

TEAMSTER

The old Teamsters administration crawled to 57,000 new members in 10 years.

O'Brien and Zuckerman just surged to 70,000 in 2.5.





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SEAN M. O'BRIEN



In the decade before rank-and-file members elected General Secretary-Treasurer Fred Zuckerman and me at the national level, the Teamsters Union organized about 57,000 new members into the ranks. That's an average of about 15 new members per day. This is nothing to scoff at, but I believed that if we really wanted to win labor's biggest battles of the 21st century, the Teamsters needed a new approach. We needed to be more militant in our organizing. We needed the courage to pick big fights and not cover when corporate elites try to push us around. That is why I wanted to help lead this great union in the first place. Since taking office two-and-a-half years ago, Fred and I have led with that vision.

The results now achieved speak for themselves. In just the past 975 days, the Teamsters have already organized 70,000 new members into the union. That's a new average of 72 new Teamsters every day. Organizing in the Teamsters today is happening almost five times faster than in the decade before.

From warehouse workers and package drivers to admin specialists and manufacturers, hardworking men and women are coming into the Teamsters from a wide range of industries. The diversity of their experiences is exactly what makes the Teamsters so powerful. With each new member, we grow bigger, faster, and stronger.

I love this union. I know what it means to be a Teamster.

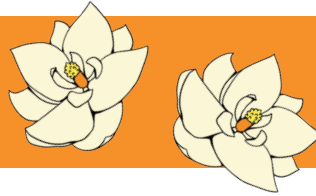
It's not just being a member of an organization. Our union is a way of life. When you see the strength of the solidarity you share with your brothers and sisters nationwide, you understand why it's critical to keep growing our membership. As quickly and as aggressively as we can. We have seen tremendous success with this approach in a short period of time. But we can't let success make us complacent. If we are to remain North America's strongest union, we must keep moving forward, full steam ahead. And so, we will.

Teamsters General President

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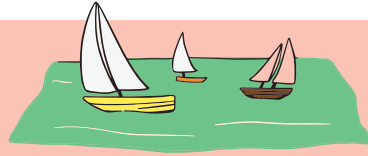
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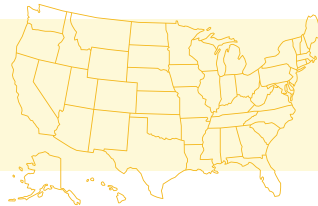


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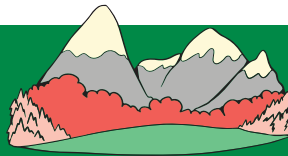
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International Brotherhood of Teamsters • 25 Louisiana Ave, NW • Washington DC 20001-2198
WINTER 2024 | VOLUME 121, NO 4 © 2024

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

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

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PRO-WORKER? PROVE IT!

COSTCO FACES GROWING UNION WAVE
AMIDST CORPORATE BACKSLIDE

To the public, Costco has long enjoyed a reputation as a “worker-friendly” company, priding itself on doing right by its employees. But recently, cracks have started to show. The wholesale retailer, once hailed for fairness and respect, seems to be shifting gears — and not for the better. As it chases profits and Wall Street gains, Costco’s dedication to the well-being of its workers has faltered, leaving many feeling unheard and undervalued.

Today, Costco stands as the 11th largest U.S. company on the Fortune 500 and the third largest retailer worldwide. Despite its massive success, the wholesale giant’s workers are seeing eroding conditions, a trend that accelerated during the COVID-19 pandemic and with recent leadership shifts. These changes have sparked a wave of interest in unionizing among Costco’s nonunion workforce, with an increasing number looking to join the Teamsters to

defend the protections and respect they’re losing.

In December 2023, nearly 300 Costco workers in Norfolk, Virginia, made history by voting overwhelmingly to join Local 822. It was Costco’s first union organizing victory in over two decades. “This campaign was all about standing together as a group and taking control over our well-being in the workplace,” said Damion Thomas, a front-end cashier and organizing committee member. “We can’t wait to have a strong Teamsters contract that gives us a real voice and brings real change to the job.”

Just months later, another significant milestone was reached. A group of 150 Costco fleet drivers in Sumner, Washington, also voted to join the Teamsters, marking the first-ever union victory at a Costco distribution center.

“Costco isn’t the company it once was. The culture has shifted dramatically in recent years. Management told us they heard our concerns, but they weren’t listening,” said Paul Lowrie, a three-year driver and new Teamster. “My fellow drivers and I knew the only way to reclaim our future and improve our conditions was by **joining the Teamsters.**”

This victory was followed by Costco members with Local 822 successfully entering the Teamsters National Master Agreement, which represents 18,000 workers nationwide and is set to expire on January 31, 2025. Meanwhile, Costco drivers with Teamsters Local 174 negotiated a white paper agreement that is set to expire at the same time as the national contract.

Nationwide, Costco Teamsters are now fighting to stop the company’s corporate backsliding and to make it easier for nonunion Costco workers to join the Teamsters via a card check neutrality agreement.



SOUTHERN REGION



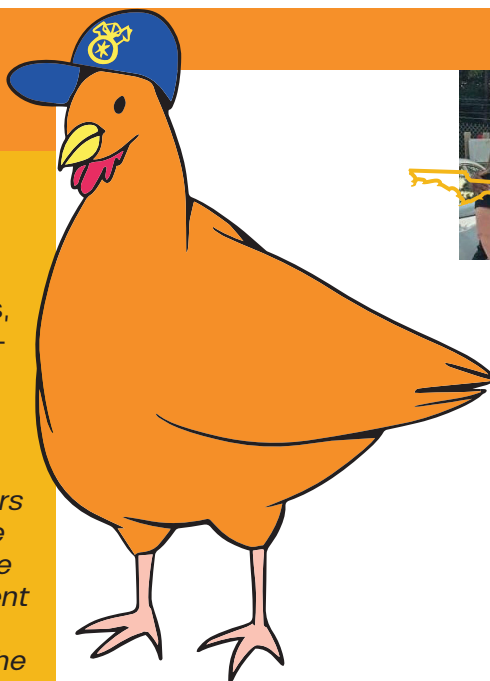
AS TEAMSTERS, we have key protections that nonunion workers are denied. We are paid higher wages, we earn stronger benefits, and we secure better safety standards on the job. That is the message that organizers are sharing throughout the Southern Region — and workers are responding. An ever-growing number of them are eagerly making their voices heard by voting in historic numbers to unionize with the Teamsters.

Organizing in the Southern Region is no walk in the park. From Texas to Florida, each one of the nine states in this region has enacted so-called "right to work" laws, which let businesses try to rip away their workers' freedoms. Despite the best efforts of crooked politicians and greedy executives, the South is experiencing a resurgence in labor activity. That is thanks in no small part to the hard work of Teamsters organizers and the unbreakable spirit of workers in the South.

In the last two years alone, the Southern Region has organized thousands of new members. This year, over 3,000 workers in the region have unionized with the Teamsters through internal organizing efforts at UPS and throughout the public sector. Thousands more — including warehouse workers, delivery drivers, health care workers, and freight clerks — have joined and continue to fuel this growing movement.

DARLING DRIVERS LEVEL PLAYING FIELD

Drivers at Darling Ingredients in Grapeland, Texas, who haul and recycle poultry byproducts, voted overwhelmingly to unionize with the Teamsters. They now join their counterparts in Dallas who are represented by Local 745. *"We recognized the benefits of becoming Teamsters when comparing our workplace to our brothers in Dallas. We are underpaid, and our management showed too much favoritism. Our decision to organize with the Teamsters will level the playing field,"* said Jay Bridges, a driver at Darling and new member of Local 745.



DENSITY GROWS AT PARSEC

Workers at Parsec, an intermodal rail transportation company, voted to join Local 512 in Jacksonville, Florida. They successfully formed their union despite management's aggressive anti-union campaign and costly union-busting consultants. Nationwide, the Teamsters represent thousands of Parsec workers. The company was recently acquired by Universal Logistics.

ALABAMA SCHOOL BUS DRIVERS NOW COVERED BY NATIONAL CONTRACT

Last year, 200 school bus drivers at First Student in Huntsville, Alabama, took a bold step by organizing with Local 402, securing immediate protections under the Teamsters National Master First Student Agreement.

“I COULDN’T BE PROUDER OF MY FIRST STUDENT FAMILY FOR STANDING STRONG AND VOTING FOR CHANGE.”

Naomi Smith
FIRST STUDENT BUS DRIVER & TRAINER



HEALTH CARE WORKERS at QUEST DEMAND DIGNITY

Overcoming a fierce anti-union campaign, route service representatives at Quest Diagnostics in Tucker, Georgia, successfully organized with Local 728. The 52 health care workers, responsible for transporting and sorting medical specimens, sought representation to win a voice on the job.

“I VOTED TO JOIN THE TEAMSTERS TO DEMAND THAT OUR EMPLOYER TREAT US WITH DIGNITY & RESPECT IN THE WORKPLACE.”

Boris Dickens
ROUTE SERVICE REPRESENTATIVE &
PROUD NEW TEAMSTER



MEMBERSHIP CONTINUES TO **EXPAND** at **BREAKTHRU BEVERAGE**

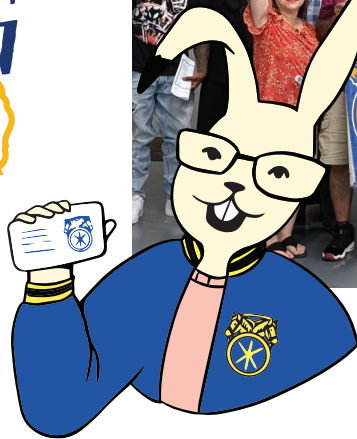
Organizing momentum swept across Florida earlier this year, with 160 Breakthru Beverage drivers in Fort Myers, Jacksonville, Orlando,

Pensacola, Tallahassee, and Tampa joining Local 79 and Local 385. These successful campaigns are emblematic of the union's winning strategy of

expanding membership at companies where the Teamsters already have significant density. "The Teamsters have been like a second family to me," said Jose Miranda, celebrating his new union representation. Miranda is now part of a larger worker movement within the company, which already includes hundreds of Teamsters across North America.

