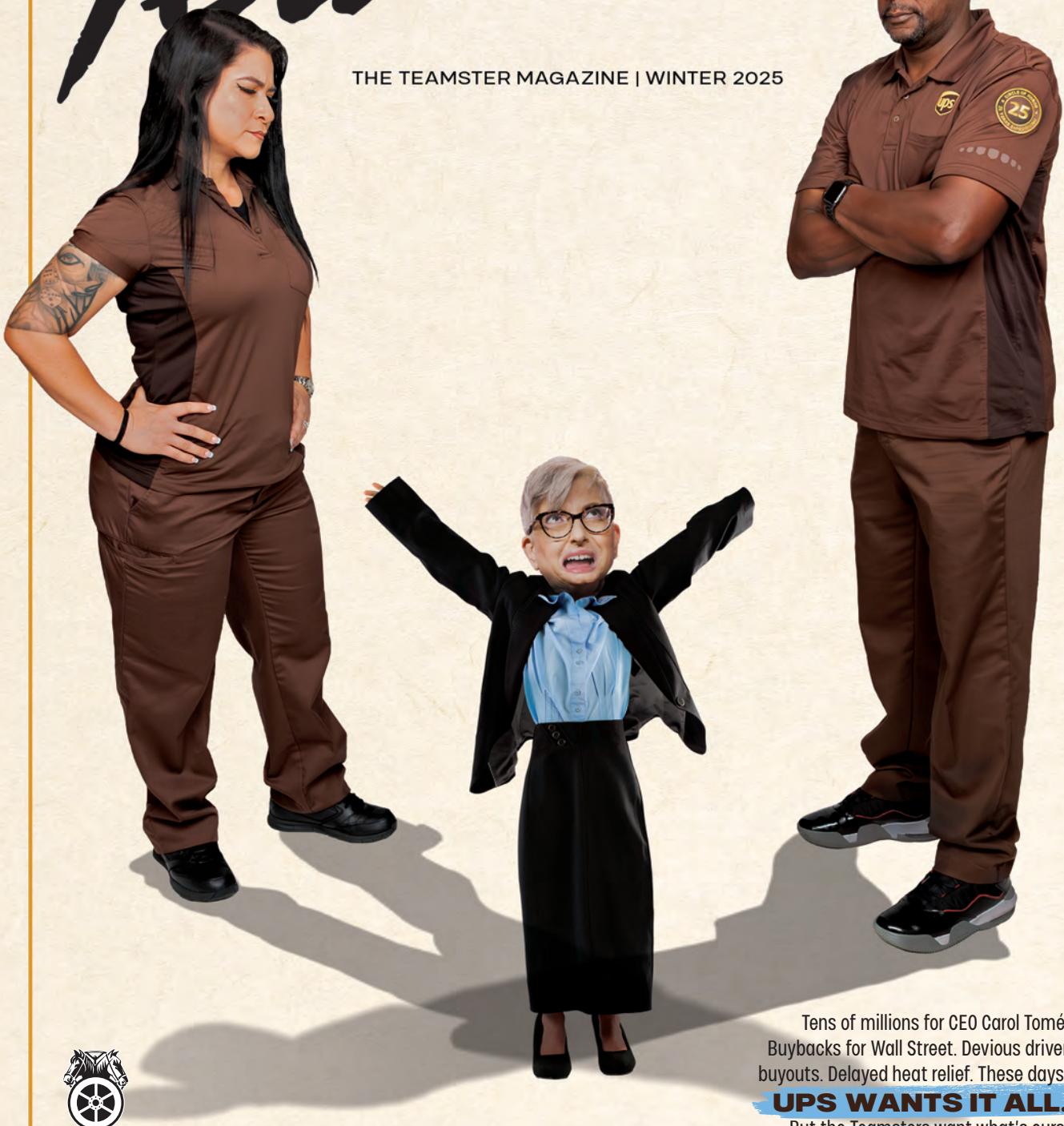


Teamster

THE TEAMSTER MAGAZINE | WINTER 2025



Tens of millions for CEO Carol Tomé.
Buybacks for Wall Street. Devious driver
buyouts. Delayed heat relief. These days,
UPS WANTS IT ALL.
But the Teamsters want what's ours.

INVESTING *in* FUTURE TEAMSTERS



ATTENTION HIGH SCHOOL SENIORS:

Submit your application for the 2026 Teamsters Scholarship by April 1, 2026.



The Teamsters Scholarship Fund will provide merit-based \$2,000 scholarships to 600 high school seniors of the Class of 2026 who are the financial dependent of a Teamsters member in good standing. Scholarships will be available for use towards a four-year college or university and training or vocational programs that are related to work in a Teamsters-represented industry, class, or craft.

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



TEAMSTERS
Scholarship Fund

A MESSAGE FROM TEAMSTERS GENERAL PRESIDENT

SEAN M. O'BRIEN



The Teamsters Union made a statement to all of Corporate America when we won our historic national contract at UPS. Together, we changed the game. We didn't just move the goalposts. We tore down the whole stadium, rebuilt it, and put up new ones.

Thanks to the militancy, strength, courage, and conviction of all 340,000 UPS Teamsters, we locked in record raises, strong benefits, and improved job protections. UPS made unprecedented commitments to hire tens of thousands of new Teamsters, to install A/C in 28,000 new vehicles, and to stop committing overtime violations.

But we knew fully well that victory was only the beginning — that if UPS Teamsters are going to get the respect, pay, and conditions they are due, contract enforcement would be key. That means holding the company accountable on every line, every article, and every protection secured in our agreement. And that's exactly what we've been doing since the second the contract was ratified.

While UPS executives have tried to wriggle out of their obligations to our members, we have been relentless in holding them accountable. Over the past two years, our

union has kept up the pressure every single day to make sure they live up to what they signed.

Our enforcement efforts almost boiled over

on Tuesday, August 12. UPS came within minutes of forcing our members to launch one of the most consequential strikes in decades. But at the last second, the company bowed

to our demands. In addition to immediately resolving the grievances that powered our strike threat, UPS also agreed to expedite the retrofitting of thousands of package cars with air conditioning in the hottest regions of the country.

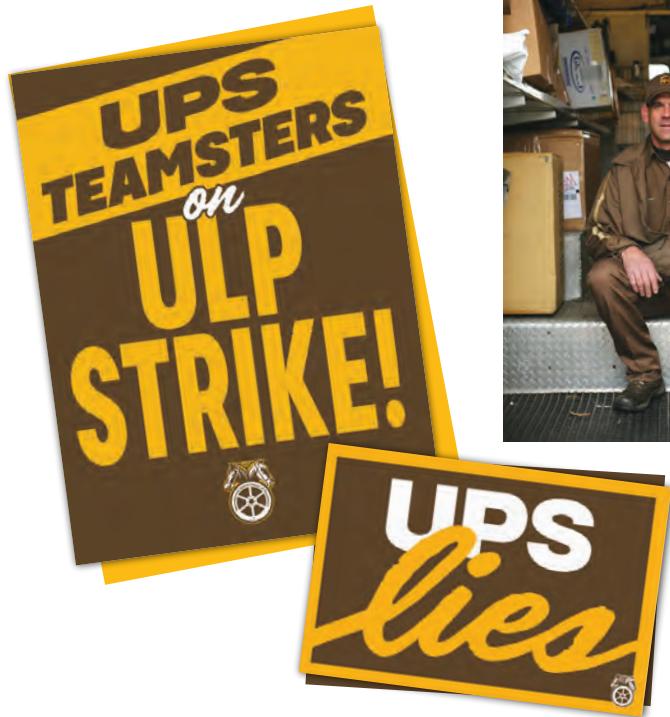
This issue of *Teamster Magazine* explains exactly how and why our members came so close to striking UPS — and what we're doing to make sure the company lives up to every word of its commitments.

And know this: we're not done with UPS. The Teamsters won't be bought off, we won't accept

cuses,
we
let this
company threat


SEAN M. O'BRIEN

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RETURN TO
SENDER:

The CHECK UPS DRIVERS REFUSED *to* CASH

A Delivery **NO ONE** Wanted



UPS called it a "nice check."

But for the hundreds of thousands of Teamsters who keep the company running — delivering packages through pandemics, heat waves, holidays, and historic shipping surges — there was nothing nice about being asked to sell their jobs, benefits, and futures for pennies on the dollar.

The company's so-called "driver voluntary separation plan" (DVSP) was a desperate attempt to buy off full-time drivers rather than create the 22,500 permanent full-time jobs required under the 2023 UPS Teamsters National Master Agreement. What UPS didn't realize is that the scheme was doomed from the start.

Not for Sale — at Any Price

From the outset, the intent of the DVSP was obvious: the company was trying to get out of its contractual obligations by tricking drivers into taking a puny payout. One that would give them just \$1,800 per year of service — less than what most UPS Teamsters make in a week.

CEO Carol Tomé pitched the plan as a gift to drivers. But the truth is, it was little more than a cash grab that would strip members of far more than what it offered. A one-time payment could never match the hundreds of thousands in wages members stand to earn over the life of the current contract.

