

CONFIDENT. MILITANT.



THE TEAMSTERS ARE WINNING STRONGER CONTRACTS FOR WORKERS ACROSS THE COUNTRY.



Teamsters Salute

Whether they're from the Hollywood Hills or the shores of San Diego, Teamsters in Southern California represent the resilience and strength of the American spirit. These workers come from a long line of men and women who have faced adversity head-on, overcoming challenges to build better futures for themselves and their communities.

Southern California Teamsters are building on that legacy as they overcome this year's devastating wildfires to energize our union's contract campaigns. In close partnership with Joint Council 42, the International has been working hard to lock-in industry-leading agreements for our members in the region.

From production sets to warehouses, Southern California Teamsters are setting the standard for contracts to come. At UPS, our members are holding management accountable to their obligation to install air conditioning and ventilation in trucks. Teamsters at Republic Services and throughout the solid waste industry have banded together to secure pathbreaking contracts that have improved their treatment and increased their collective bargaining power. Members of Local 399 voted by record margins to ratify an historic agreement of their own with Hollywood film and television studios. And in their fight for a first contract, thousands of Amazon Teamsters displayed a rare courage as they were forced to the picket line this past December.

The extraordinary commitment of our members today is creating great opportunities for our union tomorrow. Here's a salute to Southern California Teamsters and the hard work our members are doing at Joint Council 42!



Southern California



When I took office as General President of the Teamsters Union just over three years ago, I promised to put members at the center of everything we do. That's because nobody knows better than our rank-and-filers what's best for them. In practice, that means putting our credible strike threat to task. It means getting our stewards involved in negotiations. And it means making sure workers are included in each and every step of the bargaining process.

The results we've delivered with this new outlook speak for themselves. Every day, the Teamsters Union grows more energetic, more powerful, and more militant – and that's how we've been able to deliver such great results in our record-breaking contract campaigns.

UPS. Costco. DHL. Anheuser-Busch. American Red Cross. Sysco. Those are just some of the corporations we have taken on to secure stronger labor agreements for hundreds of thousands of Teamsters nationwide. Contract by contract, across every division and industry, we are clawing back concessions made in years past and securing higher wages, better benefits, and greater collective bargaining power. And that's not going to stop. In the next year and beyond, we have enormous contract battles ahead of us. Rest assured: the Teamsters Union is ready to fight, and we will win.

As a fourth generation Teamster, I know how much these contracts mean. They are truly lifechanging. They make it easier for our members to provide for their loved ones. To retire with dignity. To put their kids through school. To pay their medical bills. To take control of their own futures. And when we win an industry-leading contract, we don't just make our members' lives better. We also gain credibility that encourages more workers to join our ranks – and Fred Zuckerman and I have been relentlessly spreading that message since we took office.

We have brought in more than 80,000 new members into the Teamsters Union – and that's just the start. For as long as I have the honor of leading this incredible institution, we will keep doing whatever it takes to make our union bigger, faster, and stronger for years to come.


SEAN M. O'BRIEN

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

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A GOOD TEAMSTER

A good Teamster takes a real interest in their union; they attend meetings regularly, express opinions, and are always prepared to serve faithfully in any job assigned to them.

A good Teamster is loyal; they know their union well and are ready to defend it staunchly and intelligently against the criticism of labor's enemies.

A good Teamster is patriotic and public-spirited; they have a deep devotion to the principles of democracy and free enterprise, and are quick to speak out against any forces which seek division; they are active in community affairs and work hard for good government — local, state, and national.

A good Teamster is a good American and a good citizen.

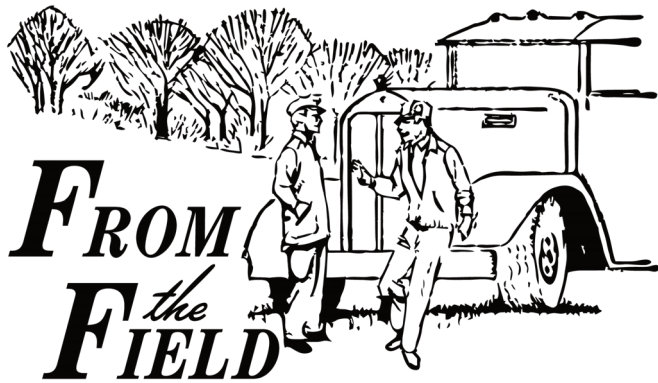


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Local 1932 Ratifies Three Public Sector Contracts in One Month

Public sector workers across California's Inland Empire, represented by Teamsters Local 1932, ratified three contracts in the final month of 2024. Teamsters who work for the Chino Valley Fire District, maintaining and enhancing the city's infrastructure and public services for the cities of Montclair and Fontana, voted to ratify strong Teamsters contracts. In Montclair, public sector Teamsters voted unanimously to approve their first contract, which includes significant pay increases, improved health insurance coverage, and higher holiday pay.

TomaTek Teamsters Seal the Deal

In Firebaugh, Calif., workers at TomaTek voted overwhelmingly to join Teamsters Local 856 last July to gain stronger protections on the job and address years of workplace concerns. These 1,100 new Teamsters process and package tomato-based products for industrial, foodservice, and retail companies in California's Central Valley. In January, after months of tough, member-led bargaining, they voted by an overwhelming 91 percent to ratify a strong labor agreement.

Through their Teamsters contract, TomaTek workers will see raises of 20 percent in the first year alone. On top of historic pay increases, the new four-year agreement secures holiday pay eligibility for seasonal employees, an increased tool allowance for maintenance classifications, increased shift

differentials, and a training program for machine operators to facilitate promotional opportunities.

Driving Up Industry Standards in Los Angeles

In their fight for a new contract, 360 MV Transportation workers in Los Angeles, represented by Teamsters Local 572, used one of the most powerful tools in the union toolbox to secure a landmark contract. When their employer decided to bargain in bad faith, Local 572 members held a strike authorization vote after voting down the company's latest subpar offer.

Just three weeks after authorizing a strike, the employer changed their tune, and the Teamsters secured a contract that addressed their needs and demands. After an overwhelming "yes" vote to ratify the agreement, hundreds of Teamsters were able to enjoy significant wages increases and improvements to their benefits.

Alsco Teamsters Win Richest Contract to Date

More than 300 Teamsters at 20 local unions voted to ratify two regional agreements with Alsco in February 2025. The three-year regional agreements cover Teamsters in seven southern states and include increased training/meeting pay, company pension contributions, improved strike language, protections preserving TeamCare benefits, and higher weekly minimum commission guarantees.

Richmond Public Schools Break New Ground with First Contract

Public sector workers in the Commonwealth of Virginia were not allowed to organize or collectively bargain until May 2021. When the restrictions were lifted, Virginia Teamsters wasted no time starting to organize public sector workers. The first group to organize with Teamsters Local 322 in Richmond was 200 custodial and plant services workers at the Richmond Public Schools. After organizing in May 2023, these Teamsters remained engaged and steadfast in their pursuit of a fair first contract.

In July 2024, Richmond Public School Teamsters were the first public sector workers in Teamsters history to ratify a contract in the Commonwealth of Virginia. Over the life of the three-year contract, workers will benefit from wage decompression, a remarkable 22 percent raise, enhancements to the uniform policy, and a significant increase in paid time off to ensure workers have more opportunities for rest and personal time.

Transportation Workers in Chicago Make Essential Gains

After workers organized with Teamsters Local 727 in April 2024, SCR Medical Transportation, a subsidiary of Beacon Mobility Corp., refused to bargain with more than 800 PACE and CPS paratransit drivers for first contracts, which forced them to the picket line just four months after forming their union.

Embodying Teamsters solidarity, PACE and CPS workers stood united and were committed to winning the contracts and respect they deserved. After just two and a half weeks on strike, they secured four-year agreements that include substantial wage increases — 30 and 40 percent, respectively — as well as access to Local 727's health clinic, employer 401(k) contributions, seniority rights, and ratification bonuses.

