strike, are transferred to the Strike and Defense Fund. Participation in the Strike and Defense Fund for the Brotherhood of Locomotive Engineers and Trainmen Division, Brotherhood of Maintenance of Way Employees Division, and the Graphic Communications Conference are governed by the applicable merger agreements. The net assets of the Strike and Defense Fund are considered board designated net assets as prescribed by the International Union constitution.

**Teamsters Scholarship Fund** - The Teamsters Scholarship Fund represents the accounts and activities of the International Brotherhood of Teamsters Scholarship Fund, Inc., a related organization under the International Union's control. The Fund was incorporated on June 28, 2022 and began operations shortly thereafter for the purpose of raising funds and awarding scholarships to dependents of active and retired members of the International Union in order to enable the recipients

to attend accredited post-secondary educational and vocational institutions. The funding for scholarships is provided by voluntary contributions to the Fund, the net proceeds of annual fund raising events, and the sale of promotional materials. As a form of financial assistance to the Teamsters Scholarship Fund, the International Union provides facilities, management, administrative, accounting, and clerical assistance. The net assets of the Teamsters Scholarship Fund are considered donor-restricted as prescribed by the Scholarship Fund's by-laws.

**Teamster Disaster Relief Fund** - The Teamster Disaster Relief Fund represents the accounts and activities of the Teamster Disaster Relief Fund, a related organization under the International Union's control. The Fund was incorporated in September 1992 and began operations in 1992 for the purpose of providing monetary and non-monetary relief directly or indirectly to individuals who are victims of hurricane, flood, earthquake, fire, accident, or other disaster. Funding is provided by monetary and non-monetary contributions from individuals or organizations affiliated with the International Union and the general public. As a form of financial assistance to the Disaster Relief Fund, the International Union provides facilities, management, administrative, accounting, and clerical assistance.

**Supplemental Benefits Trust** - The Supplemental Benefits Trust represents the accounts and activities of the International Brotherhood of Teamsters Supplemental Benefits Trust, a financially inter-related organization under the International Union's control. The Trust was established on January 1, 2003, to serve as a vehicle for the coordination of several credit card, insurance, and other programs offered to members of the International Union and their families by third party vendors. The Trust is funded primarily through royalty payments payable in accordance with the provisions of various agreements between the International Union and third party vendors which have been assigned by the International Union to the Trust.

**Support Services**

**General and Administrative** - This supporting service category includes the functions necessary to secure the proper administrative functioning of the International Union's governing board, maintain an adequate working environment, and manage financial responsibilities of the International Union.

**Cash and Cash Equivalents** - Cash and cash equivalents consist of amounts held in demand deposit accounts and money market accounts.

**Inventory** - The International Union maintains an inventory of supplies for resale to local unions and individual members. Inventory is stated at cost which approximates the selling price of items held.

**Investments and Income Recognition** - Investments in common stock, mutual funds, and money market mutual funds are carried at fair value as provided by the custodial bank, which generally represents quoted market prices or the net asset value of the mutual fund as of the last business day of the year. The collective trust funds are carried at net asset value as reported by the investment manager, partnership, or trust based on the current market values of the underlying assets of the fund. Purchases and sales of securities are recorded on a trade-date basis. Interest and dividend income are recorded when received. Realized and unrealized gains (losses) on investments includes the International Union's gains and losses on investments bought and sold as well as held during the year.

**Property and Equipment** - Property and equipment are carried at cost. Major additions are capitalized, while replacements and repairs that do not improve or extend the lives of the respective assets are expensed. Depreciation and amortization expense are computed using the straight line method over the following estimated useful lives of the assets:

Building and improvements	39 years
Data processing equipment	5 years
Office equipment and capitalized software	3-10 years
Furniture and fixtures	10 years
Automobiles	5 years

**Canadian Currency** - The International Union maintains checking and savings accounts in Canada as well as the United States. For consolidated financial statement purposes, all assets are expressed in U.S. dollar equivalents.

Canadian currencies included in the consolidated statement of financial position are translated at the exchange rates in effect on the last day of the year. Unrealized increases and decreases due to fluctuations in exchange rates are included in the consolidated statement of activities.

**INTERNATIONAL BROTHERHOOD OF TEAMSTERS**

**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**

YEAR ENDED DECEMBER 31, 2023

Funds received and disbursed in Canada are stated in U.S. dollars based on the average exchange rates in effect during the year when reported in the revenue and expenses included in the consolidated statement of activities.