"I've worked here 39 years, and they offered me \$70,200," said one longtime UPS driver. "Right now, it only takes me five months to make that." Even the rollout of the plan itself was a mess, only underscoring

the company's disconnect. In some areas, buyout letters didn't arrive until late at night — because UPS doesn't have enough drivers to complete its own deliveries during the day. The irony wasn't lost on anyone: the company can't staff its routes now, but it's trying to convince drivers to leave?

When Met with Silence, UPS Moves the Goalposts

When the initial rollout failed to spark the enthusiasm UPS had banked on, the company quietly extended the deadline for the program. There was no big announcement, no real explanation — just a new date and the same hollow offer.

Members knew exactly what was happening. The extension wasn't about helping workers

make thoughtful decisions; it was a desperate, last-ditch attempt to coax more people into taking a bad deal. And every extra day the company dragged its feet on honoring its contract commitments, the frustration grew louder.

A Trail of Consequences

The national master agreement, ratified in August 2023, was clear: UPS is required to create 22,500 new full-time jobs. That commitment wasn't a footnote — it was a hard-won victory for members who demanded an end to forced overtime.

But instead of honoring that agreement, UPS cooked up a scheme to illegally sidestep it. Rather than expand the workforce as promised, the company tried to shrink it, cutting corners in the name of efficiency while shoveling more cash toward shareholders and executives — all while pretending it was doing right by members. It's not just a matter of bad faith,



it's a direct violation of the terms of the contract.

The company's refusal to meet its obligations has left a trail of consequences: delayed implementation of contract provisions, more pressure on understaffed facilities, and growing frustration among members who know UPS can do better — but won't, unless it's forced to.

Millions for the Top, Pennies for the Rest

It became clear that when the company said it wanted "efficiency reimagined," what they really meant was they wanted to reimagine ways to funnel more money to executives at the expense of the jobs of the workers on the ground.

While drivers were being offered a buyout that couldn't match the value of a full career

at UPS, CEO Carol Tomé took home \$24 million in total compensation last year. And right in the middle of the buyout mess, she collected another \$2 million in stock bonuses — the kind of payday most drivers couldn't dream of earning in a lifetime of hard work.

For the workers who have carried the company through crises and record-breaking volume, that contrast was more than tone-deaf — it was insulting.

Solidarity That Money Can't Buy

Across the country, the buyout offers didn't just fall flat — they went up in flames. Members took to social media with videos of them torching their buyout letters, a fiery rejection of a corporate scheme that tried to buy loyalty and silence for mere pennies on the dollar.

Drivers knew what was at

stake. Leaving early wouldn't just mean a one-time payout — it would mean walking away from the strongest contract in history. It would mean less money in their pockets. Reduced pension accruals, undermining retirement security. And for many, losing guaranteed, employer-paid health care in retirement, leaving longtime workers facing high out-of-pocket costs even after decades of service.

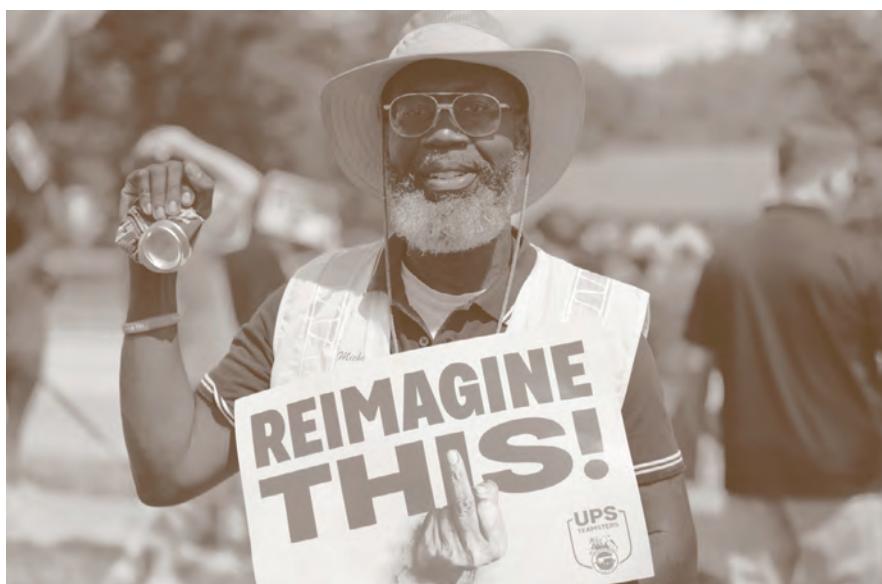
For decades, Teamsters have fought to make sure a UPS job is more than just work — it's a pathway to financial security, a strong retirement, and stability for their families. This buyout threatened to dismantle that progress in exchange for a payout that doesn't come close to what members stand to lose.

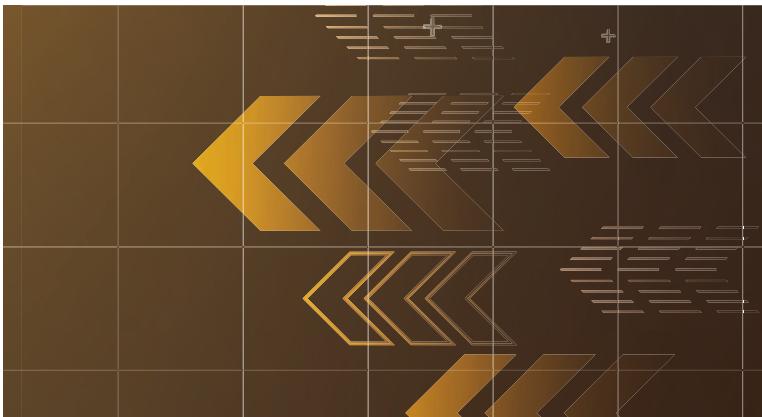
Drivers didn't spend years building power in the workplace just to watch the company dismantle it. And when the company drags its feet, the Teamsters are there to hold the line — reminding management that a signed contract is a binding promise, and members expect it to be honored.

The Price of Ignoring Your Workers

If UPS thought its workforce would quietly take the money and walk away, the company miscalculated. Badly.

This failed program should be a wake-up call for all executives who have grown too comfortable treating their workforce as





**UPS's Devious Plan would
also leave workers on the hook
for high health care costs
in retirement —
even if they've served
UPS for decades.**



expendable. UPS' strength — its profits, its reputation, its reliability — comes from the Teamsters who move its packages, load its trucks, and drive its routes day after day.

Cutting jobs while handing millions to executives doesn't equal efficiency. It erodes trust, damages morale, and threatens the company's long-term success.

Holding UPS Accountable, One Job at a Time

The buyout scheme may be little more than ashes now, but the fight to hold UPS accountable is far from over. Teamsters are demanding that the company deliver on the jobs it promised in the national agreement. We want transparency around staffing and scheduling. We expect respect for our work and the value we bring to the company every day.

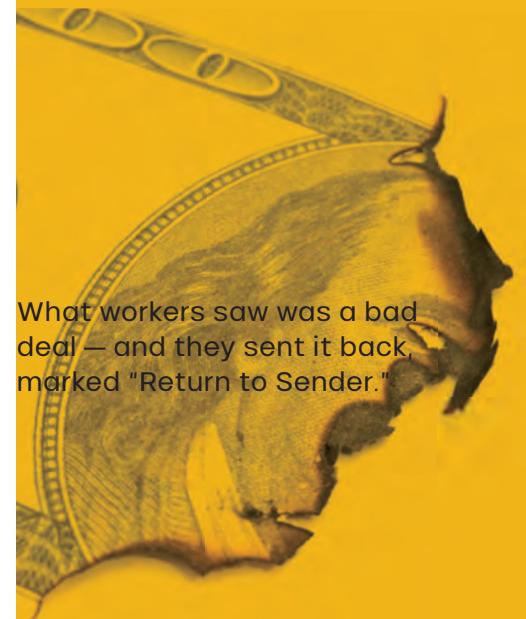
UPS tried to buy its way out of its obligations and failed. Now it's time for management to do what it should have done from the start: invest in its workforce, honor the contract, and treat the people who make UPS profitable with the dignity they deserve.

Greed Won't Win

For all the corporate spin, UPS couldn't hide the truth: this buyout was never about innovation or opportunity. It was about greed. It was about taking more from the workforce that built this company while offering less in return.

But rank-and-filers didn't fall for it. Teamsters know their worth. They know their power. And they know that real efficiency, real progress, and real success come from investing in people, not writing them off.