EMPOWERING RANK-AND-FILERS

A MEMBER-FOCUSED APPROACH TO CONTRACT CAMPAIGNS

Hundreds of thousands of UPS Teamsters were betrayed by our union's old leaders during the 2018 national contract negotiations. Members were shut out of bargaining as our former leadership inked a bad deal. When the agreement was put to a vote, the membership resoundingly rejected it. Then, it was forced on them from above, causing outrage throughout the entire Teamsters Union.

UPS Teamsters weren't alone. Until the start of the O'Brien-Zuckerman administration, rank-and-filers were deliberately excluded from critical contract negotiations. This often led to weak deals that did not reflect the will of members. That's why Teamsters General President Sean M. O'Brien and General Secretary-Treasurer Fred Zuckerman have

worked relentlessly to put the power of the union back where it belongs — with the rank-and-file.

In practice, that has meant being transparent, promoting action on the shop floor, and ensuring rank-and-filers and shop stewards are at the center of bargaining. This has allowed the Teamsters Union to tap into a reservoir of worker militancy that has brought a new life to our contract campaigns. In the last three years, Teamsters have been securing stronger agreements than we have seen in decades. And we're just getting started.

A Voice at the Table

Rank-and-filers saw for the first time what this new approach could mean when the National Master





Automobile Transporters Agreement (NMATA), covering thousands of carhaulers nationwide, was renegotiated in 2022. Going into bargaining, the union formed a negotiating team unlike any other in Teamsters history. It included local leaders and rank-and-file Carhaul Teamsters who could provide first-hand experience about how the NMATA affected them on the job. Because members were given the power to advocate for their own interests, they were able to secure the strongest contract in generations — raising wages, boosting benefits, and improving their quality of living.

Just months later, Teamsters at DHL fought to improve their own national agreement. After tough negotiations, they ratified the most lucrative contract

they had ever seen, including higher pay and better working conditions. And it was all thanks to rank-and-file militancy and advocacy.

All the while, UPS Teamsters were gearing up to right the wrongs of the 2018 contract. Well over a year before the agreement was set to expire, members were already strategizing about how we could not only claw back concessions but also improve wages and job protections.

For years, UPS Teamsters demanded a voice at the table. The O'Brien-Zuckerman administration finally gave it to them through the unprecedented member-led UPS bargaining committee, which empowered workers to press their priorities directly with management. Thanks to their unrelenting





efforts, the Teamsters Union locked in an historic agreement that raised wages for all, eliminated two-tier job classifications, and guaranteed that management will install air conditioning and ventilation in trucks.

“We proved that the days of backroom deals are over,” said Cesar Castro, a UPS Teamster with Local 396 in Los Angeles and a member of the national negotiating committee. “Our power comes from the

shop floor and from engaged Teamsters who are ready to fight. We were only able to win real gains by using that power.”

Changing the Game

In 2022, Costco Teamsters united to ratify their first-ever national agreement. This year, they built on that victory with a powerful contract campaign in which shop stewards played an essential part. For

months, they led workplace actions like organizing shift meetings, driving turnout at practice pickets, and distributing literature — all in an effort to mobilize members and show management that the Teamsters Union means business. That’s how they were able to secure a new national agreement that improves wages and provides an enormous increase to their pensions.

“Through the bargaining process, we worked hard to keep everyone on the shop floor updated and made it clear that if Costco didn’t give







us a fair contract, we were ready to escalate,” said Greg Yanez, a Local 986 shop steward in Burbank, Calif. “Having members like me at the table has been game-changing. As workers, we can see and feel the difference.”

The list of transformative Teamsters wins goes on. In the summer of 2023, nearly 8,000 Teamsters at TForce Freight locked in a national contract with higher wages, increased employer contributions to their health, welfare, and pension plans, and additional time off. At the same time, 8,600 Teamsters at ABF Freight overwhelmingly ratified a five-year national agreement that improved their pay, benefits, and working conditions.

“We were in it together. The committee worked around the clock to get our ABF brothers and sisters what we deserved,” said Wendell Green, a longtime ABF Teamster out of Local 651 in Lexington, Ky. “By sticking together, supporting our union, and standing united as one unit, we succeeded in getting a strong contract.”

And in March 2024, 5,000 brewers, packagers, and warehouse workers at Anheuser-Busch got an historic contract with \$8 an hour raises, a big

ratification bonus, an end to a rigged two-tier health care scam, and increased pension contributions.

“We’re the ones who make Anheuser-Busch what it is,” said Levi Kovari, a member of Local 267 in Fort Collins, Colo. “Together,

we were able to get a strong contract with real job security.” And just seven months later, thousands of Red Cross Teamsters ratified their own robust national agreement.

In the three years since General President O’Brien and General Secretary-Treasurer Zuckerman took office, hundreds of thousands of Teamsters have benefitted from strong contracts like these. At companies of all kinds, our members have channeled their power to make their voices heard, and they are doing the same

in ongoing campaigns at

United Airlines and Corewell Health.



The Fights Ahead

The Teamsters Union represents over 10,000 aircraft maintenance technicians at United Airlines. These workers are fighting hard for a contract with better health care and safety standards as well as higher wages and a faster timeline to reach the top rate. In



return, management has done nothing but drag its feet and try to intimidate them.

Not satisfied with making insulting offers to our rank-and-filers, this year, United took the outrageous step of threatening to offshore their work to companies controlled by the Chinese Communist Party. But United Teamsters aren't letting that stop them as they fight for a fair contract.

The United national bargaining committee — made up of shop stewards and rank-and-file Teamsters technicians — is empowering members to set the agenda in negotiations. Through workplace meetings, fliers, and text updates, stewards are listening to members, keeping them informed on the state of bargaining, and showing United that our entire union is ready to fight if their demands are not met.

“Having us actively involved in negotiations ensures management does not dictate the process,” said Jimmy Sligar, a United Airlines Teamster shop steward and member of Local 19 at Houston Intercontinental Airport. “Being in the room has changed the entire dynamic.”

Despite the challenges of negotiating under the terms of the Railway Labor Act, they are on the right track to ratifying a great agreement that secures their biggest priorities.

Meanwhile, at Corewell Health, nearly 10,000 nurses who recently unionized with the Teamsters are fighting for their first contract. Corewell nurses joined the Teamsters because they were being denied their dignity by management. Despite devoting their lives and livelihoods to providing critical health care services to their community, they

themselves could not access to that same care at an affordable rate.

“We take care of a lot of people — and the majority of them have better health care than we're offered,” said Anissa Hackett, a longtime Corwell nurse. “Separately, we had no leverage. But now that we have the Teamsters backing us, we're united and prepared to get the contract we've earned.”

In one of the biggest National Labor Relations Board elections in 20 years, these courageous health care workers voted to join the Teamsters so they could demand the treatment they deserve. Soon after forming their union, Corewell nurses established a worker-led bargaining committee to learn the priorities of rank-and-filers. With that input, they are gearing up for a long battle to ratify the contract that inspired them to join the Teamsters in the first place. And they are ready to win.

The Foundation for Future Agreements

The results the Teamsters Union has achieved by involving rank-and-filers in negotiations speak for themselves. Across all industries, member-led negotiations have secured and are continuing to win record wage increases, strong benefits, and better protections on the job. The lesson is clear: when rank-and-file Teamsters take ownership of their contracts, they win.

As more locals embrace this model of worker-driven bargaining, the Teamsters Union is proving that our future isn't decided by employers. It's built by the workers who power it every day — exactly as it should be.

RAIL TEAMSTERS **KEEP COMPANIES** **ON TRACK**



**THE RLA HOLDS RAILROADERS BACK.
TEAMSTERS KEEP PUSHING FORWARD.**

Most workers in America are covered by the National Labor Relations Act (NLRA), which lays out their collective bargaining rights and the terms under which they can strike. These protections do not apply to those in the rail industry, though. Instead, work rules for rail workers are governed by the Railway Labor Act (RLA). This law is meant to make the rail industry more stable. What's often left unsaid is that it does so by severely restricting the rights of railroaders.