**Leases** - The International Union is required to recognize a right-of-use model (ROU) asset and lease liability on the consolidated statement of financial position for all leases with a term longer than 12 months. ROU assets represent the lessee’s right to control the use of the leased asset during the lease. Leases will be classified as finance or operating, with classification affecting the pattern and classification of expense recognition in the consolidated statement of activities. Lease liabilities represent the present value of the future lease payments over the expected lease term. The present value of the lease liability is determined using the incremental borrowing rate at the lease inception. Over the lease term, the International Union uses the effective interest rate method to account for the lease liability as lease payments are made and the ROU asset is amortized into expenses in a manner that results in a straight-line expense recognition in the consolidated statement of activities. As of December 31, 2023, the International Union has classified its existing leases as both operating and finance leases.

**Use of Estimates in the Preparation of Financial Statements** - The preparation of consolidated financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the consolidated financial statements and reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

**Financial Presentation** - The International Union’s consolidated financial statements present its net assets, revenues, expenses, gains, and losses, classified between net assets without donor restrictions and net assets with donor restrictions, based on the existence or absence of donor-imposed restrictions.

**NOTE 3. TAX STATUS**

The International Union is exempt from Federal income taxes under Section 501(c)(5) of the Internal Revenue Code, except on any income derived from activities unrelated to its exempt purpose.

Income taxes on net earnings are payable by the Teamsters National Headquarters Building Corporation pursuant to the Internal Revenue Code. All operating costs of the Corporation are fully reimbursed by the International Union resulting in no net income or loss with the exception of rental income for an office for which appropriate Federal and state income taxes are paid.

The Teamsters Scholarship Fund and Teamster Disaster Relief Fund are exempt from Federal income taxes under Section 501(c)(3) of the Internal Revenue Code and are reasonably expected to be publicly supported organizations and not private foundations. These Funds are subject to tax derived from unrelated business activities.

The Supplemental Benefits Trust is exempt from Federal income taxes under Section 501(c)(5) of the Internal Revenue Code and is, therefore, not subject to tax under present income tax laws.

Accounting principles generally accepted in the United States of America require management to evaluate tax positions taken by the International Union and recognize a tax liability if the International Union has taken an uncertain position that, more likely than not, would not be sustained upon examination by the U.S. Federal, state, or local taxing authorities. The International Union is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. Typically, tax years will remain open for three years; however, this may differ depending upon the circumstances of the International Union.

**NOTE 4. TRADE RECEIVABLES**

Trade receivables consist of the following at December 31, 2023:

Per capita and initiation fees	\$	20,100,051
Due from Strike and Defense Fund		3,312,529
Unsecured notes receivable		432,016
Affinity programs		851,070
Other		179,466
		<u>179,466</u>
	\$	<u>24,875,132</u>

**INTERNATIONAL BROTHERHOOD OF TEAMSTERS**

**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**

YEAR ENDED DECEMBER 31, 2023

Trade receivables consist primarily of amounts due for per capita and initiation fees. The International determines the allowance for uncollectible accounts receivable based on historical experience, an assessment of economic conditions, and a review of subsequent collections. For the year ended December 31, 2023, management considers there to be no uncollectible accounts receivable.

**NOTE 5. UNINSURED CASH BALANCES AND INVESTMENT CONCENTRATIONS**

The International Union places its cash and cash equivalents with various financial institutions deemed creditworthy. Cash balances are insured by the Federal Deposit Insurance Corporation (FDIC) up to \$250,000 in a single bank. As of December 31, 2023, the International Union's cash in excess of FDIC insurance coverage totaled \$58,796,695.

The International Union places its cash and cash equivalents with a Canadian financial institution deemed creditworthy. Canadian cash balances are insured by the Canada Deposit Insurance Corporation (CDIC) up to \$100,000 in a single bank. As of December 31, 2023, the International Union's cash in the Canadian financial institution in excess of CDIC insurance coverage totaled \$10,301,935 in Canadian dollars (approximately \$7,719,953 in U.S. dollars).

The Teamsters Scholarship Fund maintains its cash with a financial institution. As of December 31, 2023, the Teamsters Scholarship Fund's cash in excess of FDIC insurance coverage totaled \$4,472,774.

The Supplemental Benefits Trust maintains its cash with a financial institution. As of December 31, 2023, the Supplemental Benefits Trust's cash in excess of FDIC insurance coverage totaled \$613,958.