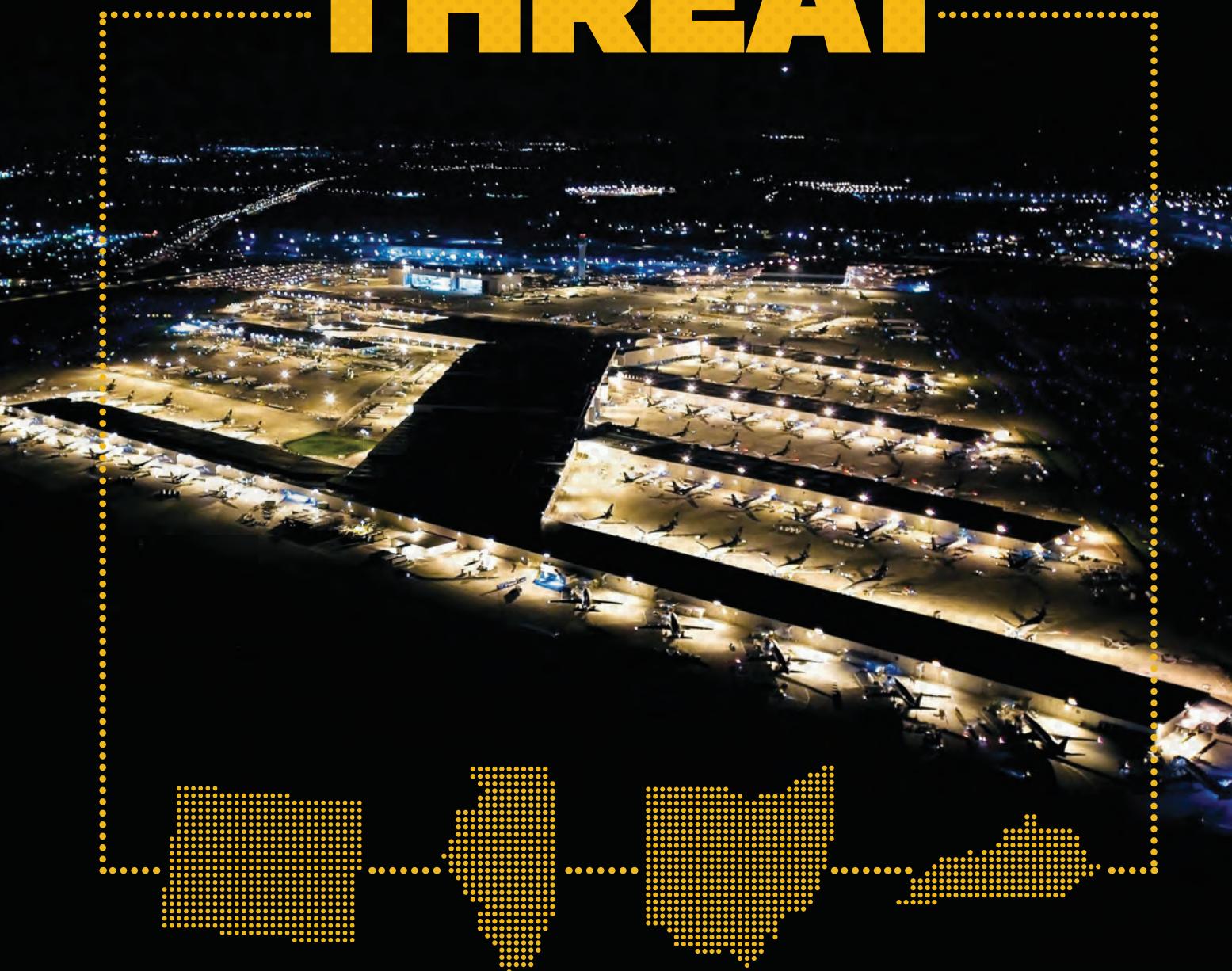
UPS tried to sell a "nice check."



ILLEGAL BUYOUT PROGRAM

The Devious Plan would rob workers of the high wages they can earn over the life of the current contract — while jeopardizing the ability to secure a *STRONG, WELL-FUNDED RETIREMENT.*****

At 11th Hour, UPS Bows to
TEAMSTERS
STRIKE
THREAT



TEAMSTERS MILITANCY Brings Package Giant to Its Knees

The stage was set. Picket signs were delivered. Rank-and-filers stood ready. Just after midnight on Tuesday, August 12, UPS Teamsters were prepared to launch a strike that would have sent shockwaves throughout Corporate America.

But at the last second, Teamsters militancy proved too powerful. The package giant buckled. They recognized the credibility of our strike threat. They saw we were willing and able to shut them down across the country. They knew they could lose millions of dollars every day unless they stopped violating our contract.

It was a great reminder of our collective power as Teamsters.

Here's how it happened.

Central Region Supplemental Key to Potential Strike

A little over two years ago, more than 340,000 UPS Teamsters ratified a new national contract. It is nothing short of historic.

Worth \$30 billion, the UPS Teamsters National Master Agreement is the largest-ever private sector union contract. It sets standards on raises, benefits, and job protections that the company has to provide all members. There are also secondary agreements called "supplementals" that lay out additional requirements UPS must follow in certain locations.

The Teamsters Central Region has one of these supplementals,

and it gives members there the right to strike over deadlocked grievances.

That was the cornerstone in the foundation of our strike threat.

Deadlocked Grievances

Power Strike Threat

Any UPS Teamster can file a grievance when the company does something that breaks our contract. This documents the incident so management can be held accountable.

The way grievances are processed differs by jurisdiction. But generally, they are judged by panels made up of an equal number of representatives from the Teamsters and UPS. The panels listen to both sides of the argument and vote on who's right and wrong.

For the Central Region, grievances are presented to a State Panel if they cannot be resolved locally. If the State Panel deadlocks — meaning they are evenly split — the grievance is sent to the Joint Area Committee (JAC). If deadlocked, the grievance is submitted to the company's Vice President of Labor Relations and Teamster's Central

Region
Director. If

they deadlock, then the grievance is sent to the company's President of Labor Relations and the Teamster's National Package Director. If still deadlocked, then both the company and our union have the right to take economic action.

In other words, it gives us the power to strike.

That's what rank-and-filers at three local unions were nearly forced to do in August.

Local 89 had filed major grievances over management's refusal to recognize the proper jurisdiction of workers at Worldport's Aircraft Maintenance Distribution Center. For over a year, UPS ignored and delayed this issue, choosing instead to divert airport distribution services to workers paid a lower rate. Meanwhile, the company stonewalled important grievances related to seniority and workplace safety that were filed by Local 20 and Local 455.

All these grievances were deadlocked at the JAC. And UPS was refusing to do right by our members — reflecting a wider belief among its executives that they should be able to go



back on their word without facing repercussions.

But the days of Teamsters putting up with this malicious mismanagement are over.

UPS Teamsters from Locals 20, 89, and 455 were fully prepared to launch a strike — and extend picket lines across the country, which the national contract allows — to push back against this corporate greed. And they weren't

same time these disputes were playing out, members of Local 705 in Chicago were gearing up for a battle of their own.

Local 705 Battles for Admins and Specialists

UPS always denied administrative and specialist workers the choice of joining the Teamsters under the national agreement. But just months after members ratified the newest contract, our union won the hard-fought right to bring these workers into our ranks.

Local 89 was the first to organize them. UPS put up a serious fight. But eventually it was forced to sign a memorandum of understanding detailing how administrative and specialist workers can join the Teamsters as well as an addendum laying out their pay and work conditions under the national contract.

This was a huge victory, but one that would not have applied to Local 705. That's because Local 705 is not part of the UPS Teamsters National Master Agreement. Instead, it has a separate contract with

the company in which it bargains for its own wages and work conditions.

That became a problem when Local 705 organized a group of administrative and specialist workers under the terms of its own agreement.

