

TO CATCH A UNION BUSTER





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EVERYBODY

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he Teamsters are stronger today than we've been in decades – and it's because rank-and-file members are back in the driver's seat moving this union forward. You're leading negotiations. You're organizing your co-workers. You're taking on

greedy employers and winning stronger contracts.

Together, we're writing the playbook on how to organize tens of thousands of new members each year while stopping union busters in their tracks.

But we've got to stay sharp. Because the attacks aren't slowing down.

This special issue of Teamster Magazine is about exposing the desperate, dirty tactics employers use to keep workers from securing strong union representation. It's about understanding what we're up against — and how to destroy it.

Union busters are bottom feeders. They don't build. They don't serve. They lie, divide, and protect corporate power at all costs. They're parasites who threaten workers, unions, and the American way of life. And they make big money off your hard work.

But who exactly are these union busters?

Some are slick-talking, snake oil salesmen. Others are low-life thugs trying to scare workers into silence. But they all share one goal: to strip workers of their rights and keep power for the bosses.

For too long, they thrived on fear, misinformation, and corporate propaganda. But those days are over.

Since Fred Zuckerman and I took office, the Teamsters have been shutting down union busters whenever and wherever they show their ugly faces. They've met their match. From Amazon warehouses to Republic waste yards, we're organizing the toughest shops and putting these sleazebags in their place.

The Teamsters Union was built on strength, solidarity, and a refusal to back down. That's exactly how we're going to keep it. And if you come after us, we'll shut you down.

1 M. Or SEAN M. O'BRIEN



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COSTCO

Married Works

BEHIND THE **"WORKER-FRIENDLY"** FAÇADE

A STRATEGICALLY DECEPTIVE ANTI-UNION CAMPAIGN

Costco doesn't scream "union buster" like a lot of corporations. They whisper it.

Executives insist they "respect workers' rights." They hang letters in breakrooms expressing how "disappointed" they are when workers vote to unionize — not because it impacts the company, but because it supposedly reflects a "failure" of management to communicate.

It's corporate gaslighting dressed up as empathy.

They're waging this quiet campaign because they want the world to believe that Costco is different — better than Amazon, Walmart, and Target. A company with a conscience. But if you look beyond the cheap hot dogs, free samples, and expensive PR machine, you will see that this \$250 billion retail giant is employing a sophisticated strategy to try and stop workers from organizing — all while trying to keep up a clean public image.

CORPORATE COLLAPSE

Once known for promoting from within and offering industryleading pay, Costco's "proworker" image is collapsing, slowly but surely. That is a direct result of management selling out their workforce. Communication at all levels of the company has fallen apart. New executives are being recruited from anti-union competitors. And when long-time workers speak up, their voices fall on deaf ears.

Costco's managed decline started years ago, but it was only during the COVID-19 pandemic that things got out of hand. While workers risked their health to keep stores running, Costco raked in record profits. The company handed out hazard pay, and then took it back. Executives cashed in, and the stock price soared.

On the surface, the old Costco image stayed the same. But the company's culture rotted from the inside — and workers were the first to notice.

Under these new conditions, it became clear that things

needed to change. As time passed, the word spread to the company's nonunion workforce: if they want to improve their treatment at work, the best way to do it is to join the Teamsters.

Workers in Norfolk, Va., took this lesson to heart. Following the example of their unionized counterparts around the country,

ON THE SURFACE, THE OLD COSTCO IMAGE STAYED THE SAME. BUT THE COMPANY'S CULTURE ROTTED FROM THE INSIDE - AND WORKERS WERE THE FIRST TO NOTICE.

they voted overwhelmingly to ioin the Teamsters in late 2023 - the first organizing win at the company in 20 years. Days later, the CEO and president blasted out a carefully worded statement to every employee in the country. They called the union vote "a failure on our part," not to take responsibility, but to reframe the union effort as unnecessary even tragic. PRIVACY ALER

The message was clear. The union drive wasn't the workers' decision. It was management's "mistake." No need for others to follow suit. Crisis averted.

The letter made its rounds in the press. Some misguided reporters even praised it. But inside the warehouses, workers saw it for what it was: damage control. It was also a different form of union busting, sending a thinly veiled threat to discourage workers from forming a union. But Teamsters have seen through the company's lies and intimidation as we continue to solidify our ranks at facilities nationwide.

A CROOKED CORPORATE PLAYBOOK

As more workers began to organize, Costco escalated its anti-union campaian.

When negotiations started on a new National Master Agreement in 2024, the company removed union updates from bulletin boards, changed locks to block access for shop stewards, and banned union buttons and T-shirts. In Maryland, Costco managers even called the police on Teamsters Local

570 staff lawfully conducting union business

These weren't isolated incidents. They were part of a larger strategy: confuse, intimidate, and delay.

In Coralville, Iowa, workers organizing with Teamsters Local 238 faced surveillance. restrictions on distributing union materials, and a barrage of anti-union propaganda. The company circulated lies about dues, threatened job losses, and weaponized so-called "right to work" laws to weaken solidarity.

Across the country, dozens of unfair labor practice charges were filed. But Costco didn't stop.

"Costco wants the image of being 'pro-worker,' but they refuse to back it up with action," said Tom Erickson, Director of the Teamsters Warehouse Division. "Costco's behavior during bargaining showed they are just like any other monster corporation."

THE HANDBOOK HUSTLE

At the center of Costco's unionbusting strategy is its deceptive and dangerous employee handbook. On the surface, it looks like a union contract — similar pay scales, similar benefits. But dig



lawful union activity

DURING A NURB ELECTION. YOUR EMPLOYER IS REQUIRED TO FURNISH YOUR PERSONAL INFORMATION TO THE UNION. THIS INCLUDES:

- YOUR NAME YOUR HOME ADDRESS
- YOUR TELEPHONE NUMBER
- YOUR MOBILE NUMBER
- YOUR EMAIL ADDRESS
- YOUR SHIFT YOUR JOB CLASSIFICATION

IF YOU DO NOT WANT ANNOYING HOME VISITS OR PHONE CALLS AND TEXT MESSAGES. YOU HAVE THE RIGHT TO TELL THE UNION TO LEAVE YOU ALONE.