The Teamster Disaster Relief Fund maintains cash primarily with the same financial institution. As of December 31, 2023, the Teamsters Disaster Relief Fund's cash in excess of FDIC insurance coverage totaled \$574,679.

**NOTE 6. GRANTS RECEIVABLE**

Amounts due under grant agreements with the U.S. Government totaled \$230,031 and are due to be received within one year. Grants are accounted for as exchange transactions.

**NOTE 7. INVESTMENTS**

The fair value and cost of investments held by the International Union at December 31, 2023 is summarized below:

	<u>Cost</u>	<u>Fair Value</u>
Common stock	\$ 542,231	\$ 2,533,582
Mutual fund - equity	3,818,091	6,886,540
Mutual funds - fixed income	209,766,850	186,226,477
Money market mutual fund	8,850,843	8,850,843
Collective trust funds	<u>196,089,613</u>	<u>205,521,549</u>
	<u>\$ 419,067,628</u>	<u>\$ 410,018,991</u>

Net investment income for the year ended December 31, 2023 consisted of the following:

	<u>General Fund</u>	<u>Strike and Defense Fund</u>	<u>Supplemental Benefits Trust</u>	<u>Total</u>
Interest and dividends	\$ 3,468,140	\$ 11,999,375	\$ 1,004,415	\$ 16,471,930
Net realized and unrealized loss on investments	4,105,743	18,495,904	1,458,124	24,059,771
Investment expenses	<u>(84,404)</u>	<u>(83,570)</u>	<u>(21,324)</u>	<u>(189,298)</u>
	<u>\$ 7,489,479</u>	<u>\$ 30,411,709</u>	<u>\$ 2,441,215</u>	<u>\$ 40,342,403</u>

**NOTE 8. FAIR VALUE MEASUREMENTS**

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

Basis of Fair Value Measurement:

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

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

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

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

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

	Fair Value Measurements at December 31, 2023			
	Total	Level 1	Level 2	Level 3
Common stock	\$ 2,533,582	\$ 2,533,582	\$ -	\$ -
Mutual fund - equity	6,886,540	6,886,540	-	-
Mutual funds - fixed income	186,226,477	186,226,477	-	-
Money market mutual fund	8,850,843	8,850,843	-	-
Total assets in the fair value hierarchy	204,497,442	\$ 204,497,442	\$ -	\$ -
Investments measured at NAV	205,521,549			
Total investments	\$ 410,018,991			

In accordance with ASU 2015-07 Fair Value Measurement (820), Disclosures for Investments in Certain Entities that Calculate Net Asset Value per Share (or Its Equivalent), investments that are measured at fair value using the net asset value per share (or Its Equivalent) practical expedient have not been classified in the fair value hierarchy. The fair value amounts presented in these tables are intended to permit reconciliation of the fair value hierarchy to the amounts presented in the consolidated statement of financial position.

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

For the year ended December 31, 2023, there were no transfers in or out of levels 1, 2, or 3.

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

**INTERNATIONAL BROTHERHOOD OF TEAMSTERS**  
YEAR ENDED DECEMBER 31, 2023

**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**

	2023 Fair Value	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
Collective trust funds:				
BNYM Mellon AFL-CIO SL				
Broad Market Stock Index Fund	\$ 114,460,670	\$ -	Daily	N/A
JP Morgan Core Bond Fund	91,060,879	-	Daily	N/A
	<u>\$ 205,521,549</u>	<u>\$ -</u>		

**NOTE 9. PROPERTY AND EQUIPMENT**

Property and equipment held by the International Union consists of the following as of December 31, 2023:

Land - headquarters	\$ 794,117
Headquarters building	60,767,878
Leasehold improvements	26,343
Furniture and fixtures	5,547,305
Equipment	5,332,154
Data processing equipment	2,749,448
Computer software	7,142,630
Automobiles	224,829
Work in process	819,985
	<u>83,404,689</u>
Less accumulated depreciation	<u>(47,687,044)</u>
Net property and equipment	<u>\$ 35,717,645</u>

Depreciation expense for the year ended December 31, 2023 was \$1,960,806.

