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**REBUILDING THE DAIRY AISLE**

**THE AFTERMATH OF  
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# SEAN M. O'BRIEN



Loyalty means everything to me. I learned it growing up in Boston as a fourth-generation Teamster. It's how I was raised. You stand by your family. You stand by your neighborhood. You stand by your fellow Teamsters, no matter what.

Playing sports as a kid, you figure it out fast. Talent doesn't win games by itself. Loyalty does. Trust does. Knowing the person next to you won't fold when things get tough, and that you won't either. To me, that's always the most important virtue a person can have.

That same code built the Teamsters. Loyalty to the union is everything. It's the

reason we have the strongest contracts in the country. It's why our jobs are safer, our wages are higher, and our pensions are secure when it's time to retire. None of that happened by accident. It happened because generations of Teamsters stayed loyal to each other and refused to be divided — no matter how hard the companies tried.

And make no mistake, they are always trying. Corporate America spends millions of dollars on consultants, lawyers, and union busters whose only job is to break that bond between workers. They want you looking out for yourself instead of each other. They want you second-guessing your union. They want you to forget how much power you actually have.

But here's the truth they can't stand: when Teamsters are unified, there isn't a greedy corporation in this country that can outmuscle us. Not one.

Loyalty means having your co-worker's back, every single day. It means speaking up when something isn't right. It means showing up to meetings, staying informed, and being ready to take action when the time comes. It means walking a picket line at dawn in the pouring rain, because you know the person next to you would do the same for you. That's solidarity. That's how we win.

A handwritten signature in blue ink, reading "S.M. O'Brien".

TEAMSTERS GENERAL PRESIDENT

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# Rebuilding the Dairy Aisle

*How Teamsters (not corporations)  
stabilized the American dairy industry*





When Dean Foods filed for bankruptcy in 2019, it was framed as another casualty of changing consumer tastes. Americans were drinking less milk, the story went, and a legacy company simply failed to adapt.

That explanation was convenient. It was also incomplete.

Dean Foods did not just disappear. It collapsed under the weight of debt, consolidation, and a business model that had spent years ignoring the concerns of workers and producers. When the company fell apart, the impact was immediate with dozens of processing plants shutting down, long-standing distribution networks being disrupted, and workers uncertain about their futures.

Into the vacuum stepped Dairy Farmers of America (DFA), the country's largest dairy cooperative. DFA acquired a significant portion of Dean Foods' assets, positioning itself not just as a buyer, but as a central force in reshaping the modern dairy supply chain.

The acquisition was framed as a way to stabilize a critical industry and protect American dairy. But stabilization for the industry did not automatically mean stability for workers. Transitions like this rarely do.

The dairy industry, like logistics more broadly, depends on continuous movement. Milk is perishable. Routes are fixed. Delays ripple quickly. That reality gives organized workers power and leverage.

Teamsters brought stability by organizing facilities, strengthening contracts, and giving thousands of workers a real voice on the job.

These efforts culminated in 2025, when more than 5,000 DFA Teamsters raised labor standards nationwide and showed the entire American dairy industry that workers are organized, united, and ready to fight for fair contracts.

From newly organized plants to coordinated contract fights, 2025 showed what becomes possible

when dairy workers act collectively and speak with one voice. That unity was on full display in Southern California. Workers represented by Locals 630, 63, 683, 495, and 186 at Alta Dena Dairy and other DFA facilities organized practice pickets, signed petitions, and voted to authorize strikes. These weren't symbolic gestures; they were steps to ensure workers bargained from a position of strength and raised standards across the cooperative.

Momentum spread to the Midwest as well. Roughly 200 workers at DFA's Kemps facility in Le Mars, Iowa, represented by Local 554, joined the Teamsters, organizing to secure fair wages, strong health care, and a real voice on the job.

One of the biggest breakthroughs in the DFA campaign was the national neutrality agreement, which prevents employer interference in organizing drives. That progress is already paying off: 200 workers in St. Paul, Minnesota, have recently joined the Teamsters, marking

one of the first victories under the agreement.

Workers are also asserting their power at the bargaining table. More than 1,000 DFA Teamsters across multiple states voted to authorize strikes in 2025, sending a clear message that they are united and ready to fight. Coordinated bargaining across dozens of facilities is turning that unity into real leverage.

Beyond wages and organizing victories, Teamsters contracts at DFA now include protections that will shape the future of dairy work. In the wake of COVID-19, agreements guarantee enforceable safety standards — access to protective equipment, clear protocols, and paid leave during emergencies. Stronger strike and picket line protections ensure workers can exercise their rights without fear of

retaliation or replacement. Together, these gains provide lasting stability in a rapidly changing industry.

The progress of 2025 is building momentum for 2026 and beyond. With thousands of workers already organized and strong contract standards in place, the Teamsters are positioned to organize additional DFA facilities and continue raising standards across the dairy supply chain.

Dozens of DFA contracts are set to expire in 2028. The foundation being built now — strong contracts, coordinated bargaining, and growing membership — will ensure workers enter those negotiations more united and powerful than ever.

The collapse of Dean Foods could have marked the beginning of a race

to the bottom in dairy. In many industries, that is exactly what happens when a major player falls. Standards erode. Wages stagnate. Workers are told to accept less in the name of survival.

DFA Teamsters charted a different path. One where consolidation does not mean concession. One where new ownership does not erase hard-won gains. One where the people who keep the industry running have a say in how it moves forward.

Every organizing win and contract improvement reinforces the same principle: when workers stand together, they can shape their future.

For dairy workers at DFA, that future is increasingly union.



until June 17, 1936, but others of the Coordinating Commission made thereunder shall continue in effect until vacated by the Commission or set aside by other lawful authority, but notwithstanding the provisions of section 260, no such order shall operate to relieve any carrier from the effect of any State law or of any order of a State commission enacted or made after this title ceases to have effect. (June 14, 1935, c. 247, § 1)

**Chapter**

Sec. 301. Short title.  
 302. Declaration of Interstate Commerce.  
 303. Definitions.  
 304. Powers and Administration.  
 305. Certificate of Public Convenience and Necessity.  
 306. Issuance of Motor Vehicle Licenses.  
 307. Terms and Conditions of Motor Vehicle Licenses.  
 308. Contract Carriers.  
 309. Dual Operation.  
 310. Motor Transfers.  
 311. Suspension, Revocation, and Reinstatement of Licenses.  
 312. Consolidation of Motor Vehicle Licenses.  
 313. Issuance of Motor Vehicle Licenses.  
 314. Security for Motor Vehicle Licenses.  
 315. Rates, Fares, and Charges.  
 316. Tariffs of Motor Vehicle Licenses.  
 317. Schedules of Motor Vehicle Licenses.  
 318. Receipts and Invoices.  
 319. Accounts, Reports, and Records.  
 320. Orders, Notices, and Hearings.  
 321. Unlawful Practices.  
 322. Collection of Motor Vehicle Licenses.  
 323. Liability of Motor Vehicle Licensees.  
 324. Identification plates for interstate motor carriers.  
 325. Investigation of motor vehicle sizes and weights and qualifications and hours of service of employees.  
 326. Separability clause.  
 327. Effective date of chapter.

§ 301. Short title. This chapter may be cited as the "Motor Carrier Act, 1935". (Feb. 4, 1887, c. 104.)



company, a joint-stock association; and includes an assignee, assignee, or personal representative.

(2) The term "board" or "State board" means the commission, board, or official (by whatever name designated in the laws of a State) which has authority under the laws of any State in which any part of interstate or foreign commerce regulated, formed, has or may hereafter be formed, grant or approve certificates of public convenience and necessity or permits to engage in interstate or foreign commerce by motor vehicles, in intrastate or interstate commerce of such State.

The term "Commission" means the Interstate Commerce Commission.

The term "joint board" means a board of directors constituted as provided in section 302.

The term "certificate" means a certificate of public convenience and necessity issued by the Interstate Commerce Commission to authorize interstate or foreign commerce by motor vehicle.