While workers covered by the NLRA have strong legal protections when they take part in unfair labor practice strikes, the same rules do not apply to railroaders. For rail workers to strike, they have to go through a strenuous federal mediation process that can take years to play out — even if management refuses to bargain in good faith or commits unfair labor practices. And at the end of the mediation process, if a carrier fails to offer a fair agreement, the federal government can intervene and impose a contract on workers. In effect, the RLA stacks the deck against unions. But members of the Teamsters Rail Conference don't let that stop them from negotiating industry-leading contracts.

The Teamsters Union represents over 70,000 workers in the rail industry. Made up of the Brotherhood of Locomotive Engineers and Trainmen (BLET) and the Brotherhood of Maintenance of Way Employees Division (BMWED), the Teamsters Rail Conference works hard to address the unique needs and priorities of Teamsters railroaders.

The BLET represents locomotive engineers, conductors, and other services employees who operate trains and help people and freight get where they need to go. Meanwhile,

BMWED workers hold positions ranging from welders to track inspectors, making sure the trains run on time — literally! Time and again, these hardworking men and women have worked together to overcome the serious challenges posed by the RLA to bargain the best agreements in the business.

In January, nearly 4,200 CSX workers represented by the BMWED ratified a contract that boosted wages by 18.77 percent, reduced the time needed to accumulate vacation, and significantly improved health and welfare benefits and local work rules.

"CSX is very profitable, and that would not be possible without the hard work of our members," said Nate Trawick, General Chairman of the BMWED's Allied Federation. "Railroaders are some of the strongest workers in America, and this contract makes sure they will be paid and treated fairly for years to come."

Just one month later, hundreds of Keolis locomotive engineers represented by the BLET secured a strong contract of their own. These workers, who operate the Massachusetts Bay



Transportation Authority's 14 commuter rail lines, locked in an agreement with wage increases of 31.87 percent, as well as three paid sick days, Juneteenth as a federal holiday, an improved bereavement policy, and strengthened work rules.

"This agreement doesn't just secure significant work rule and quality of life improvements for our members," said Pat Darcy, the BLET's General Chairman at Amtrak. "It also locks in some of the highest general wage increases in the whole rail industry. We couldn't have done it without the hard work of our bargaining team and the critical input of our BLET members."

Every day, Rail Teamsters are setting the standard for how union workers are treated in this critical industry. And they are ready to keep leading the way in upcoming contract fights — whether it's with the biggest Class I railroads or the smallest short line carriers.



UNITE *And* CONQUER

A lot of businesses use something called a “two-tier system” to rip off workers. In this system, people who do the same job for the same company are classified as being different kinds of employees. This is nothing more than an excuse for corporations to divide workers and weaken their solidarity.

Teamsters know when a corporation takes advantage of one worker, they are really taking advantage of all workers. They know schemes like this don’t just hurt people in the lower-tier — they drag down everyone at the company. In the past three years of Teamsters contract negotiations, rank-and-filers have been making it a priority to eliminate these rigged two-tier systems so they can bring fairness to the workplace and expand their bargaining power.

At corporations like UPS, Anheuser-Busch, and TForce Freight, Teamsters have secured labor agreements that have toppled these schemes and led to transformative changes.

Getting Rid of 22.4 at UPS

In the 2018 UPS national contract negotiations, the Teamsters’ old leadership made a big mistake: agreeing to management’s “Full-Time Combination Driver” job classification, also known as 22.4. This new classification divided UPS drivers into a two-tier wage scheme.

In theory, 22.4 workers were meant to split their time between working in warehouses and delivering packages to cut down on overtime for Regular Package Car Drivers (RPCDs). In reality, though, management forced 22.4s to do the same work as RPCDs. They clocked in at the same time. They drove the same trucks. They delivered packages in the same communities. Yet 22.4 drivers were paid far lower wages and denied essential benefits and protections. They could not receive seniority rights, and unlike RPCDs, they were unable to demand one eight-hour workday a week.

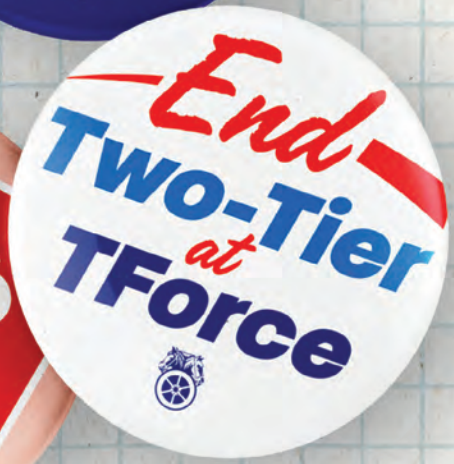
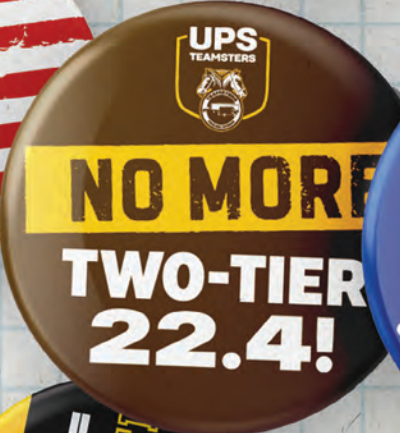
When the UPS national contract was up for renegotiation in 2023, rank-and-filers demanded the rigged

two-tier 22.4 system be demolished. Thanks to the hard work of UPS Teamsters at the bargaining table, we succeeded in meeting that demand.

“It wasn’t right that we didn’t have the same benefits as RPCDs. We did the same job, but we got paid significantly less,” said Elijah Buckram, a former 22.4 driver and member of Local 804 in Maspeth, N.Y. “This contract gave us the change we needed.”

The end of 22.4 was a blessing for workers at the logistics giant. It meant immediate raises that made it easier to provide for their families. It meant no longer being forced to come in on days outside their regular work-week. And it meant greater solidarity between all 340,000 UPS Teamsters across the country. That’s in addition to other priorities achieved in the contract, including increased pensions, improved holidays, and new requirements for trucks to be installed with air conditioning.

“With our new contract, we’re finally getting paid equally for doing the same work,” said Felice Manocchio, a former 22.4 driver and member of



Local 177 in Paramus, N.J. “For me, that has meant being able to move forward in my personal life — to start saving a lot more a lot quicker than I expected before.”

Teamsters Make Anheuser-Busch Shed Tiers

There are over 5,000 brewers, package workers, and warehouse workers at Anheuser-Busch protected under the Teamsters national contract. They make some of America’s favorite beers like Budweiser and Busch Light. When they ratified a new contract last year, like UPS Teamsters, they toppled a two-tier scheme imposed by management.

Under terms of a previous contract, Anheuser-Busch created a tiered system through which workers hired after March 1, 2019, received worse health care coverage than those who were hired before. This scheme forced new members into a high deductible health plan that took up a large portion of their income. For more than 40 percent of Anheuser-Busch Teamsters, that translated to higher costs for no good reason.

This unfair scheme posed a serious threat to Teamsters, so when the contract was being renegotiated, they took the challenge head-on.

“Under the old setup, so many of my co-workers were forced to pay more for inferior health care,” said Dorian Gillespie, a machine operator with Local 947 in Jacksonville, Fla. “I love my job. But with the way things are going in the economy, everything is more expensive. We needed affordable, quality health care. And now we’re all getting it.”

Under the new contract — ratified by an overwhelming 86 percent of members — the union repealed this scam and made sure all Anheuser-Busch Teamsters have access to the

same high-quality, affordable health care they deserve.

At the same time, because of their militancy and credible strike threat, Anheuser-Busch Teamsters secured raises of \$8 an hour — including \$4 in the first year alone — on top big increases to their pensions and greater job security.