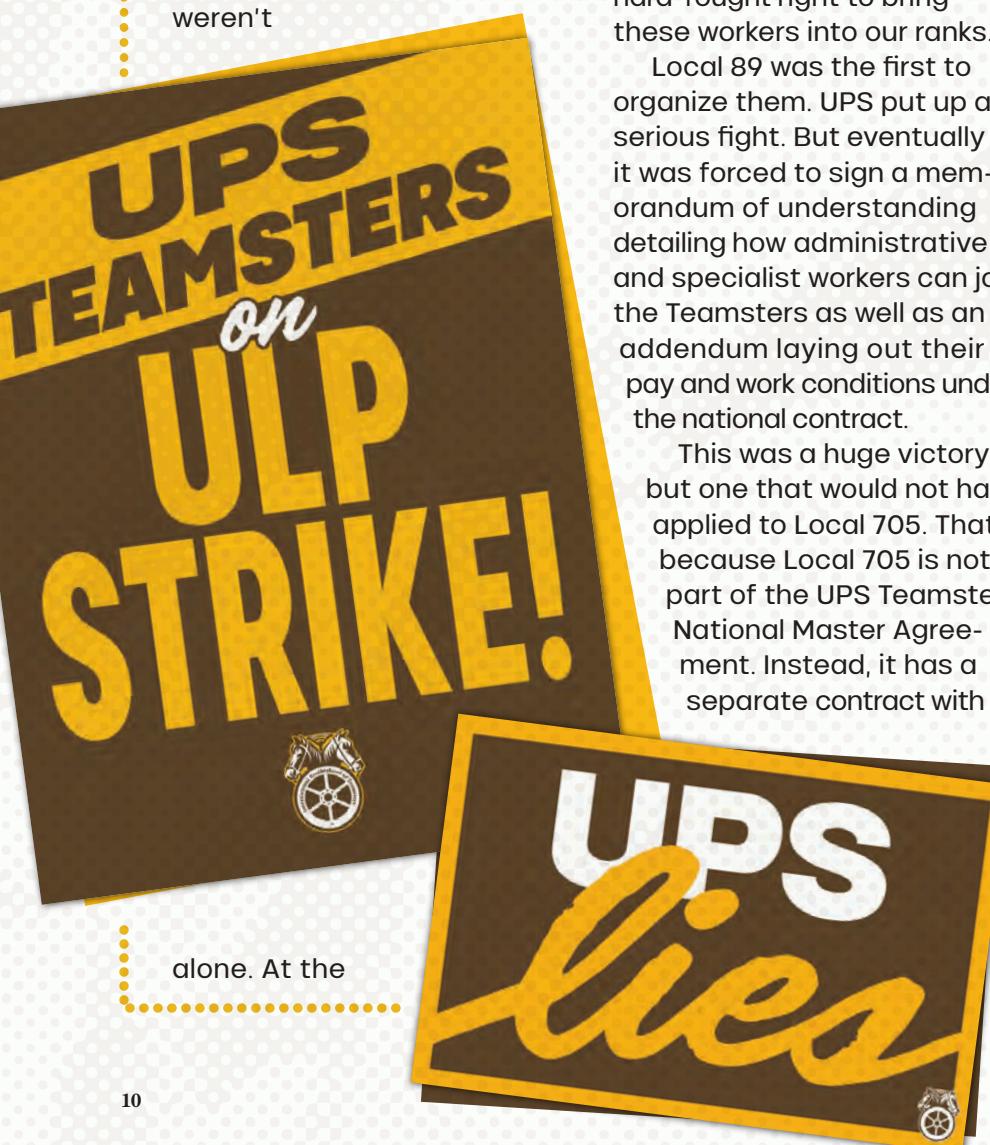
On the heels of their defeat, UPS management was looking for opportunities to undermine our members. And when they heard a group of administrative and specialist workers had unionized with Local 705, they decided to be disruptive.

UPS argued that these members should be covered by the national master agreement — rather than their local union's contract. It was totally illogical. And UPS's crooked executives knew that fully well. They just wanted to throw a wrench into the collective bargaining process.

This dispute dragged on for months. It was an intentional failure by UPS to bargain in good faith — one that very nearly forced our members to strike.

Always Vigilant

Between Local 705's dispute over administrative/specialist workers and the deadlocked grievances at Locals 20, 89, and 455, UPS came closer than it can imagine to causing one of the most consequential American strikes in dec-



ades.

If UPS did not relent, Teamsters would have hit the company where it hurt. Rank-and-file members would have put months of strategy into action. They were fully prepared to flood the streets in state after state. Local unions had strike signs in hand and were ready to give them out at a moment's notice. Picket lines would have extended across the country. Barns, warehouses, and major airhubs like Worldport would have shut down and countless packages would have gone undelivered.

Thankfully, it didn't come to that. At the 11th hour, UPS caved to our members' demands. At Local 705, administrative and specialist workers were finally granted a first contract and elevated to the top wage rate for their respective job duties. At Locals 20, 89, and 455, the company agreed to resolve the grievances in our favor. And just weeks after the strike was averted, UPS was forced to fast-track the delivery of thousands of vehicles with A/C to the hottest areas of the country.

While our union's credible strike threat has earned UPS Teamsters extraordinary gains, every member of our union should be aware that our contract enforcement efforts are far from over.

We know from history that UPS will try to come up with new ways to avoid delivering on their obligations — just like they did with their

***UPS Refused
to Resolve***

HUGE GRIEVANCES





TURNING UP THE HEAT ON UPS



The sun had barely risen over Fort Worth, Texas, but the heat was already unbearable. Inside his brown package car, Cameron Bowman, a 20-year UPS veteran and proud member of Teamsters Local 767, wiped sweat from his face and checked his next stop. The metal cab radiated like a skillet. His sweat-soaked uniform clung to his skin. By mid-afternoon, the temperature inside his truck would climb past 115 degrees.

"You can feel it the moment you climb in," Bowman said. "The heat builds and builds throughout the day. And there's no real relief for as long as you're in the truck. It's brutal."

Last July, that heat caught up with him. Driving down the highway, Bowman's muscles began to cramp. His vision blurred. He felt dizzy and confused. Despite his troubling state, he was advised by management to make his way back to the building. Somehow, he managed to steer the truck back to UPS, where management told him to "rest and drink water." Bowman had to insist they call an ambulance. He spent that night in the hospital being treated for heat exhaustion.

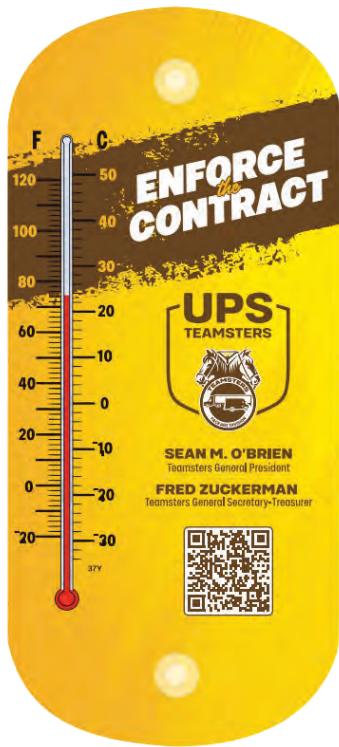
"I was lucky," he said. "But it shouldn't take someone getting carted off in an ambulance for the company to take this issue seriously."

Across the South and Southwest — what UPS calls Zone 1 — Bowman's story is all too common. Drivers in Arizona, Texas, Georgia, Florida, and more than a dozen other states face daily temperatures topping 100 degrees. The metal walls of their trucks turn the air inside into a choking haze of heat and exhaust. Even on "cooler" days, the temperature in a UPS vehicle can soar 20 degrees higher than outside.

"The back of the package car can feel like you're in an oven," said Ryan Luu, another Local 767 member who has spent five summers battling the heat. "It's unbearable. And it seems like every summer it gets worse."

Unprecedented Pressure

For years, UPS brushed off the dangers as an unfortunate part of the job. But in 2023, rank-and-file Teamsters nationwide banded together to demand a contractual change that seriously addressed the dangers they face in the heat.





That national contract campaign, driven by 340,000 Teamsters, forced UPS to commit to installing air conditioning in 28,000 new vehicles and adding fans, exhaust vents, and heat shields across its fleet. It was a historic victory won through intense rank-and-file pressure, practice pickets, and a credible strike threat that shook the company to its core.

But as the months went by, UPS dragged its feet on implementation — stalling, delaying, and testing the union's patience.

So, this summer, the Teamsters turned up the heat again. As temperatures soared, the union launched an aggressive contract enforcement campaign to hold the company accountable. Local unions rallied members to report unsafe conditions and push back on management indifference. The UPS Teamsters Heat Committee, chaired by Karla Schu-

mann, Secretary-Treasurer of Local 104 in Phoenix, began co-ordinating with locals and Joint Councils across the country — collecting data and demanding a real and tangible response from the company.

"We made it crystal clear that our members were done waiting," Schumann said. "Our union negotiated that contract in good faith, and UPS signed it. That means they have to deliver. And if they don't, we'll make them."

A Major Breakthrough

The Teamsters' pressure campaign paid off. In October, the company finally shifted gears.

On October 20, UPS signed a new letter of agreement with the Teamsters National Negotiating Committee to expedite the retrofitting of 5,000 existing package cars with air conditioning, prioritizing the hottest delivery zones in the



country. In addition, the agreement launches a pilot program to install A/C in the cargo compartments of 100 trucks: a longtime demand of Teamster drivers who know that the back of the vehicle is often the deadliest part.

"This breakthrough didn't happen because UPS suddenly found its conscience. It happened because the Teamsters kept the pressure on. Since ratifying the National Master Agreement, our heat committee has worked nonstop to identify the best ways to retrofit vehicles and keep our members safe. Installing A/C in the cargo area is a major step forward. That's where the heat builds fastest, and where too many of our members have gotten sick," Schumann said. "This victory proves that when Teamsters keep pushing, the company moves."

For drivers like Bowman, pressuring UPS to follow through on its word is about more than doing the right thing. It's a matter of life and death.

"UPS wastes billions on automation and stock buybacks but pretends they don't have enough money to keep us safe on the job," Bowman said. "This time, they didn't have a choice. We forced them to do the right thing."

The Stakes in Zone 1

Few states illustrate the stakes better than Arizona, home to Local 104. This summer, Phoenix endured 36 consecutive days



over 110 degrees, with highs reaching 119. Drivers in the Arizona's sprawling suburbs deliver hundreds of packages a day, stepping in and out of their trucks more than 200 times, each time blasted by heat that feels like opening an oven door.