**NOTE 10. THE TEAMSTER AFFILIATES PENSION PLAN**

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

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

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

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

**INTERNATIONAL BROTHERHOOD OF TEAMSTERS**

**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**

YEAR ENDED DECEMBER 31, 2023

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

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

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

The International Union’s participation in the multiemployer defined benefit pension plan for the annual period ended December 31, 2023 is outlined in the table below. The zone status is based on information that the International Union has received from the multiemployer defined benefit pension plan and is certified by the multiemployer defined benefit pension plan’s actuary.

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

Legal Name of Pension Plan	Pension Plan’s Employer Identification Number	Pension Plan’s Plan Number	Zone Status	Extended Amortization Provisions Used?	Expiration Date of Collective Bargaining Agreement?
The Teamster Affiliates Pension Plan	52-6128127	333	Green as of 12/31/23	No	N/A

Legal Name of Pension Plan	Contributions to the Pension Plan 12/31/2023	Contributions to the Pension Plan greater than 5% of total Pension Plan Contributions (Plan year ending)	Employer Contribution Rates 12/31/2023	Number of Active Participants being Contributed for 12/31/2023
The Teamster Affiliates Pension Plan	\$ 10,000,000	Yes	N/A	281

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

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



**INTERNATIONAL BROTHERHOOD OF TEAMSTERS**

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The funding improvement plan called for the IBT to make annual contributions to the Plan beginning January 1, 2014 and ending December 31, 2023 in the amounts recommended by the actuary and approved by the IBT's General Executive Board. As of January 1, 2022, the Plan was certified Neither Endangered nor Critical. It is no longer obligated to fulfill the Funding Improvement Plan.

At the recommendation of the Plan's actuary, the General Executive Board of the IBT and Trustees of the Plan approved the making of additional contributions to better fund the Plan. The Plan is expected to receive \$10,000,000 from the IBT for the year ended December 31, 2024.

**NOTE 11. RETIREMENT AND FAMILY PROTECTION PLAN**

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

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

The following are the balances as of or for the year ended December 31, 2023 as provided by the Plan's actuary:

	<u>2023</u>		
Projected benefit obligation	\$ (141,905,880)		
Fair value of plan assets	<u>131,669,934</u>		
Funded status	<u>\$ (10,235,946)</u>		
Accumulated benefit obligation	<u>\$ (122,167,530)</u>		
Amounts recognized in the statement of financial position:			
Liabilities	<u>\$ (10,235,946)</u>		
Amounts in net assets not recognized as components of net periodic benefit cost:			
Accumulated net (loss) gain	\$ (100,617,842)		
Prior service (costs) credit	<u>(9,030,505)</u>		
	<u>\$ (109,648,347)</u>		
		<u>Pension</u>	<u>Pension</u>
		<u>Expense</u>	<u>Obligation</u>
Weighted-average assumptions:			
Discount rate	5.00%	4.75%	
Expected return on plan assets	6.50%	-	
Rate of compensation increase	4.25%	4.00%	
Employer contributions	<u>\$ 16,000,000</u>		
Benefits paid	<u>\$ 39,164,606</u>		
Service cost included as expense in the consolidated statement of activities	<u>\$ 5,180,744</u>		
Total recognized in other comprehensive income adjustment	<u>\$ 14,960,101</u>		

**INTERNATIONAL BROTHERHOOD OF TEAMSTERS**

**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**

YEAR ENDED DECEMBER 31, 2023

The International Union's expected contribution to the Plan for the year ended December 31, 2024 is \$16,000,000. Benefits expected to be paid by the Plan during the ensuing five years and thereafter are approximately as follows:

2024	\$	11,625,410
2025		11,090,555
2026		10,860,059
2027		10,926,483
2028		10,871,871
Aggregate for five years beginning 2029		51,033,434

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

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

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

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

The major classes of plan investments at December 31, 2023 are:

	<u>Fair Value</u>
Mutual funds	\$ 36,962,857
Collective trust funds	68,300,836
Limited partnerships	23,443,968
Money market mutual fund	<u>281,977</u>
	<u>\$ 128,989,638</u>

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

**Basis of Fair Value Measurement:**

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

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

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

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

**INTERNATIONAL BROTHERHOOD OF TEAMSTERS**

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

	Fair Value Measurements at December 31, 2023			
	Total	Level 1	Level 2	Level 3
*Mutual funds	\$ 36,962,857	\$ 36,962,857	\$ -	\$ -
Money market mutual fund	281,977	281,977	-	-
Total assets in the fair value hierarchy	37,244,834	<u>\$ 37,244,834</u>	<u>\$ -</u>	<u>\$ -</u>
Investments measured at NAV	91,744,804			
Total investments	<u>\$ 128,989,638</u>			

\* These two mutual funds account for approximately 29% of the Plan's net assets available for benefits at December 31, 2023.