TForce Teamsters Topple Tiers

Just like at UPS and Anheuser-Busch, thousands of TForce Teamsters were forced into a two-tier system because of concessions made in a bad contract



years ago. Management at the freight corporation pushed this unfair scheme on the membership, making it so new hires had a lower top rate than those with more seniority.

In 2023, when the TForce national contract was renegotiated, rank-and-filers made it clear that they would not support an agreement that continued this system.

“The tiered scheme that management pushed on us was unfair, and it dragged down every single worker at TForce,” said Dipan Patel, a 14-year driver at the freight company. “We all work hard, and the idea that two people doing the same job with the same amount of seniority should be paid different wages is just not right.”

By standing united at the bargaining table, TForce Teamsters secured a contract in which management agreed to eliminate these tiers — on

top of improving job protections and giving \$4.50 per hour raises, additional holidays, and better health, welfare, and pension benefits. An overwhelming 81 percent of rank-and-filers voted in favor of the new agreement, and its impact has been enormous.

“To me, being part of this union is about helping people,” Patel said. “For generations, Teamsters have worked hard and made great sacrifices to ensure our brothers and sisters are treated with decency. Having personally benefitted from that history, I felt like working

in a tiered system went against what it means to be a Teamster, and I am proud that we were able to get rid of it at TForce.”

One Workforce, One Standard

Corporations are always looking for new ways to squeeze more money out of workers. They know there’s no better way to do that than by dividing them, and that’s why they keep trying to force two-tiered systems.

Just two years ago, the multibillion-dollar freight and logistics company ABF tried to include a tiered system in the new national master agreement. ABF Teamsters stayed strong and swatted down this outrageous demand. Their courage and militancy demonstrated the power of worker unity — a model that Teamsters everywhere will continue to follow in future contract fights.

The Teamsters have been very successful in combating these two-tier schemes, but it’s important to remember that they still pose a serious threat to each and every Teamster nationwide. If we want to continue securing bigger and better contracts for years to come, it’s up to all of us to remain united in our opposition to tiered systems.

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A NEW ERA OF TEAMSTERS MILITANCY



Strike READY





After decades of being pushed to the back of the line and told to wait their turn, American workers are taking a stand against the corporate elites who stop at nothing to plunder our economy. In the battle for fair treatment on the job, Teamsters everywhere are recognizing that they wield a weapon in bargaining that cannot be defeated: their labor. When employers force workers to strike, they learn the hard way that their profits dry up quickly.

While this militant worker movement has been widespread, it has been shaped in no small part by the hard-working members of the Teamsters Union. Since the start of the O'Brien-Zuckerman administration, we have made unprecedented investments in our strike fund. In just three years, that fund has grown to more than \$340 million, providing a key assurance to our members that if they are forced to the picket line then our entire union will stand behind them for as long as it takes. That's a big reason why more workers have engaged in more walk-outs that have led to more contract wins than we have seen in generations.

Don't be mistaken — Teamsters don't strike for fun. Going on strike is always a last resort. But sometimes the mere threat of a work stoppage — when backed by real preparation — makes employers take bargaining seriously. The more ready a union is for a strike, the more likely it is that management will take the threat seriously.

The Teamsters demonstrated that point in key contract fights at UPS and Anheuser-Busch. After our members showed an unshakeable unity reflected by nearly unanimous strike authorization votes, management at both companies quickly caved and made key concessions on the issues that were stalling negotiations. And these workers aren't alone. At companies big and

small, on both coasts, and in every industry, Teamsters nationwide are using the credible strike threat to secure lucrative contracts.

Every day, Teamsters are securing tremendous contracts. Here are just a few examples of how rank-and-filers have locked in great new agreements by taking to the picket line — or just threatening to do so.

Nothing Goofy about a Disneyland Strike Threat

The Teamsters represents over 6,000 cast members at Disneyland, Disney California Adventure, and Downtown Disney. Management thought they could force us to accept a bad deal by refusing to negotiate in good faith. A nearly unanimous strike authorization vote from Local 495 members showed just how wrong they were. Soon after, Disney came back to the table and agreed to a contract with raises of \$6.10 an hour, in addition to improved seniority rights and better attendance and sick leave policies.

Graybar Teamsters Rally Community for Contract

A group of 42 warehouse workers and drivers at Graybar represented by Local 688 in St. Louis, Mo., were forced to strike after the company failed to offer a fair agreement. Just hours later, management locked them out and stripped them of their health care.

The St. Louis community was just as outraged by Graybar's greed. Supporters of all stripes, including Senator Josh Hawley (R-MO), joined our members on the picket line to show their solidarity. After 15 days of relentless pressure, management finally caved and offered our members a new contract with 18 percent raises and ratification bonuses.



Teamsters Triumphant in US Foods Strike

The Teamsters Union represents one-in-five US Foods workers. So, when management forced 130 drivers in Bensenville, Ill., to strike, picket line extensions nationwide brought the company to its knees. After striking for almost three weeks, Local 705 locked in a five-year contract with big raises, improvements to health care and pension benefits, and stronger safety language.

The victory in Illinois was followed a year later by nearly 200 drivers in Livermore, Calif., represented by Local 853, who were triumphant in a strike of their own. These workers were pushed to the picket line for a week before US Foods was forced to come to terms on a strong contract. Because of their militancy on the strike line, Local 853 members secured a three-year agreement with raises of 13 percent, improved safety standards, and substantial savings in health care.

Big Win at BorgWarner

Over 700 BorgWarner workers in Lansing, N.Y., represented by Local 317, won a strike to secure a strong contract. After being forced to the picket line for two weeks, members voted by 90 percent to ratify an historic agreement with some of their biggest priorities — including 21 percent raises, better medical and vacation benefits, and a \$5,500 bonus.

Cargill Teamsters Plant Seeds for Strong Future Contracts

The agribusiness Cargill is the largest privately held company in the world. The multibillion-dollar corporation forced 100 Teamsters at a corn milling facility in Cedar

Rapids, Iowa, to take to the picket line by refusing to offer a fair contract. After rallying with hundreds of community members and intense pressure from striking workers, management came back to the table and gave the workers the deal Local 238 members deserved.

Hertz Teamsters Drive a Hard Bargain

The rental car company Hertz pushed Teamsters to the picket line at airports in Dallas-Fort Worth and Palm Beach, Fla. Following five weeks on strike, these workers, represented by Local 745 and Local 769, succeeded in getting a deal with wage increases, improved vacation policies, and tool allowances for mechanics.

Teamsters Diagnose Cencora with Insatiable Greed, Strike to Win

After months of contentious bargaining with the pharmaceutical giant Cencora, Teamsters represented by Local 150 in Sacramento, Calif., were forced to strike for nearly a month. Their militancy won them an improved wage progression, additional paid time off, and a new health care plan that is saving them hundreds of dollars a month.

Dairy Teamsters Strike Against Udder Greed

Teamsters at National Dairy Select Milk in De Pere, Wisc., represented by Local 662, produce sour cream for companies like Taco Bell, Wendy's, and Hello Fresh. The company forced them to strike for nearly two months





by committing an unfair labor practice. Dairy Teamsters courageously fought for and won strong wage increases and improved health care coverage.

Marathon's Slick Anti-Worker Campaign No Match for Teamsters

After being forced to strike for 101 days, Teamsters at a Marathon Petroleum refinery in Detroit represented by Local 283 secured an agreement with their biggest priorities. Over the life of their new contract, workers are seeing raises of 24.5 percent, as well as receiving employer-provided health care coverage and access to the Teamsters Central States Pension Fund.

ULP Strike at Rhode Island School of Design (RISD) Leads to Strong Deal

Dozens of groundskeepers, custodians, and movers at RISD represented by Local 251 were forced to the picket line after the school committed an unfair labor practice. Even though RISD has an endowment worth hundreds of millions of dollars, they refused to offer Teamsters a fair contract. Through their unity these workers got a new contract with 33 percent raises, months of backpay, stronger benefits, longevity bonuses, and more.