MORE ORGANIZING WINS

pour in for
TEXAS TEAMSTERS



In Dallas, more than 125 warehouse workers at Spec's Wines, Spirits & Finer Foods, the largest wine and liquor retailer in Texas, voted overwhelmingly to join Local 745. Workers at Spec's join thousands of Teamsters across the country employed in the wine and liquor distribution industry. The growth in organizing these workers has been particularly successful in the Dallas-Fort Worth area.

T-ING UP SUCCESS IN THE SOUTH TEAMSTERS TRANSFORM TFORCE FREIGHT



At TForce, the Teamsters' strength is on full display thanks to a powerful national master agreement covering over 7,800 cartage drivers, road drivers, and clerical workers across

workers at the company to organize with the Teamsters.

In 2023, unorganized TForce drivers in Savannah, Georgia, unanimously joined Teamsters Local 728 in Atlanta. By becoming Teamsters, they were immediately covered by the national master agreement, which guarantees significant protections and benefits.

"We knew joining the Teamsters was the best move for all of us," said Tyrone Williams, an 18-year city driver who helped lead the effort. "We wanted the stability and security that this fantastic contract offers."

The momentum at TForce continued in early 2024, when TForce clerical workers at seven locations across the South also organized with the Teamsters, securing immediate access to the national agreement's protections.

126 local unions. Recognizing the clear advantages the contract provides, the national master agreement has inspired some of the last remaining nonunion



SOUTHERN REGION WINS

Southern Glazer's, TEAMSTERS SPIRIT

Southern Glazer's Wine and Spirits (SGWS) handles more than 50 percent of all domestic wine and liquor distribution, with a growing percentage of its workforce enjoying the benefits of a strong Teamsters contract. Since February 2023, more than 450 workers at facilities in Arkansas, Kentucky, New Mexico, and Tennessee, have voted to join the Teamsters.

"When workers come together to demand respect with a collective union voice, they protect themselves and raise standards throughout the entire industry," said Jeff Padellaro, Director of the Teamsters Brewery, Bakery, and Soft Drink Conference. "The Conference looks forward to building on our momentum to organize even more members next year."

The stark difference between the compensation package that SGWS Teamsters receive when compared to their nonunion counterparts has been a clear motivator for workers to organize.

"We heard from drivers at other liquor companies about their wages and standards that are better than ours," said Montas Smith, a driver at Southern Glazer's who joined Local 667 in Memphis. "When we found out they were Teamsters, we knew what we had to do."

The rapid momentum the Teamsters have been building at the company is perhaps best embodied by one of its largest facilities, in Farmers Branch, Texas, where every eligible worker has unionized with Local 745.

"When we contacted Local 745, we hadn't had a raise in six years," said Terrington Lawson, a

warehouse worker at the Farmers Branch facility in Texas. "We knew that wasn't right, and that if anything was going to change, we had to fight for it ourselves."

"With the cost of living the way it is, you need more money just to cover four bags of groceries, and it makes you realize that something has to change," said Landon Dunson, a SGWS merchandiser for more than 30 years. "We

heard all about how wonderful the Teamsters are from the merchandisers in Fort Worth, as well as the drivers and warehouse workers here, so we're expecting fantastic things now that we're a part of the union."

As the union continues to win contract after contract at SGWS, it seems the Teamsters are on pace to unionize the company's entire workforce.



SOUTHERN REGION WINS

Signed,

Sealed,

Delivered:

A NEW ERA FOR UPS ADMINS

A administrative and specialist workers are key to the success of UPS. Whether it is a financial specialist informing the logistics giant's long-term planning, an air cargo admin ensuring the efficiency and safety of incoming and outgoing flights, or a web design specialist making it easier to use online platforms, these workers play an important part in making sure the company's operations run smoothly. While they do different jobs, each one of them shows up every day to not only provide for themselves and their families but also to get packages where they need to be when they need to be there.

Despite their important roles, administrative and specialist workers had long been ineligible to unionize under old terms in previous national master agreements. This meant that while they may have worked closely with Teamsters drivers and pilots, they themselves could not receive the same Teamsters contract as their co-workers.

When the UPS Teamsters National Master Agreement was renegotiated in 2023, the union made it a priority to expand protections to administrative and specialist workers for the first time. After intense negotiations, UPS signed a memorandum of agreement (MOA) assuring the company's

neutrality during organizing campaigns for these workers. In addition, the Teamsters secured an addendum to the UPS Teamsters National Master Agreement explicitly detailing the benefits these workers now receive by joining the union. The Teamsters' success during national negotiations last year has energized a wave of organizing in UPS facilities all across America.

So far, more than 1,300 administrative and specialist workers at 109 facilities have voted to join the Teamsters. That includes workers with Local 959 in Alaska; Local 25 and Local 59 in Massachusetts; Local 89 and Local 651 in Kentucky; Local 90 in Iowa; Local 135 in Indiana;

Local 120 in Minnesota; Local 294 in New York; Local 431 in California; Local 483 in Idaho; Local 710 in Illinois; Local 407 in Ohio; Local 728 in Georgia; and Local 767 in Texas.

"Across the country, local unions are stepping up and answering the call to organize these workers thanks to the MOA and addendum to the national contract," said Johnny Sawyer, Teamsters Package Division Coordinator. "This is about building on the success of what is already the strongest Teamsters contract ever negotiated at UPS and bringing thousands of administrative and specialist employees into the union."

Those who have ratified

"This is about building on the success of what is already the strongest Teamsters contract ever negotiated at UPS and bringing thousands of administrative and specialist employees into the union."

Teamsters contracts have secured lucrative benefits. Before, they had to pay hundreds of dollars a month for their health insurance. Now, health care costs are covered in full. Before, there was no structure explaining how and when they would receive raises. Now, they are guaranteed annual raises for the duration of the contract. Administrative and specialist workers who join the union now also receive the same pension plan as their Teamsters co-workers. Taken together, these benefits are having a real impact for UPS employees nationwide.

"Now that I'm a Teamster, I still do the same work I have always done, but my paycheck

looks a lot different. Overall, I make around \$960 more a month than when I was non-union. That's my entire monthly mortgage paid because I joined the Teamsters," said Eric Reynolds,

a ramp technician at UPS Worldport in Louisville, Kentucky, and a member of Local 89. "I want every other admin to see the difference that joining the union has made for me and my family, because it could make that same kind of difference for you too. Management will try to convince you that becoming a Teamster is a bad idea, but that's just because they don't want you to be able to negotiate for your pay and benefits."

As more administrative and specialist workers join the Teamsters, they want their example to be an inspiration to other UPS workers.

"My co-workers and I are excited to finally have the protections and benefits that more than 340,000 UPS Teamsters have across the country," said Donna Habeebullah, a package center specialist in Richmond, Virginia, and member of Local 322. "It feels good to be part of this great union and to be able to call ourselves Teamsters. We hope more administrative and specialist workers at other centers join us as well."



EASTERN REGION



TEAMSTERS in the Eastern Region are represented by 119 different locals throughout 15 states and the District of Columbia. From UPS facilities and Costco warehouses to breweries and cannabis dispensaries, these hardworking men and women come from a wide range of industries and employers. They have unique jobs and diverse backgrounds, and that is exactly what makes the Teamsters the strongest union in North America.

Together, Eastern Region Teamsters are setting the standard for what union membership can accomplish. Across the region, they are expanding organizing efforts to bring more workers into the Teamsters brotherhood. This year alone, they have run dozens of campaigns at employers like Wicked Weed Brewery, First Student, and National Express. Under

the O'Brien-Zuckerman administration, they have already unionized thousands of workers through both internal efforts and external campaigns, and they are continually building on their successes.

"We knew that it was time for change, and we wanted our voices to be heard," said Karen Bogazis, a bus driver at First Student in Bristol, Connecticut, who recently voted to join Local 671. "We are now a part of the strongest labor union in the world, and we look forward to getting the Teamsters contract that we deserve!"

At workplace after workplace, more people like Karen are standing up to demand the increased wages, improved health and retirement benefits, and job security that come with a Teamsters contract — and their successes are encouraging other workers to follow their lead.

BUILDING UP THE BREWERY CONFERENCE *in* **New Hampshire**

Nearly 30 workers at Wicked Weed Brewery in Portsmouth, New Hampshire, are proud new members of Local 633. Workers at the brewery came together to secure the **better wages, benefits, and working conditions** that come with Teamsters representation. The successful organizing victory at Wicked Weed is emblematic of a broader

success story for Teamsters in the brewery industry — as the popularity of craft beer has exploded, so too has the desire for workers at micro-breweries to organize.



A NEW SHERIFF IN TOWN

Working in a sheriff's office, you learn a lot about fairness and respect. A group of 24 sheriff's deputies, dispatchers, and administrative assistants in Grafton County, New Hampshire, took those lessons to heart by voting overwhelmingly to join Local 633.



US Foods Workers Hungry for Representation

A group of more than 60 drivers at 12 US Foods locations across North Carolina voted to join Local 71 and Local 509. This victory came just days after nearly 150 newly organized drivers at seven other US Foods yards throughout the state negotiated an historic first agreement. The drivers quickly joined fellow US Foods Teamsters at Local 61, Local 71, and Local 391 under a strong agreement, providing the growing bargaining unit with significant gains across the board.



