

TEAMSTER



“Nonprofit” Hospitals are Union Busting

ORGANIZING CANNABIS WORKERS

Debunking a Driverless Future

CALL TO TEAMSTERS CONVENTION

TEAMSTERS TRUTH, DELIVERED

The International Union Launches “Just Cause,”
the Official Teamsters Substack



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TEAMSTERS GENERAL PRESIDENT

SEAN M. O'BRIEN



To win the fights ahead, Teamsters have to see the full picture of what we're up against. The challenges facing workers today are connected, coordinated, and driven by the same corporate interests that want to divide us and weaken our power.

The Teamsters are stronger today than we've been in generations because we're refusing to let that happen. Since Fred Zuckerman and I took office four years ago, our union has won by telling the truth and keeping members informed. Transparency and straight

talk have fueled historic organizing victories, record contracts, and powerful strike action across the country.

Corporate America isn't setting the terms anymore. They're reacting to us. They see rank-and-file Teamsters talking to one another, sharing real information, and understanding what's at stake — and it terrifies them.

The response from Big Business is always the same: flood the airwaves with propaganda, pit workers against one another, and try to control the

narrative before we can. They want confusion and silence because they know informed Teamsters are dangerous.

That's why communication inside our union is not optional. When Teamsters see the big picture and act on the same facts, we set our own terms, shape our own narrative, and put Corporate America on defense. That's how we've won. And that's how we'll keep winning.



Teamsters General President

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In December, the Teamsters launched **Just Cause**, our official Substack and a new home for honest, worker-driven storytelling.



The idea behind *Just Cause* is simple: working people deserve direct access to information that reflects their lives, their struggles, and their victories – without corporate filters or outside agendas.

It's no secret that many once-respected media outlets have tarnished their reputation by peddling slanted stories and inaccurate headlines from Big Business. Many of the loudest media voices are owned by the same corporations we're fighting on the streets and at the bargaining table. As a result, the realities of work are flattened, distorted, or ignored altogether. This platform exists to correct that.

Just Cause is a free publication centered on the issues that matter most to

rank-and-file Teamsters and working people across every industry we represent. It features reporting, opinion, and analysis rooted in the experiences of the people who keep America running.

This issue of *Teamster Magazine* includes some of the first stories published on *Just Cause*. As more readers turn to social media, podcasts, and independent outlets for news and perspective, platforms like Substack give organizations like ours the ability to speak directly and responsibly to our members and the public.

Our goal is to put out accurate information, elevate worker voices, and take ownership of our narrative.

Just Cause reflects the same principle that anchors

strong Teamsters contracts: fairness, accountability, transparency, and respect. It's a space to share what's happening on the ground. This is where we tell our own story – unfiltered, unapologetic, and grounded in the reality of the shop floor. It's where we break down the fights that matter, expose the greed we're up against, explain the legislation that will affect us, and make it clear what's at stake for working people in this country.

No corporate spin. No fake "balance." No gatekeepers. Just the truth.

The Teamsters didn't become strong by staying quiet. Welcome to *Just Cause*. Subscribe today on Substack. 



JUST CAUSE

THE OFFICIAL TEAMSTERS SUBSTACK®





Loyalty is Not a Strategy: Labor Needs a Bipartisan Coalition

Corporate America Doesn't Have a Party – and Neither Should Unions

For decades, the American labor movement has mistaken loyalty for power. Show up every election. Turn out the vote. Write the checks. Knock the doors. Trust that if you stay loyal to the Democratic Party long enough, policy wins will follow. The modern Democratic Party was built by the labor movement. It anchored its working-class base and delivered victories when margins were thin. The expectation was simple: stand with us and we'll stand with you.

But loyalty to the Democratic Party has not delivered substantive, durable labor reform. The Employee Free Choice Act collapsed. The PRO Act stalled. Penalties for illegal union busting remain weak. Even when Democrats have controlled the White House and Congress, labor's priorities have repeatedly been delayed, diluted, or traded away.

Establishment Democratic politicians treat unions as indispensable during campaigns, but optional when writing legislation. At a certain point, the current dynamic stops being a partnership and starts looking like an abusive relationship. Labor is told to keep giving, keep showing up, and keep believing, while being warned that demanding real accountability will disrupt the status quo and endanger working relationships.

The reason loyalty to the Democratic Party has failed labor is structural. Neither major party rewards loyalty — they reward money, access, and future career opportunities. Capitol Hill operates as a revolving door between government and Corporate America. Lawmakers, senior staffers, and regulators routinely leave office to join cushy lobbying firms, corporate legal teams, and boardrooms, often representing the same industries they once oversaw.

Campaign finance further locks this structure in place. Both political parties rely heavily on corporate money to fund elections. Wall Street banks, Big Tech firms, logistics giants, pharmaceutical companies, and private equity bankroll leadership committees and individual campaigns across party lines. These donations are not ideological. They are transactional. They buy access and they set boundaries.

Those boundaries are where labor reform goes to die.

The current system has growing political consequences. When the same corporations fund both parties, when the same consultants rotate through administrations, and when lawmakers leave elected office to cash in representing corporate interests, people draw

a straightforward conclusion: the system is broken.

This is the point where the experience of working-class voters and the experience of the Teamsters converge.

The Teamsters are not rethinking our political strategy in isolation. We are responding to the same structural reality voters are responding to. For decades, unions have delivered votes, donations, and organizing power with the expectation that material gains would follow. But for decades labor law reform has stalled, enforcement has weakened, and corporate power has expanded. Yet the Democratic Party still expects blind loyalty from labor unions without any accountability.

Voters are reaching a similar conclusion about loyalty. Democrats who are turning away from the establishment, including those who voted for Donald Trump, are doing so to reject a political system that promises change and delivers nothing. They want wages to rise, costs to come down, and rules to be enforced. And they are increasingly unwilling to offer blind loyalty without concrete structural changes.

Teamsters' internal polling in 2024 showing significant support for Donald Trump shocked some political commentators, but it shouldn't have surprised anyone paying attention. Union members and working-class voters are reacting to the same conditions. They are responding to a political system that rhetorically talks about working people while governing in ways that strictly protect corporate donors.

This is no endorsement of any politician. It's a diagnosis. Trump's appeal to many working-class voters

is not rooted in conservative economic policy — often hostile to labor — but in his willingness to attack elites, corporations, trade deals, and institutions that people rightfully believe have failed them. Trump's economic populism is resonant because it names a problem voters clearly see. That resonance exists among working-class Democrats, Republicans, and independents alike.

The shift away from establishment politics in both parties is not ideological. It is transactional. When loyalty stops producing results, people look elsewhere. When rhetoric



replaces
outcomes,
trust collapses.

Corporations
do not structure
their political strategy
around loyalty or iden-
tity politics. They orga-
nize it around leverage.
Regardless of how they
present themselves pub-
licly, major companies
understand that power
in Washington flows
through access, not ide-
ology. Their goal is not
alignment, it's influence.
They engage both parties
consistently and without
apology.

Even the most progressive brands operate this way. Ben & Jerry's is synonymous with left-leaning activism, yet its parent company, Unilever, donates heavily to both Democrats and Republicans through PACs and trade associations. Patagonia is outspoken on climate change and public lands, but still engages Republican lawmakers on trade and other business-related issues.

The same logic applies to conservative brands. Hobby Lobby and Chick-fil-A are often described as faith-driven or Republican-aligned companies, yet they hedge their bets. Roughly 40 percent of Hobby Lobby's political contributions in recent cycles have gone to Democrats. Chick-fil-A avoids direct partisan politics altogether, instead maintaining working relationships with officials from both parties on zoning, development, and regulatory issues. They understand that locking yourself into one party is how you lose leverage.

Labor for too long has done the opposite. That is precisely why a

bipartisan labor strategy is not a betrayal. It is the rational response to a system that is bipartisan in its service to corporate power. When voters across parties logically conclude the system is rigged, loyalty to any one party is a liability.

A bipartisan labor strategy works not because both parties will ever be equally pro-worker, but because it disrupts predictability. When unions engage across party lines, they force politicians to compete for labor's support. A bipartisan labor coalition introduces uncertainty to a system designed to eliminate it. It weakens the assumption that labor's power is pre-allocated and therefore ignorable.

The Teamsters are paving new roads in this direction. In 2024, the union made equal contributions to both the Republican and Democratic national convention funds. The message was deliberate. Our union will engage with anyone who is ready to work with us. The Teamsters have also supported Senator Josh Hawley of Missouri, a Republican who once supported "right to work" laws but now sponsors real labor reform legislation like the Faster

Labor Contracts Act and the Warehouse Worker Protection Act, both endorsed by the Teamsters and legislators across party lines.

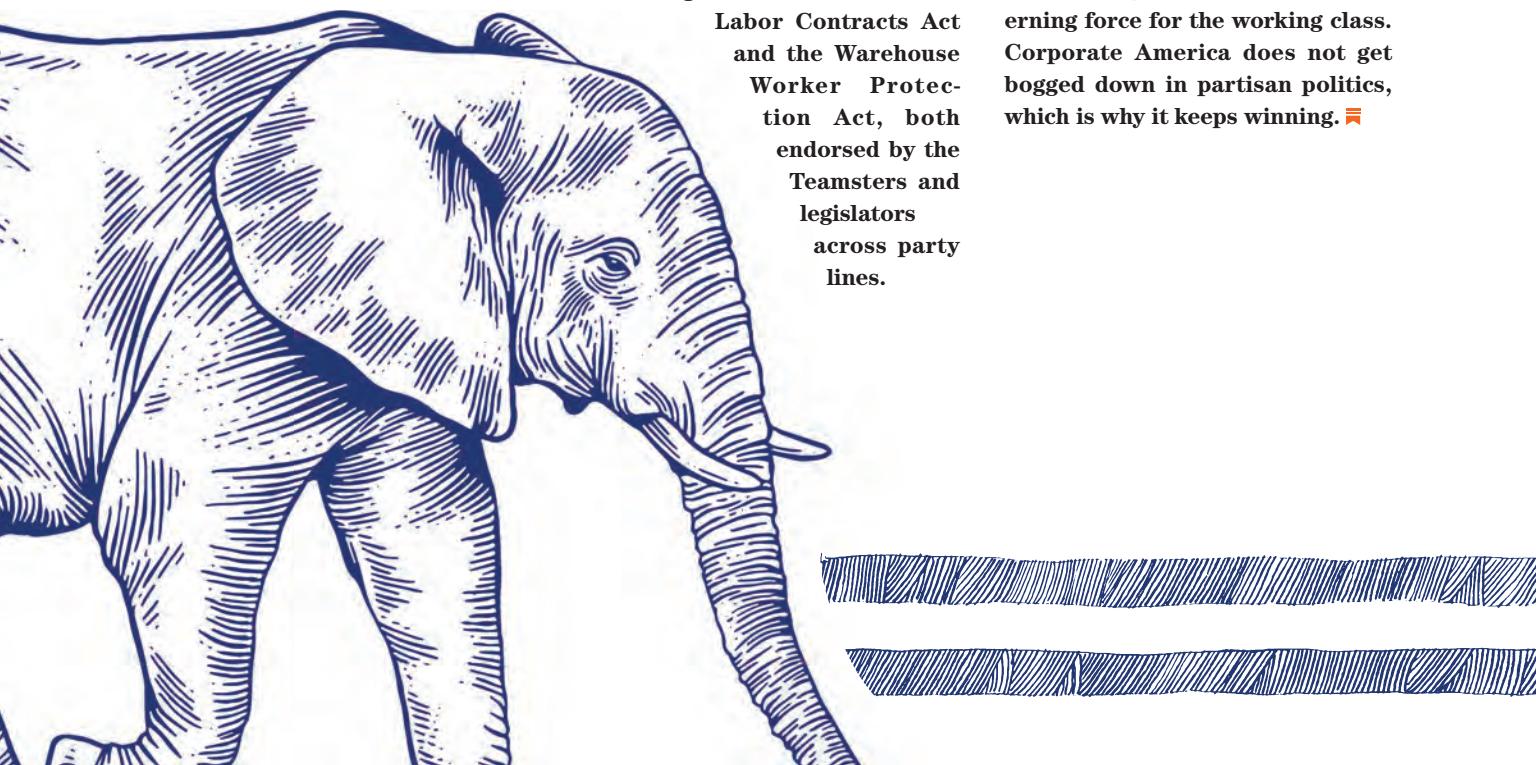
Five years ago, the idea of a Republican senator introducing pro-worker legislation backed by the Teamsters would have been implausible. That shift happened because the Teamsters disrupted expectations and forced engagement.