Union Coalition at Gate Gourmet Secures Record-Breaking Contract

At 30 airports across America, over 8,000 airline foodservice workers at Gate Gourmet — including 3,700 Teamsters — used their credible strike threat to ratify a great new contract. Our members had their strike signs printed and were prepared to picket if the company did not offer a fair agreement. At the eleventh hour, management folded and gave workers the substantial raises and affordable, high-quality health care coverage they deserve.

Golden Gophers Get Golden Contract

The Teamsters represents 1,500 workers at the University of Minnesota, from the grounds-crew to truck drivers. The Local 320 members voted to authorize a strike by an overwhelming 93 percent after the school refused to play ball. Because of their credible strike threat, workers

ratified a robust contract with 11.85 percent wage increases over three years, a minimum wage of \$20 an hour, cost of living adjustments, and better opportunities for seasonal staff.

Rank-and-File Militancy Leads to Strong Sysco Contracts

Sysco Teamsters were among the first to demonstrate rank-and-file power under the O'Brien-Zuckerman administration. In 2022 and 2023, the company's anti-worker bargaining tactics forced Teamsters at Locals 89, 135, 317, and 653 to strike. Picket lines extended nationwide during both high-profile strikes, with thousands of members refusing to cross. After weeks of holding the line, Sysco Teamsters won massive victories — including an \$11 an hour raise, improved retirement benefits, and Teamsters health care.

Last October, Sysco/SYGMA workers represented by Local 955 followed suit and struck for one day. Because of the threat of national picket line extensions, management quickly caved and gave workers a contract with 22 percent wage increases, more paid time off, and stronger seniority rights.

In January, Sysco tried using the same dirty tricks when negotiating with over 430 workers represented by Local 988. Teamsters responded by overwhelmingly authorizing a strike and warning local businesses that Sysco's bad business practices might threaten their operations. In response, the company folded and agreed to give \$7 an hour raises, better health care, and protections against automation.

DHL Teamsters Strike a Nerve

The Cincinnati/Northern Kentucky International Airport (CVG) has been called the “nerve center” of DHL. Thousands of people work hard there every day to get packages where they need to go. Despite their critical role for the logistics giant, these workers were not being treated fairly on the job. That's why they chose to join the Teamsters Union. In 2023, 1,100 ramp and tug workers at CVG voted to unionize with Local 100. They were soon followed by 1,300 sort workers, who joined Local 89.



Their fight for first contracts was not easy. At Local 100, these new Teamsters were forced to strike for 12 days before they were able to secure a strong contract. And from the unity and strength our members showed, workers represented by Local 89 were able to join Local 100's existing agreement. Ever since, they have been earning more, saving more, and paying less for their health care.

Local 25 Members at Stop & Shop Get Historic Agreement

At a Stop & Shop facility in Freetown, Mass., management tried to strong-arm nearly 1,000 Teamsters represented Local 25 into accepting a bad contract with a standard health care plan. When our members fought back with the support of more than 30,000 fellow union members, the Governor of Massachusetts, and other partners, Stop & Shop realized how big of a mistake they made. They quickly walked back their offer and gave our members their key priorities, including raises ranging from 30 to 80 percent, strong job protections, and the preservation of top-tier Teamsters health care.

Teamsters Force UNFI to Deliver

At United Natural Foods Inc. (UNFI), Teamsters are building serious bargaining power. Since 2022, more than 2,500 workers have joined the union, bringing total membership to over 5,000.

In March, newly organized Teamsters at Locals 26, 79, 728, and 769 joined forces to demand strong first contracts and put an end to UNFI's stall tactics. With a firm strike deadline, over 1,000 drivers and warehouse workers in Florida, Georgia, and Illinois hit the pavement with practice pickets, proving they were ready to take action. The credible, multi-state strike threat forced UNFI to get serious at the table, resulting in first contracts that delivered an \$8 an hour wage increase, a defined benefit pension, and better health care.

Bakery Teamsters Smash Two-Tier Wages

The Teamsters Union represents Bimbo Bakeries workers across the state of Washington. In the past,

the company has been ruthless in bargaining. They've tried dividing members from different locals, slow-walking negotiations, and pretending to be unable to improve their bad offers. So, when the contract for these workers was set to expire in 2024, Teamsters knew we were facing a tough fight.

In a reflection of unity, members from locals statewide formed a single negotiating committee to bargain for the shared needs of their members. After Bimbo pretended they couldn't offer a fair deal, our members called their bluff and voted to authorize a strike by an overwhelming majority. This demonstrated to management the solidarity our members shared, and they quickly came back to the table with key improvements. Together, Bimbo Bakeries Teamsters didn't just secure higher pay, decimate a two-tier wage scheme, and lock in higher pensions. They also set the tone for negotiations to come throughout the entire baking industry.

To Be Continued: Historic Amazon Strike Was First Fight in War for Teamsters Contract

Last December, thousands of Teamsters courageously launched the largest, most significant strike at Amazon in history. Workers struck at nine Amazon facilities and extended picket lines to hundreds more. They were left with no other choice because of management's repeated and illegal refusal to bargain with the nearly 10,000 workers who have joined the Teamsters Union.

Unionizing Amazon is organized labor's biggest battle for the 21st century. We all know it won't be easy. Amazon isn't going to throw in the towel because we ask nicely. They will only give our members a contract when we're able to hold them truly accountable when they break the law. Last year's strike demonstrated the commitment of Amazon Teamsters to doing just that. Every day, our union is organizing more members at more facilities all across the country – and we are going to keep up the pressure until we win a strong Teamsters contract for every Amazon worker nationwide.



COMMANDING RESPECT

Every day at 2:35 a.m., Ralph Moran gets out of bed and drinks a cup of coffee. He says goodbye to his wife, leaves his home, and makes the hour-long drive to his workplace: a Republic Services facility in Sun Valley, Calif., about 35 miles north of downtown Los Angeles.

As a sanitation worker, Ralph's job is to pick up and dispose of solid waste throughout his community. His work is demanding. It's dirty. It's dangerous. He faces unique challenges that make the solid waste industry one of the most hazardous in America. On any day, he could come home seriously injured, whether it be from a chemical spill or a blade in a bag. He faces the constant risk of distracted drivers failing to see him. And he and his co-workers frequently suffer shoulder and back injuries from moving heavy bins and equipment.

"Before I leave in the morning, my wife tells me, 'Be safe' because she knows the dangers that come with this job," said Moran, a nine-year Republic driver and member of Teamsters Local 396. Despite these risks, he feels a sense of accomplishment in knowing that he makes the neighborhoods he serves a little bit cleaner, a little bit safer.

Ralph works 60-hour weeks under the hot, dry San Fernando Valley

sun, hitting the road before dawn and heading home after dusk. In a large truck, he navigates heavy traffic and tight spaces to empty dumpsters at dozens of locations. When he finishes his route, he often has to sit in line for hours outside a landfill before he can drop off the waste he collected. By the time he gets home in the evening, he might have time to say goodnight to his kids and eat dinner before going to bed to start the next day the same way.

For all this, Ralph wants nothing more than to earn enough money to provide for his family and retire with dignity. While that seems reasonable to 1.3 million Teamsters, Republic Services has a long history of being unreasonable and unlawful when it comes to their workers. Fortunately, he's one of roughly 8,000 Republic workers nationwide protected by the Teamsters Union, and their union solidarity prevents management from breaking the law.

At the Sun Valley facility alone, Ralph and around 200 of his fellow Teamsters service thousands of houses, schools, and businesses across the Los Angeles region. They are made up not only of drivers like Ralph but also of scouts who work in advance of drivers to prepare bins to be emptied as well as mechanics who keep the crew's critical equipment

and machinery running. While each one of these workers has their own experiences with Republic, they all have one thing in common: a strong Teamsters contract to hold this corporate giant accountable.