> Costco management uses dirty tricks and intimidation to try to stop workers from organizing with the Teamsters.



"COSTCO'S BEHAVIOR DURING BARGAINING SHOWED THEY ARE JUST LIKE ANY OTHER MONSTER CORPORATION."

deeper and the differences are massive.

The employee handbook is not negotiated. It's not enforceable. It has no grievance procedure, no pension, and no protections. And it can be changed at any time, without worker input.

This is by design. Costco uses the handbook to convince nonunion workers they don't need to organize — because "you already get the same deal." It's a lie. The real protections only exist in the legally binding Costco Teamsters National Master Agreement.

When that contract was renegotiated earlier this year, Teamsters didn't cower from Costco's union-busting campaign. Instead, they came together — all 18,000 of them — to fight as one and strengthen their solidarity.



Costco CEO Ron Vachris issued misleading communications aimed at distorting negotiations and intimidating workers.



They held practice pickets. They took strike votes. They made it known: if Costco wouldn't come to the table, they were ready to walk.

The pressure worked. Just before the deadline, a tentative agreement was reached, resulting in major wins. Higher wages. A 22 percent increase in pension contributions. Over 40 contract improvements. And a first contract for newly organized fleet drivers in Washington state. These victories weren't given. But now that they've been locked in, they will serve as an organizing tool for the Teamsters to continue bringing more members into our ranks.

THE ILLUSION IS CRACKING

Costco wants to have it both ways: total control over its workforce and a glowing reputation as a "model employer." But workers are waking up. They've seen the dirty tricks. They've heard the hollow statements. They know what's really going on.

Costco isn't what it pretends to be. They are union busters through and through. The only way to hold them accountable is to enforce the national contract and relentlessly push to grow our membership — day by day, facility by facility. And that's exactly what the Teamsters Union is doing.





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COSTEP TEAMSTER



SCAN THE QR CODE TO LEARN HOW YOU CAN GET INVOLVED!

is an ranner Inside the Sleazy, Profitable, and (Often Illegal) Industry Built to Break Workers

To Catch a UNION BUSSTER

In cushy office penthouses, on Zoom calls from anonymous hotel rooms, and at fancy dinners paid for by Corporate America, there is an entire industry devoted to one goal: destroying unions.

They call themselves "labor consultants." We call them what they really are:

UNION BUSTERS.

On one end, you've got employers — Amazon, Sysco, Breakthru Beverage desperate to keep wages low and workers quiet. On the other, you've got the hired guns: consultants, ex-union turncoats, shell companies, and lawyers who work tirelessly to kill organizing drives and shatter solidarity.

To fight back against this unholy alliance, we need to understand who they are and how they operate.

Our team put together the following report to expose the union busters we encounter most and shine a light on their methods.

Information on these lowlifes is hard to dig up — and that is no accident. Union busters operate in the shadows, doing everything they can to hide from public accountability. While corporations have an obligation to disclose how much they pay these firms for union-busting activities, there are no real mechanisms to reveal what those activities were.

But that didn't stop us. We followed the money, read the court filings, and watched the tapes. We combed through binders full of government documents. We gathered information from rank-and-file Teamsters and interviewed Teamsters organizers.

HERE'S WHAT WE FOUND.

UNION-BUSTING Tactics

Union busters know they can't tell the truth, so they hide behind corporate jargon and legal tricks. Their tactics aren't clever. They're designed to confuse and isolate workers, spread fear, and kill union support before it has a chance to grow. It's not just about persuasion. It's about control.

Here are five of their most common tactics:

Captive Audience Meetings

Captive audience meetings are the corporate version of a mugging. Workers are not allowed to leave and they're forced to listen. And someone's getting paid a lot of money to tell you why you don't deserve better.

Intimidation

When union busters can't talk workers out of unionizing, they often resort to intimidation. Companies pay union busters a lot of money to talk with workers, find their weaknesses, and try to scare them out of exercising their rights.

Making and Spreading Anti-Union Propaganda

One of the favorite tools of union busters is propaganda. A lot of firms invest heavily in producing media products like videos and literature to deceive workers, especially during organizing campaigns.

Election Audits

On paper, "election audits" are a simple way for the company to check how workers feel. In reality, they're surveillance operations aimed at sniffing out union supporters, identifying worker vulnerabilities, and squashing momentum.

Crime and Corruption

For some firms, run-of-the-mill union busting is simply not effective. With the tactics above, they can't coax or coerce workers out of exercising their rights. Instead, they choose to push past the limits of legality into outright crime.

WHO ARE UNION BUSTERS?

In our research, we found that practically any union buster can be classified in one of three categories:

THE DISGRACED AND DISGRUNTLED

THE SOULLESS HACKS AT CUSHY LAW FIRMS

THE TRUE BELIEVERS

THE DISGRACED AND DISGRUNTLED

Many union-busting firms are staffed or were founded by disgraced or disgruntled former union members. Whether they were in leadership and lost an election or were fired for some infraction, these turncoats cash in by selling out their former brothers and sisters.

UNION BUSTER # 01

LOGIC LABOR RELATIONS

Logic Labor Relations is a union-busting firm that doubles as an anti-union propaganda network. The company was called "Kulture Consulting" until 2014, when it rebranded in an attempt to distance itself from an affiliate's frequent sharing of unhinged conspiracy theories.

Originally founded by Peter List, a former member of the Communications Workers of America, and James Hulsizer, a disgraced former Teamsters business agent, Logic Labor Relations has been paid millions by companies to disrupt union initiatives. One Teamsters employer in particular is notable for shelling out hundreds of thousands to this disgraceful company: UPS.



UNION BUSTER # 02

EAST COAST LABOR RELATIONS

East Coast Labor Relations (ECLR) brands itself as having a "unique perspective," because its founder, Joe Brock, used to be a union leader. Until losing a bitter leadership election, he was President of Teamsters Local 830. After his humiliating defeat, he took out his frustration on the very workers he once claimed to represent by launching ECLR.