Teamsters locals across Zone 1 have reported dozens of heat-related illnesses every summer. In the past, workers often faced discipline for slowing down or taking breaks to cool off. Under the new contract — and the union's aggressive contract enforcement campaign — those days are ending.

The new agreement marks a major milestone, but no one in the union is pretending the fight is over.

"This is progress, not victory laps," Schumann said. "We're going to keep pushing until every single UPS driver is working in safe conditions."

To that end, the UPS Teamsters Heat Committee will monitor every phase of the retrofit rollout, tracking progress facility by facility and ensuring

that upgraded trucks actually reach the members in the hottest areas first. The union is also preparing to hold the company accountable for data transparency, equipment standards, and worker input as the cargo-compartment A/C pilot program moves forward.

"UPS has a long history of saying one thing and doing another," Bowman said. "We're not letting that happen this time. We've come too far to settle for promises."

For the 340,000 UPS Teamsters who fought to win the strongest contract in the company's history, this new commitment is proof that collective action doesn't end when the ink dries. That's just the beginning.

"Every degree of heat relief that our members feel next summer will be a reminder of what solidarity can do," Schumann said. "The company didn't hand this to us. We forced it. And we're going to keep fighting until every worker who wears brown goes home safe."

In the brown trucks rolling across the blazing asphalt of Zone 1, change is finally com-



DRIVE
DEMOCRATIC, REPUBLICAN,
INDEPENDENT VOTER EDUCATION



Go to Teamster.org/teamfund to donate and to visit
the online store for union-made Teamsters merchandise.

Fighting
FOR TEAMSTERS AND OUR FAMILIES

ELECTION SUPERVISOR'S REPORT No. 4

CAMPAIGN FINANCE; DELEGATE ELECTIONS; MAIL BALLOTTING; PROTESTS

Campaign finance. The 2025-2026 IBT International Union Delegate and Officer Election Rules ("Rules") govern campaign financing. The Rules permit candidates to accept campaign contributions only from members and limit the amount of money that members may contribute to support candidate campaign activities. For details, read Article XI of the Rules. International officer candidates must report contributions received. OES examines campaign reports and conducts independent checks on contributions to confirm the candidates' reports. Members may be contacted by OES in connection with requests to verify reported information, and your cooperation in that effort is requested. Additional rules (and limitations) apply to contributions earmarked to pay for services necessary to comply with election laws or rules.

Delegate Elections. Delegate elections have started and a few elections have been completed. Additional elections are scheduled for this fall, but most nominations and elections will be scheduled for the period between January 4, 2026 and April 24, 2026, when the nomination period ends. Each Local, BLET GCA, and BMWED System Federation files an election plan detailing the critical dates and procedures for the nomination and election of convention delegates and alternate delegates. OES will complete approval of those plans before the start of the main election season. You can view any submitted plan, and see whether a plan has been reviewed and approved, by going to www.ibtvote.org, clicking on "Delegate Elections," and then clicking on "View Election Plans." Click on the link for "Dates Times, and Places" for a table listing scheduled nomination meetings and listing election dates where the nominations result in contested elections.

Updates on the status of delegate elections are also regularly posted to www.ibtvote.org. Information you can view at the Election Supervisor's website includes Local Union Nominations Meetings and Election Ballot Count Dates and Locations, and Delegate Strength.



There are separate tables for IBT locals, BLETs, and BMWED System Federations. Voice your views at your local body, find out the schedule for nominations and elections at other local bodies nationwide. Results of nomination meetings (contested or white ballot) will be posted to the tables.

Am I Eligible to Participate? OES makes determinations about who is eligible to nominate, second, or run as a candidate for convention delegate or International Officer pursuant to the Rules and IBT Constitution. See Rules, Article VI, § 4. If you have a question about your eligibility, use OES Form 17 to submit a written request to OES.

Nominations in Writing. You are not required to attend a nomination meeting in person in order to nominate or second a candidate for delegate or alternate delegate or to accept nomination. The Rules allow each of these steps to be done in writing. Every local union election plan explains how to submit nominations, seconds, and acceptances *in writing*—including the deadline (date and time) for submission and the postal address and email address for submission. Written nominations can be a back-up to in-person nomination or a complete substitute for in-person nomination. No special permission is required to nominate candidates in writing.

Mail Ballotting—Vote Promptly. The delegate elections and the International officer election rely on ballots distributed and returned by U.S. Mail or Canada Post. To be counted in an election supervised or conducted by OES, a ballot must be received at the post office box used to collect returned ballots in time to be picked up on the morning of the ballot count date.

Every local union election plan states the deadline for return of ballots; the deadline is also published in the local union election plan summary posted on union bulletin boards, and in the notice of election. You can find your local union's election plan at www.ibtvote.org. Your ballot must be received by that deadline in order to be eligible to be counted. **Neither date of mailing nor postmarking will make a ballot eligible for counting.** To have the best opportunity for your ballot to be received on time for the ballot count, OES recommends that you vote and return your ballot for delegate (or International officer) candidates promptly after you receive it.

Teamsters Canada. The Election Supervisor received a request from Teamsters Canada that reference to Regional Vice-President Francois Laporte in the Election Supervisor's online Campaign Contribution and Expenditure Reporting System include his position as President of Teamsters Canada. After a review of the IBT Constitution and the Teamster Canada By-Laws, the IBT confirmed that the title of Regional Vice-President/President, Teamsters Canada is correct and all OES references to that office going forward will include the expanded title.

Protests. As of November 5, 2025, OES has received 28 protests and issued 13 published decisions as to 19 of the protests filed; 9 protests are under investigation. Final protest decisions, including a summary of the protest, the investigation, the decision, and any remedy, are posted on www.ibtvote.org as they issue.

Please contact the OES for more information about any aspect of the election procedures.

Sincerely,

HON. TIMOTHY S. HILLMAN (RET.)
Election Supervisor
electionsupervisor@ibtvote.org

INFORME DEL SUPERVISOR ELECTORAL No. 4

FINANCIACIÓN DE LA CAMPAÑA; ELECCIONES DE DELEGADOS; VOTACIÓN POR CORREO; PROTESTAS

Financiación de campañas. El Reglamento de Elección de Delegados y Funcionarios de la Unión Internacional IBT para el período 2025-2026 ("Las Reglas") rige la financiación de las campañas. Las Reglas permiten a los candidatos aceptar contribuciones de campaña únicamente de los miembros y limitan la cantidad de dinero que los miembros pueden aportar para apoyar las actividades de campaña de los candidatos. Para más detalles, consulte el Artículo XI del Reglamento. Los candidatos a funcionarios internacionales deben informar sobre las contribuciones recibidas. La Oficina de Supervisión Electoral (OES) examina los informes de campaña y realiza verificaciones independientes de las contribuciones para confirmar la información proporcionada por los candidatos. Los miembros pueden ser contactados por OES en relación con solicitudes para verificar la información reportada, y se solicita su cooperación en ese esfuerzo. Se aplican reglas (y limitaciones) adicionales a las contribuciones destinadas a pagar los servicios necesarios para cumplir con las leyes o normas electorales.

Elecciones de Delegados. Las elecciones de delegados han comenzado y algunas ya se han celebrado. Se han programado elecciones adicionales para este otoño, pero la mayoría de las nominaciones y elecciones se llevarán a cabo entre el 4 de enero de 2026 y el 24 de abril de 2026, fecha en que finaliza el período de nominaciones. Cada Local, BLET, GCA y BMWED System Federation presenta un plan electoral que detalla las fechas y los procedimientos clave para la nominación y elección de delegados a la convención y delegados suplentes. La OES completará la aprobación de esos planes antes del inicio de la temporada electoral principal. Puedes ver cualquier plan presentado y comprobar si ha sido revisado y aprobado visitando www.ibtvote.org, haciendo clic en "Delegate Elections" (Elecciones de Delegados) y luego en "View Election Plans" (Ver Planes Electorales). Haga clic en el enlace "Dates Times, and Places" (Fechas, Horas y Lugares) para ver una tabla con las reuniones de nominación programadas y las fechas de las elecciones en las que las nominaciones resulten en contiendas electorales.

Las actualizaciones sobre el estado de las elecciones de delegados también se publican periódicamente en www.ibtvote.org. La información que puede consultar en el sitio web del Supervisor Electoral incluye las fechas y lugares de las reuniones de nominaciones de las uniones locales y el recuento de votos electorales, así como el número de delegados:



Existen mesas separadas para las secciones locales de la IBT, BLET y BMWED System Federation. Exprese sus opiniones en su sección local y consulte el calendario de nominaciones y elecciones de otras secciones locales a nivel nacional. Los resultados de las reuniones de nominación (con votación abierta o con candidatos contendientes) se publicarán en las mesas.

¿Estoy elegible para participar? La OES determina quiénes son elegibles para nominar, apoyar o postularse como candidatos a delegados a la convención o a funcionarios internacionales, de conformidad con el Reglamento y la Constitución de la IBT. Consulte las Reglas, Artículo VI, § 4. Si tiene alguna pregunta sobre su elegibilidad, utilice el Formulario OES 17 para enviar una solicitud por escrito a OES.