History shows us this is the only path to actual reform. The Wagner Act, Social Security, and the creation of OSHA were not partisan achievements. They were coalition victories won by making labor impossible to ignore regardless of the party in power.

Corporate America understands how to utilize power in Washington instinctively. It does not confuse branding with strategy. It does not confuse values with leverage. It shows up everywhere because it cannot afford not to.

Labor should take that lesson seriously. Loyalty without accountability produces speeches. Leverage produces policy.

If the labor movement wants reform it can take to the bank, it must stop acting like a partisan constituency and start being a governing force for the working class. Corporate America does not get bogged down in partisan politics, which is why it keeps winning. ■





"Nonprofit" Hospitals Are Spending Millions on Union Busting. It's Fueling Teamsters Militancy.



FAIR TREATMENT for NURSES



BETTER CARE for PATIENTS

Union BUSTING is DISGUSTING



Corporate GREED makes us SICK



Union busting isn't limited to Fortune 500 corporations. Some of the worst offenders claim nonprofit status and posture as pillars of our communities.

Health care is a thriving business — for those at the top, at least. Across the board, margins are soaring and revenue is rising rapidly. Hospitals are no exception, with expenditures reaching \$1.5 trillion in 2023.

With so much cash being thrown around, you might think tax-exempt “nonprofit” hospitals would treat workers decently. Why wouldn’t they? The hardworking men and women who keep hospitals running have some of the toughest jobs in America. They’re on the clock day and night. Whether they show up and perform their best can be a matter of life and death for patients. It’s only fair they get paid and treated well.

Instead, many of these workers are subjected to draconian conditions designed to put more money in the pockets of executives.

This has led a growing number of hospital workers to unionize with the Teamsters — because the best way to command respect on the job is to ratify a strong union contract.

Just last year, nearly 10,000

nurses at Corewell Health in Michigan won one of the largest NLRB elections in a generation and formed Teamsters Local 2024. Roughly 2,000 more are currently battling for representation at UnityPoint in Iowa. And hundreds of others at hospitals like Henry Ford Genesys have launched strikes as they fight for fair agreements.

Hospitals have responded viciously to this surge of worker militancy.

Take Corewell. When the hospital heard that nurses were considering joining the Teamsters, it launched an astonishingly aggressive union-busting effort. Over the span of just six months, they paid outside union busters from LRI Consulting Services and Healthcare Labor Solutions \$1.76 million to try — and fail — to defeat the union campaign.

Consultants from these firms inundated nurses with texts and social media ads 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 misleading fliers and literature throughout Corewell’s campuses. And that’s just scratching the surface of their elaborate but futile campaign.

UnityPoint reacted just as viciously to nurses electing to join the Teamsters. When nurses in the hospital system launched their campaign, management flew out highly-paid attorneys and consultants to Des Moines to undermine them. UnityPoint’s anti-union smear campaign has already racked up \$6.1 million in expenses — while nurses carry on the fight for Teamsters representation.

Henry Ford Genesys has also been ruthless to its Teamsters workforce — forcing members to strike for months. From the minute the hospital’s executives sat down to negotiate a new contract, they refused to put an offer on the table that would protect both patients

and workers. After months of fruitless negotiations, 750 members of Teamsters Local 332 were left with no choice but to walk the picket line. Henry Ford Genesys has tried and failed to break their solidarity by bringing in scabs who have been paid millions of dollars.

These stories are a reminder that union busting isn't limited to Fortune 500 corporations. Some of the worst offenders are employers that claim nonprofit status and posture as pillars of their communities. Teamsters in health care know this reality all too well. Despite the money hospitals spend trying to intimidate workers, mislead patients, and undermine communities, Teamsters membership continues to grow in this vital sector.

Across the country, nurses, technicians, and support staff are calling out union busting in real time – organizing in record numbers and striking when necessary. Staff members are educating co-workers, filing charges when hospitals cross the line, and refusing to back down in the face of scare tactics.

The more hospitals try to crush union organizing today, the clearer it becomes why health care workers are becoming Teamsters. ■



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Big Business Bureaucracy Is Making Life Harder.

3PLS ARE A BIG REASON WHY.

When a corporation sets schedules, controls standards, and dictates the terms of work, it should not be able to shirk its responsibilities to the workforce.

For much of the 20th century, American workers could count on a direct relationship with their employers. If you drove a truck for a grocery company, you worked for that grocery company. If you worked in a warehouse, you were on the payroll of the business that owned the warehouse. This structure gave unions the ability to bargain industry-wide contracts that lifted wages, stabilized working conditions, and fundamentally built the foundation of the American middle class.

That model began to unravel in the late 1970s. Corporations, under pressure to deliver ever-higher returns for Wall Street, looked for ways to cut labor costs without slowing production. By the 1980s, the rise of **shareholder value ideology** – the belief that a company's primary duty is to maximize returns for investors – locked this approach into corporate strategy.

Outsourcing became the tool of choice. Instead of directly employing the workers who moved their products, companies handed entire functions of their business to contractors. Labor economist David Weil coined this system the **fissured workplace**. Companies still dictated the standards, the prices, and the output, but they pushed the employment relationship – and the accountability that came with it – onto someone else.

Fissuring has spread across the American economy, but perhaps nowhere is it clearer than in logistics.

The rise of **third-party logistics providers (3PLs)** has turned the movement of goods and services within the United States into a bidding war. Today, the contract always goes to the lowest bidder. And for workers, that means constant instability. A warehouse worker or truck driver might build skills, organize a union, and win a contract, only to see their job handed to another 3PL that's promising to do it cheaper.

This is exactly what happened at Kroger's distribution center in Tolleson, Ariz. For years, Teamsters employed by Ruan Transportation, a 3PL, hauled groceries safely and reliably. But overnight Kroger decided to cut costs, ended the Ruan contract, and handed the work to another provider, Swift Transportation.

Swift is a notorious nonunion company with less experienced drivers. The consequences for the community were immediate following the shift to Swift. Accidents piled up outside the facility, showing that "savings" came at the expense of both workers and public safety. Those so-called savings didn't lower grocery prices for families either. They simply boosted returns for Kroger's shareholders.

A similar story unfolded at Colgate-Palmolive in Atlanta, where members of Teamsters Local 528 lost their jobs after the company outsourced to Covenant Logistics. Once again, a stable, unionized workforce was pushed aside as a

lower-bidding contractor took over.

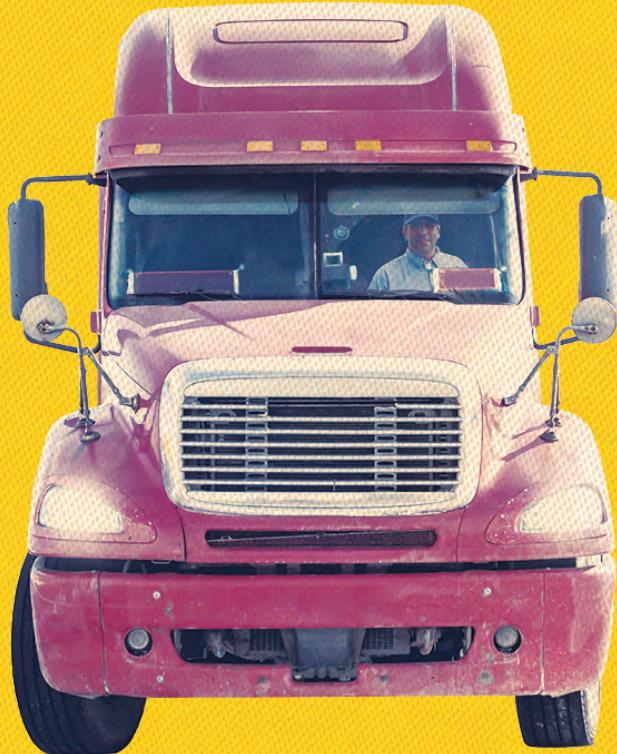
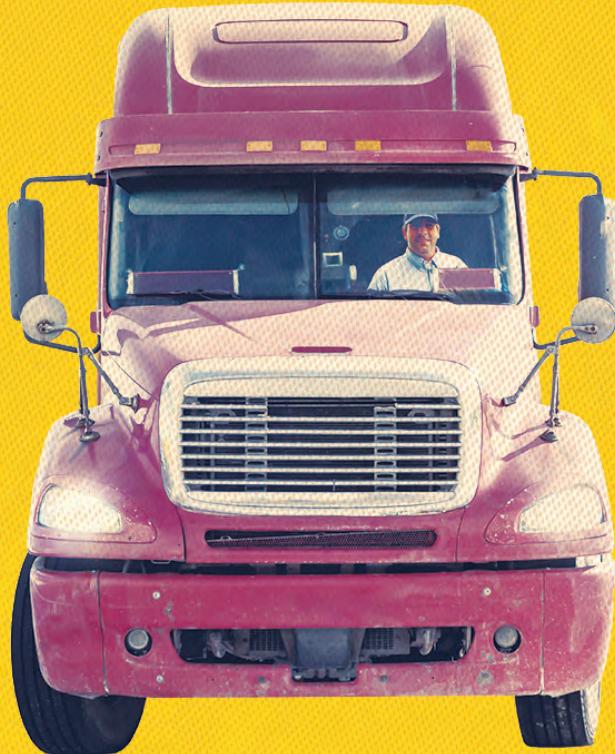
This revolving door system reveals the problem with fissuring. Even when workers succeed in organizing a 3PL, the parent corporation can simply replace that contractor when the contract is up. Bargaining with the contractor doesn't reach the real power at the top – the billion-dollar brand chasing Wall Street profits while dictating terms of employment from behind the curtain.

The result has been a race to the bottom. Wages, benefits, and safety are stripped away layer by layer while corporations insist they aren't the employer. For workers and communities, the fallout is devastating: the loss of middle-class jobs, greater inequality, and weakened accountability for corporations across the economy.

The fissured economy ultimately highlights the urgent need for stronger **joint employer rules**. When a corporation sets the schedules, controls the standards, and dictates the terms of work, it should not be able to hide behind contractors or subcontractors.

Joint employer standards that treat two entities as one employer are essential to holding the real decision-makers accountable. Without them, the fissured workplace will further erode good jobs, shrink the American middle class, and strip workers of their power as greedy corporate executives cash in. 

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**AV Companies
Tell You the
Driverless
Future is Here.
Not So Fast.**

Big Tech may never succeed in fully automating vehicles. But they never miss a chance to oversell their product to the detriment of workers.

Big Tech barons have made big promises about the potential of autonomous vehicles (AVs). For years, they have repeatedly misled the public into thinking that fully driverless cars and trucks are right around the corner. Yet no matter how many corners we turn, we have yet to see these fleets of AVs take over our roads.