The term "permit" means a permit issued by the Interstate Commerce Commission to authorize interstate or foreign commerce by motor vehicle.

The term "license" means a license issued by the Interstate Commerce Commission to authorize interstate or foreign commerce by motor vehicle.

The term "State" means any of the States, the District of Columbia, or the Territory of Alaska.

The term "express company" means a company which is engaged in interstate or foreign commerce between any place in a State and any place in another State or between places in the same State through another State, whether such commerce is wholly by motor vehicle or partly by motor vehicle and partly by rail, express, or water.

(11) The term "foreign commerce" means interstate or foreign commerce.

# The Rocky Road for Truckers

Deregulation has... mighty Teamsters

By T...

What happened to the truckers. Deregulation, economy, has thrown the industry skidding off a price war that seems like light-heart...

Some of the oldest side, while 5,122 new Interstate Commerce was enacted 18 months ago, motor vehicle regulations for new entrants are being a bonanza down by 10 to 15 percent.

The shake-up of the mighty Brotherhood of Teamsters has helped the economy, but the union is far ahead of the teamsters' negotiations that freezes wages and inflation and...



# The Shift in Trucking

**ROBUST OVERSIGHT ONCE ENSURED THAT TRUCKING WAS A STABLE AMERICAN PROFESSION.**

The truck driver exists in the American imagination as a weather-beaten rogue, a nomad alone on the open road armed with nothing but his rig and his wits. Long hours, grueling labor, and extended periods of isolation on the lonely stretches of highway that cross the expansive continental hinterlands. A sort of modern cowboy who occupies the liminal spaces that connect the centers of commerce and industry through thin ribbons of pavement.

This image of the American trucker was once a distant memory but has re-emerged from the wreckage of deregulation. For almost five decades until the Motor Carrier Act of 1980 gutted the rules, trucking boasted high wages, good benefits, and reasonable hours, even for over-the-road drivers. This trucker was not a romanticized modern frontiersman, but an integral and present part of everyday life. He did not live on the road — he worked there and then he went home.

The regulation era began in 1935 with the passage of the first Motor Carrier Act (MCA). It was a response to the chaos that reigned before it was signed into law when the nascent trucking industry suffered from a complete absence of rules.

The barrier to entry was the cost of a down payment on a truck. Opportunists would enter the industry when rates were high and liquidate when they were low. Shippers set predatory rates. Carriers cut corners in the maintenance of their fleets. Trucks became rolling hazards on the road. Low wages led to constant turnover and left countless vehicles sitting in used truck lots, waiting for the next person who dared to venture out into this environment.

The 1935 MCA corrected course by granting the Interstate Commerce Commission (ICC) the authority to regulate the trucking industry. The ICC was originally established in 1887 to regulate the railroads which, like trucking, were once a chaotic free-for-all to the detriment of everyone who relied on them.

The ICC regulated not just the highways but also the businesses that used them in a way that created industry-wide stability. Under the ICC's oversight, new carriers had to first prove the need for their services in each market before they were allowed to start operating. If a carrier wanted to leave a certain market, they also had to get the permission of the ICC to ensure their exit would not have detrimental effects on the community or the availability of service. This helped ensure that existing trucking capacity was stable and commensurate with demand. The ICC also held the authority

to set minimum and maximum rates to prevent the pricing wars that had caused much of the chaos of the pre-regulation era.

Most importantly for the men who drove the trucks, the ICC granted limited operating authority to carriers. This meant that as a term of profiting from the use of the nation's highways, companies had to demonstrate that their services were truly necessary to the economies they served.

Regulating operating authority in this way meant that drivers hauled only specific freight from specific clients on specific routes, instead of chasing routes across the country and disrupting their lives. This made the job predictable and resulted in working hours that would be unheard of for drivers today.

The result was long-lasting relationships between carriers and the shippers that they serviced, which in turn created stable jobs and retained the workforce. This environment was highly conducive to union organizing. It allowed the Teamsters to unionize hundreds of thousands of members and bargain record collective bargaining agreements like the National Master Freight Agreement of 1964 — setting nationwide standards for wages and hours.

Trucking was a stable profession for a middle-class family well into the 1960s and helped drive the expansion of American industry.

But that was about to change.



## PAVED WITH GOOD INTENTIONS

The political winds that ushered in deregulation grew from widespread frustration. The country was reeling from a seemingly endless stream of political scandals, war, and social unrest. The countercultural movement of the free-wheeling hippies symbolized the times, but the shift was not just cultural. It was economic. Policymakers began abandoning the muscular regulatory approach that had guided the country since the New Deal era in favor of the markets and deregulation.

By the 1970s, the Interstate Commerce Commission (ICC) had already begun unilaterally loosening the rules that had ensured stability for a generation of truckers. Most trucks on the road were operated by established carriers, with a high barrier to entry for independent drivers. The few independent drivers who did exist typically operated as private carriers, exempt from the ICC's regulatory authority.

Drivers could qualify as independent by meeting specific requirements, such as serving specialized clientele like farms. This arrangement worked out well for the farmers who avoided the cost of owning equipment while the drivers negotiated their own rates without ICC oversight.

But in the 1960s and '70s, as the ICC developed a more relaxed philosophy, a new model emerged: lease operators.

These are independent drivers who lease their services to an existing carrier. The driver and carrier split the revenue from the freight, and the driver operates within the authority of that carrier as a contractor. This model existed as early as the 1950s to reduce deadhead miles, but it grew rapidly in the 1970s as carriers sought to cut costs.

Because lease operators are classified as contractors, they do not receive the benefits afforded to company drivers. As the number of independent drivers rose, so did the volume of freight and competition on the highways.

Meanwhile, the government struggled to adapt to rapid cultural and economic changes. The oil embargo triggered soaring inflation, high unemployment, and low growth. This infuriated the public and left elected officials desperate to pacify the outcry.

Frantically searching for scapegoats, both political parties in Washington agreed that the problem was regulation. A bipartisan consensus began systematically removing the legal barriers in sector after sector that had protected workers and consumers for decades — even beyond what agencies like the ICC had already relaxed.

After deregulating the airline industry, President Jimmy Carter turned his attention to trucking. He signed the Motor Carrier Act of 1980 into law with sweeping



bipartisan support, including from future President Joe Biden and presidential nominees Barry Goldwater and Bob Dole. When Carter signed the bill, he made just one reference to the workers most affected: “Labor will benefit, because we’ll have new jobs.”

The 1980 law rested on two main pillars. The first eliminated barriers to entry by shifting the burden of proof in the application process from new entrants to existing carriers. Previously, new carriers had to demonstrate public need to secure operating authority from the ICC. After 1980, existing carriers had to prove a new entrant would cause harm for the ICC to deny an application. By 1985, the

ICC was approving 98 percent of applications, oversaturating the market.

The second pillar expanded operating authority. Carriers once restricted to specific routes, commodities, and geographic markets were suddenly granted nationwide authority.

The result was that anyone with a commercial driver's license and enough money for a truck could haul nearly anything, anywhere. Protections against predatory rates eroded, and the market grew increasingly volatile.

It is difficult to overstate how disastrous this was for the Teamsters. The union lost one million members in the decade that followed. Members were forced to compete in a cutthroat industry that increasingly resembled the chaotic era before federal trucking regulation began in 1935.

What began as an effort to lower prices and increase competition ultimately reshaped trucking into a fragmented industry defined by instability, lower wages, and shrinking standards for drivers. Deregulation did not eliminate costs — it shifted them onto workers, small operators, and communities forced to absorb the consequences of an increasingly volatile freight system.

## A LOOK IN THE REARVIEW MIRROR

The Motor Carrier Act of 1980 was not a narrow response to specific regulatory failures — it marked a wholesale rejection of regulation itself. The price



of that shift is measured in the stability and safety of our supply chain. For nearly five decades, America's highways have suffered the consequences of that short-sighted decision.

President Jimmy Carter was partially right when he promised in 1980 that "labor will benefit [from deregulation] because we'll have new jobs." There is no shortage of trucking work today. The real question is not whether a driver can find work, but whether those jobs are good ones. At most non-union carriers, they are not.