Propaganda is a key part of his firm's moneymaking scheme. Brock and his consultants collect \$3,500 per day, in part to prop up their media arm, Mayberry Productions. With this apparatus, they make videos to interfere in contract campaigns by intimidating and lying to workers. At Ameristar Casino in Council Bluffs, Iowa, ECLR was employed to intimidate, harass, and bust dealers who attempted to organize with Teamsters Local 554.

ECLR has also cashed in by using similar tactics throughout the sanitation industry. Joe Brock and his thugs are notorious among Teamsters at waste employers ranging from Republic Services to Green for Life which have paid tens of thousands of dollars to undercut their workforces.

THE TRUE BELIEVERS

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While some union busters get into this line of work from a misplaced sense of injustice, others do it because they truly drank the corporate Kool-Aid. These crooked zealots sincerely oppose the rights of workers to bargain, and they put every bit of their energy into that belief.

UNION BUSTER # 03

NATIONAL RIGHT TO WORK LEGAL DEFENSE FOUNDATION

The National Right to Work Legal Defense Foundation is one of the oldest union busters in America. Founded in 1968, this "nonprofit" has spread its tentacles into all sorts of anti-union activities.

They disrupt organizing drives and contract campaigns — something Teamsters saw firsthand when the group collaborated with 10 Roads Express to undermine the strike, issuing legal notices that encouraged our members to cross their own picket lines. Their political action committee spends millions on lobbying and propping up politicians who support "right to work" laws. And they frequently interfere in lawsuits and court cases to try and destroy labor unions.

FREEDOM FOUNDATION

The Freedom Foundation exists for one reason: to promote corporate tyranny. The firm is run by Aaron Withe — an Australian immigrant whose failure to understand American values is matched only by his commitment to robbing workers of their rights and liberties. He took over after Tom McCabe, a noted failure in Washington state who has blown millions of dollars on political pet projects over the years.

> Together, this brain trust has flailed and failed in their efforts to undermine the Teamsters Union. They have relentlessly conducted union election interference and closed-door lobbying efforts including pushing to defund pensions for union members and manipulating the legal system in an attempt to obtain the personal information of Teamsters in several states across the country.

UNION BUSTER # 05

ACTION RESOURCES

Action Resources has been known to intimidate workers using any means necessary. Based in Henderson, Nev., and run by its CEO, Staci Pierce, the firm charges \$3,950 per day for each consultant who is put to work undermining unions. They've been hired by a host of Teamsters employers, ranging from Republic Services — which paid the firm tens of thousands of dollars in 2023 — to Amazon, which forked out nearly \$100,000 in 2022 for help responding "to large scale union organizing efforts" and "expressing the company's opinion on union representation."

More recently, Action Resources was paid over \$760,000 as part of Breakthru Beverage's desperate effort to obstruct organizing drives all across Florida. They failed, as over 160 drivers in those elections ultimately voted to become Teamsters. Those workers were later forced to launch a strike due to management's refusal to bargain in good faith for a first contract. THE SOULLESS HACKS AT CUSHY LAW FIRMS

Behind almost any desperate anti-union campaign is a law firm with fancy offices and billable hours. These aren't your average suits they're highly-paid mercenaries of management, hired to keep wages low, workers divided, and organizing efforts stuck in endless legal quicksand.

Among them, three stand out:

JACKSON LEWIS, FISHER PHILLIPS, AND LITTLER MENDELSON.

2		DEVENUE	KNOWN CLIENTS	TACTICS USED
FIRM	HQ LOCATION	ANNUAL REVENUE		LEGAL DELAYS,
LITTLER MENDELSON FISHER PHILLIPS	SAN FRANCISCO	\$730M (2024)	STARBUCKS, MCDONALD'S, NISSAN	ELECTION INTERFERENCE, HARDBALL
		\$393M (2024)	SAFEWAY, BIGFOOT BEVERAGES, GW HOSPITAL	CAPTIVE AUDIENCE MEETINGS, PROPAGANDA, OBSTRUCTION
			JACKSON LEWIS	WHITE PLAINS, NY

UNION BUSTER # 06

JACKSON LEWIS

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Jackson Lewis doesn't just advise its clients — it emboldens them. For 67 years, lawyers at this firm have coached management on how to break up organizing drives and stall negotiations without crossing legal lines. They offer a playbook for delay, a strategy for confusion, and a roadmap for exploitation. And they get filthy rich doing it. Not because they're especially smart — but because attorney-client privilege lets them get away with it from behind the curtain.

One of Jackson Lewis' interference campaigns blew up in their own faces in recent years. The firm was hired by Cemex to disrupt a Teamsters organizing drive. Jackson Lewis attorneys advised the company as they forced workers to sit through captive audience meetings and hired guards to sit outside polling places during the union election — a clear attempt to intimidate workers from joining the Teamsters.

What Cemex did with the backing of Jackson Lewis was so illegal that it changed the very foundations of how union elections are run today. Because of their aggression, the NLRB issued a decision making it so if employers break the law egregiously enough during a contract campaign, workers can unionize via card check — unleashing a tidal wave of Teamsters organizing at some of the biggest and worst union-busting companies in the country.

HUFFPOST This Company Spent More Than \$1 Million On Union-Busting Consultants

A judge found that ready-mix concrete distributor Cemex committed "extraordinary violations" of the law in trying to defeat a Teamsters campaign. 17

FISHER PHILLIPS

With roots stretching back to 1943, Fisher & Phillips LLP has ballooned into a \$393 million operation with over 600 attorneys on the books. Don't let the corporate gloss fool you — this firm is dirty and will use every legal trick in the book to keep workplaces "union-free." On their website,

BIGF

they boast about spotting the "earliest warning signs of employee discontent." Translation: they're paid to sniff out worker solidarity and snuff it out before it takes root.

These aren't empty claims. In Oregon, Teamsters drivers at Bigfoot Beverages are still on strike after Fisher Phillips stepped in to stall and stonewall bargaining. Meanwhile, at Safeway's online grocery subsidiary, the firm ran vicious interference through captive audience meetings and intimidation.