With the deployment of robotaxis in major American cities – often to the detriment of residents, first responders, and even pets – many people are beginning to think fully-driverless big rigs are coming any day now. Those people should think twice.

Thomas Edison once famously said, “I haven’t failed. I’ve just found 10,000 ways that don’t work.” A quick dive into the mass grave of defunct AV companies indicates that the industry might even be stretching Edison’s understanding of what “failure” means.

Companies like Argo AI, Nuro, Otto, Starsky, Phantom Auto, and Embark have all gone under, costing investors tens of billions of dollars. The highest profile failure was Cruise, the General Motors-backed AV company that was brought to a halt after causing hundreds of accidents on the streets of San Francisco. Cruise ultimately cost the automotive giant over \$1 billion before being shuttered for good.

Companies that managed to go public have seen their valuations drop dramatically. One of them even had to flee the country after coming under scrutiny for its ties to the Chinese Communist Party.

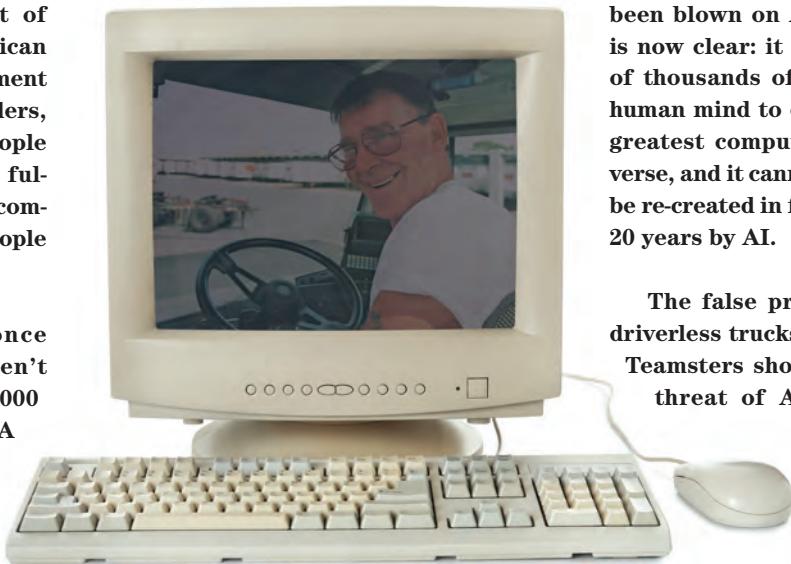
Two companies that specialize in driverless big rigs and have so far escaped the AV chopping block

supervision of a human operator. In its safety report, Kodiak concedes that its testing approach “relies upon a detailed simulation platform as the primary test medium for the Kodiak Driver.” And neither company has created an AV capable of operating in snow, sleet, rain, or at night – in the real world, at least.

After billions of dollars have been blown on AVs, one thing is now clear: it took hundreds of thousands of years for the human mind to evolve into the greatest computer in the universe, and it cannot and will not be re-created in five, 10, or even 20 years by AI.

The false promise of fully driverless trucks doesn’t mean Teamsters should ignore the threat of AI. Companies may never succeed in fully automating the process of operating an 80,000-

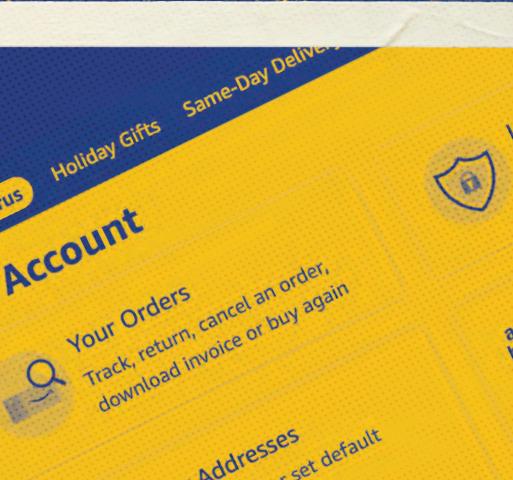
pound vehicle. But they will certainly do everything in their power to oversell their abilities to push for concessions at the bargaining table. For this reason, Teamsters – and the labor movement as a whole – must remain vigilant in fighting Big Tech’s efforts to eviscerate our livelihoods. ■



are Aurora and Kodiak. Although they’ve managed to avoid going under, they’ve also failed to bring a fully driverless product to market.

You wouldn’t know that by listening to them. Both companies claim to have driven millions of autonomous miles as part of their testing. Upon further examination, most of those miles are not driven in real world conditions. At Aurora, for example, most miles have been logged in either a simulation, a closed course, or under the

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You've Agreed to Arbitration Six Times Today and Didn't Even Notice

Good morning!

Your alarm goes off. You reach for your phone. The device, the operating system, and the wireless plan that connects it all come with binding arbitration clauses buried deep in terms you accepted long ago but never read.

You order your coffee on an app to save time. You've just agreed to arbitration. You tap your contactless transit pass to commute to work. Arbitration. You check the status of a package from Amazon. Arbitration.

By the time you actually start the day, you've probably agreed to arbitration multiple times without even realizing it. Not because you're careless, but because arbitration is designed to live in the background — quiet, automatic, unacknowledged.

But what exactly is arbitration? In simple terms, it's fine-print contract language that replaces the right to sue. Instead of taking a dispute to court, you agree to settle it through a private third-party decision-maker — an arbitrator — whose judgment is typically final and cannot be appealed.

In theory, arbitration is supposed to reduce the burden of cost on both parties and improve the efficiency of dispute resolution. In reality, it allows employers to circumvent the justice system, especially when it comes to cases of discrimination or harassment.

So, if arbitration is so ingrained in our everyday lives, why don't we ever notice it?

Think about that "terms and conditions" box you check. Buried in



the fine print is an arbitration clause. In a world where everything is “on demand” and attention spans are rapidly decreasing, consumers aren’t going to read a lengthy document full of legal jargon that waives their litigation rights. Corporations know this, and they’re capitalizing on it, using longer and longer arbitration clauses with increasingly complex language. Uber’s 2024 terms of use update featured a whopping 14-page arbitration clause.

These legal documents are often buried in one-sided contracts that businesses impose as mandatory conditions of employment, which a potential employee has no real leverage to challenge. Workers are faced with the choice of either accepting the contract as-is or losing a job opportunity. And it’s no surprise that the companies that abuse these contracts most often are some of the most anti-worker, like Amazon and Walmart.

It’s worth drawing a line here, not between forced arbitration and no arbitration, but between arbitration without power and arbitration with it.

Union workers have power to fight back against this unfair system, because for them, arbitration isn’t buried in onboarding paperwork – it’s bargained for up front. Unionized workplaces are governed by a collective bargaining agreement (CBA), instead of individual employment contracts. A CBA typically defines the arbitration process very clearly, putting more power in the hands of workers to object to legal violations.

Other than the use of the word “arbitration,” this well-established system used by organized labor has nothing in common with the take-it-or-leave-it, sign-your-rights-away

kind of arbitration corporations try to impose.

Instead, union workers help decide how the process will work through their bargaining representative, including receiving paid time off to participate in arbitration, defining what the steps are, and even selecting who the arbitrator can be. The result? A more structured process between two organizations who both have strong resources and experience and are thus more likely to find a balanced and fair resolution. But most American workers are not union members and do not have access to this extra line of defense.

With such an imbalance of power in favor of Corporate America, it’s encouraging to see a bicameral, bipartisan coalition in Congress emerging in support of the Faster Labor Contracts Act – a Teamsters-backed bill that would level the playing field for workers. One of the FLCA’s most important provisions would create a binding arbitration process to ensure that workers who vote to unionize receive a first contract in a timely manner, as they’re supposed to under the law.

Yet politicians like Senator Rand Paul, who have no qualms with Big Business abusing arbitration clauses,

have led a major outcry against this pro-worker proposal. Their alligator tears make it clear that their real objection isn’t to arbitration as a matter of principle but to workers having access to it on equal terms as major corporations.

Arbitration has become an invisible, automatic part of our everyday lives. But invisibility isn’t inherently neutral. Someone built this system, and someone benefits from its subtlety. When arbitration is negotiated collectively and with the participation of those who will be impacted by it the most, it can be a fair and functional way to settle disagreements. When it’s hidden in fine print and imposed without awareness, it becomes a way to ensure that harm can happen quietly.

We may begin our days tapping our screens, agreeing to terms we never actually considered, but we shouldn’t have to. Arbitration is already all around us. The question now is whether we want to see it – and if we want to have a say in what it becomes. ━

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Why Cannabis Workers Are Organizing for a Sustainable Future

Workers and unions are shaping what this industry becomes, advocating for a sector where both labor and management can grow together.

The cannabis industry has quickly evolved from a limited market to one of the fastest-growing sectors in the U.S. economy. In just a decade, legal cannabis has created hundreds of thousands of jobs across cultivation, processing, retail, and even delivery — with analysts projecting more than two million industry jobs in the next 10 years.

It's an incredible success story — and it's a complicated one. Growth brings promise, but also instability. The industry is expanding at breakneck speed, even as it navigates shifting regulations, inconsistent state laws, and limited access to banking. For some workers, that growth has meant new opportunities. For others, it's meant unpredictable hours, inconsistent pay, and jobs that feel purposefully temporary. The question now is: will this grow into a sustainable source of long-term careers, or another unstable gig economy experiment?

The answer increasingly lies in organizing. Across the country,

cannabis workers are joining the Teamsters to secure fair contracts, guarantee their safety, and make sure the industry's rapid expansion translates into real opportunity. By establishing a voice in the workplace, employees are working to turn an emerging market into a platform for consistent employment.

For workers, union contracts offer more than just higher pay. They bring defined job classifications, transparent scheduling, seniority protections, safety committees, and grievance procedures. In many new cannabis operations, where structure is still being built from the ground up, organizing ensures workers aren't treated like disposable labor in a still-developing market. It gives these jobs structure and staying power — turning short-term roles into long-term careers.

For employers, the benefits of a stable workforce are increasingly clear. A skilled, steady team gives companies the consistency they need to grow responsibly instead of

just chasing the next wave of expansion. Businesses that invest in stability, rather than turnover, are the ones that last.

The industry's regulatory and financial backbone is also shifting. From ongoing federal debates about banking access to evolving state-level licensing and safety standards, the infrastructure around cannabis is still forming. Workers and unions are helping shape what this industry becomes, advocating for a sector where both labor and management can grow together in the long run.

The rise of cannabis isn't just about new jobs or a growing market — it's about a pivotal moment of opportunity. The industry may still be young, but its foundation is being built in real time, and it stands at the frontier of modern labor and employment. By putting workers at the center, it can evolve into a sector that supports families, strengthens communities, and demonstrates that good jobs and strong businesses can thrive together. ■



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Messaging Isn't Enough. American Workers Want Action.

Americans have been playing political ping pong for generations. Every two years, power is rhythmically tossed back and forth. One party disappoints. The other cashes in on the frustration. And working people are left exactly where they started, waiting for a better tomorrow that never arrives.

American workers are sick of being lied to.

Politicians have scored big victories by making lofty promises to working people about all the good things to come. Every election cycle brings a new slogan and a new promise of transformation. We've been sold Hope and Change. We were told to go Forward. We were promised Make America Great Again. Then Build Back Better. Then MAGA again. Each time, voters were assured that real relief was right around the corner. And each time, regardless of who won, wealth and power continued to pool at the top while the needs of American workers were largely cast aside.

Ask the political class what went wrong and you'll always hear the same postmortem: the messaging failed. Voters didn't understand the stakes. The narrative didn't

break through. The slogan didn't land. So, the cycle begins again, with new poll-tested language, new buzzwords, same empty results.