MUSEUM WORKERS CHOOSE TEAMSTERS, BUCK BILLIONAIRE OWNERS

Union busters come in all shapes and sizes — including a billionaire couple who own a contemporary art museum. A group of 89 workers at the Glenstone Museum in Potomac, Maryland, learned the hard way when their billionaire bosses unleashed an illegal union-busting campaign on them for demanding fair wages and benefits. These workers overcame this radical behavior and voted to join Local 639. "I was proud to vote yes in this election because I believe that everyone who works at Glenstone deserves a happy, healthy, and fulfilling work environment," said Lynx Merchant, a guide at Glenstone and a new member of Local 639.





PUBLIC SERVICES TEAMSTERS IN VIRGINIA *Collectively Bargain* FOR FIRST TIME

For the first time ever, public sector workers in Virginia have the right to collectively bargain. In Richmond and Charlottesville, public sector workers wasted no time in organizing with North America's strongest union. **In 2023, nearly 900 workers in the City of Richmond joined Local 322 and early in 2024, 144 workers in the City of Charlottesville joined Local 29.**

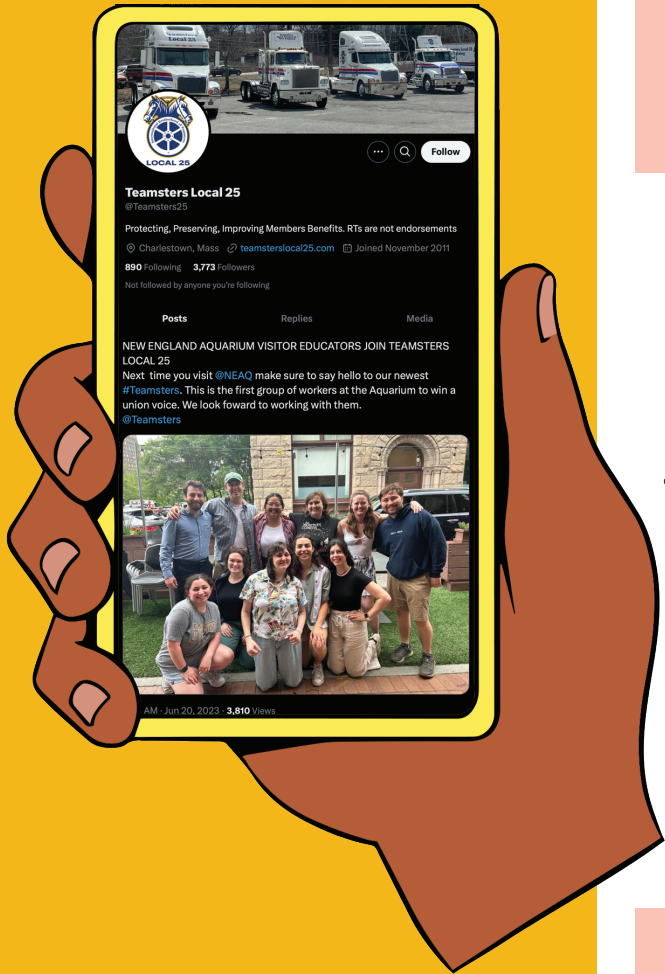
SAPUTO'S WORKERS UNIONIZE IN ANTICIPATION OF CONTRACT FIGHT

Workers at Saputo's Dairy in Delhi, New York, voted to join Local 317 in June of this year. The organizing win followed a series of successful contract victories in the dairy industry, with the union securing landmark agreements at facilities in California, Pennsylvania, and Wisconsin. This organizing momentum demonstrates the Teamsters' success in the industry ahead of a contract fight with the largest milk provider in the United States – Dairy Farmers of America. "We're stronger together, and we're excited for a better future," said Ethan Tomah, a mechanic at the Delhi plant. "It's time to play for the right team – the Teamsters."



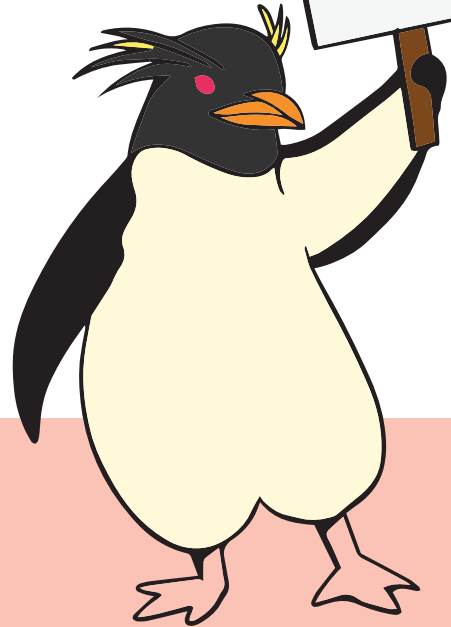
“ONE THING I’VE LEARNED WORKING IN THIS INDUSTRY FOR 26 YEARS IS THAT IF YOU WANT A FAIR CONTRACT AND GOOD REPRESENTATION ON THE JOB, YOU SHOULD *JOIN THE TEAMSTERS*. I WAS A TEAMSTER YEARS AGO, AND I’M EXCITED TO BE ONE AGAIN SO MY CO-WORKERS AND I CAN MAKE OUR VOICES HEARD.”

- JOE BEMBENEK, PACIFIC RAIL SERVICES, LOCAL 170 IN WORCESTER, MASSACHUSETTS



MAKING A SPLASH

STRONG CONTRACT NOW!



A group of Boston-based educators at the New England Aquarium voted to join Local 25 in June 2023. After unionizing with the Teamsters, Andrew Cornish, James Schultze, and Tommy Steriti — workers at the aquarium — said, "We are excited to make the Visitor Educator position a more viable option so we can continue to do the work we love and earn a fair living while we do it."

CASINO WORKERS *Roll with Teamsters*


Tired of having management gamble with their careers, more than 150 valets and traffic control officers from Ocean Casino Resort in Atlantic City, New Jersey, joined the Teamsters. These new members of Local 331 and Local 986 are driving home an important message: the house doesn't always win!



EASTERN REGION WINS

LEFT: Photo and recipe from the "DRIVE Goes to a Party," September 1962.

Teamster



Recipe

FOR MORNING NOON OR NIGHT

Drive goes to a Party

A "can't miss" recipe for fun and excitement:

Mix a dozen or so Teamster wives in a neighborhood home . . .

Add coffee and cookies . . . or ice cream and cake . . .

Stir in gently the need for political interest among Teamsters' families to protect jobs and homes . . .

Top off with a 16-minute presentation on how DRIVE can do a job in your neighborhood . . . using DRIVE's colorful and informative Flip Chart and record . . .

RECIPE FOR A SUCCESSFUL

Organizing Campaign

PREP TIME: 2-4 weeks, depending on local labor board

INGREDIENTS:

- 1 group of determined workers
- 2 Teamsters organizers (more if needed)
- 1/3 cup union education materials
- 1/3 cup solidarity
- 1/3 cup encouragement
- 1 tbs paperwork
- 1 tbs patience
- Teamsters buttons, to garnish



INSTRUCTIONS:

1. Place group of determined workers into a bowl with Teamsters organizers . . .
2. To the bowl, add in union education materials, solidarity, and encouragement. Let settle for 1-2 weeks or until majority of workers support forming a union . . .
3. While the organizers assess the unit, add paperwork and patience to a small bowl . . .
4. Once workers are ready to file for the election, add in the bowl with patience and paperwork . . .
5. When all ingredients are combined and ready, turn on the stove and get ready to stir the pot . . .
6. Top with Teamsters buttons and serve notice of union election immediately to employer . . .
7. Once served to your employer, vote Teamsters yes and cut yourself a piece of the pie. Enjoy!

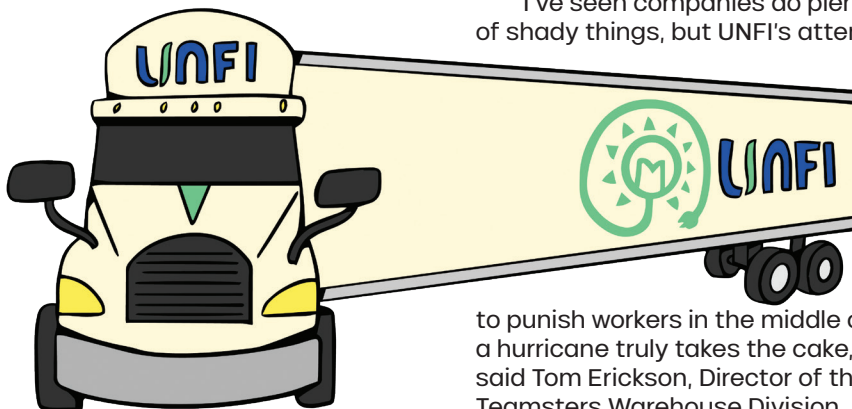
NATURALLY TEAMSTERS:

Warehouse Worker Movement Takes Root Nationwide

At United Natural Foods Inc. (UNFI), the primary distributor behind Whole Foods, something big is happening: workers are standing up and demanding change. **Since 2022, nearly 2,500 UNFI workers nationwide have joined the Teamsters, creating a groundswell of union organizing rarely seen on this scale.** From Florida to Illinois, California to Georgia, drivers and warehouse workers are joining forces to secure fair wages, solid benefits, and strong job security that only a Teamsters contract can deliver. Today, over 5,000 UNFI employees at more than half of the company's facilities are now Teamsters.

The journey to union representation has come with its fair share of battles. But for UNFI workers like Carlos Lugaro, a driver who helped lead an organizing effort in Harrisburg, Pennsylvania, the fight has been worth every struggle.

"Organizing to become Teamsters helped bring us together for a greater cause. With Teamsters representation, we are now more confident knowing that everyone



will have a say in our future," Lugaro said of his unit's perseverance against the company's nasty union-busting campaign. "I am proud that we held together in the face of the turmoil and



discomfort of an unknown future. We can now move forward with the confidence of knowing we are not alone."