BIGF

"OUR EXPERTISE STE FROM DECADES OF IMPLEMENTING TRIED TRUE STRATEGIES FISHER PHILLIPS

Fisher

UNION BUSTER # 08

LITTLER MENDELSON

With over 1,700 lawyers on staff in 28 countries, Littler Mendelson has worked for more than 70 percent of Fortune 500 companies — allowing them to rake in a yearly revenue of over \$700 million. Littler Mendelson is a depraved law firm, and they've been interfering in union activity for decades. A 1996 exposé in the San Francisco Chronicle quoted one union lawyer bluntly: "They'll do about anything to accomplish their ends.

They push the line as far as they possibly can and eventually step over."

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They have shown their willingness to do so time and again across all kinds of industries. Recently, they were paid by a cannabis company in California to help come up with ways to get past pro-union labor laws in the state. With Littler Mendelson attorneys advising A diverse array of training methods crafted to captivate and inform participants in innovative ways.

> We develop employment and labor law solutions with human connection and practical experience top-of-mind.

them, management at the corporation was paying a sham union to do their bidding and prevent workers from joining the Teamsters. And that's the least of what they've done. For decades, teams of attorneys from this firm have made their

The Washington Post

[Littler Mendelson] is infamous for using the intricacies of labor law to thwart organizing. firm have made their living from filing frivolous lawsuits with no purpose other than to slow organizing, disrupt contract negotiations, and create division among worker ranks.

WHY FIRST CONTRACTS Matter

AND WHAT'S STANDING IN THE WAY

Employers use corporate law firms to stall negotiations and push decertification elections. A new bill in Congress could help level the playing field.

Since 2022, the Teamsters have organized more than 80,000 new members, with plans to bring in another 30,000 in 2025. But organizing a union is just the first step. The real fight begins when workers head to the bargaining table and demand a first contract — one that delivers what they organized for: better pay, stronger benefits, job security, and real protections on the job.

That's where many employers draw a new battle line. Even after workers vote to unionize, companies do everything they can to delay, divide, and derail the collective bargaining process. They refuse to bargain in good faith. They drag their feet for months on end. And in the background, they quietly prepare to undermine the union altogether by laying the groundwork for a decertification campaign.

DECERTS

Under current labor law, employers can't legally initiate a decert on their own. But they've found a workaround. Companies identify pro-management employees, feed them antiunion talking points, and coach them through the process. The petition may have a worker's name on it, but it's the company calling the shots. And if bargaining drags past the one-year mark, they've got their opening.

This isn't coming from workers - it's a top-down, coordinated campaign to wipe out the union before it wins a contract. And corporate law firms are the ones helping companies engineer it. They walk companies through how to plant the idea, weaponize fear and division, and use compliant workers as a front to make it appear legitimate, shielding the employer from legal exposure while pushing to kill the union before a contract is ever signed.

THE FASTER LABOR CONTRACTS ACT: A PATH FORWARD

There is legislation in Congress that could change this. The Teamsters proudly support the Faster Labor Contracts Act, a bill introduced by Senators Josh Hawley (R-Mo.) and Cory Booker (D-N.J.) that would put real limits on how long corporate America can stall contract negotiations.

The bill would require companies to begin bargaining shortly after a union election. If no agreement is reached within a reasonable timeframe, the process would move to mediation. And if mediation fails, binding arbitration would ensure workers aren't left waiting indefinitely while employers run out the clock.

The legislation represents a critical step toward ending the cycle of delay and deception that employers have used for too long. And support from Sen. Hawley and Sen. Booker shows that meaningful reform can, and must, come from across the political spectrum. Regardless of political affiliation, when workers win an election, they deserve to win a contract.

For the Teamsters, this bill is about protecting the power workers fought to win and making sure whitecollar crime syndicates can't undermine that victory through endless stalling and underhanded decertification campaigns. We're fighting for a fair system, and we're ready to work with anyone, from any party, to do so.

Union Busting at TEAMSTERS EMPLOYERS

There is a wide range in how the public views the way Teamsters employers treat their workers. Some have rightfully earned reputations as anti-union extremists. Others have carefully crafted images for themselves as being supportive of their workforce. But don't be fooled: even the most supposedly "pro-worker" employers resort to shelling out on union-busting thugs.

AMAZON'S \$2 TRILLION CORPORATE CRIME SYNDICATE AT WORK

If you can think of a union buster, Amazon has probably paid them. Big. This \$2 trillion corporation spends more on union-busting firms than any other company in America.

Last year, the company disclosed spending almost \$12.7 million on union-busting activities — about half of which came in December alone, when Amazon Teamsters launched their historic strike. That's more than quadruple what they paid union-busting firms the year before. It reflects not just fear on the company's part but animosity.

What did this activity look like? According to our sources, the Florida-based firm Road Warrior Productions was paid big money to hold captive audience meetings, misleadingly called "education sessions." In those meetings, they trained management on how to squash pro-strike sentiment. They tried to intimidate vocally pro-union workers by taking pictures of their ID cards. They helped create antiunion communications to lie to workers.

While Road Warrior Productions has at least some public profile, The Rayla Group operates behind closed doors in an attempt to avoid scrutiny. Its address is listed only as a post office box — implying it has no physical headquarters. And there are no website or social media accounts

FIRM	AMOUNT PAID BY AMAZON IN 2024	
ROAD WARRIOR PRODUCTIONS, LLC	\$3,433,541 (\$3,073,194 SPENT IN DECEMBER ALONE, MONTH OF STRIKE)	
THE RAYLA GROUP, LLC	\$3,134,911 (\$1,664,140 IN DECEMBER)	
GOVERNMENT RESOURCES CONSULTANTS OF AMERICA, INC.	\$2,792,606 (\$712,854 IN DECEMBER)	
LEV LABOR, LLC	\$2,085,367 (\$557,065 IN DECEMBER)	
PANTERA CONSULTING, INC.	\$1,214,617 (\$661,961 IN DECEMBER)	

associated with the firm.

The Rayla Group's image is subdued, but its impact is large. For years, Amazon has paid consultants from this firm millions of dollars to disrupt organizing campaigns in facilities across the country by auditing and intimidating workers and training management on union-busting strategies.

And that's just the tip of the iceberg. This does not include the amount they paid to antiunion law firms or the amount they spent on their own internal union-busting task force. The true amount they spent on union busting could be hundreds of millions of dollars.