We're seeing it right now in the discourse around "affordability." Political operatives from both parties have zeroed in on a very real issue in the lives of hardworking Americans. But instead of confronting price gouging, corporate consolidation, runaway housing costs, or collapsing public services — let alone labor issues — they deploy this new buzzword like a cudgel to beat up the other side. It's not a governing strategy. It's just another framing exercise. Another failed promise.

It should be clear from decades of political whiplash that there is a basic misunderstanding of what motivates the electorate. American workers don't care which candidate has the prettiest prose — they care about who offers a more compelling agenda weighed against the record of those who already wield power. And who they think will actually deliver for them.

And right now, the verdict is clear: the system is delivering for the powerful and failing the rest.

This is where the Teamsters draw a hard line. For decades, working people were told to keep showing up, keep voting, keep believing, even as companies busted unions, shipped jobs overseas, slashed pensions, pushed bad trade deals, and hollowed out entire industries with political cover. We've had enough of vague commitments and empty promises. We're done with politicians who want our vote but refuse to confront corporate greed.

From now on, Teamsters support is conditional. If you deliver for working people when it's hard, we will deliver for you at the ballot box. If you side with CEOs, private equity, and union busters, we will oppose you with everything we've got. There is no more blank check.

Too many politicians get trapped in the same downward spiral. They take office with bold plans. They face resistance. They deliver less than promised. Then instead of fighting harder, they get comfortable, and the future they promised keeps getting postponed, until eventually, their words are just noise.

There is no politics without a message. But there is no successful politics without action. Workers can sense the difference instantly. If people aren't buying what you're selling, it's not because your slogan needs work. It's because the product doesn't meet their needs.

Working Americans are no longer asking to be inspired. They are demanding to be delivered for.

And until a politician can both present and create a vision for a better future, neither party will build enough momentum to break out of the partisan games that have defined our politics for so long. ■

STOP
BLAH, BLAH, BLAH
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BUILD BACK
BETTER
BIDEN

MAKE AMERICA
GREAT AGAIN

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Tapped Out: The Boom and Bust of America's Microbreweries

Microbreweries are a staple of trendy neighborhoods in city after city. If there is a large population of young people around, odds are you can find one within walking distance. But it didn't used to be this way. In fact, until President Jimmy Carter signed a law lifting an effective ban on home brewing,

there was no real microbrewery scene to speak of.

Despite the meteoric rise of breweries thereafter — the number of which jumped fivefold between 2000 and 2020 — cracks are showing in the foundation of this once-booming industry.

According to a Brewers Association report, more breweries closed than opened in 2024. That is the first time that's happened in two decades. The total number of new breweries that opened their doors last year decreased from the year before — continuing a four-year-long decline.

Some are starting to ask, with a new generation gaining the right to drink but exercising it less frequently, have American microbreweries run their course? Have they become victims of their own success?

It seems that might be the case. A perfect storm has been brewing and causing major disruptions in the industry. For starters, Gen Z has shown substantially less interest in drinking than millennials. At the same time, more millennials are starting families. Which means they are more likely to have a drink or two during a trivia night than four or five drinks over the course of a weekend evening – leaving microbreweries high and dry.

In addition, a lot of local markets have become oversaturated with breweries. For example, Vermont ranks number one with 15.4 breweries per 100,000 adults of drinking age. With so much product and a plethora of options, it has become increasingly difficult for breweries in the state to win over a shrinking customer base, set themselves apart from their competitors, and remain financially sound. And it's a problem all too common in many parts of the country.

For a microbrewery to be successful today, they cannot focus on brewing alone. Many are forced to become a jack-of-all-trades business – expanding into restaurants, wedding sites, and even concert venues.

While some microbreweries have thrived by expanding their reach, doing so is not possible for all in the ever-changing industry. Many microbreweries do not have the financial stability to explore other business ventures. With the many unknowns of new businesses, even establishments that do have the means are not guaranteed success.

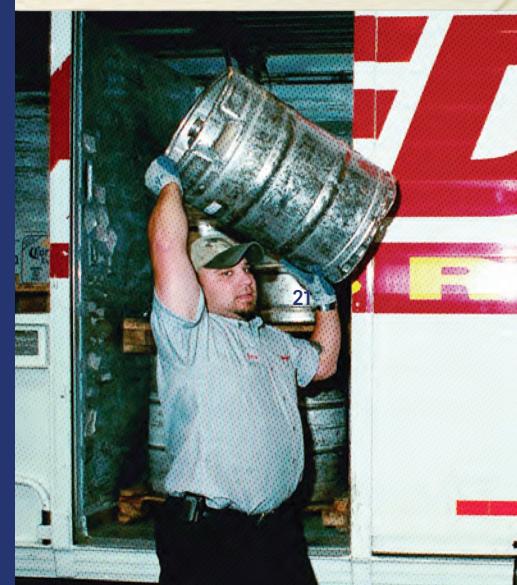
As a result of such a volatile market, over the next few years, microbreweries will likely begin to fall into three categories:

- Those that stay afloat or merge with a competitor
- Those popular enough to be sold to a larger brewery
- Those that close permanently

With so much uncertainty in the market, more microbrewery workers are looking for ways to ensure a good future for themselves and their loved ones. So, it's no wonder many are choosing to unionize with the Teamsters.

Currently, the Teamsters represent hundreds of workers throughout the craft brewing industry – separate from the thousands of other Teamsters at big corporations like Anheuser-Busch and Molson Coors. As these dynamics continue to play out, it's likely even more will seek out the record-setting wages, guaranteed benefits, and robust job protections that come with a Teamsters contract. ■

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Santa is a Teamster

Christmas doesn't arrive by accident. It happens because Teamsters show up every day.

Every December, we tell the same story: Santa Claus is checking his list. His sleigh is being loaded. The reindeer are lining up.

Magic is drifting through the air — the kind that shows up on

doorsteps, under trees, and in the wide-eyed excitement of children making wish lists. But even the most powerful magic needs a little help.

The truth is, Santa doesn't just show up one night a year. He shows

up every morning in a uniform. He has a route. He shoulders heavy boxes in the cold, in the dark, during the busiest weeks of the year.

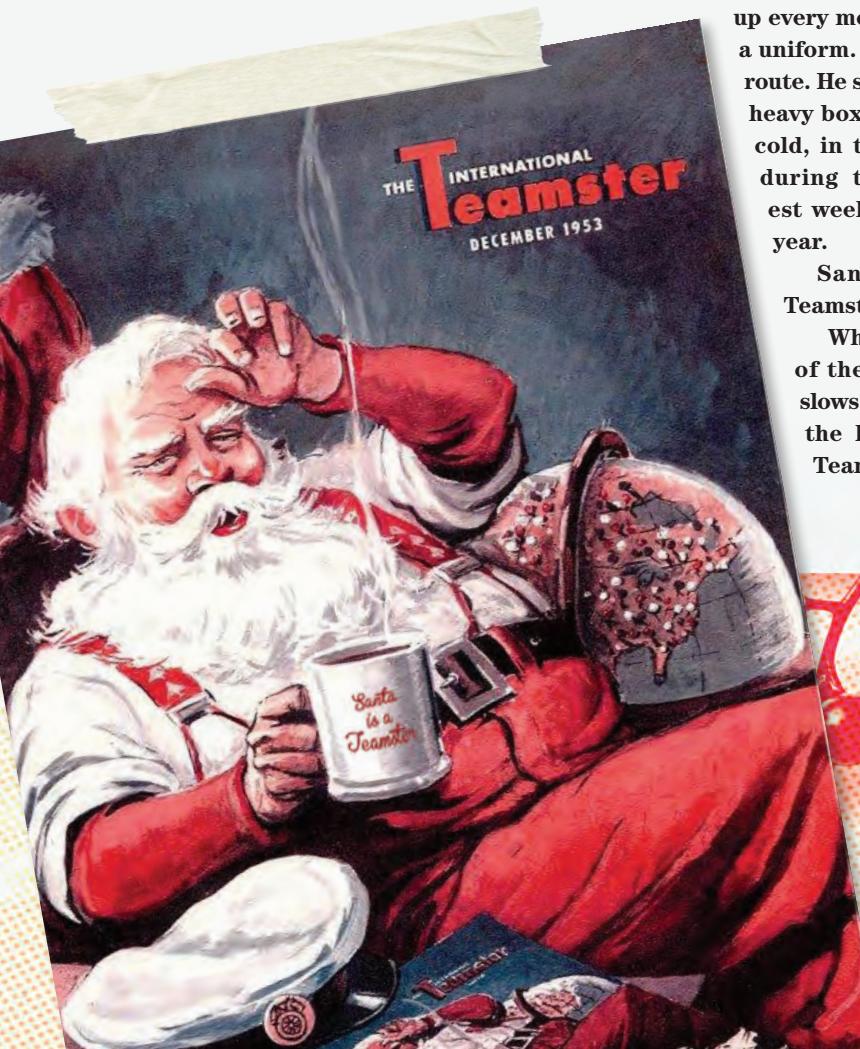
Santa is a Teamster.

While much of the country slows down for the holidays, Teamsters at

UPS, DHL, Amazon, and across the delivery industry speed up. Trucks get fuller. Days stretch longer. The pressure rises because holiday magic has a deadline. And it all gets delivered.

Every winter, Teamsters step into Santa's boots, navigating icy roads and crowded sidewalks, making sure every gift reaches its destination and every promise is kept. They do it through long hours and brutal weather, fueled by professionalism, solidarity, and a commitment to doing the job right.

Kids notice. They leave handwritten thank-you notes, crayon drawings taped to doors, even wish lists meant just for Santa. Letters get handed directly to delivery drivers — not out of confusion, but





out of certainty. Kids know who brings the packages.

And like any good Santa, Teamsters protect the surprise.

Drivers take the extra moment to hide packages behind bushes, tuck them out of sight, or turn boxes just enough to keep the secret safe. Not because it's required — but because they understand what's really inside those boxes. It's not just stuff. It's joy. It's excitement. It's a moment someone will remember forever.

There isn't just one Santa Claus. There are tens of thousands of them. They drive different routes, wear different uniforms, and work in different cities — but they share something important: a union that has their backs.

Because making the magic happen isn't luck. It's hard work. It's training. It's safety. It's strong contracts that protect workers so they can show up, day after

day, and deliver for everyone else. Teamsters don't just move packages — they move the holiday season itself and bring the Christmas magic to life.

Christmas doesn't arrive by

accident. It happens because Teamsters show up every day. And if Santa's sleigh looks a lot like a delivery truck this year, that's because it is. ━

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Democracy is Messy. That's Why it Works.

Progress should serve the public and not override it.

Democracy wasn't designed to be convenient.

It was built on discussion. On tolerating disagreement. On deliberation and compromise. When people argue in the open, ideas get tested, reshaped, and sometimes torn apart entirely. It's ugly. It's slow. It's frustrating. And it works.

What doesn't work are top-down orders and closed-door decisions on issues that affect our jobs, our children, and our communities. What doesn't work is treating the democratic process as optional, replacing public debate with executive orders and legislative shortcuts – especially on something as consequential as artificial intelligence.

In the debate over a move to prevent states from regulating AI individually, we're being fed the familiar Big Tech line: this is about "innovation." That any guardrails or

limits will smother progress. That the only way forward is to step aside and trust a handful of billion-dollar corporations to police themselves.

That argument isn't just manipulative. It's dangerous. Because what's really at stake here isn't innovation – it's democracy.

If Big Tech wants a sweeping AI policy, it should do what every other industry in this country is supposed to do: put a proposal on the table. Make the case publicly. Let the American people debate it. Allow elected representatives to argue it out, amend it, and vote on it.