That reality stems largely from deregulation's free-for-all restructuring of the industry. Today's carriers span a wide spectrum. Some are professional operations that invest in hiring, training, and maintaining safe equipment. Others are fly-by-night outfits where drivers land when reputable carriers will not hire them. Their trucks are easy to spot: rusty, dented rigs with hissing air lines, worn tires,

and company names taped to the cab on paper printed at a truck stop.

Many carriers fall somewhere in between. But all carriers in America operate under industry standards ultimately dictated by the billion-dollar corporations that dominate freight.

Much of the modern industry is controlled by perpetually expanding mega-carriers like Swift Transportation. Deregulation allowed anyone with a commercial driver's license and access to financing to enter the market, and new operators have appeared every year since. Many are built to fail — burdened by debt, funneling excessive revenue to ownership, and lacking any realistic path to long-term stability. When these marginal carriers collapse, mega-carriers often acquire them and fold the remnants into sprawling national networks.

Today, these corporations operate tens of thousands of trucks across

dozens — sometimes hundreds — of subsidiaries, obscuring their true scale. Drive down any interstate and note the variety of company names on passing trailers. Look closer, and many trace back to the same parent company.

This consolidation has carried enormous costs. The industry saw just how steep they could be in 2023, when Yellow Corporation — a century-old freight carrier — collapsed into bankruptcy despite repeated concessions and bailouts by dedicated rank-and-file Teamsters. Decades of acquisition-driven expansion, financed by mounting debt, left the company unable to survive in the hypercompetitive post-deregulation market — a strategy that would have been far more difficult under the pre-1980 regulatory system.

Failures like that of Yellow's mismanagement are not anomalies. Visit a used truck lot and you will find rows of liquidated equipment from

defunct carriers — a graveyard of tractor-trailers waiting for the next hopeful owner willing to gamble against today's freight market.

The resulting instability has transformed trucking from a durable middle-class occupation into a grueling vagabond lifestyle. Long-haul drivers live an almost monastic existence on the road, spending months and thousands of miles away from home. Annual turnover rates can approach 90 percent, placing relentless downward pressure on wages and working conditions.

That pressure, combined with corporate consolidation, has produced one clear winner: shippers. Companies such as Amazon, whose business models depend on vast logistics networks, benefit enormously from lower freight rates and cheaper labor.

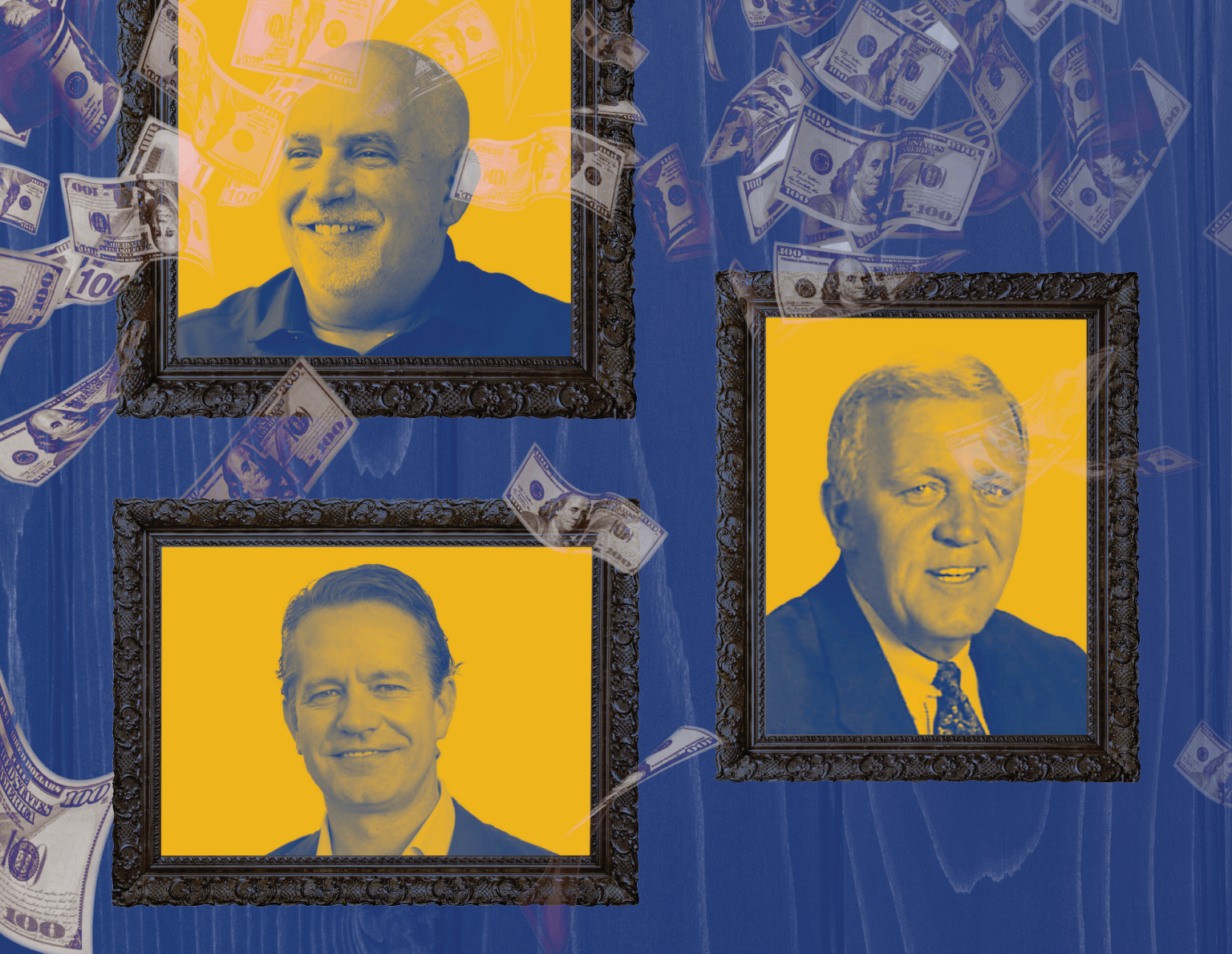
The losers are drivers, forced into a system sustainable mainly for those

without families or long-term stability. Carriers defend these conditions with familiar arguments: margins are thin, drivers will not stay, maintenance costs are rising, consumer prices will increase. These are the very same justifications that led Washington to regulate trucking in 1935.

For nearly half a century, oversight by the ICC demonstrated that stable, middle-class driving jobs were not only possible but sustainable. Deregulation did not transform trucking into a leaner or more efficient industry — it traded long-term stability for short-term cost cutting. What remains of the National Master Freight Agreement, preserved today by Teamsters carriers like TForce and ABF Freight, is more than a relic of a bygone era. It is proof that a different model once worked, still works, and could work again.

It is a reminder that it does not have to be this way.





# Rags to Riches to Riches to Riches

*It's time to get over the myth of the CEO who started at the bottom.*

There is a persistent myth in America about the CEO who started on the shop floor and never truly left it behind.

Walmart's new chief executive, John Furner, is the latest in a long tradition of hourly employees who made it to the C-suite. Others

include Costco CEO Ron Vachris and several UPS bosses who ran the company prior to current CEO Carol Tomé. Promotion from within

is often celebrated as admirable. But the mythology surrounding the CEO who “started at the bottom” is neither representative of corporate reality nor indicative of executive priorities.

Vachris and Furner were not chosen by their co-workers to represent them. Where these CEOs began their careers is not the real story of how they made it to the top. That story begins, and ends, with executive power.

For companies the size of Costco and Walmart, it’s rhetorically effective to emphasize executive origin stories. This acts as a disarming shield against worker discontent when company policies run counter to employee concerns. Internal promotion is not practiced solely for this purpose, but it serves as a powerful defense. The implied promise — that ordinary employees will ultimately be represented at the top — is largely symbolic.