Keeping a Corporation in Check

Republic Services is the second largest solid waste company in America. In the last five years alone, they raked in over \$65 billion. Despite their immense wealth, they fail to treat workers with decency. They try to offer unfair wages and terrible benefits, and they unleash illegal anti-union campaigns on their employees, including when a company unit observer in Georgia threatened to slash workers' tires and fill their gas tanks with sugar.

The corporate elites who run Republic try to push workers past their limits and squeeze them for everything they're worth. But Teamsters rank-and-filers are breaking the stranglehold of Republic's relentless greed by securing transformative contracts with enormous impacts.

Militancy and Unity

The facility Ralph works at has been represented by Local 396 for years, so fortunately, he and his coworkers are treated better than Republic's nonunion workforce. But when their



contract was set to expire in 2023, they knew they were due for significant improvements.

Before they went to the bargaining table, Ralph and his fellow Teamsters came together to determine their priorities. They wanted stronger job protections. They wanted better retirement benefits. Above all, they wanted raises that reflect the important service they provide to their community.

Thanks to their militancy and unity, they were able to extract extraordinary concessions from Republic's management. They aligned their contract expiration dates with other Republic Teamsters in Southern California, greatly expanding their collective power. They received an astounding 80 percent increase to their pension. And they earned a raise of \$8 an hour, or 28 percent, over the life of the four-year agreement.

"Negotiating our last contract was a real challenge," said Carlos Cotto, another member of Local 396 and a 23-year mechanic at Republic. "We spent long hours over many days at the bargaining table. After all our hard work, we finally won big improvements — and that's because we fought for them and because we had the backing of the Teamsters Union."

Transforming the Sanitation Industry

This Sun Valley unit is not alone in ratifying an historic contract at Republic. Since the start of the O'Brien-Zuckerman administration, Republic workers all across the country have used their solidarity and their power to secure record-breaking new agreements.

In 2023, nearly 90 Republic drivers represented by Teamsters Local 667 in Memphis, Tenn., were forced to strike due to unfair labor practices committed by management. With support from their fellow Teamsters, these workers stood together and secured a contract with raises of up to 28 percent, in addition to bonuses, more sick days, and higher funding for safety equipment.



"We stood strong and fought hard to secure wage increases," said Terry Moss, a driver and chief steward for Local 667. "The contract is also helping ensure workers are safe and protected on the job. We are proud of what we've accomplished."

Building on that momentum, Republic Teamsters in Santa Clara, Calif., represented by Teamsters Local 350, ratified a new contract of their own in September 2024. As part of their new five-year agreement, this group of 87 drivers and mechanics locked in raises of 25.5 percent. And in January of this year, Republic workers at a material recovery facility in Anaheim, Calif., represented by Local 396, unanimously ratified a contract with astonishing raises of 50 to 77 percent over the life of the agreement.

These are just a few examples of the extraordinary gains Republic Teamsters are securing every day. Each of these contract wins are putting more money in Teamsters' pockets and making sure they are being treated with the decency they deserve.

Setting the Standard

The Teamsters Union has gotten many strong contracts at Republic, but rank-and-filers are not becoming

complacent in how they approach this company. They know that Republic's management does not improve how it treats them out of the goodness of their hearts — they do it because they understand the damage Teamsters can cause if they are pushed to strike.

Republic wants nothing more than to divide our union. In contract negotiations, management pulls out every dirty trick in the book to try to erode the solidarity of our members. But thanks to the work of local unions aligning contract expiration dates and the unity of the Teamsters Union, rank-and-filers have more leverage than ever to bargain with Republic. And these workers, like Ralph Moran at Sun Valley, are ready to use it.

"Our last contract negotiations were a test run. We proved how much power we have when we stay united. It's only by working together that we got higher wages, stronger retirement benefits, and better protections on the job," said Moran. "When our contract is up in 2026, we are ready to fight alongside our brothers and sisters in Southern California and beyond for an even stronger contract that sets the standard for the sanitation industry."



"WE ARE" ENTERING A NEW ERA OF CONTRACT CAMPAIGNS

Chants of "We are ready!" echoed throughout State College, Pa., on May 2, 2024, as hundreds of Teamsters rallied the morning of their first day of contract negotiations with Pennsylvania State University. But Penn State Teamsters were fired up and ready for a strong contract long before the rally was even on the calendar.

Since 1968, Teamsters Local 8 has represented a wide variety of workers across more than 20 of Penn State's campuses throughout the Commonwealth, including custodial service, emergency medical response, food service, housing service, trades, science, athletics, agriculture, research, printing, engineering, transportation, airport services, ITS, and media.

"We knew this contract campaign had to be different," said Jonathan Light, President of Local 8. "In my 20 years representing workers at Penn State, I've negotiated nearly 10 contracts for this group, but the environment is far different now. With the success of the aggressive and strategic approach the O'Brien-Zuckerman administration demonstrated in the UPS contract, and others like it, we were committed to a more militant, transparent, and coordinated approach to bargaining."

This successful contract campaign at Penn State should serve as a model for future contract battles in all industries.

Step One: Engage Your Membership

With the contract for over 2,500 Penn State Teamsters expiring on June 30, 2024, Local 8 knew they had to hit the ground running. Local leadership began brainstorming ways to engage members and prepare them for action.

To kick off the campaign, Local 8 sent "We Are Ready" T-shirts to every member. While leaders knew their rank-and-filers would appreciate the union swag, they didn't anticipate just how much it would resonate.

Within days, members from Erie to Brandywine, Scranton to Beaver, and everywhere in between were posting photos of themselves and their colleagues proudly wearing their Teamsters gear on campus.

"Something as simple as a T-shirt empowered 2,500 Penn State Teamsters in ways we never imagined," said Adam Nileski, Recording Secretary and Business Agent at Local 8. "Members were excited to wear their shirts and send Penn State a clear message that we meant business. Throughout negotiations, members organized 'We Are' Wednesdays and other creative actions to keep up the pressure."

Step Two: Identify Contract Priorities

A solid contract campaign starts with a bargaining survey, allowing the negotiating committee to identify members' top priorities and determine which issues workers are willing to strike over. Survey results revealed that wages, shift differentials, and defined work schedules were the most important issues for the majority of Penn State Teamsters.

Once the data was in, it was time for proposal meetings.

These meetings play a critical role in aligning the bargaining committee with members' concerns, giving the negotiating team a wholistic view of what matters to the membership and why.

"To get a contract that's the best of the best, the negotiating team has to be aligned," said Jesika



PENN STATE TEAMSTERS' CONTRACT CAMPAIGN SETS THE STANDARD

Millinder, Secretary-Treasurer at Local 8. “We spent time listening, learning, and speaking with members in every department and on every campus. We built a committee that reflected the diversity of our unit. Nothing was going to stop us from getting this done.”

Step Three: Pull Strategic Levers

Negotiations rarely go smoothly without some strategic moves — and Penn State was no different. Local 8 leaders worked tirelessly to identify the resources and tools they could deploy during the campaign.

“Negotiating this contract was our Super Bowl,” Light said. “We had to keep the other side guessing. We’d call a play, run it, and then come back to the huddle to figure out the next move to keep the employer on their toes.”

The first strategic play Local 8 called was reaching out to Pennsylvania Gov. Josh Shapiro to ensure the contract fight was on his radar. Local 8 leaders also spent countless hours in the state’s capital, Harrisburg, talking to lawmakers and



ensuring key decision-makers were aware of the looming contract fight.

Rather than starting these sessions the same way they usually go — with prepared remarks — they invited 25 of their shop stewards to speak directly to Penn State’s negotiators about the importance of this contract, based on their own experiences. The stewards’ opening statements lasted more than two hours and gave important information about what Penn State workers go through on a daily basis.