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

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

For the year ended December 31, 2023 there were no transfers between levels 1, 2, or 3.

The unfunded commitments, redemption frequency and redemption notice periods for the investments measured at fair value using the Net Asset Value per Share (or Its Equivalent) practical expedient are as follows at December 31, 2023:

	Fair Value	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
Collective trust funds:				
BNY Mellon AFL-CIO				
Large Cap Index Fund	\$ 40,752,020	\$ -	Daily	N/A
JP Morgan Core Bond Fund	27,548,816	-	Daily	N/A
Limited partnership:				
PGIM Real Estate Trust	13,662,285	-	Monthly	90 days
Blackstone Infrastructure V Feeder, LP	<u>9,781,683</u>	<u>-</u>	Quarterly*	90 days
	<u>\$ 91,744,804</u>	<u>\$ -</u>		

\* Limited Partner's units are subject to a 3 year lock-up.

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

The Plan is a limited partner in the Blackstone Infrastructure Partners - V Feeder L.P. and has committed to contribute capital up to \$9,000,000 to the partnership. The General Partner gives notice to each Limited

Partner each time a capital contribution is to be paid to the partnership. The partnership is an open-ended Fund primarily focused on a mixture of real estate investment assets which include logistics, knowledge center office buildings, and residential housing.

**NOTE 12. TEAMSTERS NATIONAL 401(k) SAVINGS PLAN**

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

**NOTE 13. RELATED ENTITIES**

The International Union has various related entities not included in the consolidation, which include a political and education fund (a separate, segregated fund of the International Union), two defined benefit pension plans, a defined contribution pension plan, a legal defense fund, and a voluntary employee benefits trust. These entities, as well as the Strike and Defense Fund, Teamsters Scholarship Fund, Supplemental Benefits Trust, and Teamster Disaster Relief Fund, which are included in the consolidated financial statements, and amounts due to the International Union at December 31, 2023, are as follows:

Strike and Defense Fund	\$ (134,956)
Scholarship Fund	(62,073)
Teamster Affiliates Pension Plan	400
Retirement and Family Protection Plan	1
Voluntary Employee Benefits Trust	110,000
Supplemental Benefits Trust	<u>127,225</u>
 Total	 <u>\$ 40,597</u>

The International Union absorbs the administrative costs applicable to the operations of these related entities. All but the Teamsters Scholarship Fund, political and education fund, and Teamster Disaster Relief Fund reimburse the International Union for those administrative costs through cost sharing arrangements. During the year ended December 31, 2023, the International Union absorbed all administrative costs of the Teamster Disaster Relief Fund and Teamsters Scholarship Fund totaling \$38,887 and \$104,394, respectively.

The Supplemental Benefits Trust (the Trust) shares common Trustees with the IBT Voluntary Employee Benefits Trust (VEBA). During the year ended December 31, 2018, the Trust gave \$3,000,000 to VEBA in the form of an interest-free loan, as approved by the Board of Trustees. At December 31, 2022, VEBA repaid \$2,000,000 of the loan. During the year ended December 31, 2023, VEBA repaid \$1,000,000 of the remaining balance on the loan. As of December 31, 2023, the VEBA did not owe the Trust any further payments related to this loan.

**NOTE 14. POSTRETIREMENT BENEFITS**

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

In accordance with applicable accounting standards, the International Union has recognized a liability of \$755,302, which represents the actuarially calculated accumulated benefit obligation. The accumulated benefit obligation represents the present value of future premiums to be paid by the International Union calculated using various assumptions for matters such as mortality and discount rate. The total recognized in service cost for the year ended December 31, 2023 totaled \$4,455 and the total recognized in other comprehensive (income) expense adjustment for the year ended December 31, 2023 totaled \$31,471.

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YEAR ENDED DECEMBER 31, 2023

**NOTE 15. ACCRUED LEAVE**

In compliance with "Compensated Absences," the International Union has established a liability of \$3,451,416 representing accumulated future absences of its employees through the year ended December 31, 2023, which is included under "accounts payable and accrued expenses" in the consolidated statement of financial position.