Its populist appeal, however, is undeniable.

Few stories are more romantic in Corporate America than that of a forklift operator climbing the corporate ladder to lead the company. The struggles of warehouse workers, truck drivers, stockers, and cashiers were once his or hers alone.

What this narrative omits is the long transformation that occurs on the way from the warehouse floor to the corner office.

Vachris may have started as a forklift operator before Costco merged with Price Club. But after nearly 40 years spent ascending the corporate hierarchy, his professional reality bears little resemblance to the experience of punching a timecard or worrying about overtime.

Beneath these rags-to-riches stories lies a contradiction. Out of a workforce of hundreds of thousands, only one person becomes CEO, maybe every decade or two. That individual wields enormous power over everyone else’s livelihood, and often answers to shareholders, not the shop floor.

By the time an executive reaches that gilded suite, it is reasonable to assume they have outgrown the realities of life at the bottom. The Teamsters have negotiated with many CEOs who share this pedigree. In 1997, UPS elevated James Kelly to its top leadership ranks. Kelly began as a UPS driver in the 1960s yet soon found himself across from the Teamsters in what became the largest nationwide strike in decades. While leaders like Kelly often speak fluently about worker

issues, meaningful improvements in wages and working conditions have only come because of union demands.

“Open door” policies extend this same myth. Even with an open door, an executive remains an executive, and a forklift operator stays a forklift operator. Former experience does not erase present-day power dynamics. When executives weigh decisions in the name of the “big picture,” worker voices rarely carry equal weight.

For workers to be heard from the shop floor all the way to the executive boardroom, they need a union voice. Humble CEO origin stories do not create advocates — they perpetuate the fantasy of one. The hardship of the shop floor is but a distant memory.

Workers already have a way to claim a real seat at the table. It does not come from believing that a CEO who once stood among them still represents their interests. It comes from collective bargaining power that is strong enough to fight for workers’ interests when they’re inevitably forgotten about at the top.



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# A DEADLY CASINO →

## **DEREGULATION IN THE TRUCKING INDUSTRY HELPS BIG BUSINESS AND ENDANGERS EVERYONE ELSE.**

Just about every casino close enough to be seen from a highway has a designated lot for truck parking. Many offer free overnight parking, discounted meals for drivers who show their commercial driver's license (CDL), and access to showers and other amenities. As a result, the smoky gaming floors of these casinos are often filled with truck drivers unwinding after long days on the road, playing the slot machines.

That scene is an ironic and fitting metaphor for the current state of the trucking industry.

Since the Motor Carrier Act of 1980, trucking has become a chaotic free-for-all that benefits corporations, undermines workers, and puts the traveling public at risk. Nowhere is this clearer than in the industry's staggering turnover rate, which is as high as 90 percent. That churn means a near-constant influx of inexperienced drivers operating massive vehicles on public roads. At the root of the problem are the perverse incentives created by deregulation.

Before 1980, carriers were required to secure operating authority for specific commodities and freight lanes. This limited the number of carriers and created a stable balance of capacity and demand. Drivers benefited from steady work, predictable routes, and reliable incomes — often protected by strong unions and contracts like the Teamsters National Master Freight Agreement (NMFA) signed in 1964.

Before the 1980s, trucking was consistent by design. A fleet hauling tomatoes from Florida to Ohio would run that same lane, for the same shipper, day after day. Same freight. Same routes. Same customers.

Today, that stability is gone. In its place is a fragmented and poorly regulated system of carriers, brokers, and customers that behaves less like a national supply chain and more like a roulette wheel.

A single truck from a fleet of thousands might haul shingles from

Minneapolis to Denver, insulation to Salt Lake City, and steel to Montana — all in one trip. For long-haul drivers, and even dispatchers, it's often impossible to predict where a truck will be beyond its next destination. Freight has become a game of chasing spot rates across the country, like an industrial-scale version of driving for Uber.

The choices for drivers are grim. You either buy a truck and gamble on the nationwide casino known as the load boards or bounce from carrier to carrier every few months chasing the two most elusive prizes in trucking: consistent miles and a raise.

The deck is stacked in a way that steadily makes the roads more dangerous. As experienced drivers hang up their keys, the industry is flooded with newcomers. Nonunion mega-carriers like Swift and Werner operate their own CDL schools, often recruiting from disadvantaged communities. They entice candidates with inflated promises of high pay and benefits, then put them to work under grueling conditions. Within a year, many

of those drivers leave – either exiting the industry entirely or jumping to another carrier.

The result is a massive brain drain. The unspoken rules of the road, the shared knowledge that once made trucking safer, are disappearing.

This churn doesn't just harm drivers – it puts the public at risk. In 2022, the National Highway Traffic Safety Administration reported that 6,050 large trucks and buses

were involved in fatal crashes, a 40 percent increase over the previous decade. The answer is not to automate the truck driving profession, making it riskier – it's to protect and build on it through a stable union workforce.

With low barriers to entry, stagnant wages, and relentless pressure, drivers are pushed out of the industry before they build the experience needed for a safe, successful, and long-term career. Many drivers are not staying

long enough to pass those skills on to the next generation.

Trucking relies on public roads and is appealing because of its flexibility. But it cannot be allowed to keep sliding into a dangerous free-for-all of undertrained drivers managed by companies focused solely on widening the gap between their top and bottom lines. American workers – and everyone who uses our roads – deserve better. Our safety should not be left to a game of chance.

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# THE HEADLINE SAYS, *"Strike Averted."* THE REAL STORY IS **MUCH BIGGER.**

***20,000 Americans at First Student and DHL just won higher wages without being forced onto a picket line. But the stability for local communities should be the win reported on every front page.***

For generations, the Business section of nearly every newspaper has covered labor like it's the weather report. A storm is coming. A work stoppage may occur. Then, at seemingly the last minute, the clouds part and the headline reads: Strike Averted.

And that's it. Never to be reported on again. The news cycle does its thing.

But that's not where things end for working people. In many cases,

it's where an even more resonant story begins.

Recently, Teamsters reached national tentative agreements at DHL and First Student – two major contracts covering thousands of delivery and bus workers across the country. In both cases, negotiations did come down to the wire. In both cases, deals were achieved at the 11th hour. And in both cases, much of the subsequent news coverage focused on one thing only: strikes didn't happen.

Such constant, limited framing misses the bigger picture.

When a union secures a contract just before midnight, avoiding disruption is not the endgame. It's about delivering stability, protecting jobs, and strengthening local economies in ways that rarely make the front page.

Think about what these agreements mean on the ground. Wages will go up in communities nationwide – not just for a few months, but for years

to come. They mean workers can plan their futures with confidence because their jobs are secure. They mean families can afford groceries, rent, child care, and gas without wondering if the next paycheck will be their last.

And they mean businesses — both large and small — can keep operating because the workers who power those operations are committed to their jobs under fair contracts.

That is the lifeblood of economic stability. And it's too often overlooked.

Among national outlets especially, labor reporting treats the absence of a strike as the only outcome worth noting. If buses keep running and packages keep moving, the assumption is there's nothing to actually report. But something did happen. Workers successfully used collective power not only to improve their own lives, but to provide their local communities and the nation itself with long-term economic security.

Such feats aren't accomplished by accident. They happen because workers are ready to fight for what they deserve — and employers responsibly recognize that leverage and

bargain fairly for an outcome that benefits everyone.

The tentative agreements at DHL and First Student are just the most recent examples of this dynamic. They were achieved through months of organizing and strategic preparation. Workers voted to authorize strikes. They reminded their employers of their power. They walked practice picket lines. Companies didn't suddenly agree to a compromise — they responded to worker power.

The benefits of these contracts extend far beyond the workers covered by them. When union members win higher wages, those dollars flow directly into their communities. They support local restaurants, grocery stores, and small businesses. They help stabilize neighborhoods and keep our economies moving at all levels.

When union members win job protections, communities avoid the disruption and uncertainty that come with layoffs or outsourcing. Kids get to school on time. Routes stay covered. Supply chains remain intact.