COREWELL HEALTH MANAGEMENT DIAGNOSED WITH UNION BUSTING

You might think management at a hospital wouldn't be so depraved as to unleash union-busting thugs on nurses. You would be wrong. That's exactly what happened when a group of nearly 10,000 nurses at Corewell Health in Michigan launched a grassroots campaign to unionize with the Teamsters that would turn into one of the largest NLRB election wins in decades.

When Corewell caught wind of nurses pushing to form a union, it launched an astonishing unionbusting effort. They brought in the big guns — and they paid heavily for them. Over a span of six months, the hospital system disclosed payments adding up to over \$1.76 million to two notorious anti-union firms: LRI Consulting Services and Healthcare Labor Solutions.

The goons from these firms got their hands messy in a hurry. They inundated nurses with texts and social media advertisements spreading lies about the Teamsters. They held captive audience meetings during shift turnovers — when nurses should have been updating their replacements on the status of their patients. They designed, printed, and distributed sophisticated and misleading fliers throughout Corewell's campuses. And that's just scratching the surface of the complex campaign these union busters ran.

But all these tricks backfired, and in a big way. In November 2024, Corewell nurses voted by a three-to-one margin to organize with the Teamsters. Now, they are fighting for a lucrative first contract that guarantees they're treated with respect.



UPS PAID BIG FOR UNION BUSTERS DURING CONTRACT CAMPAIGN

With 340,000 members represented at the company, UPS is the biggest of all Teamsters employers. A lot of people mistakenly see this corporation as friendly to its workforce. But members of our union recognize the reality that UPS can be just as vicious in its union busting as any other company.

UPS takes a personal approach to union busting. At sensitive times, the company has made a habit of retaliating against pro-union members to send a message to others in the rankand-file. One of their favorite tactics is harassing workers by identifying tiny infractions to levy against them — which is in itself a violation of the UPS Teamsters National Master Agreement.

And according to our sources, UPS didn't come up with these strategies alone; they developed them alongside outside union busters. That's supported by looking at how much money the company devoted to these firms from August 2022 to August 2023, the year leading up to the ratification of the national contract.

In that time, UPS spent a total of more than \$366,000 on outside union-busting firms. The two biggest culprits were: Logic Labor Relations, and The TAG Group. These firms have allegedly advised management not only how to intimidate workers but also how they can get away with violating the national contract. In government filings, these firms say they "provided information to management and employees relative to the NLRA... and collective bargaining." Translation? Union busting.

TEAMSTERS STAYING VIGILANT

Union busters operate across all industries and are hired by all kinds of employers. Through the renewed militancy and energy of the Teamsters Union, we have developed new and effective ways of combatting these thugs. But their ability to disrupt and interfere in our priorities should not be underestimated.

Time is everything when it comes to combatting union busters. These scum bags want nothing more than for our members to let their guard down and lose their vigilance. If you ever see or suspect union busting is ongoing in your workplace, you should immediately inform your shop steward. In doing so, you are helping build on the progress our union has done so much to create.





How Corporate Sabotage UNDERCUTS Workers

Over the years, employers have developed a secret playbook for trying to crush union drives. It's not just consultants and captive-audience meetings.

21/2

It's covert. It's personal. And it starts with a betrayal.

One of Corporate America's favorite tactics is using spies known as peppers — from within the workforce to infiltrate organizing efforts and report back to management. The strategy is simple: recruit a worker to act like your friend, then have them turn you in.

Some peppers are driven by a mixture of hatred and stupidity, but most are motivated by selfishness — betraying co-workers and showing loyalty to management. When a union organizing campaign is picking up steam, desperate companies will do practically anything — even paying peppers huge amounts to run sophisticated spy rings — to stop it.

The moment workers begin organizing with the Teamsters, many companies respond the same way: they bring in high-priced unionbusting firms. These firms aren't just there to hold anti-union meetings — they're there to flip workers. They look for the weak link. They find someone with bills to pay or a grudge to settle. And they turn them.

At some companies, union busters have led these peppers to form anti-union committees to come up with ways to deceive their colleagues. This could include spying on organizing meetings and tracking the support the union has throughout the workforce. They then share that intelligence with management to identify ways to target, manipulate, and intimidate their co-workers out of exercising their right to collectively bargain.

However, this strategy is often foiled when no one is heartless or hateful enough to play ball in the union buster's game. When that happens, the corporation often escalates its anti-union tactics. First, they can resort to cold hard cash and try to bribe employees into doing their dirty work for them. And if that doesn't work, they have to be creative. For some companies, that has taken the form of finding anti-union workers in one location and paying them extra to fly from far and wide to discourage other potential Teamsters from forming their union.

GARBAGE TACTICS

A lot of companies have spent years developing anti-union campaigns

to infiltrate organizing campaigns with peppers. One of them is Waste Management, Inc. This multibilliondollar waste company calls its spies the "Green Team." They have deployed these scabs time and again to disrupt sensitive campaigns, including an effort to interfere in a Teamsters strike in Los Angeles 18 years ago. In that instance, the company sent the "Green Team" to shadow drivers, learn their routes, and try to steal their work — which they failed to do when the Teamsters won the strike and ratified a contract.

Victor Mineros, Teamsters Solid Waste and Recycling Division Director and Western Region International Vice President, explained how to most effectively combat these vicious strategies.

"Before the employer hears about the organizing drive, you have to inform the workers of what management will do before it happens. And in this industry, it's predictable," Mineros said. "The supervisors start asking



A hired spy from within the workforce to infiltrate organizing efforts and report back to management. A worker bribed to act like your friend, only to turn on you. questions, then they pretend to be the workers' best friend, and finally they try to scare them. But when workers know what's coming, they can see through the company's lies."

SYSCO'S SCORCHED-EARTH PLAYBOOK

Sysco — the country's largest foodservice distributor — has become infamous for its aggressive antiunion tactics, including the use of peppers. From disrupting organizing drives to initiating decertification campaigns, the company has invested heavily in undermining its own workforce.

This corporation is vicious, but just like at Waste Management, Teamsters organizers and rankand-filers have developed methods to turn the company's playbook on its head.