UNFI's desperate attempts to keep the union out reached new lows during a campaign in October, when UNFI management exploited the devastation of Hurricane Milton to illegally suspend two organizing committee members without pay in Sarasota, Florida. Despite these disgraceful tactics, nearly 280 warehouse workers voted overwhelmingly to join Local 79.

"I've seen companies do plenty of shady things, but UNFI's attempt

cuts to paid time off.

"One-sixth of my paycheck is swallowed by health care premiums, and management dismisses us as 'unskilled' workers who don't deserve more," said Kurt Hollwedel, a 21-year forklift operator and new Teamster. "We know our worth, and we're fighting for the pay and benefits we are owed."

Even in the traditionally anti-union regions of the south, UNFI workers are organizing and winning despite relentless opposition. In Atlanta, more than 208 warehouse employees recently voted to join Local 728.

"We organized with the Teamsters to secure a stable future for our families," said Fernando Woods, one of the Atlanta workers. "This victory is transforming our jobs into real careers, and we're excited to begin negotiations for our first contract."

These wins don't stand alone — they're fueling a powerful ripple effect across UNFI. Each successful campaign at UNFI has created new momentum, and with every new facility that joins the Teamsters, the power of this worker-led movement grows, building an unstoppable wave of solidarity across UNFI's operations nationwide.

to punish workers in the middle of a hurricane truly takes the cake," said Tom Erickson, Director of the Teamsters Warehouse Division.

Each union victory has sparked new momentum, setting off a chain reaction across UNFI's network. In Urbana, Illinois, 244 warehouse workers voted 3-to-1 to join Local 26 after facing years of rising health care costs, stagnant wages, and



ROSEBURG, KLAMATH, & MEDFORD, OR
UPS Admin Specialists Local 483

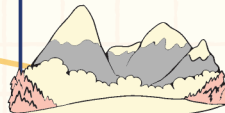


PORTLAND, OR
Student Transportation of America Local 206
American Medical Response Local 223
UPS Admin Specialists Local 162
AB InBev Local 162
Ridwell Local 305

SEATTLE METRO AREA
Lumen Field Local 117
Sysco Local 117
Drain Pro Local 313
KENT, WA
TForce Local 174

MISSOULA, MT
American Red Cross Local 2

HELENA, MT
American Red Cross Local 2
BUTTE, MT
Southwest Montana Vet Home Local 2



MINNEAPOLIS, MN
Sun Country Local 970
GOLDEN VALLEY, MN
Resideo Local 1145
ST. PAUL GATEWAY, MN
UPS Admin Specialists Local 120 & 638

KANSAS CITY, MO
Grupo Antolin Local 41
SYGMA Local 955
Homestate Dispensary Local 955
WARRENSBURG, MO
Apple Bus Local 838

EDGERTON, KS
10 Roads Local 41
LAWRENCE, KS
City of Lawrence Local 696
American Red Cross Local 795

SOUTH BEND & GARY, IN
First Student Local 364 & 777
PLAINVILLE, IN
UPS Admin Specialists Local 135

CHICAGO METRO AREA
Performance Team Local 179
Orkin Local 301
Graphic Packaging Local 673
HH Intermodal Local 710
Keurig Dr. Pepper Local 727
City Suburban Service, Inc.
Local 731
Zen Leaf Local 777
Sunnyside Local 777
Rise Dispensary Local 777
GTI Local 777
URBANA, IL
UNFI Local 26
ROCK CREEK, IL
Rise Dispensary Local 777
MATTOON, IL
UPS Admin Specialists Local 710

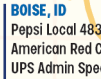
SACRAMENTO, CA
Tony's UNFI Local 150
Budget King Local 150
Nor Cal UNFI Local 150
UPS Admin Specialists Local 150
ROCKLIN, CA
UNFI Local 150

CENTRALIA, WA
UNFI Local 252

OMAHA, NE
10 Roads Local 554
SOUTH SIOUX CITY, NE
First Student Local 554

SAN FRANCISCO METRO AREA
Green Waste Local 350
Trandev Local 665
Bags Local 665
Via Transportation Local 665
Spin Electric Scooters Local 665
UPS Admin Specialists Local 856
Le Meridian Hotel Local 856
WestRock Local 856
Brentwood Union School District Local 856
American Red Cross Local 856
University of California Local 2010

FIREBAUGH, CA
TomaTek JC 7
WOODLAKE, CA
Nabis Local 630
MODESTO & TURLOCK, CA
American Red Cross Local 386
STOCKTON, CA
American Red Cross Local 439
FRESNO, CA
UPS Admin Specialists Local 431



BOISE, ID
Pepsi Local 483
American Red Cross Local 483
UPS Admin Specialists Local 483

GREAT FALLS, MT
American Red Cross Local 2

DICKINSON, ND
UPS Admin Specialists Local 638
SIOUX FALLS, SD
UPS Admin Specialists Local 120

MILWAUKEE, WI
Hotline Freight Local 200

TRUCKEE, CA
Tony's UNFI Local 150

LANCASTER, CA
Student Transportation of America Local 572



DENVER, CO
Denver Transit Operators Local 17
UPS Admin Specialists Local 455
COLORADO SPRINGS, DILLON, GREELEY, & GRAND JUNCTION, CO
UPS Admin Specialists Local 17
COMMERCE CITY, CO
10 Roads Local 17

MANHATTAN, KS
American Red Cross Local 795
HAYS, KS
American Red Cross Local 795

MONTEREY & SALINAS, CA
UPS Admin Specialists Local 856

SANTA MARIA, CA
First Student Local 986
Reyes Coca Cola Local 986

VENTURA, CA
First Student Local 186
Telecar Local 186
Frito-Lay Local 186
NEWBURY PARK, CA
UPS Admin Specialists Local 186

DESERT HOT SPRINGS, CA
Growpacker Local 1932

PHOENIX & MESA, AZ
Republic Services Local 104
UPS Admin Specialists Local 104
CLAYPOOL, AZ
Arizona Eastern Railway BLET

ALBUQUERQUE, NM
Southern Glazer's Local 492
UPS Admin Specialists Local 492
SANTA FE, NM
UPS Admin Specialists Local 492

COLBY, KS
10 Roads Local 696
GARDEN CITY, KS
American Red Cross Local 795

TULSA & SHAWNEE, OK
UPS Admin Specialists Local 516
OKLAHOMA CITY, OK
Imperial Coffee Local 886

IOWA CITY, IA
UNFI Local 238
DES MOINES, IA
UPS Admin Specialists Local 90

FLORISSANT, MO
Student Transportation of America Local 610

LOS ANGELES METRO AREA
Southern Glazer's JC 42
UPS Admin Specialists Local 396
Sunset Local 399
Southland Local 572
Sonoco Local 572
PCA Local 572
Nabis Local 630
Amuse Local 630
Danone Local 630
Smart N Final Local 630
Hillebrand Gori Last Mile Local 952
Vinlux Local 952
Univar Solutions Local 986
Emerald Textiles Local 986



LAS VEGAS, NV
Caesar's Limo Local 986
Allegiant Stadium Local 986
Bally's Parking Ops Local 986
Virgin Hotel & Casino Local 986
Fontainebleau Local 986
Venetian/Pallazo Local 986
Cosmopolitan Local 986
MGM Local 986

TUCSON, AZ
American Red Cross Local 104

EL PASO, TX
TForce Local 745
UPS Admin Specialists Local 745



AMARILLO, TX
Halcon Local 577
First Student Local 577
DS Bus Lines, Inc. Local 577
PLAINVIEW, TX
First Student Local 577



FAYETTEVILLE, AR
Southern Glazer's Local 878

LITTLE ROCK, AR
Southern Glazer's Local 878
RUSSELLVILLE, AR
UPS Admin Specialists Local 373

SAN DIEGO, CA
San Diego County Local 911
Coaster BLET



SAN ANTONIO, TX
UPS Admin Specialists Local 657

LAREDO & MCALLEN, TX
UPS Admin Specialists Local 657

DALLAS-FORT WORTH METRO AREA
American Red Cross Local 745
Southern Glazer's Local 745
Spec's Local 745
UPS Admin Specialists Local 767

GRAPELAND, TX
Darling Ingredients Local 745



HOUSTON, TX
UPS Admin Specialists Local 988
Transglobal Solutions BLET

ROCKFORD & S. BELLEVILLE, IL
Hard Rock Local 325
Rockford Local 325
First Student Local 325
Aramark Local 325
K&R Tire Local 325
Sunnyside Local 325

MEMPHIS, TN
Southern Glazer's Local 891

ANCHORAGE, AK
UPS Admin Specialists Local 959

HONOLULU, HI
UPS Admin Specialists Local 996

HARLINGEN, TX
TForce Local 657

TEXARKANA, AR
UPS Admin Specialists Local 373

NEW ORLEANS, LA
UPS Admin Specialists Local 270
TForce Local 270
BATON ROUGE, LA
TForce Local 270
HARAHAN, COVINGTON, & LAFAYETTE, LA
UPS Admin Specialists Local 270
SHREVEPORT, LA
UPS Admin Specialists Local 568

JACKSON & FLOWERY BLOSSOM, MS
UPS Admin Specialists Local 891

HOUSTON, TX
First Student Local 988
UPS Admin Specialists Local 988
GOODWATER, LA
UPS Admin Specialists Local 988

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FORT WAYNE, IN
UPS Admin Specialists Local 710

HEBRON, KY
DHL Local 89 & 100

MICHIGAN
Corewell Health Local 204
UPS Admin Specialists Local 243
Priority Waste Local 247
Hearns Industrial Local 299
PharmaCann Local 337
Kroger Local 337
Auto Warehouse Local 332
UPS Admin Specialists Local 406