Nominaciones por escrito. No es necesario asistir en persona a una reunión de nominación para nominar o apoyar a un candidato a delegado o delegado suplente, ni para aceptar una nominación. Las Reglas permiten que cada uno de estos pasos se realice por escrito. Cada plan electoral de la unión local explica cómo presentar candidaturas, apoyos y aceptaciones *por escrito*, incluyendo la fecha límite (fecha y hora) para la presentación y la dirección postal y la dirección de correo electrónico para la presentación. Las nominaciones escritas pueden servir de respaldo a las nominaciones presenciales o como sustituto completo de las mismas. No se requiere ningún permiso especial para nominar candidatos por escrito.

Voto por correo: Vote con prontitud. Las elecciones de delegados y de funcionarios internacionales se basan en papeletas distribuidas y devueltas por correo postal estadounidense o canadiense. Para que su voto sea contabilizado en una elección supervisada o realizada por la OES, debe **recibirse** en el apartado postal utilizado para la recogida de papeletas devueltas a tiempo para ser recogido la mañana del día del recuento.

Cada plan electoral de la unión local establece la fecha límite para la devolución de las papeletas; esta fecha límite también se publica en el resumen del plan electoral de la unión local, que se coloca en los tablones de anuncios de la unión, y en el aviso de elecciones. Puede encontrar el plan electoral de su unión local en www.ibtvote.org. Su papeleta debe recibirse antes de dicha fecha límite para que su voto sea válido. **Ni la fecha de envío ni el matasellos garantizan que su papeleta sea válida para el recuento.** Para tener la mejor oportunidad de que su voto sea recibido a tiempo para el recuento, OES recomienda que vote y devuelva su papeleta para los candidatos a delegado (o funcionario internacional) inmediatamente después de recibirla.

Teamsters Canada. El Supervisor Electoral recibió una solicitud de Teamsters Canada para que la referencia al Vicepresidente Regional, François Laporte, en el Sistema de Informes de Contribuciones y Gastos de Campaña en línea del Supervisor Electoral incluya su puesto como Presidente de Teamsters Canada. Tras revisar la Constitución de la IBT y los Estatutos de Teamsters Canadá, la IBT confirmó que el título de Vicepresidente/Presidente Regional de Teamsters Canadá es correcto y que, en adelante, todas las referencias de la OES a dicho puesto incluirán el título completo.

Protestas. Al 5 de noviembre de 2025, la OES ha recibido 28 protestas y ha emitido 13 decisiones publicadas en relación con 19 de las protestas presentadas; 9 protestas se encuentran bajo investigación. Las decisiones finales sobre las protestas, incluyendo un resumen de la protesta, la investigación, la decisión y cualquier solución, se publican en www.ibtvote.org a medida que se emiten.

Por favor póngase en contacto con la OES para obtener más información sobre cualquier aspecto de los procedimientos electorales.

Sinceramente,

HBLE. TIMOTHY S. HILLMAN (RET.)

Supervisor Electoral
electionsupervisor@ibtvote.org

INTERNATIONAL OFFICER CANDIDATE CAMPAIGN LITERATURE

The IBT International officer election is underway. The locals, general committees of adjustment, and system federations in all divisions of the International have started the process of electing delegates to the IBT's 31st International convention, where the delegates will vote by secret ballot to nominate candidates for International office. In the fall of 2026, IBT members will vote, by secret ballot, to decide the contested International officer positions. The *2026 Election Rules* give accredited candidates the right to publish campaign literature in this issue of *Teamster*, and in an issue of the magazine distributed in February of 2026.

What is an accredited candidate? An "accredited candidate" is a candidate seeking International office who has demonstrated support among the Union membership at a level set by the *2026 Election Rules*. To achieve accredited status, the candidate must obtain signatures from at least 2.5% of the IBT membership eligible to vote for that office. On May 29, 2025, OES published the number of signatures required for accreditation. As of September 1, 2025, 27 candidates for at-large and regional International offices had submitted signatures that were then checked, verified and counted by the OES. The list of accredited candidates

is posted at www.ibtvote.org. **This is not the end of the accreditation period. Candidates may still collect accreditation signatures, and the Election Supervisor may accredit candidates on signatures submitted through December 15, 2025.**

Why is this literature sent to all IBT members?

Candidate material is distributed to encourage the informed participation of all members in the International officer election, and to promote a fair, honest and open process. Learn more about the International officer candidates who will seek nomination at the IBT convention, and use this information to learn more about your local union's convention delegate candidates.

The campaign literature published here is not reviewed or modified by either the IBT or the Office of the Election Supervisor. The candidates are solely responsible for the content of their campaign literature. The campaign literature does not in any way reflect the views of the IBT, any affiliated Unions, or the Office of the Election Supervisor (OES). This material comes to you straight from the accredited candidates.

MATERIAL DE CAMPAÑA PARA CANDIDATOS DE FUNCIONARIO INTERNACIONAL

La elección de funcionarios internacionales de la IBT está en marcha. Las secciones locales, los comités generales de ajuste y las federaciones de sistema en todas las divisiones de la Internacional han iniciado el proceso de elección de delegados para la 31. Convención Internacional de la IBT, donde los delegados votarán mediante voto secreto para nominar a los candidatos para puestos internacionales. En el otoño de 2026, los miembros de la IBT votarán, mediante voto secreto, para decidir los funcionarios internacionales en disputa. *Las Reglas Electorales de 2026* otorgan a los candidatos acreditados el derecho a publicar material decampaña en esta edición de la revista "Teamster" y en la edición de la revista que se distribuirán febrero de 2026.

¿Qué es un candidato acreditado? Un "candidato acreditado" es un candidato que aspira ser un funcionario internacional y que ha demostrado apoyo entre los miembros de la Unión al nivel establecido por *Las Reglas Electorales de 2026*. Para obtener la acreditación, el candidato debe obtener firmas de al menos el 2.5% de los miembros de la IBT con derecho a voto para ese puesto. El 29 de mayo de 2025, la OES publicó el número de firmas necesarias para la acreditación. Al 1 de septiembre de 2025, 27 candidatos para funcionarios internacionales generales y regionales habían presentado firmas que fueron revisadas,

verificadas y contabilizadas por la OES. La lista de candidatos acreditados está publicada en www.ibtvote.org. **Este no es el final del periodo de acreditación. Los candidatos aún pueden recabar firmas para su acreditación, y el Supervisor Electoral podrá acreditar a los candidatos con base en las firmas presentadas hasta el 15 de diciembre de 2025.**

¿Por qué se envía este material a todos los miembros de la IBT?

El material de los candidatos se distribuye para fomentar la participación informada de todos los miembros en la elección de los funcionarios internacionales y para promover un proceso justo, honesto y abierto. Infórmese sobre los candidatos de funcionario internacional que se presentarán a la convención de la IBT y utilice esta información para conocer mejor a los candidatos a delegados de su unión local.

La material de campaña publicada aquí no ha sido revisada ni modificada ni por la IBT ni por la Oficina del Supervisor Electoral.

Los candidatos son los únicos responsables del contenido de su material de campaña. Este material no refleja en modo alguno las opiniones de la IBT, de ninguna unión afiliado ni de la Oficina del Supervisor Electoral (OES). Este material proviene directamente de los candidatos acreditados.





O'BRIEN-ZUCKERMAN
Teamsters United '26



RESULTS.
Not Excuses.

OZ TEAMSTERS UNITED

2026 Platform

Organize.

We organized 90,000 new members in three years. That's just the beginning. By 2030, we'll organize 300,000 more.

Strike Benefits.

Strong strike benefits give workers the means to be on strike for as long as it takes. We delivered real results by testing enhanced strike benefits for members on Day One and raised it to \$1,000. In 2026, we will make the \$1,000 strike benefit permanent in the International Constitution.

Coordinated Bargaining.

We'll continue to align contract expirations, build national agreements, and coordinate bargaining to raise and protect standards across North America.

Picket Line Protection.

The right to extend a picket line is essential to a strong union – and it must be protected in every Teamsters contract. We will continue to bargain for clear, enforceable language that protects the right to strike, to honor a lawful picket line, and to extend picket lines across worksites nationwide.

Rank-and-File Militancy.

We'll train and mentor stewards, bargaining committees, and rank-and-file members to lead on the shop floor, at the bargaining table, in organizing drives, and at the ballot box.

Protect Jobs from AI.

Technology must work for workers – not against them. We'll demand guarantees in every contract that defend Teamsters jobs from automation threats. This is a fight about the future of work in America, and we will aggressively defend Teamsters jobs at all costs.

Political Independence.

We made the Teamsters independent again. We back candidates who back us – no matter the party.

International Officer Accountability.

International Union officers must be held accountable to fulfill their constitutional responsibilities. We will fight for constitutional changes ensuring that elected International Officers meet their responsibilities – if not, they won't get paid.