Strikes averted should never be the end-all, be-all of labor reporting.

The story, time and again, is that thousands of American workers have secured more reliable futures — and the very fabric of our communities is stronger because of it.

The tentative agreements at DHL and First Student are victories worth celebrating. They demonstrate what collective action can achieve. They prove that unions remain one of the last, best, and most effective tools for building stable jobs and thriving communities in America.

The next time you read a headline about a potential strike that never was, try to look beyond the surface. Consider what workers won. Ask how those economic gains will ripple through your state. Think about how many families will sleep easier knowing they have a good-paying job to go to in the morning.

The real story isn't that nothing happened. It's that so many parts of our economy — from the employers themselves to the neighbors down the street to the storefronts across town and the elected officials in city hall — will prosper because a group of workers had the courage to demand a better way of life.





# UPS'S BROKE



# EN PROMISES

## **A DANGEROUS PATH**

In the Teamsters Union, integrity means something. The same cannot be said for UPS's management. Ever since we signed our new national contract in 2023, CEO Carol Tomé and her corporate underlings have been lurking behind closed doors, scheming to screw over our members and backtrack from their commitments.

We've seen it in UPS's illegal buyout scams. We've seen it with them giving away UPS packages to USPS. And perhaps most nefariously, we've seen it in their exploitation of Roadie gig drivers, who are stealing work that legally belongs to the Teamsters.

Management is walking down a risky path with Roadie. [Here's what you need to know.](#)

## THE PRICE OF GETTING OUT OF THE EMPLOYMENT BUSINESS

In 2021, UPS made a transaction that mostly flew under the radar. The package giant acquired tech company Roadie for more than a half-billion dollars. Roadie is like Uber for parcel delivery. It lets a random person use an app to sort, pick up, drive around, and drop off packages. You know, the kind of traditional, good-paying, career-making, and union-protected work performed every day by hundreds of thousands of UPS Teamsters.

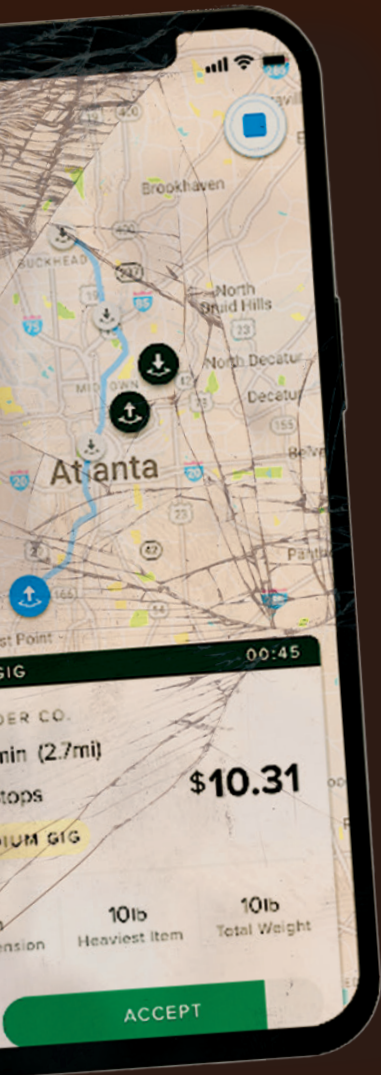
Don't be fooled: UPS made this acquisition to try to undermine union workers and the strong collective bargaining agreement under

which they work. Like Amazon, FedEx, and scores of other greedy corporations, UPS wants to lean into Roadie to exploit one of today's most common and corrupt legal loopholes — worker misclassification.

If employers, especially the big ones, can claim the people who do the work that generates their profits aren't actually their workers, the CEOs and the shareholders get to keep all the money for themselves.

While UPS Teamsters and Roadie users functionally perform the same labor, there's a big difference between them that has massive legal implications. UPS Teamsters are categorized as "employees" while nonunion Roadie users are "contractors." This is the rotten core of UPS's current strategy to try to divide and exploit American workers.





## ROADIE'S ILLEGAL GIG WORK

In 2026's America, "self-employed" contractors have no protections, benefits, secure wages, or possible retirement to speak of. Businesses born of or moving into this gig economy have no obligation to provide health insurance to contracted workers. Contractors must pay additional taxes typically covered by employers. And it is effectively impossible for contractors to ever unionize. After all, how does one collectively bargain without the collective?

Over the past four years, UPS has been scaling Roadie's operations nationwide. Dozens of Roadie distribution centers and cross-dock facilities have popped up. UPS wants more individual users on the Roadie app because the package giant is desperate to weaken the leverage, power, and solidarity of its existing Teamsters workforce.

## ROLLING THE DICE

UPS has been a mainstay in the American economy for more than a century. Tried, tested, trusted. That trust has been built since the beginning on the backs of the rank-and-file — the full- and part-time Teamsters drivers, loaders, sorters, feeders, and warehouse workers whose dependable and professional service has secured UPS a dependable, professional reputation. The UPS board and Tomé are well aware the company has succeeded historically and flourishes still because of these union workers. They're the best in the business. They have no peers.

But the colossal corporation's nagging problem festers inside that union contract protecting and compensating those workers. UPS knows that when

Teamsters are united and, God forbid, militant, they are a force of nature. Workers reminded UPS of this in 2023 when they bargained and ratified a historic \$30 billion contract using a credible national strike threat for higher wages, better benefits, and improved working conditions.

UPS doesn't want to go through another 12 rounds with the Teamsters again. The company still needs the labor. It wants the reputation. But UPS has no desire or appetite to pay for either.

That's where Roadie comes in. It's a strategic financial move by a major American employer to try to get out of the employment business. It's also a moral inflection point for big business itself in this country. Just how far is the ownership class willing to go to violate union contracts, separate and silence workers, and consolidate the money at the very top? How low will UPS go to stake its own greedy claim to the rigged, gigned future where everyone works but no one's employed?

The answer lies with the architect of this cynical scheme: **CEO Carol Tomé.**

## MASCOT FOR CORPORATE CORRUPTION

Tomé was the subject of a recent deep dive into UPS's performance and prospects. The article confirmed a lot of what's already known about Tomé: she is an eccentric, out-of-touch hundred-millionaire with no regard for the workforce she's supposed to lead.

The story also revealed that, in the C-suite shadows, there are executives who admit Tomé has no vision for leadership in the first place. That's no surprise to rank-and-file Teamsters, for sure, and especially these days when the union is confronting Tomé's approach to Roadie.

In her greed and short-sightedness, Tomé has become a mascot for corporate corruption. As UPS CEO, her yearly compensation — which starts at a cool \$24 million — is almost entirely dependent on stock performance. This fundamentally aligns her interests with Wall Street rather than the workers who make possible her lifestyle — a 650-acre farm probably purchased as a third or fourth home, strands of pearls, ostrich-skin handbags. If the Tomés want to keep up with the Bezoses, she needs to try to boost UPS's stock price, no matter what.

Tomé has latched onto Roadie as one of her best bets for doing so. Even if it means assaulting the hardworking men and women who've built and delivered the company's long-term stability. She knows that steering deliveries away from regular package cars

loaded and operated by Teamsters is a violation of the UPS Teamsters National Master Agreement. That contract guarantees that “no bargaining unit work will be subcontracted, transferred, leased, assigned or conveyed.”

But such details of a legally binding contract matter little to the CEO of United Parcel Service. In fact, violating them at every turn is likely the game plan.

## TOMÉ KNOWS WHERE SHE'S GOING WITH ROADIE

Roadie's purpose, as a new underpinning of overall UPS operations, is to help the company rid itself of current and future obligations to rank-and-file Teamsters. This includes the industry-leading wages and benefits these workers are owed. Instead of rewarding UPS Teamsters for the century of success they've achieved for the company, Tomé's efforts around Roadie risk dragging UPS deeper into the mud with anti-union logistics competitors like Amazon and FedEx.

On a recent UPS earnings call, Tomé shamelessly boasted she “couldn't be more pleased” with how much work Roadie is taking away from UPS Teamsters.