NEW JERSEY
Oceans Casino Local 331
10 Roads Local 641 & 773
STA Ricks Bus Local 676
ImageCare Local 125
UPS Admin Specialists Local 177 & 676

COLUMBUS, OH
Strawberry Fields Local 413
UPS Admin Specialists Local 413

CLEVELAND, OH
UPS Admin Specialists Local 407

CINCINNATI, OH
UPS Admin Specialists Local 100

SCHNECKSVILLE, HARRISBURG, & YORK, PA
UNFI Local 773 & 776
UPS Admin Specialists Local 773

WAYNESBORO, VA
TForce Local 29

RICHMOND, VA
UPS Admin Specialists Local 322
City of Richmond Local 322

CHARLOTTESVILLE, VA
City of Charlottesville Local 29

ROANOKE, VA
UPS Admin Specialists Local 171

STAUNTON, VA
UPS Admin Specialists Local 29

KNOXVILLE, TN
Printing Image Local 519

CHATTANOOGA, TN
UPS Admin Specialists Local 519

SOUTH CAROLINA
American Red Cross Local 509
UPS Admin Specialists Local 509

NASHVILLE, TN
American Red Cross Local 480
UPS Admin Specialists Local 480

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Casino
Mass Transit
ent Local 325
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ocal 330
Local 777

TIFTON, GA
TForce Local 528

FLORIDA
Breakthru Beverage Local 79, 385, 947, 991
UPS Admin Specialists Local 79 & 385
Florida Gulf & Atlantic Railroad BLET
Genesee & Wyoming BMWED

MASSACHUSETTS
Billerica DPW Local 25
LAZ Parking Local 25
Shred It Local 25
Transdev Local 25
Block by Block Local 25
City of Everett Local 25
City of Malden Local 25
Ascend Dispensary Local 25
Boston MedFlight Local 25
Boston Aquarium Local 25
Stericycle DBA ShredIt Local 25
Encore Boston Harbor Local 25
Armstrong Ambulance Local 25

NEW HAMPSHIRE
Student Transportation of America Local 633
Merrimack County Sheriffs Local 633
Grafton County Sheriffs Local 633
Wicked Weed Brewery Local 633
UPS Admin Specialists Local 633
Hudson County Admin Local 6330
Hudson DPW Local 633
Belknap County DOC Local 633
New Hampshire DOC Local 633
Cheshire County EMS Local 633
Keane Patrolmen Local 633
Dover Police Local 633

RHODE ISLAND
DATCO Local 251
Transdev Local 251

CONNECTICUT
UNFI Local 493
UPS Admin Specialists Local 493
All Star Bus Local 671
First Student Local 671
Student Transportation of America Local 493 & 671

NEW YORK & BROOKLYN, NY
UPS Admin Specialists Local 804

PHILADELPHIA, PA
American Red Cross Local 929

NORFOLK, VA
Costco Local 822
HAMPTON ROADS, VA
Sysco Local 822
PORTSMOUTH, VA
Rivers Casino Local 822

MARYLAND
Ascend Dispensary Local 570
Durham School Bus Local 570
Glenstone Museum Local 639
Nixon Medical Local 639
WSSC Water Local 730
Goodwin & Associates Local 992

GREENSBORO, NC
10 Roads Local 391
American Red Cross Local 391
RALEIGH & HIGH POINT, NC
UPS Admin Specialists Local 391
LENOIR & ASHEVILLE, NC
UPS Admin Specialists Local 61

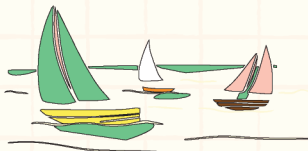
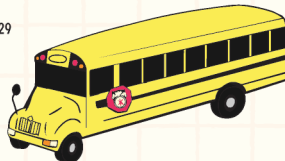
CARY, DURHAM, & WINSTON-SALEM, NC
American Red Cross Local 391
CHARLOTTE, NC
US Foods Local 71
UPS Admin Specialists Local 71
American Red Cross Local 71 & 391

SAVANNAH, GA
TForce Local 728
Georgia Central Railway BLET & BMWED

ATLANTA METRO AREA
Kroger Local 528
TForce Local 728
UNFI Local 728
GT First Transit Local 728
Quest Diagnostics Local 728
UPS Admin Specialists Local 728
Endurance Environmental Local 728
ATHENS, COLUMBUS, & TIFTON, GA
UPS Admin Specialists Local 728
CALHOUN, GA
Republic Services Local 728



UNTSVILLE, AL
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SYLACAUGA, AL
UPS Admin Specialists Local 612
MINGHAM, AL
lists Local 612



AMAZON FACILITIES ACROSS THE COUNTRY:

- Palmdale, California
- San Francisco, California
- San Bernardino, California
- Industry, California
- Victorville, California
- Atlanta, Georgia
- Skokie, Illinois
- Hebron, Kentucky
- Queens, NY



SEVENTY THOUSAND NEW TEAMSTERS

It took a full decade, 2011-2021, for the union's old administration to organize just 57,000 members.

This fall, under Sean M. O'Brien and Fred Zuckerman, we've now organized 70,000 new members into the union in less than 2.5 years. In just a quarter of the time, today's Teamsters are

BIGGER, FASTER, AND STRONGER.

Amazon Teamsters: Primed for a FIGHT

The first Teamsters organizing battle in the war against Amazon was won in Palmdale, California, where 84 workers became the initial group of Amazon Delivery Service Provider (DSP) drivers in the country to organize a union.

Amazon intentionally farms out its delivery operation to DSPs to avoid the legal liability of directly employing workers. Meanwhile, it exercises total control over how these so-called third-party contractors operate. This provides them a rationale for unlawfully refusing to bargain with DSP drivers, which is exactly what Amazon does — among other violations of the law.

In response, the Teamsters launched an unfair labor practice (ULP) strike against the retail behemoth. This grew into a massive, nationwide protest against the company that eventually spread to more than 50 other locations in 10 states.

"We know Amazon's massive profits are only possible thanks to our labor," said Jesus Gutierrez, an Amazon driver in Palmdale.

"We will not stand by while Amazon breaks the law. We are holding Amazon accountable for our safety on the job."

The Palmdale fight culminated in a landmark ruling by the National Labor Relations Board that Amazon and Battle-Tested Strategies, a DSP, are joint employers under the law, and therefore Amazon has no choice but to negotiate with the Teamsters. The ruling was later upheld upon appeal, and Amazon is now facing significant penalties for its refusal to bargain with the union.

The strike at Palmdale — the largest in the company's history — proved to be a match to a powder keg, rapidly expanding the fight to organize Amazon across the country. Following the lead of Amazon Teamsters in Palmdale, a DSP in Skokie, Illinois, organized with Local 705 to kick off summer 2024. When Amazon predictably refused to bargain, the workers launched a ULP strike of their own.

"I work for one of the richest men in the world, but I've had to skip meals to make sure my child eats and my bills are paid," said Ebony Echevarria, an Amazon driver in Skokie. "That's just not right. My co-workers and I are fighting for respect, decent pay, and safe working conditions for us and for all Amazon workers."

Watching 100 of their counterparts at the DIL7 facility in Skokie fight back against Amazon, three additional DSPs built on the momentum and organized with the Teamsters Union. The bold stand of Amazon Teamsters in Skokie inspired more workers nationwide, building unstoppable momentum.



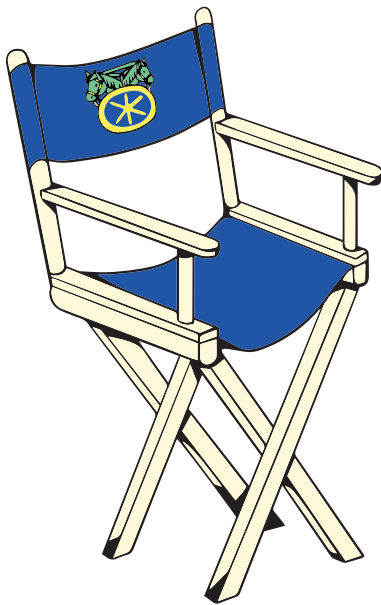
With each passing month, even more Amazon locations are joining the Teamsters. Drivers and air hub and warehouse workers in Hebron, Kentucky; San Bernardino, Industry, Victorville, and San Francisco, California; Queens, New York; and Atlanta have all demanded that Amazon recognize the Teamsters as their union and begin bargaining.

"Any Amazon driver knows the truth: we wear Amazon uniforms, we drive Amazon's trucks, we live by Amazon's workplace standards — we are Amazon employees," said Latrice Shadae Johnson, an Amazon Teamster in Queens. "Amazon has no choice but to meet us at the negotiating table to hear our demands."

As Amazon workers continue to mobilize, the pressure on the company to do the right thing continues to mount.

"What Amazon fails to realize is that they have already lost. Workers are taking control, and they will be the ones who guide the future of the company," said Randy Korgan, Director of the Teamsters Amazon Division.

Casting Call *for* Change



Casting professionals at Local 399 in Los Angeles and Local 817 in New York have a history of ratifying lucrative contracts. Together, they have secured fair pay, strong benefits, and real workplace protections. While casting directors and associate casting directors have been Teamsters since 2006, freelance casting assistants — workers who support efforts to find performers

for shows and movies — had never been covered under a union contract. In 2023, seeing how Teamsters representation improved the lives of their co-workers, they launched a movement to join the Teamsters and round out a fully unionized casting department. With the support from their casting peers, nearly 100 casting assistants unanimously voted this summer to take their futures into their own hands and join the Teamsters.

This vote came at a good time for these new members — less than a month before Local 399 and Local 817 were set to begin negotiating a new Casting Director Agreement with the Alliance of Motion Picture and Television Producers (AMPTP).