SEAN M. O'BRIEN

General President

Sean M. O'Brien is the General President of the International Brotherhood of Teamsters and a fourth-generation member of Local 25 in Boston. He joined the union at just 18 as a heavy-equipment driver in the rigging industry and quickly rose through the ranks, becoming the youngest president in Local 25 history. Known for his fearless, member-first leadership, O'Brien has transformed the Teamsters into a militant union that fights back against corporate greed. Under his leadership, the union has aggressively expanded its reach, bringing 90,000 new members into the fold in just three years. He has won record-setting contracts across multiple industries, including the historic 2023 national contract at UPS. O'Brien's vision for the Teamsters combines aggressive organizing, strategic coordinated bargaining, increased member engagement, and the relentless protection of Teamsters jobs.





"For the first time in my career, I feel like leadership finally has our backs. During the 2023 UPS contract campaign, we were mobilized, unified, and determined to win back what we had lost under the previous administration.

It paid off big time.

This contract proved what happens when Teamsters fight to win, not compromise."

Evelyn Cotton

**LOCAL 104
UPS PART-TIMER**



**REPUBLIC TEAMSTERS
STRIKE
READY**



"We took on one of the dirtiest companies in America and came out on top. The International had our back ***every step of the way*** with all the resources needed to stay on strike as long it took to make sure Republic suffered the consequences of their greed. Sean and Fred are the reason workers like us have the confidence to strike and win."

Michael Ortiz

**LOCAL 25
REPUBLIC
SERVICES**



"The freight industry was on life support before Sean and Fred took over. Now we've got real leadership that understands how to fight for us. Our last contract at ABF proved that the Teamsters are done settling for less. It's our **best national agreement yet** and restores faith to the industry."

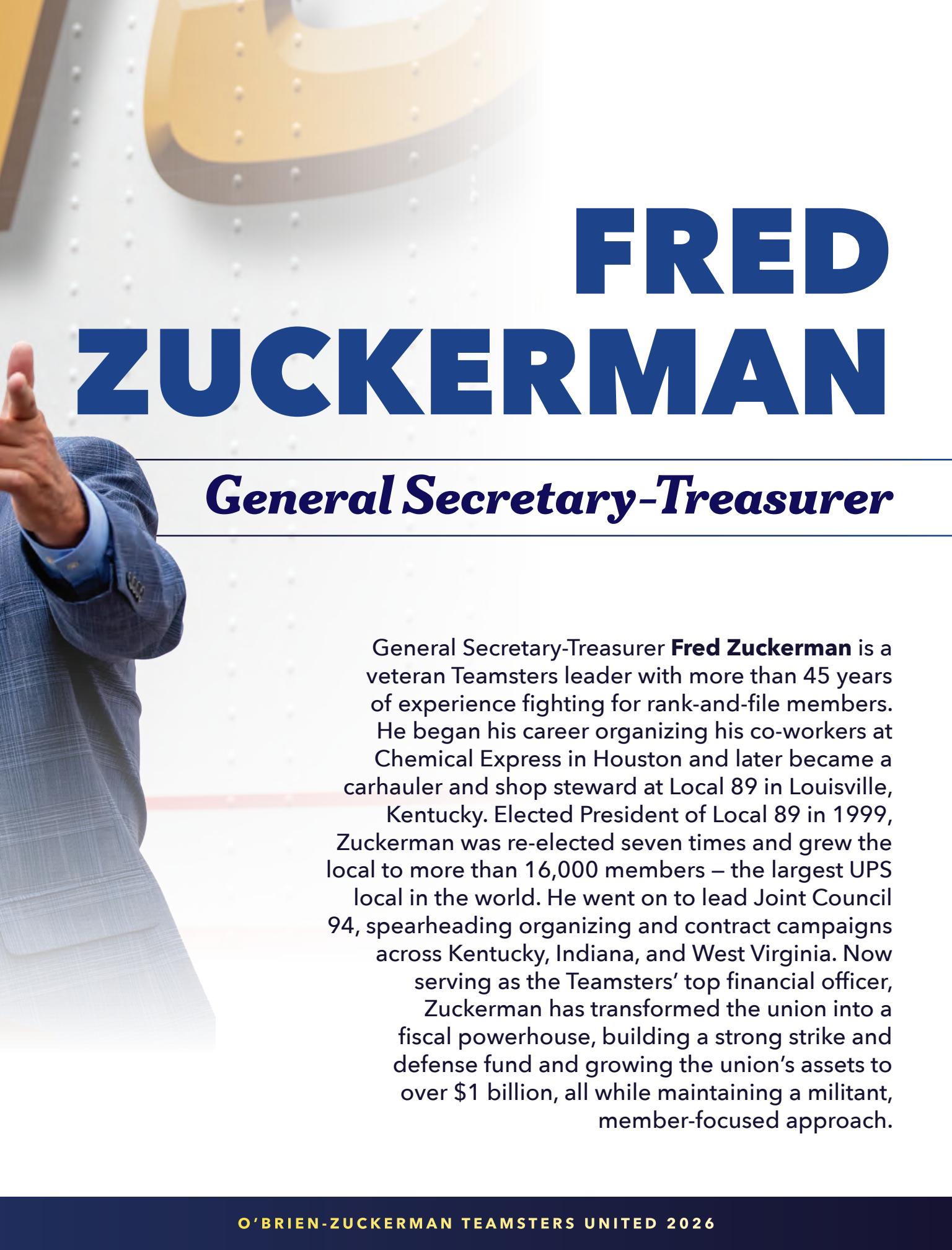
Casey Jackson
LOCAL 745 ABF



"When Sysco tried to divide us, the Teamsters outsmarted them. Locals across the country moved as one coordinated, disciplined team. All across the country, driver and warehouse workers **weren't afraid to strike**. When we hit the picket line, we all went out together and drove the company to its knees. That kind of strategy comes from leadership that knows how to fight and win."

Ben Alvarado
**LOCAL 120
SYSCO**





FRED ZUCKERMAN

General Secretary-Treasurer

General Secretary-Treasurer **Fred Zuckerman** is a veteran Teamsters leader with more than 45 years of experience fighting for rank-and-file members. He began his career organizing his co-workers at Chemical Express in Houston and later became a carhauler and shop steward at Local 89 in Louisville, Kentucky. Elected President of Local 89 in 1999, Zuckerman was re-elected seven times and grew the local to more than 16,000 members – the largest UPS local in the world. He went on to lead Joint Council 94, spearheading organizing and contract campaigns across Kentucky, Indiana, and West Virginia. Now serving as the Teamsters' top financial officer, Zuckerman has transformed the union into a fiscal powerhouse, building a strong strike and defense fund and growing the union's assets to over \$1 billion, all while maintaining a militant, member-focused approach.

Record
ORGANIZING
Historic
CONTRACTS
Proven
LEADERSHIP

Taking on Hollywood

When it comes to fighting for film and television workers, the Teamsters Motion Picture and Theatrical Trade Division doesn't play by Hollywood's script. Under the bold leadership of Division Director **Lindsay Dougherty**, Teamsters are rewriting the rules in the motion picture industry.

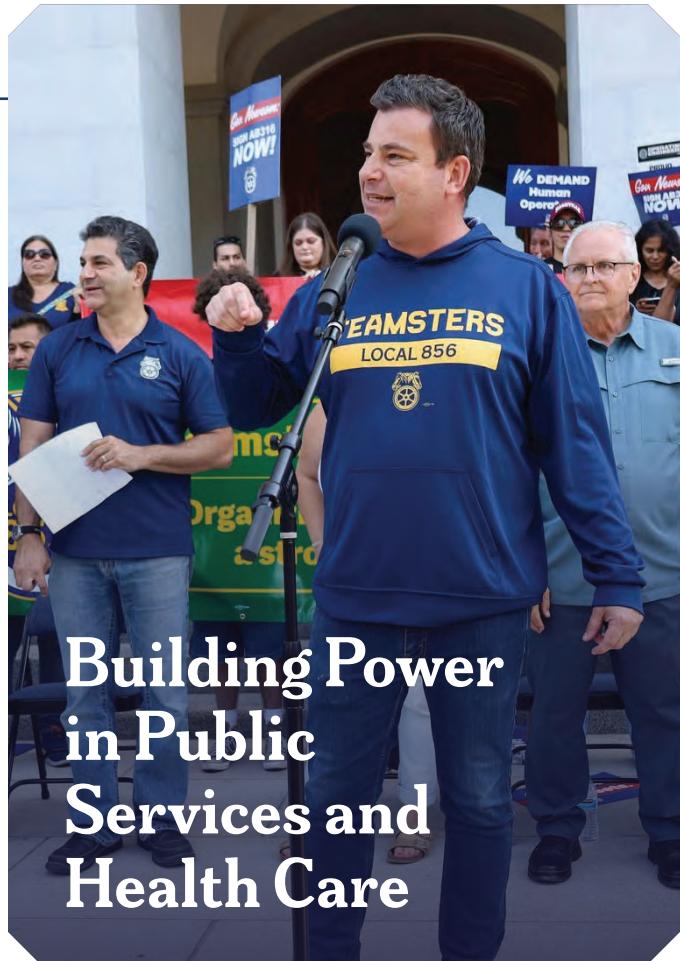
From securing a strong Black Book Agreement to taking on the biggest studios in the business, Lindsay is delivering real gains for crew workers across film and television. As the industry shifts and technology evolves, she's keeping workers ahead of the curve to protect jobs against the threat of AI and a changing media landscape.