Until that happens, local and state governments should retain the ability to govern their own communities. A moratorium imposed from the top down doesn't "protect innovation." It

undermines democracy and puts power directly into corporate hands.

Working people already know what it feels like to be left out of decisions that shape their lives. Giving a free pass to Big Tech to operate beyond accountability and be empowered to override democratic institutions would be a profound mistake. They are already

watching us. We cannot also let them govern us.

And let's be clear: American workers are not afraid of innovation.

They welcome technology that makes workplaces safer and jobs better. But they are sick of being

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ignored. They're tired of their needs being placed below the whims of those at the top. They're done being told to trust systems they had no say in building when those systems only work against them.

Tech giants know this, which is why they're already assembling networks of super PACs to attack any legislator who dares stand in their way. Even with endless piles of money, they refuse to make their case to the American public out of fear that their vision of a tech-run republic will be rejected. Perhaps they're too accustomed to getting what they want on demand. Or maybe the very idea of democratic debate has become unbearable.

People wonder why faith in government has eroded so significantly. Here's the answer: because people see a country functioning not as a republic, but as a corporation. Decisions are made by the highest bidder. Communities lose their voice and states lose their authority to serve the people who live there.

A country operating this way may still use the language of democracy, but it certainly isn't practicing it.

If the concern is that regulation of AI by state will create chaos and confusion, there's a straightforward solution: propose a national policy. Debate it. Vote on it. Put forward a bill addressing the use of AI in vehicles. A bill that protects our kids. A bill that sets liability and accountability standards.

Laws that establish clear implementation rules with sensible guardrails do not destroy innovation. They improve it by giving everyone a voice and a stake in the outcome.

America's strength as a nation has always been deliberation. It has been argument. It's been the belief that out of messy debate come the strongest ideas.

If we care about democracy, we must accept its discomfort. We must allow debate, disagreement, and delay. We have to trust people more than any process designed to cut them out.

Democracy hasn't survived because it's efficient but because it's participatory. Once participation is treated as expendable, democracy itself isn't far behind.

We're supposed to be a country, not a corporation. We should be governed accordingly. ■

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Life Moves Pretty Fast – Unless You're an American Worker

In today's fast-paced, on-demand world, we don't expect to wait for things we need or want. If you broke your arm today, you wouldn't wait a year to see a doctor. You wouldn't order takeout that couldn't arrive for 14 months. A CEO certainly doesn't wait 400 days to make a major decision or roll out a new strategy.

But for millions of people who want fairer treatment at work, 400 days of waiting is routine. Delays are built into the system on purpose, and the people with the least power pay the highest price for them. On average, American workers wait 458 days fighting for their first contract after voting to form a union.

Meanwhile, the rest of us feel the fallout without realizing where it comes from. The understaffed bus yard that can't keep drivers. The hospital struggling to retain nurses. The constant turnover in logistics and delivery. The flight delays that seem to stretch into infinity. We blame worker shortages, generational



For years, the big idea in Washington was the PRO Act — an ambitious bill that promised to strengthen workers' rights. It inspired a lot of hope, earned a lot of headlines, and became a way for politicians to signal that they were "on the side of workers."

differences, the economy, burnout, or "no one wants to work anymore."

But the root problem is often much simpler: people can't stay in jobs that never stabilize, and stability can't happen when the process meant to create it is designed to drag on for months or years. This isn't a rare issue. It's a quiet, slow-moving problem with real ripple effects — and it's finally getting attention in Congress.

The Faster Labor Contracts Act (FLCA) is a simple idea: when workers vote to improve their workplace, they shouldn't have to wait years for contract negotiations to actually begin or for an agreement to take shape.

Right now, after people vote to organize, there's no real deadline for employers to come to the table. That means companies can drag their feet indefinitely — sometimes for hundreds of days — hoping workers get frustrated and give up.

The FLCA creates a real timeline that requires prompt, good-faith bargaining. If talks stall, it triggers a neutral process to keep things moving so workers aren't stuck in limbo. It doesn't try to overhaul everything — it's just a guardrail to keep negotiations from becoming endless waiting games.

But in practice? It became more of a symbol than a solution. A talking point, not a law. The PRO Act showed us how big promises, no matter how bold or inspiring, can end up meaning very little to the people who actually need change.

That's why the FLCA stands out: it isn't trying to transform everything. It's trying to fix something specific, something concrete.

The plot twist of the FLCA's story is who is backing it. For decades, labor legislation has been almost perfectly predictable along party lines. Yet at a moment when Congress appears hopelessly divided, the bill has drawn support from both parties.

Some Republicans are now acknowledging something straightforward: letting companies drag out negotiations for over a year is bad for everyone. It hurts industries already dealing with staffing shortages. It hurts communities that depend on reliable transportation, logistics, education, and care. It hurts the economy when entire sectors can't retain workers.

This isn't a labor idea or a partisan idea. It's a practical one.

We all know "bipartisanship" is a word that gets tossed around constantly in Washington, usually as an aspiration — a way to sound

reasonable without agreeing to much of anything.

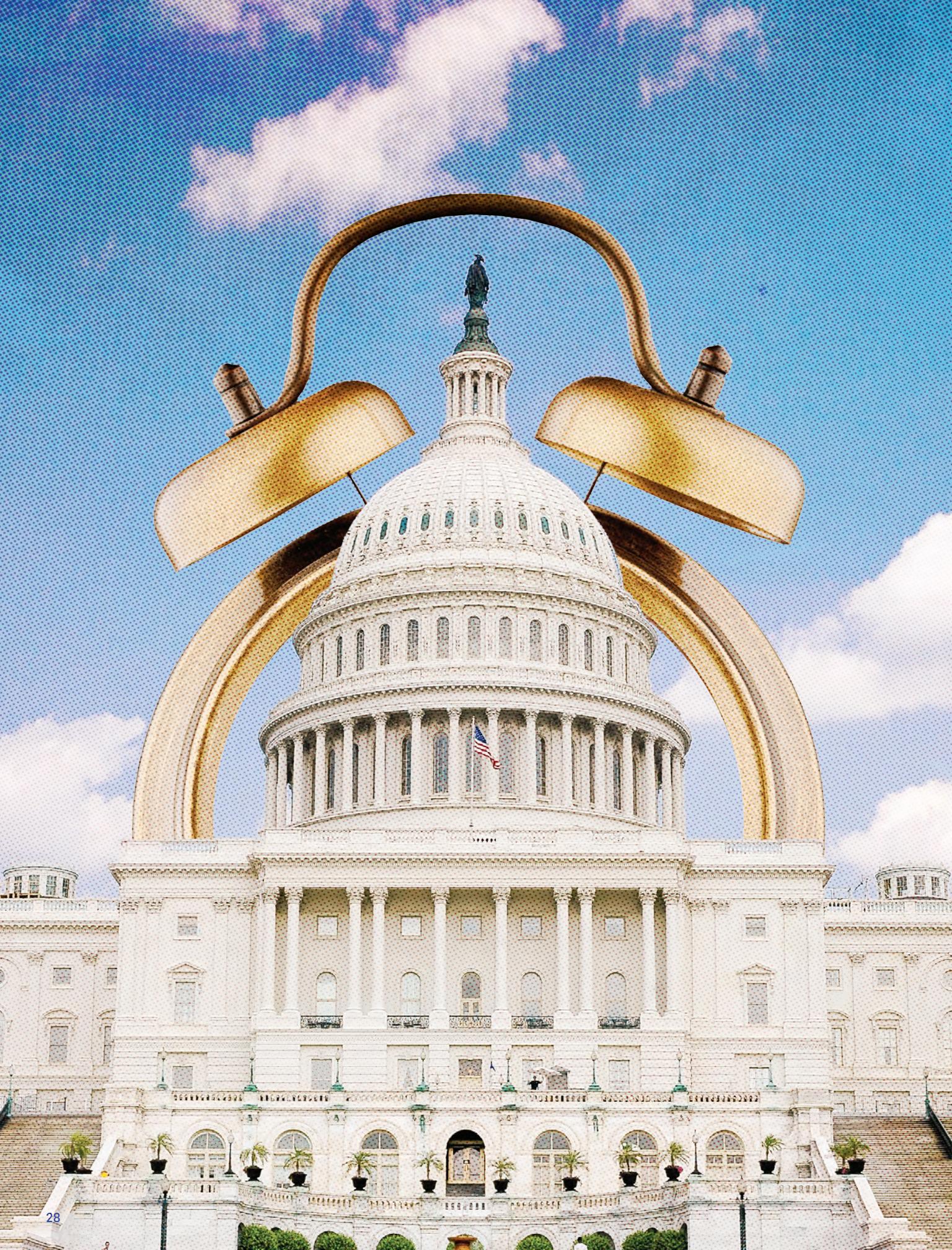
But real agreement is rare, which is why this bill stands out. It isn't flashy or sweeping, but so specific and deeply reasonable that ignoring it would say more about Congress than passing it.

For once, Republicans and Democrats have arrived at the same basic truth: a system that forces people to wait 400 days for something they've already earned is a system that isn't working. And if Washington is looking for an example of cooperation that isn't symbolic or superficial, this is it — a rare instance of policy doing exactly what bipartisanship is supposed to do by fixing something that's broken in a straightforward, meaningful way.

The FLCA gives Congress a rare chance to deliver something significant for everyday people — a simple, reasonable, and long-overdue fix that proves cooperation isn't impossible and that repairing broken systems doesn't have to be controversial.

At its heart, this isn't just about labor policy. It's about time — who controls it, who wastes it, and who pays the price of delay. Workers shouldn't have to wait 400 days for something they've already won. Communities shouldn't bear the fallout. And Congress shouldn't miss one of its few opportunities to remind the country that it can still deliver something that matters. ━

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On Capitol Hill, Every Day is Groundhog Day

Every February, America dusts off the same joke. The groundhog pops out, sees his shadow, and we pretend to be surprised by six more weeks of winter.

On Capitol Hill, Groundhog Day never ends. Year after year, certain members of Congress roll out many of the same bad ideas, slap new numbers on old bills, and insist this time will be different – especially for trucking. The faces change. The rhetoric gets polished. The agenda stays the same. And working truck drivers pay the price.

As lawmakers revisit surface transportation reauthorization, the cycle begins anew. This legislation isn't just about highways and bridges – it shapes nearly every aspect of trucking. Each reauthorization becomes an open invitation for corporate lobbyists to revive proposals already studied, rejected, and proven too risky.

Nearly every reauthorization incites calls to raise federal limits on the maximum size and weight of trucks and unleash enormous trucks on our nation's roadways. Supporters frame it as an effort to improve efficiency by moving more freight with fewer trucks. But physics doesn't change. An 80,000-pound

truck already needs far more distance to brake than a passenger car. Add weight, and stopping distances increase, handling becomes less predictable, and the margin for error shrinks.

Heavier trucks are harder to control, more destructive in crashes, and place extra strain on roads and bridges never designed for the load. Industry largely doesn't care because reducing the number of trucks, truck drivers, and Teamsters jobs is their first priority. Beyond drivers, first responders and law enforcement – including thousands of Teamsters members – witness the consequences of heavy truck accidents firsthand and have objected to raising limits clear.

If more dangerous trucks weren't enough, some also seek to ensure drivers themselves are less safe. Federal rules limit how long drivers can work before resting to prevent fatigue, one of trucking's deadliest hazards. Yet Congress often considers weakening these protections with longer driving windows and expanded duty time. Extended work hours pressure drivers to stay on the road when they should rest, shifting risk from corporations onto both drivers and the public without improving safety or efficiency.