**NOTE 16. COMMITMENTS AND CONTINGENCIES**

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

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

None of the litigation involves any substantial liability on the part of the International Union. Accordingly, no provision for any liability that may result upon final adjudication of any pending litigation as of May 21, 2024 has been made in the accompanying consolidated financial statements. Two provisions of \$552,517 and \$501,354 have been made for settled litigation and a settled dispute, respectively, and are included in accounts payable and accrued expenses on the accompanying consolidated statement of financial position.

**NOTE 17. AFFINITY PROGRAM**

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

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

The International Union has an agreement with Metropolitan Property and Casualty Insurance Company (MetLife) effective September 1, 2013. On April 7, 2021, MetLife completed the sale of their Auto & Home business to Farmers Insurance. This agreement provides Farmers Insurance the exclusive right to market and sell home and auto insurance coverage to International Union members. In exchange, Farmers will pay an inquiry fee per inquiry paid in installments pursuant to the agreement. The initial term of this agreement is five years. The agreement will continue for successive annual terms until terminated by either the International Union or Farmers upon 180 days prior written notice to the other.

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

The International Union has an agreement with MetLife Legal Plans, effective May 1, 2020. MetLife Legal Plans offers a legal assistance plan for members. This agreement provides a service fee based on a percentage of premiums paid by enrolled members. The International Union has assigned any and all rights and interests it may have related to its agreement with MetLife Legal Plans to the Trustees of the International Brotherhood of Teamsters Supplemental Benefits Trust.

The International Union has an agreement with the Union Labor Life Insurance Company (ULLICO). The International Union assigned any and all rights and interest in and to this agreement to the International Brotherhood of Teamsters Voluntary Employee Benefits Trust. This agreement provides for the reimbursement of costs associated with providing ULLICO membership listings and other marketing

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expenses in connection with various insurance benefit programs targeted to International Union members and retirees. These expenses are reimbursed at a rate of 10%, 5% or 3% of the total earned premium collected by ULLICO, depending on the particular insurance benefit programs.

During the year ended December 31, 2023, the International Union assigned any and all rights and interests in and to this agreement with ULLICO to the Trustees of the International Brotherhood of Teamsters Supplemental Benefits Trust. The royalty agreement was previously assigned to the International Brotherhood of Teamsters Voluntary Employee Benefits Trust.

The International Union also has an agreement with ULLICO for the Teamster Stop Loss Program, effective October 28, 2011, the International Union assigned any and all rights and interest in and to this agreement to the International Brotherhood of Teamsters Voluntary Employee Benefits Trust. Under this agreement, ULLICO will pay a fee equal to 1.50% of the monthly premium paid by affiliated Teamster Union Funds for stop loss policies issued by ULLICO through the Teamster Stop Loss Program.

During the year ended December 31, 2023, the International Union assigned any and all rights and interests in and to this agreement with ULLICO to the Trustees of the International Brotherhood of Teamsters Supplemental Benefits Trust. The royalty agreement was previously assigned to the International Brotherhood of Teamsters Voluntary Employee Benefits Trust.

The International Brotherhood of Teamsters Voluntary Employee Benefits Trust had an agreement with United American Insurance Company, effective January 1, 2009. This agreement was replaced in full with an agreement between the International Union and United American Insurance Company, effective April 1, 2023. The International Union assigned any and all rights and interest in and to this agreement to the International Brotherhood of Teamsters Supplemental Benefit Trust. This agreement provides for the reimbursement of costs associated with providing United American Insurance Company with marketing assistance for the TeamStar Medicare supplement program and the TeamStar Early Retiree Health Insurance Program. These expenses are reimbursed at a rate of 3.5% and 2.5%, respectively, of the TeamStar premiums earned by United American Insurance Company.

The International Union has an agreement with OptumRx, effective January 1, 2023. The International Union assigned any and all rights and interest in and to this agreement to the International Brotherhood of Teamsters Supplemental Benefits Trust. This agreement provides for the reimbursement of costs associated with providing information to the International Union's local union affiliates throughout the United States regarding the various services available through OptumRx. The support fee is \$.17 per completed claim.

The International Union has an agreement with Careington International Corporation, effective May 15, 2018. Careington offers dental and other healthcare benefits for members, retirees and their families. The agreement provides for the reimbursement of costs associated with providing Careington with marketing assistance to target International Union members and retirees. The expenses are reimbursed at a rate of 5% of collected revenues on all voluntary plans, new and renewals and 3% of collected revenues on all embedded union plans, new and renewals.