A second-generation Teamster from Detroit, Lindsay came up through the ranks with a no-nonsense approach and a reputation for getting results. Her message to the multibillion-dollar studios is simple: no production moves without the Teamsters. And now, the entire industry knows it.



From hospitals to school districts and universities, Teamsters in the public sector and health care industries are growing stronger than ever under the O'Brien-Zuckerman administration. With more than a quarter-million members across the country, the Public Services and Health Care Division is one of the largest and most dynamic in the union. Representing these workers takes skill, determination, and credibility – and the Teamsters have all three in Division Director **Peter Finn**.

Under Peter's forward-thinking leadership, Teamsters are winning top-tier contracts and taking on employers of every size across the country. The division is also on the move with major organizing victories and a renewed push to bring more health care workers into our union. At Corewell Health, 10,000 nurses in Michigan made history in 2024 by joining the Teamsters in one of the biggest NLRB elections in decades. At the American Red Cross, thousands more health care workers have joined our ranks as we continue to build on the strong national contract protections that set the industry standard.





Delivering Heat Relief and Holding UPS Accountable

Warehouse Division Director **Tom Erickson** has built the model for how Teamsters win in the warehouse industry: coordinated bargaining and credible strike threats.

These aren't slogans. They're the strategy behind some of the most significant victories in modern Teamsters history.

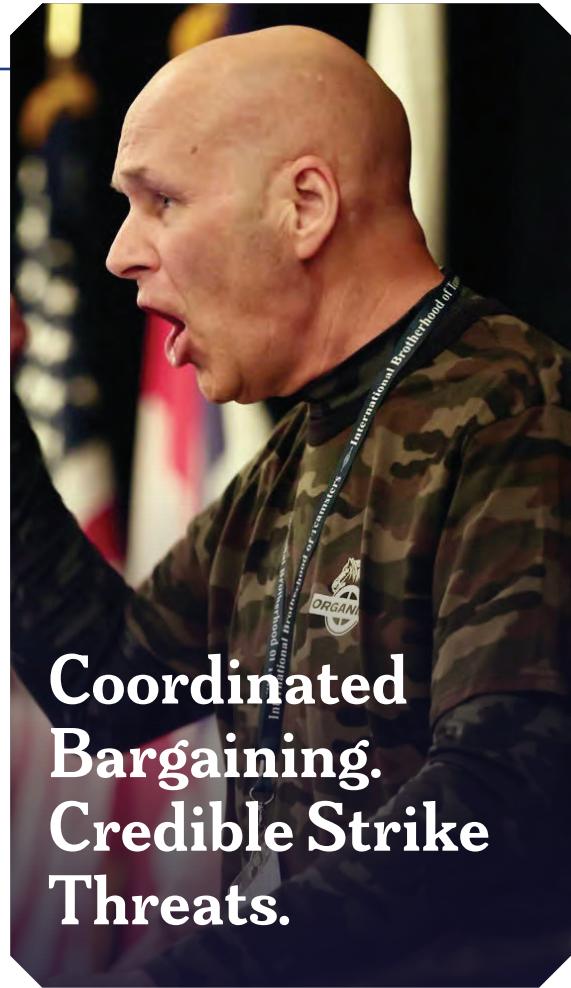
At Sysco and US Foods, nationwide coordination and strike extensions brought both multibillion-dollar foodservice giants to their knees. When Sysco tried to break locals in Indianapolis and Louisville, Teamsters everywhere stood shoulder to shoulder on the picket line. Within two weeks, the company caved. Rank-and-file Teamsters won massive wage increases, stronger retirement security, and better health care benefits.

The results have been just as dramatic at UNFI, the largest distributor for Whole Foods. Since 2022, more than 2,500 new workers have joined the Teamsters – a 50 percent increase in membership. This year, a landmark regional contract covering 12 locals delivered higher wages, stronger benefits, and improved seniority protections.

Tom's strategic leadership has led to some of the biggest fights of the past three years. His philosophy is simple: "If management goes after one group of Teamsters, they're going up against every Teamster at that company – and they're going to pay the price."

When UPS Teamsters demanded protection from dangerous heat, **Karla Schumann** made sure the company listened. As chair of the Teamsters UPS Heat Campaign and a leading voice of the National Negotiating Committee, Karla helped secure one of the most important wins in Teamsters history: the 2023 UPS Teamsters National Master Agreement.

The national contract guarantees the company will deliver 28,000 new package cars with air conditioning and provide members with real relief during extreme heat – and Karla is making sure United Parcel Service fulfills their obligations. Her relentless leadership is proving that when Teamsters stand together to enforce a contract, no company is too big to be kept in check and held accountable.



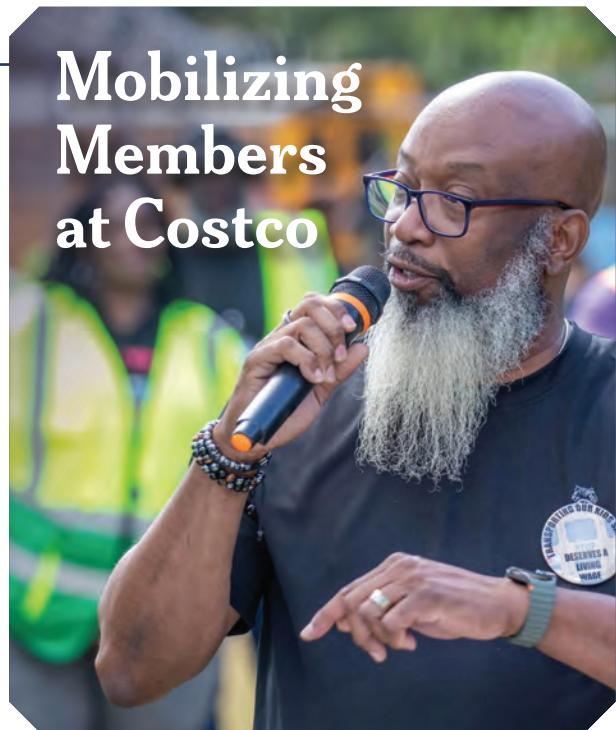
**Coordinated
Bargaining.
Credible Strike
Threats.**

At Costco, 18,000 Teamsters mobilized like never before and won big. Under the leadership of Teamsters lead negotiator **Sean Cedenio**, members stood united during a period of corporate upheaval and fought for the strongest national contract in Costco history.

The new Costco National Master Agreement delivers higher wages, a 22% boost in pension contributions, and over 40 key language improvements – strengthening seniority rights, expanding vacation benefits, and protecting members from corporate surveillance.

Sean helped ignite a new era of militancy at Costco, and now he's calling on every nonunion worker at the company to join the fight. Over the next three years, the focus is clear: continue mobilizing a militant rank-and-file to help organize every nonunion Costco location in America.

Mobilizing Members at Costco



Demanding Respect at Republic

This summer, Teamsters took on one of Corporate America's worst offenders: Republic Services. The \$50 billion waste giant pushed rank-and-file Teamsters too the edge and lit the fuse on what became one of the largest sanitation strike of the 21st Century. Under the fierce leadership of Solid Waste and Recycling Division Director **Victor Mineros**, over 500 Republic Teamsters took a stand and walked off the job in early July. They were soon joined by thousands more who extended picket lines nationwide.

The company's greed backfired spectacularly. As trash piled up in cities across America, communities rallied behind Republic Teamsters. The company hemorrhaged millions on scab wages, fines, and lost contracts – more than \$50

million in just a few weeks. After 100 days on strike, Republic caved. Teamsters secured record contracts with raises up to 46 percent, stronger benefits, and new language protecting their rights on the job.

As head of one of the largest waste locals in the country, Victor brought decades of experience to the fight. He's spent years bargaining tough contracts with some of the worst employers – and now he's proving that when Teamsters fight together, there's no corporation too big to take on.



REP YOUR TEAM

Available at
WWW.OZ2026.COM



OZTU26



**FREE WINDOW CLING &
STICKER WITH ALL ORDERS!**

All purchases and donations from the OZ Teamsters United 2026 online store will be recorded as a contribution to the Teamsters United 2026 Legal and Accounting Fund. This monetary contribution must be made voluntarily by the donor with his/her personal funds and cannot be made with funds provided by a third party or reimbursed to the donor. No employer may contribute, nor be permitted to contribute, directly or indirectly, anything of value to the Teamsters United 2026 Legal and Accounting Fund.

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



2026 Academic and Vocational Scholarships

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

Academic scholarship awards range from \$10,000 to \$1,000 and Vocational/Training program awards range from \$2,000 to \$500.

Application process now open
Deadline: March 2, 2026

To apply, visit www.jrhmsf.org



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This program is administered by Union One Benefits Administration. The benefits are issued by Prudential.