These proposals are justified by claims of a "driver shortage," but the real issue is retention, driven by low pay, poor working conditions, and burnout in certain trucking sectors. Making the job more exhausting only makes the problem worse, yet the industry and corporations keep repeating the same misleading claim to protect their profits at the expense of public safety.

More recently, reauthorization debates have turned to autonomous trucking. Manufacturers and tech companies are pushing Congress to allow widespread deployment without a comprehensive federal framework for testing, operations, or accountability after crashes.

Bills like the AMERICA DRIVES Act go further, stripping states of the authority to require human operators or impose any safeguards on autonomous vehicles at all, removing protections now with the promise of addressing safety later. This is not innovation – it is recklessness. Today, autonomous trucks can operate with minimal oversight, unclear accountability after crashes, and no plan to protect the workers whose jobs are at risk. Congressional efforts to broadly preempt state authority to regulate AI and new technologies have already proved

deeply unpopular – and unsuccessful. These proposals have no businesses sneaking into trucking.

Surface transportation reauthorization should strengthen safety, modernize infrastructure, and support the workers who keep this country moving. Instead, it remains a predictable stage for propping up dangerous policies that prioritize corporate convenience over public safety and good jobs.

In *Groundhog Day*, the loop ends only when the main character changes his behavior.

Truck drivers need lawmakers willing to break the cycle and to stop pretending that repeating the same failed ideas will produce a different outcome. Until then, *Groundhog Day* on Capitol Hill will keep playing on repeat, and the people who pay the price will be behind the wheel. ☠

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OFFICIAL CONVENTION CALL

TO THE OFFICERS AND MEMBERS OF AFFILIATED LOCAL UNIONS, JOINT COUNCILS, STATE CONFERENCES, BLET GENERAL COMMITTEES OF ADJUSTMENT, BMWED SYSTEM FEDERATIONS AND TEAMSTERS CANADA

In accordance with the provisions of Article III, Section 1 of the International Constitution,¹ you are hereby notified that the 31st International Convention of the International Brotherhood of Teamsters (the "Convention") **will convene in the City of Las Vegas, Nevada, on June 15, 2026, at 9:00 a.m. at Ceaser's Las Vegas**, for the purpose of nominating candidates for Regional and At-Large Vice President positions; nominating candidates for International Trustee positions; and nominating candidates for the offices of President of Teamsters Canada, General Secretary-Treasurer, and General President; considering amendments to the International Constitution; and transacting such other business as the Convention may lawfully consider in accordance with the Convention Rules, the **Rules for the 2025-2026 IBT International Union Delegate and Officer Election ("2026 Rules")**.

BASIS OF REPRESENTATION. In accordance with Article III, Section 2 and Article VII, Section 5 of the International Constitution, each Local Union having one thousand (1,000) members or less shall be entitled to one (1) delegate, and one (1) delegate for each additional seven hundred fifty (750) members or major fraction thereof, but in no case shall a delegate have more than one (1) vote, even though he or she may also be a delegate from the International Union or from more than one subordinate body. For the determination of delegate entitlement, the term "Local Union" includes all IBT Local Unions and the following IBT subordinate entities within the IBT and the IBT Rail Conference:

CONFERENCE OR DIVISION	ENTITY
Brotherhood of Locomotive Engineers ("BLET")	All BLET General Committee of Adjustment ("GCAs") with 100 or more members
BLET	BLET GCAs with less than 100 members shall be BLET consolidated by the IBT geographic region in which their headquarters are located and vote as though they constituted a single local union within the region.
Brotherhood of Maintenance of Way Employees Division ("BMWED")	All BMWED System Federation ("SFs") with 100 or more members
BMWED	BMWED SFs with less than 100 members shall be consolidated by the BMWED IBT geographic region in which their headquarters are located and vote as though they constituted a single local union within the region.
Teamsters Canada Rail Conference ("TCRC")	The BMWED and BLET Divisions within the TCRC will each be treated as a single local union.

No proxy vote will be allowed. Only delegates certified by the Election Supervisor will be permitted to nominate from the floor, second a nomination, or vote for the nomination of International Union Officers.

Each Local Union shall be required to send all the delegates to which it is entitled to the Convention, unless the General Secretary-Treasurer and Election Supervisor have attested to the financial inability of the Local Union to send a full delegation and thereafter the Local Union's membership has voted to send less than a full complement of delegates. However, a delegate may seek financial assistance in order to attend the Convention, subject to Article III of the **2026 Rules**. The failure of any Local Union to send its full complement of delegates shall not constitute a basis for challenging the credentials or seating of those delegates sent so long as the Local Union has complied with Article II, Section (4)(b)(9) and Article III, Section 3(a) of the Rules.

In accordance with Article III, Section 5(c) of the International Constitution, International Officers shall be entitled to all the privileges of regularly credentialled delegates by virtue of their position. However, in that capacity, such delegates will not be permitted to nominate from the floor, second a nomination, or vote for the nomination of International Union Officers at the Convention unless they have been nominated and duly elected as Convention delegates by a Local Union under the **2026 Rules**.

In accordance with Article III, Section 5(d) of the International Constitution, Joint Councils and State Conferences are entitled to one (1)

delegate each. However, such delegates will not be permitted to nominate from the floor, second a nomination, or vote for the nomination of International Union Officers at the Convention unless they have been nominated and duly elected as Convention delegates by a Local Union under the **2026 Rules**.

In accordance with the Merger Agreements between the IBT and BMWED (the "BMWED Merger Agreement") and the BLET (the "BLET Merger Agreement"), the BMWED National President and BLET National President shall be a delegate to the Convention; however, they will not be permitted to nominate from the floor, second a nomination, or vote for the nomination of International Union Officers unless they are otherwise nominated and duly elected as a Convention delegate by a BMWED System Federation or BLET GCA under the **2026 Rules**. Also, in accordance with the BMWED Merger Agreement and BLET Merger Agreement, any officers of the BMWED National Division or BLET National Division who are not otherwise delegates or alternate delegates to the Convention shall be invited as guests at the Convention.

REQUISITES FOR REPRESENTATION. In accordance with Article III, Section 3 of the International Constitution:

- Except as provided in (c), no Local Union shall be entitled to representation in the Convention that has not been chartered, affiliated, and in good standing for a total of six (6) months prior to the opening of the Convention.

¹ All references to the IBT Constitution are to those sections in effect under the Final Order.

(b) No IBT Local Union shall be entitled to representation in the Convention which, at the time of the Call of the Convention, is six (6) months or more in arrears in moneys due to the International Union or to any subordinate body thereof with which such Local Union is affiliated, or which, if less than six (6) months in arrears, has not paid all such arrearages in full at least three (3) days prior to the opening of the Convention, excepting those moneys due for the last month, which amounts must be paid by the beginning of the Convention. BLET GCAs, and BMWED SFs, are entitled to representation at the Convention provided they have satisfied the per capita obligations required by their respective merger agreements with the IBT and are otherwise not more than six (6) months or more in arrears. If the circumstances warrant, the General Executive Board, or the Election Supervisor may waive any of the foregoing requirements on a nondiscriminatory basis.

(c) The General Executive Board or the Election Supervisor is empowered to grant full representation to any Local Union which has been affiliated with the International Union for less than six (6) months when such Local Union was formerly an independent union or was formerly affiliated with an international union other than the International Brotherhood of Teamsters or was chartered as a result of a split-off or merger.

EXPENSES OF DELEGATES. In accordance with Article III, Section 4 of the International Constitution, each subordinate body shall pay the expenses of its delegates authorized to attend the Convention or make arrangements for such payment of expenses by agreement with other subordinate bodies. Each BLET GCA having 100 or more members shall pay the expenses of its delegates authorized to attend the Convention or make arrangements for such payment of expenses by agreement with other subordinate bodies. For the BLET GCAs having less than 100 members and grouped by IBT geographic region to elect Convention delegates and alternates, the expenses of those delegates shall be paid as directed by the Election Supervisor.

Each BMWED SF having 100 or more members, shall pay the expenses of its delegates authorized to attend the Convention, or make arrangements for such payment of expenses by agreement with other subordinate bodies. For the BMWED SFs having less than 100 members and grouped by IBT geographic region to elect Convention delegates and alternates, the expenses of those delegates shall be paid as directed by the Election Supervisor.

All such authorized delegates from a Local Union shall be provided with the same expenses Expense allowances for delegates and alternates should be determined in accordance with your union's bylaws or past established practice and any rules issued by the General Secretary-Treasurer, to the extent they are consistent with the Election Supervisor's **Advisory on Delegate and Alternate Delegate Expenses** to be issued in March 2026. Delegates and alternates may not receive duplicate expenses or allowances, even if authorized. Thus, in determining the amount of expenses or allowances, the Local Union must take into account any expenses or allowances a delegate or alternate receives from another labor organization.

DELEGATE CREDENTIALS. Credentials will be issued by the General Secretary-Treasurer and mailed or delivered by him to each certified delegate, with a copy to the General Secretary-Treasurer. The credential

shall have printed thereon the delegate's name and the Local Union number and shall be signed by the Election Supervisor.

At the Convention, each delegate must present at the time of registration his or her credential, properly signed by the Election Supervisor. In order to be seated, each delegate at the time of the Convention must be a member in good standing from a Local Union entitled to representation. Each delegate should have, if possible, a copy of his or her paid-up dues receipts for the month of May 2026 to present at the time of registration. If the delegate is unable to obtain his or her dues receipt, dues records will be verified at the Convention by the Credentials Committee and the Election Supervisor.

In addition, each delegate or alternate delegate must present at registration a government-issued picture identification (preferably a driver's license).

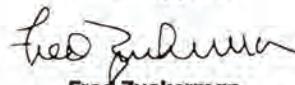
ALTERNATE DELEGATES. Each Local Union has elected alternate delegates to the Convention. Said alternate delegates have been separately nominated and elected under the **2026 Rules** and certified by the Election Supervisor. Credentials are not provided for alternate delegates. A Local Union shall pay the expenses of its alternate delegate(s) for attendance at the Convention, as set forth in the Local Union Election Plan approved by the Election Supervisor. However, a Local Union cannot pay the expenses of any alternate delegate unless it sends and pays for expenses of its full complement of delegates. If the Local Union sends or pays the expenses of less than all of its elected alternate delegates, the highest-ranking alternate delegate(s) shall be those sent and for whom expenses are paid. A Local Union may not send to the Convention or pay the expenses of any member or guest unless it pays the expenses of all its alternate delegates regardless of the terms of the Local Union Plan. Alternate delegates may seek financial assistance in order to attend the Convention, subject to Article III of the **2026 Rules**.²

AMENDMENTS AND RESOLUTIONS. In accordance with Article III, Section 9(a) of the International Constitution, at least thirty (30) days prior to the Convention, Local Unions, Local Union officers, members in good standing, or the general officers shall have the right to send to the General President proposed amendments or additions to the Constitution, or resolutions, which shall be submitted to the Constitution Committee when it meets.

All the applicable provisions of Article III and Article VII, Section 5, of the International Constitution, and the provisions of Article III of the **2026 Rules**, are hereby incorporated by reference in this Official Convention Call.

Furthermore, you are hereby requested to review in detail those provisions of the International Constitution and the **2026 Rules** concerning this Convention.

Fraternally yours,



Fred Zuckerman
General Secretary-Treasurer

cc: Hon. Timothy S. Hillman, Election Supervisor

² Employer/Company Representatives are not eligible and will not be issued badges as guests.