During the year ended December 31, 2023, the International Union assigned any and all rights and interests in and to this agreement with Careington to the Trustees of the International Brotherhood of Teamsters Supplemental Benefits Trust. The royalty agreement was previously assigned to the International Brotherhood of Teamsters Voluntary Employee Benefits Trust.

The International Brotherhood of Teamsters has an agreement with Well Dyne Rx, Inc. (WellCard). WellCard offers members and retirees prescription drug and medical discount cards. Under the agreement, the Trust receives a marketing and enrollment fee from WellCard. The support service fee is \$1.25 per paid prescription claim. The fee shall be increased to \$1.50 per paid claim when the total number of claims processed exceeds \$50,000 for the calendar year.

During the year ended December 31, 2023, the International Brotherhood of Teamsters Voluntary Employee Benefits Trust assigned any and all rights and interests in and to this agreement with WellCard to the Trustees of the International Brotherhood of Teamsters Supplemental Benefits Trust. The royalty agreement was previously assigned to the International Brotherhood of Teamsters Voluntary Employee Benefits Trust.

**INTERNATIONAL BROTHERHOOD OF TEAMSTERS**  
YEAR ENDED DECEMBER 31, 2023

**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**

Total royalty revenue for the years ended December 31, 2023 is as follows:

Royalty revenue:	
Capital One	\$ 1,215,638
Farmers Insurance	330,916
MetLife Legal Plans, Inc.	5,573
United Labor Life Insurance Company	580,129
United American Insurance Company	785,790
OptumRX, Inc.	21,291
Careington International Corporation	375
Wellcard Drug Discount Program	<u>112</u>
 Total	 <u>\$ 2,939,824</u>

**NOTE 18. LOAN PAYABLE**

During the year ended December 31, 2017, the International Union signed a loan agreement (line of credit) and promissory note with Amalgamated Bank to borrow amounts up to \$6,000,000. Interest is due monthly on the outstanding balance of the note and the principal payment is due by March 31, 2026. As of December 31, 2023, the line of credit was not drawn upon and the outstanding principal balance was zero; however, the loan remains open for the International Union's working capital needs.

There was no interest expense for the year ended December 31, 2023.

**NOTE 19. RISKS AND UNCERTAINTIES**

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

**NOTE 20. AVAILABILITY AND LIQUIDITY**

The following represents the International Union's financial assets available within one year of the statements of financial position date for general expenditure at December 31, 2023:

Financial assets available within one year:	
Cash and cash equivalents	\$ 90,963,587
Investments	410,018,991
Receivables	<u>25,244,977</u>
 Total financial assets	 526,227,555
 Less amounts unavailable for general expenditures:	
Net assets with donor restrictions	<u>(5,741,490)</u>
 Financial assets available to meet general expenditures within one year	 <u>\$ 520,486,065</u>

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

**NOTE 21. NET ASSETS**

Net assets with donor restrictions were as follows for the year ended December 31, 2023:

Specific Purpose	
Teamsters Scholarship Fund	\$ 4,916,811
Teamster Disaster Relief Fund	<u>824,679</u>
Total financial assets	<u>\$ 5,741,490</u>

Net assets without donor restrictions for the year ended December 31, 2023 are as follows:

General Fund	\$ 170,375,410
Strike and Defense Fund	328,217,072
Supplemental Benefits Trust	<u>24,895,038</u>
Total financial assets	<u>\$ 523,487,520</u>

The Supplemental Benefits Trust (the Trust) Trustees have set aside the sum of \$1,000,000 as a PDP Reserve Fund which would be made available to the IBT Voluntary Employee Benefits Trust (VEBA), in the form of a contribution, in the event that the VEBA is ever unable to repay, for any reason, out of its existing resources all or a portion of any loan extended to it by Ullico and would be forced to default upon such a loan, absent such a contribution to the VEBA. The Trustees released the \$1,000,000 reserve in March 2023 as the PDP was terminated during the year ended December 31, 2022.

**NOTE 22. LEASES**

The International Union has operating leases for office space, storage space, and vehicles and financing leases for office equipment. The International Union has elected to use a risk-free rate as the discount rate for the leases.