One Sysco worker turned Teamsters organizer, Sarah McCord, got to experience that firsthand during a campaign in Michigan to unionize workers at Sygma — a subsidiary of Sysco. As she described it, Sysco employed a "scorchedearth" strategy against our union, which ultimately backfired as workers voted overwhelmingly to become Teamsters.

"When I got there, I knew what was coming, and we were able to beat it because we got to the workers first. When we won, there were no words to describe it," McCord said. "At the start, Sysco's union buster told us he was going to drag us through the mud. He skipped town before the election, though, so I never even got to see his reaction when he lost."

PROTECTING OUR POWER

The Teamsters have developed powerful tools to expose peppers, outsmart union busters, and push back against corporate intimidation. But the threat remains. And as long as companies see unions as a threat to their power and profits, they'll keep searching for the next weak link within their workforce.

That's why vigilance is key. Organizing isn't just about building power — it's about protecting it. And that starts with knowing the enemy might not always come from the outside.

Because if there's one thing we know, it's this: no spy, no lie, and no stack of cash is strong enough to destroy true solidarity. And that's something no amount of corporate money can buy or break.

UNFI Teamsters Stopping BUSSERS in Their Tracks





Since the start of the O'Brien-**Zuckerman administration**, the Teamsters Union has recruited over 80,000 new members to our ranks. That didn't happen by accident. It happened because of the hard work and coordinated efforts of Teamsters at all levels of this union and in every corner of this country. At workplaces of all kinds and with the renewed militancy of our rank-and-file, we are expanding our reach and increasing our density at an unparalleled rate. And there's no better example of how we've done it than United Natural Foods Inc (UNFI).

The Teamsters Union has transformed UNFI in the last few years. For a long time, the company tried throwing a wrench into organizing efforts by hiring outside unionbusting firms to do its dirty work. Corporations have to be truly desperate and depraved to employ economic hitmen like this, and UNFI – the biggest distributer for Amazon-owned Whole Foods – fit the bill.

They shelled out big money on consultants and attorneys to come up with ways to trick workers out of using their collective bargaining rights. Between 2017 and 2022, UNFI paid nearly \$4 million to two of the most notorious anti-union firms in America: Labor Pros and Kulture Consulting. Payments ranged from \$8,000 to \$185,000 for services like "employee trainings" and "union vulnerability audits," which are just nice ways of saying "union busting."

These crooks were as creative as they were cynical, tailoring their approach to whatever workplaces

> "UNFI'S MANAGEMENT ACTED LIKE A BUNCH OF LOOTERS, TRYING TO TAKE ADVANTAGE OF THEIR WORKERS IN THE MIDDLE OF A COMMUNITY-WIDE CRISIS."

and workers they were interfering with. Some held big meetings where they lied and said that management would improve working conditions if they gave up organizing a union. Others met one-on-one with workers to find and exploit their fears. For example, if someone was recently laid off from another business, the union buster might have falsely said that joining a union would put their new job at risk.

Turning the Page

UNFI's tired corporate playbook got blown out of the water when Teamsters General President Sean M. O'Brien and General Secretary-Treasurer Fred Zuckerman were sworn in to lead the union. UNFI has not spent a dime on outside union busters in over three years now — reflecting a total victory on the part of the Teamsters.

In that time, we have organized more than 3,000 new members at UNFI — including roughly 1,500 in the last year alone. The new Teamsters are drivers and warehouse workers in facilities from California to Connecticut and everywhere in between. Since joining the union, they have gained strong protections that are empowering them to command respect and demand dignity in the workplace.

"Organizing to become Teamsters helped bring us together for the greater cause. With Teamsters representation, we are now more confident knowing that everyone has a say in our future," said Carlos Lugaro, a UNFI driver who helped lead the organizing effort for his co-workers to join Teamsters Local 776. "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."

In total, the Teamsters Union now represents roughly 6,500 UNFI workers, who process, package, and deliver 80 percent of the company's total volume. And thanks to their militancy, they are ratifying extraordinary, industry leading contracts week after week.

In March of this year, over 1,000 members represented by Teamsters Locals 26, 79, 728, and 769 secured first contracts guaranteeing raises of \$8 an hour, on top of gaining access to comprehensive Teamsters health care coverage and a defined benefit pension.

One month earlier, more than 160 drivers represented by 12 different locals across Arizona, California, Oregon, and Utah took part in coordinated bargaining that led to an agreement of their own. Together,



they locked in substantial raises, improvements to their pensions and health care, as well as seniority protections and holiday pay.

Every single one of these contract wins sends a clear message to nonunion UNFI workers: if they want to secure better futures for themselves and their families, the best way to do it is by becoming Teamsters.

A Constant Reminder

While the Teamsters Union has put UNFI in its place when it comes to union busting, we can't forget that this victory came from nothing less than the vigor and strength of our members. And if it weren't for the credible strike threat of UNFI Teamsters, this corporation would be working overtime to try and get members to abandon their union.

Just because UNFI has given up on paying outside union busters doesn't mean they've given up on union busting. This company's greed is a constant threat that should never be underestimated. And last year they showed exactly how true that is by exploiting the chaos of a major natural disaster to try and weaken Teamsters organizing efforts.

In December 2024, nearly 280 workers at UNFI's Sarasota warehouse were nearing the date when they would vote on whether to join Teamsters Local 79. But days before, disaster struck. A major hurricane wreaked havoc on their community and caused enormous disruptions to daily life for workers at the facility. And the response of UNFI's management was to take advantage of that destruction. In a blatant act of retaliation, the company illegally suspended two organizing committee members without pay, all in an attempt to scare workers our of joining the Teamsters.

This internal union busting backfired, though, as the unit voted overwhelmingly to secure strong Teamsters representation.

"UNFI's management acted like a bunch of looters, trying to take advantage of their workers in the middle of a community-wide crisis," said Brian Rothman, President of Local 79. "UNFI workers sent a strong message to these slimeballs: they will not stand for being bullied. Now that they have Teamsters representation, their days of being disrespected are over."