There's an old saying in the union that Benjamin Franklin's famed adage on being alive is only partially true. There are actually three certainties in life — death, taxes, and

the Teamsters. In Tomé's campaign to strip 100 years of dependable labor from one of America's original unions, it's beyond guaranteed that the Teamsters won't be fighting on their backs. Local unions around the country have already filed major grievances documenting Roadie users stealing bargaining unit work at the behest of UPS, preparing to take their cases to national arbitration.

The Teamsters also launched a national Roadie Committee to coordinate these grievances and compile additional evidence of UPS's breaches of contract. Chaired by Vinnie Perrone, President of Teamsters Local 804 in New York — one of the largest UPS Teamsters local affiliates nationwide — the committee is gathering data from rank-and-filers, mapping Roadie cross-dock facilities, providing support to local unions as they challenge UPS's corporate misconduct and driving unified action to force the company to comply with the master contract.

As some have speculated, Carol Tomé may be reaching the tail-end of an embarrassing career of worker exploitation, started at the infamously anti-union Home Depot before UPS. Instead of trying to leave America's premier shipping company better than she found it, she is rolling the dice with UPS's future — and its stock price. In that deep dive feature story, unnamed executives in the C-suite referred to Tomé as a “person without a larger vision.” That may not be totally appropriate. Carol can see where all this is headed, even if her moral compass is broken.

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**1 LB**

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DATE: 17 MAR 2026

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03/17/2026  
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<b>I-X 28 -</b>	<b>30328 ROADIE</b>



25 Louisiana Ave NW  
Washington, DC 20001

**SHIP TO:** Carol Tomé  
UPS Corporate HQ  
55 Glenlake Parkway NE  
Atlanta, GA 30328

**UPS SAVER**



**ROADIE A UPS COMPANY**

In 2021, UPS m  
acquired tech  
parcel delivery  
packages. You  
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# SOLIDARITY

*through the*

# SEASONS

## *Teamsters Nurses at Henry Ford Genesys Hospital Fight for Health Care Workers Everywhere*

Driving down Holly Road in Grand Blanc, Michigan, even from hundreds of feet away, you will see hundreds of colorful homemade picket signs and hear the roar of striking Teamsters nurses. When you get close, you'll see those signs are held together by tape,

frayed, and damaged by the seasons passed. But holding the signs are nurses whose resolve remained unchanged. While the signs may not have weathered all four seasons on the picket line, Teamsters nurses did.

### **SUMMER >>> THE BEGINNING**

Early on Labor Day morning, 750 Teamsters nurses and case managers were forced to walk off the job at Henry Ford Genesys Hospital after

**200 DAYS  
AND COUNTING  
ON THE  
PICKET LINE**

**JUNE 5, 2025**

### **CONTRACT EXPIRES**

After years of service under their existing agreement, Teamsters nurses at Henry Ford Genesys Hospital enter negotiations determined to protect standards they've built over decades with a focus on safer staffing.

**AUGUST 20, 2025**

### **"LAST, BEST, FINAL" REJECTED**

Nurses overwhelmingly reject management's final offer, refusing to accept concessions that would undermine patient care and erode hard-won workplace protections.





patient safety and this hospital taking accountability for bringing that into question.”

## FALL >>> A TURNING POINT

Fall in Michigan meant cooler weather, colorful leaves, and continued solidarity.

After just three weeks on their ULP strike, tragedy struck on September 28.

A nearby church became the site of a shooting that left four people dead and eight injured. When news broke, Teamsters nurses – without hesitation – put down their picket signs and ran to the hospital to offer their decades of expertise in this moment of crisis. Instead of welcoming them with open arms, Henry Ford slammed the doors shut.

This was a turning point. This moment was the first of many when this hospital showed its true face. They showed a lack of care not only for their hardworking staff, but also for the community who desperately needed the experience and knowledge of Teamsters nurses at this uncertain time.

“These are our family members, our neighbors, and our friends who were affected by this tragedy,” said Jennifer Sherman, a 23-year PACU nurse. “We were truly shocked and completely disheartened by the decision not to let anyone help.”

This event took a toll on the nurses, causing them to wonder how else this hospital would undermine the years of loyalty and effort workers had dedicated to it.

Nearly 60 days into the strike, these strong men and women welcomed a visit from Teamsters General President Sean M. O’Brien and General Secretary-Treasurer Fred Zuckerman. A renewed energy surged through the nurses and community supporters who gathered in front of Henry Ford Genesys Hospital.

“Teamsters nurses will win, no matter how long it takes,” O’Brien said to the group as deafening cheers echoed down the street.

“This is not just our fight,” said Sarah Englemann, a 19-year operating room nurse. “We are fighting for the core of this profession – patient care. This hospital has shown time and time again that it only cares about profit. If we don’t stand up for ourselves and those in our community who seek care here, nobody will.”



NOVEMBER 4, 2025

### ILLEGAL IMPASSE DECLARED

Hospital management declares an unlawful impasse. Teamsters respond by filing unfair labor practice charges, escalating the battle beyond the bargaining table.

MARCH 17, 2026

### CAPITOL RALLY

Nurses rally at the Michigan State Capitol to leverage political power and draw broader public attention to staffing, patient safety, and corporate control of health care.

## WINTER >> STANDING STRONG

With snow blanketing the strike line, Henry Ford management rolled out their latest attack on nurses by erecting a plastic fence around the property and taking away the burn barrels and tents nurses used to stay warm on the picket line.

With below freezing temperatures now a constant in the Flint region, Teamsters nurses put their heads together to come up with new ways to support the community and fellow striking nurses. If they couldn't help patients in the hospital, they did what they could outside the hospital by distributing warming blankets to patients who waited at the bus stop outside the hospital and providing basic medical care to those who could not afford to go inside.

To support fellow Teamsters during this time, nurses collected monetary donations and shared it with members who needed it most. Ahead of the holidays, nurses established a giving tree – a strike-line Christmas tree to provide gifts for all of those who might have a hard time crossing items off their families' wish lists this year.

“By the time Christmas had come and gone, all of the gifts had been distributed,” said Sherman. “This is what we do. Whatever our fellow brothers

and sisters need, we make it work. That's the beauty of the community we formed out here – we have a bond that will never be broken.”

After Christmas came New Year's Eve. With party hats on their heads, the striking Teamsters celebrated yet another holiday on the line. Together.

“People have lost loved ones, they became parents and grandparents on the picket line,” said Shinabarger. “We've celebrated kids going off to college, we've written books, and supported each other through heartbreak. Every person here has a unique story, but we share a common goal.”

Despite Henry Ford's countless attempts at breaking their spirit, both at the bargaining table and on the strike line, Local 332 members are fueled by something far greater – support for one another, and love for their profession, both of which would take a lot more to crush than anything this hospital is capable of.

## SPRING >> NEW HOPE

With their time on the picket line now approaching its fourth season, Teamsters nurses are getting louder.

Since the start of 2026, Henry Ford management has kept Teamsters nurses from voting on an agreement

reached between the union and employer because hospital leaders want nurses to forfeit their seniority rights. This is not negotiable for the Teamsters.

Instead of coming to an agreement that allows nurses to return to their positions in the hospital, Henry Ford Genesys Hospital is prioritizing inexperienced replacement workers, prolonging the monthslong ULP strike, and continuing to violate federal labor law.

In early March, Region 7 of the National Labor Relations Board released a statement acknowledging an ongoing investigation into the ULPs Henry Ford has committed.

This announcement has brought a renewed hope that Teamsters nurses will be heard, finally.

“We feel more empowered than ever,” said Englemann. “This group is in it to win it, and we are going to fight for as long as it takes.”

“Teamsters nurses at Henry Ford Genesys Hospital have the full backing of the International Union,” said Peter Finn, Director of the Teamsters Public Services and Health Care Division. “All 1.3 million members of North America's strongest union are prepared to continue supporting our brothers and sisters at Henry Ford for as long as it takes.”