"Our casting Teamsters have always been fighters. Casting plays an integral role in every

single production and often sets the foundation for any project. Our members' hard work, creativity, and expertise in their craft drove our fight with the AMPTP for the pay, benefits, and working conditions that were well-deserved," said Lindsay Dougherty, Director of the Teamsters Motion Picture and Theatrical Trade Division.

Casting assistants secured key priorities in their new contract. That includes a minimum wage of \$21 per hour, guaranteed yearly increases, double time after working 12 hours in a day and triple time after 15 hours, and access to the same pension and health benefits that their Teamsters co-workers receive.

"If we can continue to make gains in every bargaining cycle, we can advocate for ourselves and for the generations that come next to protect the craft of casting," said Casting Director Sherry Thomas, a Local 399 shop steward.



CENTRAL REGION

FROM THE HOLLERS OF APPALACHIA TO THE BADLANDS OF THE GREAT PLAINS, WORKERS IN THE CENTRAL REGION FUEL A GROWING MOVEMENT OF NEW TEAMSTERS.

Since the start of the O'Brien-Zuckerman administration, thousands of workers have unionized in the region, representing members in nearly every division. That includes 2,400 workers at DHL-CVG; over 500 UPS administrative and specialist workers; nearly 300 delivery drivers at Kroger; hundreds of UNFI warehouse workers; and thousands of other new members who continue to make the Teamsters bigger, faster, and stronger.

These victories have not come by accident. They are the result of the persistence and resilience of the organizers and workers who get up every day and put in long hours to share the message of what it means to be a Teamster.

"We fought hard to gain a union voice, and we're proud to be Teamsters. Our victory is a powerful testament to what we can achieve when we stand together," said James Lamb, one of 1,300 sort workers to join Local 89 at DHL-CVG in August.

The hard work of Teamsters organizers has empowered Lamb and many other workers throughout the Central Region to take their futures into their own hands. That means earning a higher wage to provide for themselves and their families. That means securing affordable health care and real retirement security. Above all, that means guaranteeing that they will be treated with decency.



Drivers at SYGMA, a Sysco subsidiary that provides food and other items to chain restaurants, voted overwhelmingly to unionize with Local 955 in Kansas City, Missouri. The group of more than 60 drivers join warehouse workers at the same facility already represented by the union. "We stood tall

against management and their attempts to

Teamsters PRESENCE at SYGMA GROWS AS DRIVERS "VOTE YES"

scheme, retaliate, and spread misleading information," said

Jeremy Johnson, a driver at SYGMA and a new member of Local 955. "They engaged in unfair labor practices, abandoned ethical standards, and relentlessly bombarded us with propaganda through text messages. This was no minor challenge to overcome, yet we persevered."

SICK OF THE GRIND, Baristas Unionize in Michigan

Baristas at Sweetwaters Coffee & Tea in Ann Arbor, Michigan, had their election victory to join Local 243 certified in October of this year. Inspired by their fellow trade unionists at other coffee and fast casual franchises, this group of 60 workers named their union Sweetwaters Baristas United (SBU). The organizing campaign at Sweetwaters is part of a broader strategy by Local 243 to go after more industries where organized labor hasn't traditionally had a foothold. As part of their demand for a union at Sweetwaters, SBU held a "sip-in" at one store with Teamsters, other trade unionists, and elected officials to demand the company recognize the union. "We won't stop till we win our union and win a fair contract," SBU said in a statement following their organizing victory. "After all, union coffee tastes the best."



BIG WIN in Aisle FC10

More than 300 drivers at Kroger's Fulfillment Center 10 (FC10) in Detroit voted by a three-to-one margin to join Local 337. The historic vote marked the first group of workers at a Kroger fulfillment center to organize in the U.S.

"Our voices have been heard and we've made history with our win at FC10!..."

"We are paving the way for fairness, consistency, job security, and better working conditions not only for ourselves but for future employees," said Alice Duckett, a Kroger driver who has worked at the fulfillment center since June 2022. "I couldn't be prouder of my amazing co-workers! More workers will follow our lead at other Kroger fulfillment centers."



Workers in Flint NOW COVERED by NMATA

Railroad and yard workers at Auto Warehousing Company in Flint, Michigan, united with Local 332, strengthening the Teamsters' carhaul efforts. With a collective goal of improving compensation and working conditions, these new members are joining a robust network of unionized workers covered under the National Master Automobile Transports Agreement.

Nearly 10,000 Michigan Nurses JOIN TEAMSTERS in Historic Election

Since the COVID-19 pandemic, things haven't quite been the same for nurses at Corewell Health facilities in southeastern Michigan. From being understaffed and underpaid to having to work shifts that keep getting longer, nurses at hospitals from Dearborn to Wayne have been pushed to the brink. That's why in mid-November, over 9,600 of them banded together and joined the Teamsters in one of the largest National Labor Relations Board elections since the turn of the century.

"The whole movement behind being a part of the union is to promote proper care

for patients, proper wages for nurses, and to bring about change in the workplace," said Katherine Wallace, a nurse at Corewell Health Troy Hospital.

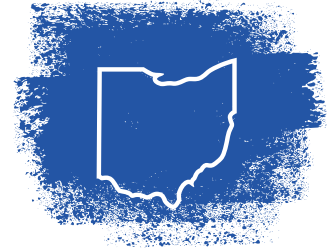
For more than 12 months, these nurses put their nose to the grindstone to show their colleagues why they should unionize. Nurses stopped at nothing to spread the message of what it means to be a Teamster. Even Corewell's aggressive union-busting campaign — in which they hired not one but two of the country's largest and priciest union-busting firms to intimidate their workers — proved no match for their unshakable spirit of solidarity.

In November, after a year of persistent organizing, these hardworking nurses prepared to cast their ballots on whether to unionize with the Teamsters. When it was all said and done, roughly 10,000 of them voted nearly two-to-one in favor of becoming Teamsters.

"While this was not an easy battle, Corewell nurses channeled what it really means to be a Teamster and fought back to ensure they got the strongest possible union representation," said Peter Finn, Director of the Teamsters Public Services Division.

For the nurses at Corewell Health, this victory is just the beginning. They've rewritten the rules not just for themselves but for health care workers across the country, proving that when the stakes are high, unity wins the day.

BUDTENDERS BLAZE A TRAIL: FIRST OHIO DISPENSARY ORGANIZES WITH TEAMSTERS



After the people of Ohio voted to legalize cannabis in 2023, budtenders at Strawberry Fields wasted no time before organizing with the Teamsters — the first dispensary in the state to do so.

"FOR US TO WIN AN ELECTION AT THE STRAWBERRY FIELDS DISPENSARY, IT WAS A HUGE MOMENT FOR OHIO, THE LABOR MOVEMENT, THE COMMUNITY, AND ESPECIALLY US,"

said Estlin Hiller, a Local 413 member in Columbus, Ohio. "After months of hard work, we won unanimously."

ORKIN WORKERS EXTERMINATE UNION BUSTERS, Join Local 301

"WE SOUGHT UNION REPRESENTATION IN ORDER TO MAKE THIS A WORKPLACE THAT WE CAN ACTUALLY ENJOY COMING TO."

KYLE MAGANA, ORKIN TECHNICIAN, TEAMSTERS LOCAL 301

As experts in getting rid of unwanted pests, 25 technicians in Crystal Lake, Illinois, knew that the only way to get rid of unfair treatment from management and union busters was to organize with the Teamsters.

SYSCO WORKERS OVERCOME ANTI-UNION CAMPAIGN, JOIN LOCAL 89

OVER 200 drivers and warehouse workers at Sysco voted overwhelmingly to join Local 89 in Louisville, Kentucky. The workers overcame a vicious anti-union campaign that involved outside union busters who attempted to intimidate the workers. "We talked to other Sysco workers around the country through social

media and started hearing how drivers were doing better at other locations nationwide — and the only difference was that they were union. It became all the clearer that we needed to organize with the Teamsters," said Cory Browning, a driver who has worked at Sysco in Louisville for nearly 10 years.



LOCAL 41 ADDS hundreds OF WAREHOUSE WORKERS



More than 200 warehouse workers at Grupo Atolin in Kansas City, Missouri, voted to join Local 41.

“We are so happy to be Teamsters and finally have the right to speak out and voice our concerns.

My co-workers and I are very close, like a second family. We're all so excited to have won strong representation on the job. This is a big deal to us.”

JOEL SALAZAR
GRUPO ANTOLIN QUALITY AUDITOR

IMPERIAL WORKERS strike back

Management at Imperial LLC — a vending and coffee distribution company in Tulsa, Oklahoma — thought union-busting would break the spirits of their workers. A group of 65 drivers and merchandisers proved them wrong, and they now enjoy Teamsters representation because of it. "After long days of campaigning, meeting, and fighting for each other, we are proud to be members of Local 886," said Will Hanna, a transport driver at Imperial.



CENTRAL REGION WINS



A GROWTH INDUSTRY

Teamsters Expand Cannabis Membership

If there's one industry where the youthful intelligence, energy, and dedication of the contemporary American labor movement can be found, it's in cannabis. Since 2022, the Teamsters have organized more than 1,000 cannabis workers.

California and Illinois — where the Teamsters have a massive presence — are keys to the union's expansion into the cannabis industry. In California, the union has made inroads by targeting the entire cannabis supply chain. In Illinois, Teamsters have secured the best contracts in the state thanks to the union's focus on large multi-state operators like Cresco Labs,

Verano, and PharmaCann.

"We're not in the past, where some cannabis companies were struggling to barely survive," said Justin Arnerine, a Local 150 driver at Eaze Cannabis, a delivery company with an operation in Sacramento, California. **"For a lot of cannabis employers, the minute they're up and running, they're producing cash flow, so there's no excuse not to treat your workers fairly or pay them a decent wage."**

"The Teamsters' commitment to both individual groups and the advancement of labor conditions as a whole makes them a true force in the movement to establish equity in cannabis,"

said Patrick Paddock, a member of Teamsters Local 777 member at Zen Leaf in Evanston, Illinois.