Stories like these are a reminder of the importance of staying vigilant against union-busting threats — even ones that seem dormant. That will be especially critical as the Teamsters continue our efforts to organize every single UNFI worker in America and secure strong union contracts.



ELECTION SUPERVISOR'S REPORT NO. 2 RULES REPORT; OES REGIONAL STAFF; LOCAL UNION PLANS; THE DELEGATE ELECTION; PROTESTS; PARKING LOT CAMPAIGN ACCESS

Rules Report. The period for commenting on the proposed Rules for the 2025-2026 IBT International Union Delegate and Officer Election is closed. OES responded to submitted comments and finalized the 2025-2026 Rules (*"Rules"*). You can find the final Rules by clicking the "Election Rules" button at www.ibtvote.org.

OES Regional Staff. OES has nine Regional Directors ("RD") to assist members and local unions in understanding and carrying out their responsibilities in the 2025-2026 IBT International Union Delegate and Officer Election (the "Election"), investigate protests, and enforce the *Rules*. All RDs are experienced in conducting and overseeing elections. To identify the RD assigned to each region and their contact information, click the "Contact Us" button at www.ibtvote.org.

Local Union Election Plans (LUEP). Each local must submit a delegate election plan to OES using the online tool at www.ibtvote.org. Local Union Officers receive their system credentials by scheduling an LUEP setup appointment with the OES. To make an appointment, select the "Schedule your LU Election Plan Setup" button at www.ibtvote.org.

Delegate Elections. Each LUEP details the critical dates and procedures for the nomination and election of convention delegates and alternate delegates. LUEP's are posted for comment, and you can view any local's proposed and approved delegate election plan at www.ibtvote.org. When your local proposes its plan to the OES, you should be notified by a posting on local bulletin boards or other media your local uses to disseminate information to the membership. To check whether a plan has been submitted or approved, go to www.ibtvote.org, click on the "Delegate Elections" link and then click the "View Election Plans" link. A schedule of Local Union Nominations Meetings and Election Ballot Count Dates and Locations can be found by clicking the "Dates, Times, and Places" links. With all LUEPs due by the end of September, you can look up your local on the table of preliminary delegate strength posted on www.ibtvote.org. The table shows the number of delegates your local will elect.1

Delegate Election Process. Delegate elections are a prime forum for members to make their views on current issues and IBT policy known to leaders of the union. Find out about the delegate elections, and be part of the discussion in your Local, GCA or System Federation. As each Local, GCA and System Federation schedules its delegate election, the date, time, and place of nomination meetings and ballot counts will be posted on www.ibtvote.org. |With the exception of locals holding fall delegate elections, all other Locals, GCAs and System Federations will conduct their local union delegate nominations and elections between January and May 2026. If you are considering participating in the delegate election process, you should read Article V of the *Rules*. In sum, to be eligible to:

- **Run for delegate or alternate delegate:** A candidate must be a member in *continuous good standing*² at the local for 24 consecutive months prior to the month of nomination.
- *Nominate or second* a candidate for delegate or alternate delegate: A member must be in *good standing* with dues paid through the month before the month of nomination.
- *Vote* for delegate or alternate delegate: A member must be in *good standing* with dues paid through the month before the month the ballots are counted.
- To see the deadline for payment of dues to be in good standing to nominate or second or have your ballot counted, see your Local Union's Delegate Election Plan Summary (on bulletin boards and available at www.ibtvote.org after approval)

You can submit a Form 17–Request for Eligibility Verification to determine if you are eligible to be a candidate, nominator or seconder, found at "Official Forms" at www.ibtvote.org. Requests may be submitted as early as 30 days before your local union's nominations meeting, but not less than 5 working days before the meeting. Candidates and members who plan to nominate or second are strongly encouraged to verify their eligibility before the date of the local union's nominations meeting.

Protests. If you believe a violation of the *Rules* has occurred, you should promptly file a protest. Protests can be submitted online under the "File a Protest" at www.ibtvote.org, or by email, fax, or letter to the OES per the *Rules*. Any party involved in a protest is asked to cooperate so that we may promptly investigate and reach a decision as soon as possible. Final protest decisions including any remedy, are posted on www.ibtvote.org as they are issued.

Parking Lot Campaign Access. As of this writing, consistent with the practice from previous elections, the OES has been working with the government and IBT to obtain a court order approving the limited presumptive right of access rule for the Election. We anticipate that, as in prior years, the Court will grant the joint application and enter an order approving a limited parking lot access rule permitting campaigning in employer parking lots as set forth in Article VII, Section 12(e) of the *Rules*.

Please contact the OES to get more information about any aspect of the Election procedures.

Best regards,

Timothy S. Hillman Election Supervisor electionsupervisor@ibtvote.org

¹ Final delegate strength will be re-calculated before the June 2026 31st International Convention.

² Generally, "continuous good standing" means timely payment of dues plus employment under the local union's jurisdiction for each of the months in the 24-month period, without interruption in active membership due to suspensions, expulsions, withdrawals, transfers, or failure to pay fines or assessments.

INFORME DEL SUPERVISOR DE ELECCIONES N.º 2

INFORME SOBRE EL REGLAMENTO; PERSONAL REGIONAL DE LA OES; PLANES DE LOS SINDICATOS LOCALES; ELECCIÓN DE DELEGADOS; IMPUGNACIONES; ACCESO A CAMPAÑAS EN ESTACIONAMIENTOS

Informe sobre el Reglamento. Ya finalizó el período para enviar comentarios sobre el reglamento propuesto para las elecciones de delegados y funcionarios del Sindicato Internacional de la IBT para el período 2025-2026. La Oficina del Supervisor de Elecciones (OES) respondió a los comentarios recibidos y aprobó de forma definitiva el reglamento para el período 2025-2026 (*"Reglamentos"*). Puede consultar el *Reglamento* final haciendo clic en el botón *"Election Rules"* en www.ibtvote.org.

Personal Regional de la OES. La OES cuenta con nueve Directores Regionales (RD) encargados de ayudar a los miembros y sindicatos locales a comprender y cumplir con sus obligaciones durante las elecciones de delegados y funcionarios del Sindicato Internacional de la IBT para el período 2025-2026 ("la Elección"), además de investigar impugnaciones y hacer cumplir el *Reglamento*. Todos los RD cuentan con experiencia en la organización y supervisión de elecciones. Para conocer qué director está asignado a cada región y obtener su información de contacto, haga clic en el botón "*Contact Us*" en www.ibtvote.org.