INTERNATIONAL OFFICER CANDIDATE CAMPAIGN LITERATURE

The 2025-2026 IBT International Union Delegate and Officer Election ("Election") is underway. The locals, general committees of adjustment, and system federations in all divisions of the IBT have started the process of electing delegates to the IBT's 31st International Convention ("IBT 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 2025-2026 IBT International Union Delegate and Officer Election Rules ("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 the December 15, 2025

deadline, 27 candidates for at-large and regional International offices had submitted signatures that were then checked, verified and counted by the OES. Since those accreditations occurred, one of those accredited candidates has retired. The list of accredited candidates is posted at www.ibtvote.org.

Why is this Literature Sent to all IBT Members?

Candidate material is distributed to encourage the informed participation of all members in the 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. This campaign material is provided directly by the accredited candidates who 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).

DOCUMENTACIÓN DE CAMPAÑA DE LOS CANDIDATOS A CARGOS INTERNACIONALES

Las elecciones de delegados y funcionarios del Sindicato Internacional IBT para el período 2025-2026 ("Elecciones") están en marcha. Las secciones locales, los comités generales de ajuste y las federaciones de sistemas en todas las divisiones del IBT han comenzado el proceso de elección de delegados para la 31^º Convención Internacional del IBT ("Convención del IBT"), donde los delegados votarán mediante voto secreto para nominar a los candidatos a cargos internacionales. En el otoño de 2026, los miembros del IBT votarán, mediante voto secreto, para decidir los cargos internacionales en disputa. El Reglamento de Elecciones de Delegados y Funcionarios del Sindicato Internacional IBT para el período 2025-2026 ("Reglamento de Elecciones de 2026") otorga a los candidatos acreditados el derecho a publicar material de campaña en esta edición de *Teamster*, y en una edición de la revista que se distribuirá en febrero de 2026.

¿Qué es un candidato acreditado? Un "candidato acreditado" es un candidato que aspira a un cargo internacional y que ha demostrado contar con el apoyo de los miembros del Sindicato en el nivel establecido por el Reglamento de Elecciones de 2026. Para obtener la acreditación, el candidato debe obtener firmas de al menos el 2,5% de los miembros del IBT con derecho a voto para ese cargo. El 29 de mayo de 2025, la OES publicó el número de firmas necesarias para la

acreditación. Al 15 de diciembre de 2025, fecha límite, 27 candidatos a cargos internacionales generales y regionales habían presentado firmas que fueron posteriormente verificadas, validadas y contabilizadas por la OES. Desde entonces, uno de esos candidatos acreditados se ha jubilado. La lista de candidatos acreditados está publicada en www.ibtvote.org.

¿Por qué se envía esta documentación a todos los miembros del IBT? El material de los candidatos se distribuye para fomentar la participación informada de todos los miembros en las Elecciones y para promover un proceso justo, honesto y transparente. Obtenga más información sobre los candidatos a cargos internacionales que buscarán la nominación en la Convención del IBT, y utilice esta información para obtener más información sobre los candidatos a delegados de la convención de su sección local.

La documentación de campaña publicada aquí no ha sido revisada ni modificada por el IBT ni por la Oficina del Supervisor Electoral. Este material de campaña es proporcionado directamente por los candidatos acreditados, quienes son los únicos responsables del contenido de su documentación de campaña. La documentación de la campaña no refleja en modo alguno las opiniones de la IBT, de ningún sindicato afiliado ni de la Oficina del Supervisor Electoral (OES).



NO PAY

O'BRIEN-ZUCKERMAN
Teamsters United '26



Everything changed on March 22, 2022.

It's the day Teamsters took back their union.

It's the day the excuses stopped.

When winning became the standard again.

What follows is not a highlight reel.
It's a work log.

CONTRACTS SECURED.

STRIKES WON.

JOBs PROTECTED.

**CORPORATE AMERICA PUT
ON ITS KNEES.**

**This is how you rebuild North
America's strongest union.**

2022



March 22, 2022:
O'Brien-Zuckerman
Administration
Sworn into Office
Straight to work.



May 5, 2022:
O'Brien Testifies
Before Senate on
Amazon's Illegal
Labor Practices

Summer
2022:
Teamsters
Rally in
Chicago,
Philadelphia,
and Boston
Teamsters hold
series of massive
rallies to fight
back against
corporate greed.



May 31, 2022:
Carhaul National Contract Secured
Carhaulers lock in the National Master
Automobile Transporters Agreement, re-
establishing the Teamsters as the unquestioned
powerhouse in auto transport.



July 15, 2022:
American
Red Cross
Contract
Ratified with
Neutrality
Win

Organizing
takes off across
the country,
giving workers
long-denied
bargaining rights
and securing
major gains in
staffing, health
care, and safety
protections.



**August 1,
2022:**
**DHL National
Master
Agreement
Ratified**

Teamsters set the table for future national fights with the logistics giant.



September 20, 2022:
1,000 Teamsters Confront Amazon

More than 1,000 Teamsters march to Amazon's corporate front door in downtown Seattle. The action marks a new era of direct confrontation with Amazon.



August 1, 2022:
**UPS National Contract
Campaign Launched**

Teamsters launch a coast-to-coast, year-long contract campaign at UPS, training stewards, activating hubs, and preparing 340,000 rank-and-file members to win the strongest contract ever negotiated at the company.



October 20, 2022:
Major Sysco Strike Victory

Sysco workers defeat one of the country's most notorious union-busting employers in the first major strike of the O'Brien-Zuckerman administration. Dozens of locals mobilize at warehouses across the country, supporting picket lines in Boston and Syracuse, N.Y.



Fall 2022:
**Teamsters
Scholarship Fund
Established,
Raising
\$11 Million**



October 21, 2022:
**First National Costco
Contract Ratified**

Costco workers ratify a national master agreement, locking in major wage increases after voting nearly unanimously to go on strike.



2023

January 4, 2023: Sun Country Workers Join Teamsters

More than 200 fleet service workers at Sun Country Airlines join Local 970.



April 10, 2023: National Sysco Pressure Forces Major Gains

Sysco Teamsters win another decisive bargaining victory in Kentucky and Indiana, forcing the company to resolve critical issues on pay, benefits, and scheduling.



April 24, 2023: Amazon Drivers in Southern California Become First in the Nation to Organize



April 28, 2023: 1,100 Logistics Workers Organize at DHL's Largest Hub in North America

DHL Teamsters score a massive organizing victory as more than 1,100 ramp and tug workers at Cincinnati/Northern Kentucky International Airport (CVG) join Local 100.



June 20, 2023: ABF National Master Agreement Ratified

Teamsters secure strong economic and contractual protections in the ABF National contract.



August 1, 2023:

TForce National Master Agreement Ratified

Members overwhelmingly approve a contract that delivers major wage increases, improved benefits, strict subcontracting protections, and new technology safeguards.



October 17, 2022:

Detroit Casino Workers Strike for Fair Contract

3,700 casino workers represented by a Teamsters-led union coalition walk off the job at MGM Grand Detroit, Hollywood at Greektown, and MotorCity Casino.



August 22, 2023:

UPS National Master Agreement Ratified by Record Margin

UPS Teamsters ratify the most historic contract in UPS history, with 87% approval – the highest ratification vote ever at the company. The deal covers 340,000 workers, raises wages for full-timers and part-timers, adds full-time jobs, eliminates the 22.4 tier, and mandates air conditioning in new delivery vehicles nationwide.



Fall 2023:

Under O'Brien-Zuckerman Administration, Teamsters Double Membership at United Natural Foods Inc. (UNFI), Growing Our Ranks to Over 4,000 Members

December 8, 2023:

Strike at DHL's Largest Air Hub

Newly organized Teamsters strike DHL's biggest U.S. air hub to demand a first contract.



December 20, 2023:

Costco Workers in Virginia Organize First New Unit in 20 Years



2024

January 11, 2024:

Massive CVG DHL Victory with 98% Ratification

After a 12-day strike backed by nationwide picket-line extensions, 1,100 ramp and tug workers at CVG ratify their first contract with 98% support, winning a 22.5% wage increase.

January 29, 2024:

US Foods Strike Forces Strong Tentative Agreement

Local 705 forces US Foods to the table, securing a strong tentative agreement for drivers in Bensenville, Illinois.

Teamsters Union Hosts *First-of-Their-Kind* U.S. Presidential Roundtables

March 3, 2024:

Hollywood “Many Crafts, One Fight” Rally

Teamsters and allied entertainment crafts launch the Black Book campaign with a massive rally in LA, setting the stage for one of the strongest entertainment contracts in decades.



March 6, 2024:

Anheuser-Busch Contract Ratified by 86%

More than 5,000 Teamsters ratify a five-year agreement with overwhelming support, securing major wage increases, improved health care and retirement benefits, and rock-solid job security. The deal protects every job at the country's largest brewer.



June 5, 2024:
Amazon Labor Union Formally Affiliates with Teamsters



July 15, 2024:
Sean O'Brien Becomes First Teamsters General President to Deliver Keynote Address During Presidential Convention



August 2024:
United Airlines Contract Negotiations Begin



August 12, 2024:
1,300 DHL Sort Workers Join Teamsters



August 15, 2024:
Hollywood Black Book Ratified by 96%

The new Black Book delivers sweeping gains in wages, pensions, health benefits, safety protections, and job security.



October 1, 2024:
American Red Cross National Contract Secured

Now representing 2,000 American Red Cross workers nationwide, Teamsters win a new national agreement with improved benefits, pay, and staffing protections.



November 15, 2024:
10,000 Nurses Join Teamsters

Corewell nurses deliver the most significant health care union victory in the country—in one of the largest NLRB elections in decades—joining the Teamsters.

December 19, 2024:
Teamsters Launch Largest Amazon Strike in U.S. History



December 2024:
Organizing Hits 70,000 New Members

2025

January 29, 2025:
AEI Contract Ratified with 95% Approval

More than 500 Teamsters at Air Express International ratify a four-year agreement that boosts wages and secures critical operational protections at the DHL subsidiary.



February 2025:
Hertz Strike Ends with Major Gains

March 7, 2025:
New Costco National Master Agreement Approved

Costco Teamsters lock in a 22% pension contribution increase, stronger seniority rules, new protections against workplace surveillance, expanded vacations, and 40+ language improvements.



May 2025:
Breakthru Beverage Workers Strike for First Contract

Teamsters escalate against Breakthru Beverage with a first-contract strike that quickly spreads across the region and forces significant economic pressure on the distributor.

June 13, 2025:
Breakthru Beverage Strike Spreads in Florida

June 24, 2025:
Southern California Master Bakery Agreement Ratified

May 15, 2025:
ARINC Radio Operators Ratify 20% Wage Increase

ARINC radio operators secure a three-year contract featuring more than 20% wage growth and critical workplace improvements.



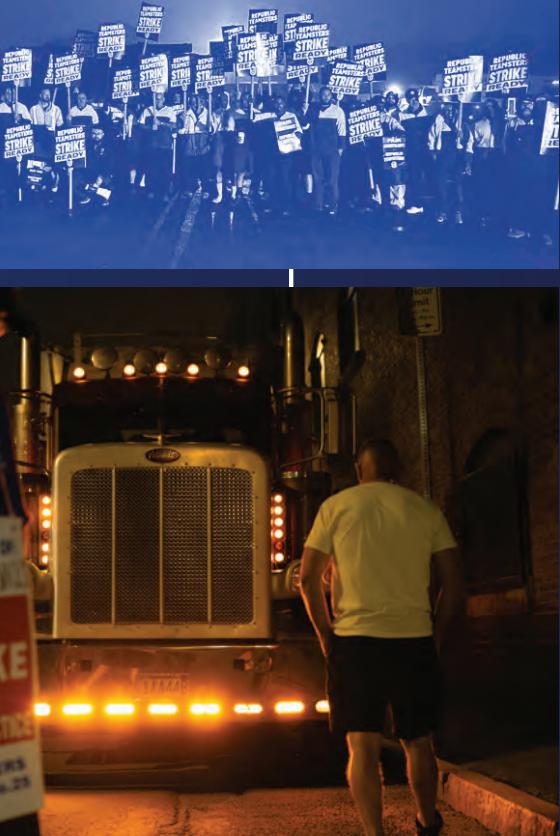
May 16, 2025:
New Jersey Transit Teamsters Strike

Teamsters launch strike at the nation's third-largest commuter rail system, forcing NJ Transit leadership into crisis and elevating national transportation issues.