“Being part of the negotiating team was important because I felt I was speaking for many members who are often overlooked,” said Sue Valimont, a special relief utilities worker at the Penn State Creamery. “It was empowering to know that Penn State heard the voices of the hardworking men and women who make the university run.”

The negotiating team then went back to the huddle and called another strategic play. They wanted to talk economics right off the bat. Typically,



language adjustments and updates to noneconomic items are the first to be discussed, but Penn State Teamsters were ready to talk money on Day One, which the employer didn't see coming.

Step Four: Be Strike-Ready

After several weeks of negotiations, things began to hit a wall. It was at that time that Local 8 invited Bill Hamilton, Teamsters Eastern Region International Vice President, to negotiations where he announced that the Teamsters General Executive Board had approved increased strike benefits for Penn State Teamsters should there be a labor dispute.

With no tentative agreement in sight, Local 8 held a strike authorization vote just days before the contract was set to expire on June 30. It passed with overwhelming support, proving to Penn State that Teamsters were united and ready to strike if necessary.

"The 91 percent vote to strike showed Penn State that our members trusted the negotiating team to deliver the contract they deserve — and I believe we did just that," said Jon Emel, an animal caretaker at Penn State.

Step Five: Seal the Deal

After securing a tentative agreement, Local 8 leadership continued to push hard. They hosted more than 30 meetings over five days to educate the membership on the terms of the new contract. Their hard work paid off when the agreement was overwhelmingly ratified shortly thereafter.

"In my 34 years at Penn State, I've never felt as proud as I did when our committee negotiated the best contract I've ever seen," said Paul Cox, a lead carpenter in Renovation Services at Penn State. "This contract immediately improved conditions for our brothers and sisters and lays a strong foundation for the future."

While there's no exact formula for running a successful contract campaign, following the Penn State Teamsters' model is a solid approach that can be adapted to suit other industries and negotiations.

"We are only as strong as our members," Light said. "The reason this contract was so strong is because Penn State Teamsters were united from the start."

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COMMENCEMENT OF THE 2025-2026 INTERNATIONAL BROTHERHOOD OF TEAMSTERS INTERNATIONAL UNION DELEGATE AND OFFICER ELECTION

APPOINTMENT OF THE ELECTION SUPERVISOR AND ELECTION APPEALS MASTER

Every five years, the International Brotherhood of Teamsters (“IBT”) elects its International Officers, and the 2025-2026 election cycle is about to start. The election will be supervised by an independent election supervisor (the “Election Supervisor”). The Election Supervisor is responsible for supervising and conducting a fair, free, democratic, and informed election process. More information about the Election Supervisor is available at the Office of the Election Supervisor’s (“OES”) website, www.ibtvote.org.

The IBT has selected the Honorable Timothy S. Hillman (Ret.) to be the Election Supervisor for the 2025-2026 IBT International Union Delegate and Officer Election (the “2025-2026 Election”). See Final Order, ¶ 15 and IBT Constitution, Article III, Section 5(a)(2). Judge Hillman has nearly twenty years of experience on the federal bench in Massachusetts, first as a United States Magistrate Judge (2006 to 2012), then as a United States District Judge (2012-2024). Prior to his appointment as a Magistrate Judge, Judge Hillman served as a Massachusetts state court judge for 15 years. He has presided over matters involving all aspects of law enforcement investigations and complex matters involving federal labor law. Judge Hillman began his legal career as an assistant district attorney in the Worcester County District Attorney’s Office in 1975 before going into private practice for over 25 years. While in private practice, he represented clients in a variety of civil and criminal matters with a concentration on representing municipalities. He also served as city solicitor for Fitchburg and the City of Gardner.

The IBT has selected the Honorable Barbara S. Jones to be the Election Appeals Master for the 2025-2026 Election. In December 2016, Judge Jones was named the Independent Review Officer for the IBT, and she continues to serve in that capacity.

PROPOSED ELECTION RULES ARE OPEN FOR COMMENT

Each election begins with the proposal of election rules to be adopted by the IBT’s General Executive Board (“GEB”). The proposed rules must be substantially the same as the rules that governed the International Officer elections in 2020-2021 and earlier election cycles. Under these rules, local unions will elect delegates to the 31st IBT International Convention in June 2026, where candidates for International Office will be nominated. The election for contested International Officer positions will be decided by every-member balloting in the fall of 2026.

There are several material changes proposed for adoption for the rules governing the 2025-2026 Election (the “2025-2026 Proposed Election Rules”). A copy of the 2025-2026 Proposed Election Rules and a summary of the material differences between the 2025-2026 Proposed Election Rules and the 2020-2021 Election Rules (“2020-2021 Rules”) is posted at www.ibtvote.org. You may also request a copy of the 2025-2026 Proposed Election Rules from the OES at the contact information below.

Timothy S. Hillman
Office of the Election Supervisor for the International
Brotherhood of Teamsters
1750 K Street, NW, Suite 200
Washington, DC 20006
Phone: 1-844-428-8683 (844-IBT-VOTE) (Toll Free)
electionsupervisor@ibtvote.org

Copies of the 2025-2026 Proposed Election Rules have been transmitted to IBT local unions, Joint Councils, General Committees of Adjustment, System Federations, and to interested independent committees.

You are invited to comment on the 2025-2026 Proposed Election Rules. Please submit all comments in writing to the Election Supervisor at the address or email listed above. **Written comments concerning the 2025-2026 Proposed Election Rules must be received by 5:00 pm (eastern daylight time) on June 27, 2025.** The Election Supervisor will review and consider all comments submitted during the comment period before proposing final rules for the IBT GEB to adopt for the 2025-2026 Election.

The Election Supervisor has begun administering the 2025-2026 Election Rules as proposed and will continue to do so until formal approval is complete. Members, candidates, independent committees and all affiliates must abide by the 2025-2026 Election Rules, as proposed and as eventually adopted, including compliance with all provisions concerning campaign activities, fundraising, reporting and other requirements and obligations.

As in the past four election cycles, International Officer campaigns will be required to report on their fundraising and expenditures using the web-based Campaign Contribution and Expense Reporting System (“CCERS”). Any individual who anticipates participating in the 2025-2026 Election as an International Officer candidate, or any independent committee that anticipates participating in the 2025-2026 Election, should contact the OES for information about establishing a CCERS account.

THE FIRST STAGES OF THE ELECTION CYCLE

The first phase of the 2025-2026 Election involves planning for and overseeing the election of delegates to the 31st IBT International Convention. Each local union, system federation, or general committee of adjustment must prepare a local union election plan for their delegate election. These plans will be submitted to the OES using a web-based system.

- **Seasonal food industry local unions.** A few local unions with a significant number of members employed by seasonal food industry employers must submit local union election plans by June 1, 2025, and will conduct nominations and elections between August 20 and November 1 of this year. OES will notify the local unions that are required to follow this schedule.

- **Local unions electing delegates at the same time as local union officer elections.** Plans for delegate nominations and elections that may be held in the fall (concurrently with local union officer elections) are due by June 30, 2025. Those nominations and elections will be conducted between September 1, 2025 and December 31, 2025.

- **All other local unions.** All other local union plans for delegate nominations and elections starting in January 2026 are due by September 30, 2025.

The OES will provide information about each phase of the 2025-2026 IBT International Union Delegate and Officer Election in upcoming issues of the Teamster and other official publications of the IBT, as well as on the OES website, www.ibtvote.org.

COMIENZO DE LAS ELECCIONES DE DELEGADOS Y DIRIGENTES DEL SINDICATO INTERNACIONAL DE LA INTERNATIONAL BROTHERHOOD OF TEAMSTERS DE 2025-2026

DESIGNACIÓN DEL SUPERVISOR DE ELECCIONES Y DEL ADMINISTRADOR DE APELACIONES ELECTORALES

Cada cinco años, la International Brotherhood of Teamsters (“IBT”) elige a sus dirigentes internacionales, y el ciclo electoral 2025-2026 está a punto de comenzar. Las elecciones serán controladas por un supervisor electoral independiente (el “supervisor de elecciones”). El supervisor de elecciones es responsable de supervisar y dirigir un proceso electoral justo, libre, democrático y basado en la información. Puede encontrarse más información sobre el supervisor de elecciones en el sitio web de la Oficina del Supervisor de Elecciones (Office of the Election Supervisor, OES), www.ibtvote.org.