The components of lease expense were as follows:

	<u>2023</u>
Operating leases cost	<u>\$ 442,967</u>
Financing leases cost:	
Amortization of right of use assets	\$ 277,554
Interest on lease liabilities	<u>12,827</u>
Total finance leases cost	<u>\$ 290,381</u>

Supplemental consolidated cash flow information related to leases was as follows:

	<u>2023</u>
Cash paid for amount included in the measurement of lease liabilities:	
Operating cash flows from operating leases	\$ 442,967
Operating cash flows paid for interest portion of financing leases	5,860
Financing cash flows paid for principal portion of financing leases	284,521
Right of use assets obtained in exchange for new lease obligations:	
Operating leases	209,344
Finance leases	106,428



**INTERNATIONAL BROTHERHOOD OF TEAMSTERS**

**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**

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Supplemental consolidated statement of financial position information related to leases was as follows:

	<u>2023</u>
Operating leases	
Right of use assets - gross	\$ 919,256
Right of use assets - accumulated amortization	<u>(414,990)</u>
Right of use assets - net	<u>\$ 504,266</u>
Other current liabilities	<u>\$ 504,266</u>
Total operating lease liabilities	<u>\$ 504,266</u>
Finance leases	
Right of use assets - gross	\$ 665,773
Right of use assets - accumulated amortization	<u>(277,554)</u>
Right of use assets - net	<u>\$ 388,219</u>
Other current liabilities	<u>\$ 388,219</u>
Total finance lease liabilities	<u>\$ 388,219</u>
Weighted average remaining lease term	
Operating leases	1.16 years
Finance leases	1.04 years
Weighted average discount rate	
Operating leases	3.00%
Finance leases	1.29%
Undiscounted remaining payments	
Operating leases	\$ -
Finance leases	<u>-</u>
	<u>\$ -</u>

Maturities of lease liabilities were as follows:

<u>Year Ending December 31,</u>	<u>Operating leases</u>	<u>Finance leases</u>
2024	\$ 430,018	\$ 295,863
2025	83,485	28,253
2026	-	20,272
2027	-	20,272
2028	-	20,272
Thereafter	-	5,068
Total undiscounted cash flows	<u>513,503</u>	<u>390,000</u>
Less: present value discount	<u>(9,237)</u>	<u>(1,781)</u>
Totals	<u>\$ 504,266</u>	<u>\$ 388,219</u>

**NOTE 23. FUNCTIONAL ALLOCATION OF EXPENSES**

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

**INTERNATIONAL BROTHERHOOD OF TEAMSTERS**  
YEAR ENDED DECEMBER 31, 2023

**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**

	December 31, 2023		
	Program Services	Support Services	Total
Salaries, employee benefits and taxes	\$ 61,548,148	\$ 9,355,564	\$ 70,903,712
Occupancy, telephone, postage and office supplies	22,928,692	1,008,975	23,937,667
Professional fees	20,070,449	471,342	20,541,791
Contributions, grants, and awards	24,192,069	-	24,192,069
Travel	17,460,149	(336,905)	17,123,244
Teamster Affiliates Pension Plan	10,000,000	-	10,000,000
Depreciation and amortization	1,723,536	237,270	1,960,806
Other expenses	12,309,604	(2,005,081)	10,304,523
Totals	<u>\$ 170,232,647</u>	<u>\$ 8,731,165</u>	<u>\$ 178,963,812</u>

**NOTE 24. SUBSEQUENT EVENTS**

The International Union has evaluated subsequent events through May 21, 2024, the date the consolidated financial statements were available to be issued, and they have been evaluated in accordance with relevant accounting standards.

## IDO REPORT

FROM: The Independent Disciplinary Officers  
Hon. Barbara S. Jones  
Robert D. Luskin

The report of the Independent Disciplinary Officers (IDO) has moved online. The full report is still available and can be found at [www.teamster.org/IDOreport](http://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



# Support the **TEAMSTERS DISASTER RELIEF FUND**

The Teamsters Disaster Relief Fund is collecting monetary donations to support those who are suffering because of recent catastrophic climate events.

**Now is the time for *YOU* to make a difference!**

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



# FIGHTING *for* TEAMSTERS *and* **OUR FAMILIES**

Corporate America has promoted its pro-Big Business, anti-worker agenda at the expense of working families. **TEAMSTERS 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 TEAMSTERS 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 Teamsters 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](http://Teamster.org/teamfund) to donate or to visit the online store with union-made Teamsters merchandise.



**DRIVE**  
DEMOCRATIC, REPUBLICAN,  
INDEPENDENT VOTER EDUCATION