MARCH 19, 2026

## 200 DAYS ON STRIKE

200 days in, the line is still strong. Through heat, cold, and everything in between, Teamsters nurses remain united and unmoved.

# TEAMSTERS *vs.* BIG HEALTH CARE

From coast to coast, Teamsters in the health care industry are organizing, bargaining, and fighting back against hospital systems that are putting profits over workers and patients.

**THE FIGHT IN MICHIGAN IS PART OF A MUCH BIGGER STORY.**

## CALIFORNIA

### LOCAL 856 TAKES STRIKE ACTION

More than 500 members of Teamsters Local 856 staged a 24-hour ULP strike at MarinHealth Medical Center after nearly a year of bad-faith bargaining. The 500 Teamsters are pushing back against the employer's attempts to increase their health care costs up to \$1,000/month.

## ILLINOIS

### CHICAGO HOSPITAL BATTLES CONTINUE

Teamsters Local 743 has taken on two major systems: Rush University Medical Center and University of Chicago Medical Center. Rush Teamsters secured a new contract in January, while workers at the University of Chicago continue their fight for a strong agreement.

## RHODE ISLAND

### LOCAL 251 FIGHTS FOR NEW CONTRACT

At Rhode Island Hospital — the state's largest private employer — 2,500 Teamsters are negotiating a new agreement. With more than 30 years of strong contracts behind them, Rhode Island Teamsters are determined to raise the bar once again.

## MICHIGAN

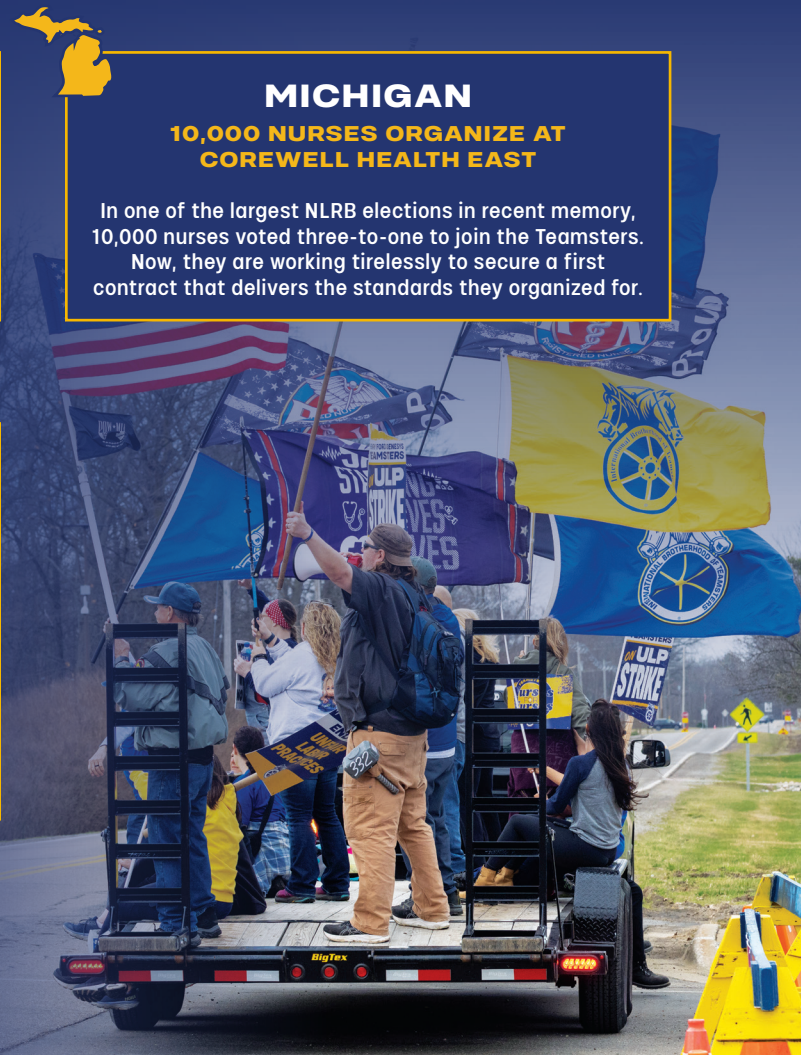
### 10,000 NURSES ORGANIZE AT COREWELL HEALTH EAST

In one of the largest NLRB elections in recent memory, 10,000 nurses voted three-to-one to join the Teamsters. Now, they are working tirelessly to secure a first contract that delivers the standards they organized for.

## IOWA

### 1,700 NURSES HOLD THE LINE AT UNITYPOINT

Nurses at UnityPoint Health are holding strong after their election to join Teamsters Local 90 was put on hold because of challenges by their employer. The 1,700 nurses are certain that they will be victorious once a hearing is scheduled with the labor board to address the challenges. In the meantime, Teamsters are conducting bargaining surveys and educating new nurses on the union so they can hit the ground running once the election is certified.





# Buried Waste, Buried Truths: Republic Services' **TRAIL** *of* Harm

**When profit is the driving force, SAFETY BECOMES NEGOTIABLE, workers become obstacles, and communities become collateral.**

Whenever you see a major corporation branding itself as a “sustainability leader,” raise an eyebrow.

That skepticism should grow when looking into Republic Services, a waste management giant whose website is saturated with promises about protecting the environment and supporting communities.

Republic Teamsters have long known how vile, immoral, and dirty the world’s second largest waste company truly is. For most of the public, though, Republic is just a name on trash cans, dumpsters, and trucks.

For others, it’s something else entirely: a polluter that has ruined lives, and in some cases, even killed.

Across the country — from Los Angeles to Murfreesboro,

Tennessee — Republic Services has faced lawsuits over contamination and public health hazards. In Pennsylvania, a judge ruled that a Republic-operated York County landfill polluted the Susquehanna River and violated clean water laws hundreds of times.

In Georgia, the company backed away from a coal ash agreement only after significant public backlash.

And in Bridgeton, Mo., the reality is more alarming: an unlined landfill owned by Republic Services has been burning underground for years, releasing a steady stream of chemical fumes into nearby neighborhoods and exposing residents to radiation.

After speaking with a resident just miles from the site, it’s clear that this was not a

misunderstanding or a one-off mistake. Republic Services made a calculated decision to protect its bottom line instead of the people breathing its pollution. And for the families living with the consequences, it raises a simple question: how much harm is this company willing to inflict in allegiance to higher corporate earnings?

A few years after Dawn Chapman and her family moved to Bridgeton, a small Missouri town northwest of St. Louis, a suffocating smell filled their home and neighborhood.

“The odor was horrific,” Chapman said. “If you’ve ever cut onions and your eyes start to tear, that’s what it was like.”

The source Chapman discovered was far worse than she could have imagined.

Just three miles from her home, an underground fire had been smoldering inside the Bridgeton landfill.

Even more concerning, it was burning only 500 feet from 43,000 tons of nuclear waste left over from the World War II-era Manhattan Project. For decades, that waste has exposed nearby residents to radiation and contributed to elevated cancer rates.

As community members learned the truth and public outrage grew, Republic Services — despite branding itself as a leader

The radioactive waste had been sitting in the Bridgeton landfill since the 1940s, long before residents became aware of the hazard in their own backyards.

As concerns over the odor intensified, Chapman and her neighbors pressed regulators for answers and eventually discovered the dangers they were facing. In response, she founded Just Moms STL, a grassroots organization advocating for cleanup and accountability. Through this group, residents demanded stronger odor controls and warned that the underground

Protection Agency approved a plan to excavate the waste in 2025. The \$205 million cleanup will be shared among Republic, the Department of Energy, and Exelon Corp.

Republic has opposed the EPA's plan, insisting the landfill should remain capped — a temporary solution that fails to address community concerns and potential long-term health risks. The company has also filed lawsuits against Citigroup and EverZinc LLC, the two previous owners of the landfill, in an effort to shift remediation costs.

**"Living next to this site has absolutely flipped my life upside down."**

**— DAWN CHAPMAN, BRIDGETON RESIDENT**

in sustainability — refused to remove the nuclear waste. Instead, the company pushed to cap it in place and spent millions on lobbying efforts aimed at downplaying the risks to residents.

smoldering fire could spread to the nuclear material.