La IBT designó al honorable Timothy S. Hillman (retirado) para que se desempeñe como supervisor de elecciones en las elecciones de delegados y dirigentes del sindicato internacional de la IBT de 2025-2026 (las “elecciones de 2025-2026”). Consultar la Orden Final, el párrafo 15 y la sección 5(a)(2) del artículo III de la Constitución de la IBT. El juez Hillman tiene casi veinte años de experiencia en el tribunal federal en Massachusetts, primero como juez magistrado de Estados Unidos (de 2006 a 2012) y luego como juez de distrito de Estados Unidos (de 2012 a 2024). Antes de su nombramiento como juez magistrado, el juez Hillman se desempeñó como juez del tribunal estatal de Massachusetts durante 15 años. Estuvo a cargo de asuntos que involucraron todos los aspectos de las investigaciones de aplicación de la ley, y de asuntos complejos relacionados con la legislación laboral federal. El juez Hillman comenzó su carrera jurídica como fiscal adjunto de distrito en la Oficina del Fiscal de Distrito del Condado de Worcester en 1975 antes de dedicarse al ejercicio profesional privado por más de 25 años. Mientras ejerció de manera privada, representó a clientes en diversos asuntos civiles y penales, y se especializó en la representación de municipios. Asimismo, se desempeñó como abogado municipal de Fitchburg y de la ciudad de Gardner.

La IBT designó a la honorable Barbara S. Jones para que se desempeñe como responsable de apelaciones electorales en las elecciones de 2025-2026. En diciembre de 2016, se nombró a la jueza Jones como funcionaria de revisión independiente de la IBT, y continúa desempeñando esa función.

LAS REGLAS ELECTORALES PROPUESTAS ESTÁN ABIERTAS A COMENTARIOS

Cada elección comienza con la proposición de reglas electorales para su adopción por el Comité Ejecutivo General (General Executive Board, GEB) de la IBT. Las reglas propuestas deben ser, en esencia, iguales a las que rigieron las elecciones de dirigentes internacionales en el ciclo electoral de 2020-2021 y en ciclos anteriores. Según estas reglas, los sindicatos locales elegirán delegados para la 31.ª Convención Internacional de la IBT programada para junio de 2026, evento en el que se nominarán candidatos para los cargos de dirigentes internacionales. Las elecciones correspondientes a los cargos de dirigentes internacionales en disputa se harán mediante votación de todos los miembros en el otoño de 2026.

Se propusieron varios cambios importantes en las reglas que regirán las elecciones de 2025-2026 (las “reglas electorales propuestas de 2025-2026”), cuya adopción deberá determinarse. Se puede acceder a una copia de las reglas

electorales propuestas de 2025-2026 y a un resumen de las diferencias importantes entre las reglas electorales propuestas de 2025-2026 y las reglas electorales de 2020-2021 (“Reglamento de 2020-2021”) en www.ibtvote.org.

También puede solicitarse una copia de las reglas electorales propuestas de 2025-2026 a la OES a través de la información de contacto que se brinda a continuación.

Timothy S. Hillman

**Office of the Election Supervisor for the
International Brotherhood of Teamsters**

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electionsupervisor@ibtvote.org

Se enviaron copias de las reglas electorales propuestas de 2025-2026 a los sindicatos locales de la IBT, a los consejos conjuntos, a los comités generales de ajuste, a las federaciones de sistema y a los comités independientes interesados.

Puede hacer comentarios sobre las reglas electorales propuestas de 2025-2026. Envíe todos los comentarios por escrito al supervisor de elecciones a la dirección o al correo electrónico que se indicaron anteriormente. **Los comentarios sobre las reglas electorales propuestas de 2025-2026 que se envíen por escrito deben recibirse antes de las 5:00 p. m. (hora del este) del 27 de junio de 2025.** El supervisor de elecciones revisará y contemplará todos los comentarios que se envíen durante el período de presentación de comentarios antes de plantear las reglas finales que propondrá que el GEB de la IBT adopte para las elecciones de 2025-2026.

El supervisor de elecciones comenzó a administrar las reglas de las elecciones de 2025-2026 según se propusieron y seguirá haciéndolo hasta que se complete la aprobación formal. Los miembros, candidatos, comités independientes y todos los afiliados deben cumplir con las reglas de las elecciones de 2025-2026 tal como se propusieron y finalmente se adopten, lo que incluye satisfacer todas las disposiciones relativas a las actividades de campaña, recaudación de fondos, presentación de informes y otros requisitos y obligaciones.

Al igual que en los últimos cuatro ciclos electorales, las campañas de los dirigentes internacionales deberán informar sobre la recaudación de fondos y los gastos utilizando el Sistema de Informes de Contribuciones y Gastos de la Campaña Electoral (Campaign Contribution and Expense Reporting System, CCERS) basado en la web. Cualquier persona que prevea participar en las elecciones de 2025-2026 como candidata a dirigente internacional o cualquier comité independiente que prevea participar en las elecciones de 2025-2026 debe comunicarse con la OES para obtener información sobre cómo crear una cuenta del CCERS.

LAS PRIMERAS ETAPAS DEL CICLO ELECTORAL

La primera etapa de las elecciones de 2025-2026 implica planificar y supervisar las elecciones de delegados para la 31.ª Convención Internacional de la IBT. Cada sindicato local, federación de sistema o comité general de ajuste debe preparar un plan electoral del sindicato local para su elección de delegados. Estos planes se enviarán a la OES mediante un sistema basado en la web.

- Sindicatos locales de la industria alimentaria estacional. Algunos sindicatos locales con una cantidad importante de miembros que trabajan para empleadores de la industria alimentaria estacional deben presentar sus planes de elecciones del sindicato local antes del 1 de junio de 2025, y las nominaciones y elecciones se realizarán entre el 20 de agosto y el 1 de noviembre de este año. La OES notificará a los sindicatos locales que deben adherirse a este programa.

- Sindicatos locales que eligen delegados y dirigentes al mismo tiempo. Los planes para las nominaciones y elecciones de delegados que pueden realizarse en el otoño (simultáneamente con las elecciones de dirigentes del sindicato local) deben presentarse antes del 30 de junio de 2025. Tales nominaciones y elecciones se realizarán entre el 1 de septiembre de 2025 y el 31 de diciembre de 2025.

- Todos los demás sindicatos locales. Los planes para la nominación y elección de delegados a partir de enero de 2026 de todos los demás sindicatos locales deben presentarse antes del 30 de septiembre de 2025.

La OES proporcionará información sobre cada etapa de las elecciones de delegados y dirigentes del sindicato internacional de la IBT de 2025-2026 en las próximas ediciones de Teamster y otras publicaciones oficiales de la IBT, así como en el sitio web de la OES, www.ibtvote.org.



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IDO REPORT

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

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

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

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

The task of the IDO is to ensure that the goals of the Final Agreement and Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities through these reports. If you have any information concerning allegations of wrongdoing or corruption you may call the toll-free hotline number or write to the Independent Investigations Officer for all investigations at the office address listed below.

The Independent Investigations Officer's address is:

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

A promotional graphic for the 2025 Teamsters Women's Conference. The background is a stylized illustration of the Toronto skyline, featuring the CN Tower and various skyscrapers in shades of blue and orange. The text is arranged as follows:

Join the Teamsters in
TORONTO
for the
2025 TEAMSTERS WOMEN'S CONFERENCE
AUGUST 24TH-27TH | SHERATON CENTRE TORONTO HOTEL
123 QUEEN STREET WEST, TORONTO



Fighting *for* Teamsters *and* Our Families

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.