Cannabis workers in Maryland, Massachusetts, Michigan, Missouri, and Ohio have also voted to join the Teamsters within the past two years.

"Conditions can be so much better for everybody if we all just show some solidarity," said Adam Mosher, a Local 413 member at Ascend Cannabis in Grand Rapids, Michigan. "There's such an opportunity in cannabis to gain ground in the labor movement before the industry gets out of control. We have the opportunity to strike while the iron is hot. Now is the time."

2025 Academic and Vocational Scholarships

benefiting the children of Teamster members — including members of the BLEAT and BMWED.

Application process now open

Deadline: March 1, 2025

For more information, visit

www.jrhmsf.org



JAMES R. HOFFA MEMORIAL SCHOLARSHIP FUND



Blood, Sweat, and Teamsters Power

Nationwide, nearly **1,900 workers at American Red Cross** have voted to affiliate with the Teamsters Union and gain immediate protections under a national master agreement between the union and employer.

With across-the-board wage increases, union protections, and a neutrality agreement, the Teamsters have used this industry-leading agreement to successfully organize hundreds of new American Red Cross workers.



Demanding protections and recognition for their heroic efforts during the COVID-19 pandemic, Teamsters organizers kicked off an organizing blitz in 2022, which resulted in 571 American Red Cross workers in 11 states joining North America's strongest union in two years.

In 2024 alone, organizers set their sights on building density at facilities where Teamsters already have membership and breaking into new states — and they did just that.

In March, workers in IRL laboratory services, manufacturing quality control, manufacturing component lab, and supply operations

joined their Teamsters colleagues at American Red Cross in Salt Lake City, Utah, to organize with Local 222. This organizing win gave Teamsters wall-to-wall coverage at the Salt Lake City facility.

In late July, the very first group of American Red Cross workers in Montana organized their facility in Great Falls with Local 2. It was only a matter of weeks before three other American Red Cross groups in Missoula and Helena decided they wanted the strong union protections their counterparts in Great Falls had secured.

"We are proud of the progress we have made under the O'Brien-Zuckerman administration in bringing new American Red Cross Teamsters into our great union," said Jason Lopes, Teamsters Health Care Director. "Our organizers have been busy, but much work remains. **We won't let up until we organize wall-to-wall, coast-to-coast.**"

ORGANIZING RAMPS UP AT DHL

DHL, the German-owned shipping giant, employs thousands of dedicated Teamsters across the U.S. Its North American hub at Cincinnati/Northern Kentucky International Airport (CVG) is one of only three global hubs operated by the company. This massive, 194-acre, 6.4-million-square-foot facility is DHL's nerve center, processing 80,000 packages per hour and approximately 360,000 pounds of cargo daily. Nearly 2,500 sorters, package handlers, and ramp and tug workers keep this operation running.

For decades, these workers went without the security and protections of a Teamsters contract. But in the spring of 2022, 1,100 ramp and tug workers at CVG launched

a grassroots organizing campaign to join the Teamsters. Supported by thousands of DHL Teamsters nationwide, the group voted overwhelmingly to join the union, and eventually secured an historic first contract that included an immediate \$2 per hour raise, a total \$5 per hour increase over three years, doubled 401(k) contributions, established a worker safety committee, and mandated the company pay full health care premiums.

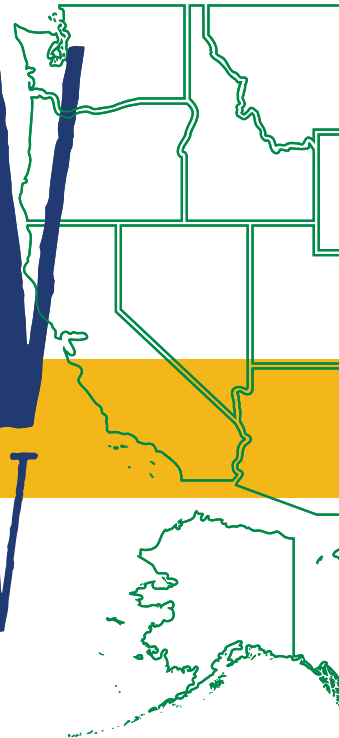
In the following months, sorters and package handlers also voted overwhelmingly to join the Teamsters, uniting with their ramp and tug co-workers under a joint



collective bargaining agreement. Today, all hourly employees at DHL-CVG are protected under a Teamsters agreement for the first time in history.

"We're stronger together, and we are working hard to enforce the hard-won protections we've fought for," said Liam Burke, a sort worker at CVG and Teamsters shop steward. "We are proud to be Teamsters and to have secured such powerful representation."

WESTERN REGION



FOR ORGANIZERS IN THE WESTERN REGION,

there is no such thing as an employer too big or too small to unionize with the Teamsters. They have proven that time and again, whether it has been organizing 1,100 workers at TomaTek, more than 1,000 administrative workers at University of California, or hundreds of workers at Republic Services. These successes have come from organizers demonstrating the difference that Teamsters representation can make for workers and their families.

"We voted to join the Teamsters because we needed better pay and working conditions," said

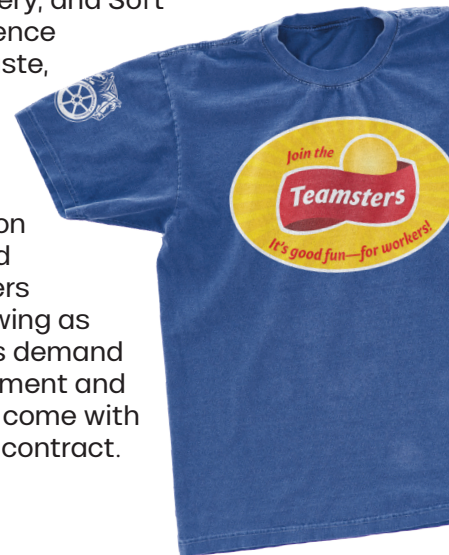
Jeff Stoffel, a Preventative Maintenance Coordinator at the San Diego County government and member of Local 911. "Based on Local 911's impressive track record representing public workers in Southern California, we know our union will deliver for us. We are all aboard on a vessel to ensure our future."

Stories like Stoffel's are playing out all across the Western Region as workers who are underpaid and overworked demand their rights. This enthusiasm is wind in the sails of the Teamsters organizers who are building a bigger and bolder labor movement for the 21st century.

So far, nearly 10,000 workers in the Western Region have organized

with the Teamsters since the start of the O'Brien-Zuckerman administration. That includes over 2,000 gained through internal organizing, and thousands of others from campaigns at employers from the Brewery, Bakery, and Soft Drink Conference and Solid Waste, Warehouse, Industrial Trades, and Passenger Transportation divisions. And those numbers will keep growing as more workers demand the fair treatment and respect that come with a Teamsters contract.

ARCH DISCOV





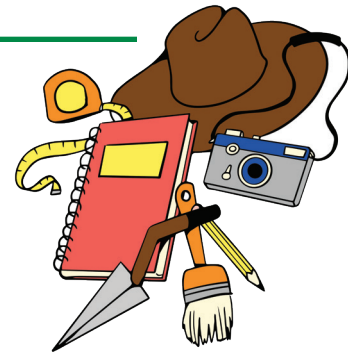
TEAMSTERS ROCK COACHELLA

More than 400 workers at the Coachella Valley Water District (CVWD) decided to merge their independent association into Local 1932. This landmark vote signifies a significant shift in the power dynamics at the largest water district in the Coachella Valley. "Joining the Teamsters enables us to effectively address the growing concerns across the district," said Joshua Rakes, a 16-year meter and valve technician at CVWD.

ARCHAEOLOGISTS IN UTAH VOTE OVER THE TEAMSTERS

When workers dig into a fight, they're unstoppable. That's what archaeologists at SWCA Environmental Consultants proved when they voted overwhelmingly to join Local 222 in Salt Lake City, Utah, and became the first in their industry to form a union.

"For decades, archaeological technicians and leads in the cultural resource management industry have sat around the campfire and talked about unionization," said Freeman Stevenson, a field archeologist at SWCA. "I voted for the Teamsters to help show others in our industry that it can be done."



CRISP WIN: FRITO-LAY WORKERS CHIP AWAY AT UNFAIRNESS

Workers at Frito-Lay in Ventura, California, voted overwhelmingly to join Local 186 and beat back an aggressive 'vote no' campaign that was pushed by their anti-union employer. Despite a nonstop, nasty union-busting campaign, the 67 new Teamsters refused to back down and demanded their worth. The Teamsters have been regaining a strong foothold at Frito-Lay ever since the O'Brien-Zuckerman administration took over in 2022.



WESTERN REGION WINS



Density Grows AT WASHINGTON STATE'S Largest Zoo

Earlier this year, a group of ticketing and guest services associates at the Woodland Park Zoo voted unanimously to join Local 117. After seeing more than 100 of their colleagues reap the benefits of a strong Teamsters contract, these workers wanted one for themselves. Without admissions workers, the zoo would not function.

“WE WORK TO KEEP THE ZOO RUNNING. WE DESERVE TO BE ACKNOWLEDGED,”

said Rachael Schumacher, a ticketing and membership associate. “It’s time my co-workers and I received the recognition and compensation we have earned. We deserve representation, not only within our department, but within the entire zoo, and we knew our only chance of doing that was by unionizing.”



WESTERN REGION WINS

LAS VEGAS TEAMSTERS TACKLE LAST NONUNION *holdout*

For decades, The Palazzo at The Venetian Resort has stood as the only nonunion hotel and casino on the Las Vegas Strip. The notoriously anti-union hotel, founded by the billionaire Sheldon Adelson, had a reputation for brutal, illegal union-busting tactics. But in the past two years, over 500 workers at the Venetian, including landscapers, valets, traffic control agents, and front desk staff, have organized with Local 986. This milestone is an historic victory for labor in Las Vegas, transforming The Venetian from the last major nonunion property into a Teamsters stronghold.