July 4, 2025: National Republic Services Strike Launched

Teamsters launch a nationwide strike at Republic Services, shutting down waste operations across the country and forcing the company to the table.



July-August 2026:
90,000 New Teamsters Organized
Under O'Brien-Zuckerman



August 12, 2025: UPS Concedes Under Strike Threat

UPS backs down at the 11th hour as Teamsters prepare strike actions in seven states.

August 31, 2025:
NMATA Ratified
with Major
Economic Gains

October 29, 2025:
Breakthru Beverage Strike Victory

Teamsters win a three-year contract at Breakthru Beverage, featuring major wage increases, better paid leave, ironclad seniority protections, and a guaranteed 40-hour workweek.

"Sean and Fred have brought a renewed militancy to the Teamsters, allowing us to take on employers with confidence and conviction. **That's what a fighting union looks like.** Sean and Fred are leading the way."

Roger Wyman
LOCAL 320, HONEYWELL



OZ PUTS RANK

"Amazon has thrown the kitchen sink at us and then some. But two years in, we've stuck together through thick and thin, thanks in large part to the leadership of Sean O'Brien and Fred Zuckerman. **They have stood by our side since we first stepped into the ring to take on this fight in 2024.** Since then, our flame has only grown and our momentum continues to multiply. Because of these leaders, and their commitment to Amazon Teamsters, we have the tools to take this company head-on."

Luke Cianciotto
CHICAGO, AMAZON

"I've been a Teamster for 15 years, and I've never seen this much energy. **We're winning real raises, real respect, and a real voice on the job.** The O'Brien-Zuckerman team knows how to represent public sector workers. It feels good knowing our International has our back again."

Linda Brown
LOCAL 251, FIRST STUDENT

"We stood strong and won a national contract that protects every one of us at Red Cross. Sean and Fred made sure we had **leverage, coordination, and courage** to take on the fight. The Teamsters finally feels as strong as the members who make it."

Roxanne Dean
LOCAL 728, RED CROSS

"Sean and Fred always put the rank-and-file first. Every decision they make starts with what's best for the members on the front lines, including airline mechanics like me. Together, we're taking on greedy airlines, even in the face of an unfair Railway Labor Act. We've been pushing hard for a contract that matches the skill and responsibility our jobs demand. **With Sean and Fred behind us, we know we will win.**"

John Johnson
LOCAL 856, UNITED AIRLINES

- AND - FILE FIRST

"When Sean and Fred took office, they told us **we'd never settle short again**. They meant it. We stood united, got strike-ready, and won the best contract in UPS history. Every single thing we have now – higher pay, better protections and benefits, and an end to excessive overtime and an unfair two-tier system – that came from rank-and-file militancy."

Aundree Stevenson
LOCAL 79, UPS

"I've worked here for over 20 years, and **I've never seen a leadership team fight harder for us**. Sean and Fred came in swinging, and we finally got the raises, protections, and respect we deserve. You can feel the difference."

Delilah Mock
LOCAL 570, COSTCO



GET A FREE OZ
WINDOW CLING!

SCAN THE QR
CODE TO CLAIM
YOURS TODAY:





NEW MERCH DROP
available at
WWW.OZ2026.COM

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

ELECTION SUPERVISOR'S REPORT No. 5

DELEGATE ELECTION SEASON – PROTESTS

Delegate Elections. Almost all the elections for the nearly 1,600 delegates to the IBT's 31st International Convention ("IBT Convention") take place in the period from January to the end of April 2026. The nomination period ends on February 27, 2026. Updates on the status of delegate elections are regularly posted to www.ibtvote.org. Information related to the delegate elections including election plans for each local, GCA, or System Federation and delegate strength can be found by clicking on "Delegate Elections" on the left-hand side of the homepage (see below):

The screenshot shows the IBTvote website with the following layout:

- Header:** Rules for the 2025-2026 IBT International Union Election
- Left Sidebar:** Contact information for Hon. Timothy S. Hillman, Election Supervisor, including address (1750 K Street, NW, Suite 200, Washington, DC 20006), email (electionsupervisor@ibtvote.org), and phone/fax numbers (Tel 844-428-8483 (toll-free), Fax 202-397-1074).
- Top Navigation:** Delegate Elections, Delegate Strength, View Election Plans, Submit an Election Plan.
- Left Column:** Links to Election Rules, Delegate Elections, Nominations and Acceptances, Voting for Delegates, Protest Decisions, Official Forms, Official Campaign Documents, Important Dates, and Contact Us.
- Local Union Nominations Meetings and Election Ballot Count Dates and Locations:**
 - BLEID Dates, Times and Places (as of December 31, 2025)
 - BNWED Dates, Times and Places (as of December 31, 2025)
 - IBT Dates, Times and Places (as of January 2, 2026)
- Certified Convention Delegates and Alternate Delegates:** Certified Convention Delegates and Alternate Delegates (as of December 13, 2025)
- Bottom Navigation:** View LU Election Plans, Delegate Election Manual.

Voice your views at your local body, find out the schedule for nomination and election 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, under the 2025-2026 IBT International Union Delegate and Officer Election Rules ("2026 Election Rules") and the IBT Constitution, about who is eligible to nominate, second, or run as a candidate for delegate or alternate to the IBT Convention or International Officer. See 2026 Election Rules, Article VI. If you have a question about your eligibility, use OES Form 17 to submit a written request to OES.

Nominations in Writing. You need not attend a nominations meeting in person in order to nominate or second a candidate for delegate or alternate delegate, or to accept nomination; the 2026 Election Rules allow each of those 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 completely substitute for in-person nomination. There is no special permission needed to nominate candidates in writing.

Mail Balloting—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 under the Delegate Elections link discussed above. 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.

Protests – All protest decisions during this election cycle issued by the Election Supervisor are available at www.ibtvote.org. As of this writing, the OES has received 41 protests. 38 protests have been decided, with the protest being granted, denied or resolved in 26 published decisions.

Contact the OES to get more information about any aspect of the election procedures.

Hon. Timothy S. Hillman (Ret.)
Election Supervisor

INFORME DEL SUPERVISOR ELECTORAL No. 5

TEMPORADA DE ELECCIONES DE DELEGADOS – PROTESTAS

Elecciones de delegados. Casi todas las elecciones para los cerca de 1,600 delegados a la 31.^a Convención Internacional del IBT ("Convención de la IBT") se llevan a cabo entre enero y finales de abril de 2026. El período de nominaciones finaliza el 27 de febrero de 2026. Las actualizaciones sobre el estado de las elecciones de delegados se publican periódicamente en www.ibtvote.org. Puede encontrar información relacionada con las elecciones de delegados, incluidos los planes electorales para cada sección local, GCA o Federación del Sistema y el número de delegados, haciendo clic en "Elecciones de delegados" en el lado izquierdo de la página principal (véase a continuación):

The screenshot shows the IBT vote website with the following layout:

- Header:** Rules for the 2025-2026 IBT International Union Election
- Left Sidebar:** Hon. Timothy S. Hillman, Election Supervisor, 1750 K Street, NW, Suite 200, Washington, DC 20006, electionsupervisor@ibtvote.org, Tel: 844-428-8888 (Toll-free), Fax: 202-807-1074.
- Top Navigation:** Home / Delegate Elections
- Main Content:**
 - Delegate Elections:** Delegate Strengths, View Election Plans, Submit an Election Plan.
 - Local Union Nominations Meetings and Election Ballot Count Dates and Locations:** BLETD Dates, Times and Places (as of December 31, 2025); BMWED Dates, Times and Places (as of December 31, 2025); IBT Dates, Times and Places (as of January 2, 2026).
 - Certified Convention Delegates and Alternate Delegates:** Certified Convention Delegates and Alternate Delegates (as of December 15, 2025).
- Bottom Navigation:** View LU Election Plans, Delegate Election Manual.

Exprese sus opiniones en su unión local, infórmese sobre el calendario de nominaciones elecciones en otras secciones locales de todo el país. Los resultados de las reuniones de nominación (con candidaturas o por aclamación) se publicarán en las tablas.

¿Soy elegible para participar? La OES determina, de conformidad con las Reglas de Elección de Delegados y Funcionarios de la Unión Internacional de la IBT 2025-2026 ("Reglas Electorales de 2026") y la Constitución del IBT, quién es elegible para nominar, secundar o postularse como candidato a delegado o suplente de la Convención de la IBT o a funcionario internacional. Véase el Artículo VI de las Reglas Electorales de 2026. Si tiene alguna pregunta sobre su elegibilidad, utilice el Formulario 17 de la OES para enviar una solicitud por escrito a la OES.

Nominaciones por escrito. No es necesario asistir a una reunión de nominaciones en persona para nominar o secundar a un candidato a delegado o delegado suplente, ni para aceptar la nominación; las Reglas Electorales de 2026 permiten que cada uno de estos pasos se realice por escrito. Cada plan electoral de la sección local explica cómo presentar nominaciones, segundos y aceptaciones por escrito, incluida la fecha y hora límite para la presentación, y la dirección postal y de correo electrónico para la presentación. Las nominaciones por escrito pueden ser un respaldo a la nominación en persona, o sustituirla por completo. No se necesita ningún permiso especial para nominar candidatos por escrito.

Votación por correo: vote con prontitud. Las elecciones de delegados y la elección de funcionarios internacionales se basan en boletas distribuidas y devueltas por correo usando U.S. Mail

o Canada Post. Para que una papeleta sea contabilizada en una elección supervisada o realizada por la OES, debe **recibirse** en el apartado postal utilizado para la recolección de las papeletas a tiempo para ser recogida la mañana del día del recuento.

Cada plan de elecciones 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 de elecciones de la unión local, que se exhibe en los tablones de anuncios de la unión, y en el aviso de elecciones. Puede consultar el plan de elecciones de su unión local en www.ibtvote.org, en el enlace de Elecciones de Delegados, mencionado anteriormente. Su papeleta debe recibirse antes de esta fecha límite para que sea válida. **Ni la fecha de envío ni el matasellos garantizan que la papeleta sea válida para el recuento.** Para asegurar que su papeleta se reciba a tiempo para el recuento, la OES recomienda que vote y envíe su papeleta para los candidatos a delegado (o a cargos internacionales) lo antes **posible** después de recibirla.

Protestas. Todas las decisiones sobre impugnaciones emitidas por el Supervisor Electoral durante este ciclo electoral están disponibles en www.ibtvote.org. Al momento de publicar este documento, la OES ha recibido 41 protestas. Se han resuelto 38 protestas, con 26 decisiones publicadas en las que la protesta fue aceptada, denegada o resuelta.

Comuníquese con la OES para obtener más información sobre cualquier aspecto de los procedimientos electorales.

Hble. Timothy S. Hillman (Ret.)
Supervisor Electoral



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***

just cause / 'just kawz' /

- n. a morally good reason for taking a particular action.
- n. a standard that must be met to justify the discipline or dismissal of an employee.
- *n. an unapologetic outlet for workers' voices.*



JUST CAUSE
THE OFFICIAL TEAMSTERS SUBSTACK®