Planes Electorales de los Sindicatos Locales (LUEP). Cada sindicato local debe presentar su plan para la elección de delegados a la OES utilizando la herramienta en línea disponible en www.ibtvote.org. Los directivos de los sindicatos locales reciben sus credenciales del sistema al programar una cita con la OES para configurar su LUEP. Para agendar una cita, haga clic en el botón "Schedule your LU Election Plan Setup" en www.ibtvote.org.

Elecciones de Delegados. Cada plan LUEP detalla las fechas clave y los procedimientos para la nominación y elección de delegados y delegados suplentes para la convención. Los LUEP se publican para recibir comentarios, y puede consultar el plan electoral propuesto o aprobado de cualquier sindicato local en www.ibtvote.org. Cuando su sindicato local presente su plan a la OES, debería recibir una notificación a través de los tableros de anuncios del sindicato u otros medios que utilice habitualmente para informar a sus miembros. Para verificar si un plan ha sido presentado o aprobado, visite www.ibtvote.org, haga clic en el enlace "Delegate Elections" y luego en "View Election Plans". El calendario con las fechas y lugares de las reuniones de nominación del sindicato local y del conteo de votos de las elecciones está disponible haciendo clic en los enlaces "Dates, Times, and Places". Dado que todos los LUEP deben entregarse antes de que finalice septiembre, puede consultar la tabla con la estimación preliminar del número de delegados asignados a su sindicato local en www.ibtvote.org. La tabla muestra la cantidad de delegados que elegirá su sindicato local.1

Proceso de Elección de Delegados. Las elecciones de delegados son una oportunidad clave para que los miembros expresen su opinión sobre temas actuales y las políticas de la IBT ante los líderes del sindicato. Infórmese sobre las elecciones de delegados y participe en el debate dentro de su sindicato local, Conferencia de Conexión Gráfica (GCA) o federación del sistema. A medida que cada sindicato local, GCA y federación del sistema programe sus elecciones de delegados, se publicarán la fecha, hora y lugar de las reuniones de nominación y el conteo de votos en www.ibtvote.org. Con la excepción de los sindicatos locales que realicen elecciones de delegados en otoño, todos los demás sindicatos locales, GCA y federaciones del sistema llevarán a cabo sus nominaciones y elecciones de delegados entre enero y mayo de 2026.

Si está considerando participar en el proceso de elección de delegados,

debería leer el Artículo V del Reglamento. En resumen, para ser elegible a:

- *Postularse* como delegado o delegado suplente: Un candidato debe ser miembro con *buena reputación continua2* en el sindicato local durante 24 meses consecutivos antes del mes de la nominación.
- *Postular o apoyar* a un candidato para delegado o delegado suplente: Un miembro debe estar en regla y tener las cuotas pagadas hasta el mes anterior al de la nominación.
- *Votar* como delegado o delegado suplente: Un miembro debe estar *en regla* y haber pagado las cuotas pagadas hasta el mes anterior al conteo de votos.
- Para conocer la fecha límite para el pago de cuotas y así estar *en regla* para postular, apoyar una candidatura o para que su voto sea válido, consulte el Resumen del Plan de Elección de Delegados de su sindicato local (disponible en los tableros de anuncios y www.ibtvote.org tras su aprobación).

Puede enviar un Formulario 17 – Solicitud de Verificación de Elegibilidad (*Form 17–Request for Eligibility Verification*) para confirmar si eres elegible como candidato, postulador o persona que apoya una candidatura. Este formulario está disponible en la sección "*Official Forms*" en www.ibtvote.org. Las solicitudes pueden enviarse hasta 30 días antes de la reunión de nominaciones de su sindicato local, pero no menos de 5 días hábiles antes de dicha reunión. Se recomienda encarecidamente que los candidatos y los miembros que planean postular o apoyar una candidatura verifiquen su elegibilidad antes de la fecha de la reunión de nominaciones de la fecha de la reunión de nominaciones del sindicato local.

Impugnaciones. Si cree que se ha cometido una infracción al *Reglamento* debes presentar una impugnación de manera inmediata. Las impugnaciones se pueden presentar en línea, usando la opción *"File a Protest"* www.ibtvote.org, o también por correo electrónico, fax o carta dirigida a la OES, según lo indicado en el *Reglamento*. Se solicita a todas las partes involucradas en una impugnación que colaboren para que podamos investigar rápidamente y tomar una decisión lo antes posible. Las decisiones finales sobre las impugnaciones, junto con cualquier medida correctiva, se publican en www.ibtvote.org conforme se emitan.

Acceso para Campañas en Estacionamientos. Al momento de redactar este informe, y siguiendo la práctica de elecciones anteriores, la OES está trabajando junto con el gobierno y la IBT para obtener una orden judicial que apruebe la regla de derecho limitado y presuntivo de acceso para la elección. Esperamos que, como en años anteriores, el tribunal acepte la solicitud conjunta y emita una orden que autorice una regla limitada para el acceso a estacionamientos, permitiendo la realización de campañas en los estacionamientos de los empleadores, tal como se establece en el Artículo VII, Sección 12(e) del Reglamento.

Para más información sobre cualquier aspecto del proceso electoral, por favor contacte a la OES.

Saludos cordiales,

Timothy S. Hillman Supervisor de elecciones electionsupervisor@ibtvote.org

¹ La cantidad final de delegados será recalculada antes de la Trigésima Primera Convención Internacional, que se celebrará en junio de 2026.

² Generalmente, "buena reputación continua" significa haber pagado las cuotas puntualmente y estar empleado bajo la jurisdicción del sindicato local durante cada uno de esos 24 meses, sin interrupciones en la afiliación activa debido a suspensiones, expulsiones, renuncias, traslados o falta de pago de multas o cuotas adicionales.



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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





TEAMSTERS DISASTER RELIEF FUND



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

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

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





Fighting for Teamsters and Our Families

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.