SAVI, THE LIBRARY DOG, SAYS "TEAMSTERS YES!"

CARD-CHECK LEADS TO 500 SCHOOL WORKERS JOINING LOCAL 856

Through a successful card-check campaign, nearly 500 Brentwood Union School District workers joined Local 856. After many changes in the school district, Lynn Groshong, a school librarian, said, **"It became clear we needed to partner with an effective, experienced union to gain the representation we deserve."**

As instructional aides, library clerks, occupational therapists, and school secretaries, these Teamsters work hard to shape and prepare students for the future, and they deserve a union who will protect them and their future.

At TomaTek's Firebaugh, California, facility, over 1,100 people process and package tomato-based products that are shipped to restaurants and retailers around the globe.

These workers put in long hours, and for a long time, they felt that their voices were not being heard.

"I know people who have worked at TomaTek for decades, and management would pass them over for raises and promotions to reward their favorites," said Jose Ruiz, a

30-year worker in TomaTek's warehouse. "Their stories made it clear that we needed real change."

These concerns led TomaTek workers to search for new opportunities to strengthen their position in the workplace, and in turn, to conversations with Teamsters organizers about the benefits that come with being part of the union.

Upon hearing more about the perks of a Teamsters contract, these TomaTek workers sprang into action, launching an

energetic organizing campaign. In July 2024, after 10 months of mobilizing their co-workers, they voted overwhelmingly to join the Teamsters.

While TomaTek's workers are still in negotiations to ratify their first contract, they are already feeling the benefits of Teamsters representation.

"Knowing that we have 1.3 million brothers and sisters standing behind us, it really feels like we can do anything," said Elvia Anguiano, a 20-year worker at TomaTek.



TAKING *the* FIGHT to Republic's Backyard

Republic Services is the second richest solid waste corporation in America, but they have not let that stop them from waging economic warfare on the workers who keep their company running.

Republic is notorious for mistreating its nonunion workers. Many have been forced to use damaged equipment that puts them at risk, while others have faced severe penalties — including being discharged — for minor infractions. In short, Republic's executives think they can get away with neglecting their workers and trying to silence their voices on the job. However, a growing number of them are fighting back against this multibillion-dollar corporation by mobilizing an unstoppable movement to unionize with the Teamsters.

That can be seen in Calhoun, Georgia, where 42 drivers overcame an illegal union-busting campaign — in which Republic's unit observer threatened to slash workers' tires — to join Local 728. That can be seen in Stockton, California, where over 40

machine operators, laborers, and maintenance workers at a landfill voted overwhelmingly to join Local 439. And that can be seen in Republic's home state of Arizona where 230 workers have voted to join Local 104 in the last two years alone.

"ORGANIZING THESE WORKERS AGAINST REPUBLIC'S ILLEGAL TACTICS WAS AN UPHILL BATTLE, BUT WE STAYED THE COURSE UNTIL WE WON."

JOSH GRAVES
VICE PRESIDENT OF LOCAL 104

"I have dealt with some difficult employers in my career, but Republic's disregard for their workers stands apart," said Josh Graves, Vice President of Local 104.

Though these victories have not come easily, for new members who have voted to join the Teamsters, the benefits have been well worth the fight.

"We organized with the Teamsters because we hit a boiling point over our pay, benefits, and working conditions," said Jose Zepeda, a spotter and member of Local 439. "I'm proud that my co-workers and I stepped up to the plate and fought for what we deserve."

By standing united against Republic's corruption and greed, Teamsters in Arizona, California, and Georgia have secured key protections that were previously denied, including increased wages, improved benefits, guarantees against being forced to use dangerous equipment, and protection from at-will employment.

"Republic Services' shameful behavior is our best organizing tool — nothing unites a workforce better than bad management," said Chuck Stiles, Director of the Teamsters Solid Waste and Recycling Division. "Republic's greed doesn't stand a chance against the Teamsters, and we're taking our fight to every corner of the country."



IDO REPORT

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

The report of the Independent Disciplinary Officers (IDO) has moved online. The full report is still available and can be found at www.teamster.org/IDOREport or by scanning the QR code with your smartphone's camera (or with free software).

Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

To ensure that all calls are treated confidentially, the system which records hotline calls is located in a secure area on a dedicated line accessed only by an Investigator. Please continue to use the toll-free hotline to report improprieties by calling 1-800-CALL-472 (1-800-225-5472).

The task of the IDO is to ensure that the goals of the Final Agreement and Order are fulfilled. In doing so, it is our

desire to keep the IBT membership fully informed about our activities through these reports. If you have any information concerning allegations of wrongdoing or corruption you may call the toll-free hotline number or write to the Independent Investigations Officer for all investigations at the office address listed below.

The Independent Investigations Officer's address is:

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



DRIVE
DEMOCRATIC, REPUBLICAN,
INDEPENDENT VOTER EDUCATION

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 to donate or to visit the online store with union-made Teamsters merchandise.





Support the

TEAMSTERS DISASTER RELIEF FUND

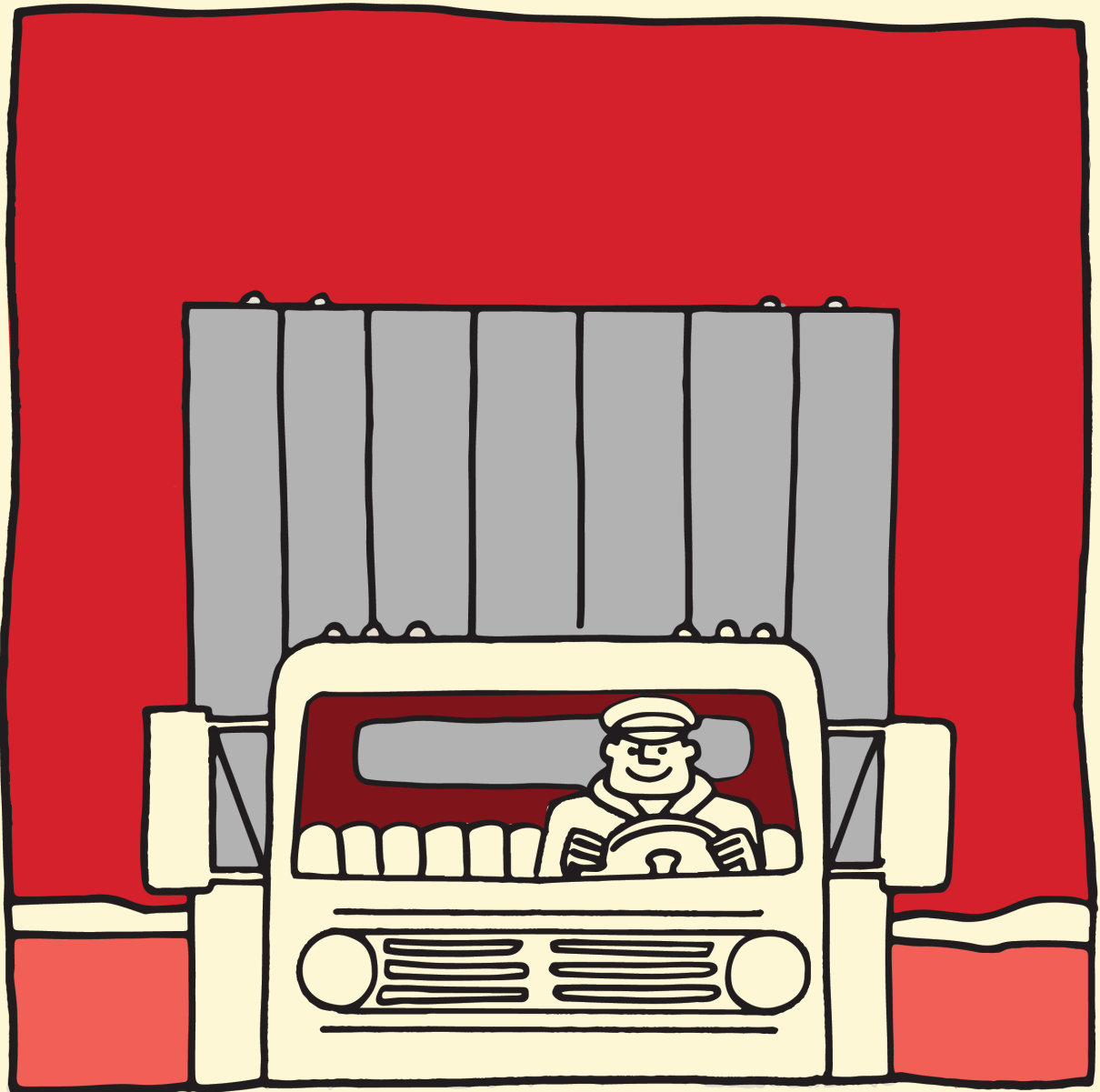
The Teamsters Disaster Relief Fund is collecting monetary donations to support those who are suffering because of recent catastrophic climate events.

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

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



A message from the January 1972 edition of *Teamster*



Brake-in the New Year Right...

DRIVE SAFELY

INVESTING *in* FUTURE TEAMSTERS



ATTENTION HIGH SCHOOL SENIORS:

Submit your application for the 2025 Teamsters Scholarship by May 1, 2025.



The Teamsters Scholarship Fund will provide merit-based \$2,000 scholarships to 600 high school seniors of the Class of 2025 who are the financial dependent of a Teamsters member in good standing. Scholarships will be available for use towards a four-year college or university and training or vocational programs that are related to work in a Teamsters-represented industry, class, or craft.

For more information or to apply for the scholarship, visit teamster.org/scholarships or scan the QR code.



TEAMSTERS
Scholarship Fund