Instead of addressing these concerns, Republic hired a lobbyist who posed as a local mother and created a deceptive online group called the Coalition to Keep Us Safe. The group ran Facebook ads warning that excavation "could take 40 years and cost taxpayers \$400 million," a deliberate misinformation campaign aimed at turning public opinion against cleanup efforts.

"Once Republic found out about the waste, all they saw was a chance to minimize how much they'd have to spend," Chapman said.

Since the nuclear waste was dumped, Bridgeton-area residents have reported a rise in illnesses linked to radiation exposure. A Reuters investigation identified 33 current or former residents from a small neighborhood near the landfill who were diagnosed with cancers associated with radioactive contamination. Additionally, the Missouri Department of Health recently issued an alert noting a 40 percent higher risk of cancer in zip codes near the landfill.

"They lobbied EPA, lobbied elected officials, lobbied state lawmakers that we were crazy moms and that there was nothing happening," Chapman said. "They even said the site wasn't on fire."

Despite Republic spending millions on lobbying efforts, the Environmental

For Chapman, the impact is personal. She believes exposure to toxic landfill fumes contributed to serious health conditions in her family. Her husband was diagnosed with severe Crohn's disease and required emergency surgery only a few years after they moved to Bridgeton. Her son has also suffered from autoimmune complications.



“Living next to this site has absolutely flipped my life upside down,” Chapman said.

Republic Services publicly promotes itself as an environmental leader, stating that sustainability means supporting the communities where its employees and customers live and work.

But in Bridgeton and communities across the country, those words ring hollow.

When residents demand protection from environmental risks, Republic Services has too often responded with lobbyists, delay tactics, and disinformation. That same approach extends beyond environmental issues. In 2025, the company reportedly spent roughly \$50 million on union-busting efforts rather than bargaining in good faith with the Teamsters.

Whether dealing with communities or their own workforce, Republic Services’ pattern of behavior is consistent: fight workers and communities, not the problem.

When profit is the driving force, safety becomes negotiable, workers are obstacles, and communities are collateral. If companies like Republic Services are allowed to treat responsibility as optional, Bridgeton will not remain an exception – it’ll be the blueprint.

**LEAVE A REPLY: [SUBSTACK.COM/@JUSTCAUSETEAMSTERS](https://substack.com/@justcauseteamsters)**

## ELECTION SUPERVISOR'S REPORT No. 6

### DELEGATE ELECTIONS COMPLETED – THE INTERNATIONAL CONVENTION

**DELEGATE ELECTIONS** – Nominations for delegate and alternate delegate positions were completed by March 20, 2026, and most did not produce contested elections. Forty-seven (47) local union nominations meeting resulted in elections for delegate and alternate delegate, and those elections are scheduled to be completed by May 24, 2026.

Before credentials are issued, OES reviews each delegate and alternate delegate's eligibility status. If an elected delegate or alternate delegate is determined to be ineligible, the individual will receive notice and have an opportunity to submit evidence and an explanation challenging the eligibility ruling, with a right to appeal to the Convention Credentials Committee. OES, however, makes the final eligibility determination. *2026 Rules*, Article III, Section 4(e).

Delegates are the members' voice at the Convention. The IBT Constitution says that delegates "meet to legislate on matters affecting the entire International Union and they are not bound to follow instructions of their particular Local Unions relative to their voting." IBT Constitution, Article III, Section 5(a)(4). You can contact your delegates to ask about issues and candidates they will vote on, and make your views known to the delegates. A list of delegates and alternate delegates certified as elected to the Convention is posted at [www.ibtvote.org](http://www.ibtvote.org), and is updated regularly as certifications are completed.

**NOMINATIONS AT THE CONVENTION** – As stated in the Official Convention Call, the 31st International Convention will return to Las Vegas and be conducted with all delegates gathering in-person to participate in proceedings. While the Convention will conduct its business in person, including the nomination of candidates for International Union Office, delegates' secret ballot vote to place floor-nominated candidates on the union-wide referendum ballot will once again be conducted using an electronic balloting system. The voting procedure will be similar to the procedure used at the previous virtual Convention. Delegates will receive instructions on use of the electronic voting system, and an opportunity to test the system before the Convention using a "sample ballot."

At the convention, candidates who receive at least 5% of the delegate votes cast from the relevant set of credentialed delegates will be nominated for election to the office. International offices that have more than one nominee after the delegate secret balloting has been completed will be put to a union-wide secret ballot vote by mail in the fall.

The final delegate strength for the Convention has been calculated as required by the IBT Constitution (Article VII, Section 5(b)). Here is the breakdown, by region and electing group, of the total number of Convention delegates.

31 <sup>ST</sup> INTERNATIONAL CONVENTION – DELEGATE STRENGTH BY REGION AND UNITS				
Region	IBT	BLETD	BMWED	Total
Central	372	15	12	399
Eastern	396	13	7	416
Southern	129	13	11	153
Western	465	5	6	476
Canada	150	0	0	150
Total	1,512	46	36	1,594

The 5% threshold will be determined based on the number of delegate votes actually cast in the nomination balloting for each position. The results of the nomination process will be posted on [www.ibtvote.org](http://www.ibtvote.org) and will also be stated in my post-Convention report.

Protests – IBT members have filed 142 protests through early-April 2026. At [www.ibtvote.org](http://www.ibtvote.org) you can read every

ruling made on filed election protests.

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. 6

### ELECCIONES DE DELEGADOS CONCLUIDAS – LA CONVENCION INTERNACIONAL

**ELECCIONES DE DELEGADOS** – Las nominaciones para los puestos de delegado y delegado suplente concluyeron el 20 de Marzo de 2026, y la mayoría de ellas no derivaron en elecciones impugnadas. Cuarenta y siete (47) asambleas de nominación de uniones locales resultaron en elecciones para delegado y delegado suplente; se prevé que dichas elecciones concluyan para el 24 de Mayo de 2026.

Antes de que se emitan las credenciales, la OES (Oficina del Supervisor Electoral) revisa el estado de elegibilidad de cada delegado y delegado suplente. Si se determina que un delegado o delegado suplente electo no cumple con los requisitos de elegibilidad, dicha persona recibirá una notificación y tendrá la oportunidad de presentar pruebas y una explicación para impugnar el dictamen de elegibilidad, con derecho a apelar ante el Comité de Credenciales de la Convención. No obstante, la OES es la entidad que emite la determinación final sobre la elegibilidad. *Reglamento de 2026*, Artículo III, Sección 4(e).

Los delegados son la voz de los miembros en la Convención. La Constitución del IBT establece que los delegados "se reúnen para legislar sobre asuntos que afectan a la totalidad de la Unión Internacional y no están obligados a seguir las instrucciones de sus Uniones Locales particulares en lo relativo a su voto". Constitución del IBT, Artículo III, Sección 5(a)(4). Usted puede comunicarse con sus delegados para consultarles sobre los temas y candidatos por los que votarán, así como para darles a conocer sus puntos de vista. En el sitio web [www.ibtvote.org](http://www.ibtvote.org) se ha publicado una lista de los delegados y delegados suplentes certificados como electos para asistir a la Convención; dicha lista se actualiza periódicamente a medida que se completan las certificaciones.

camente a medida que se completan las certificaciones.

**NOMINACIONES EN LA CONVENCION** – Tal como se indica en la Convocatoria Oficial a la Convención, la 31.ª Convención Internacional regresará a Las Vegas y se llevará a cabo con la asistencia presencial de todos los delegados, quienes se reunirán para participar en las deliberaciones. Si bien la Convención desarrollará sus actividades de manera presencial — incluida la nominación de candidatos para la Oficina de la Unión Internacional, la votación secreta de los delegados para incluir a los candidatos nominados desde el pleno en la boleta del referéndum a nivel de toda la unión se realizará, una vez más, mediante un sistema de votación electrónica. El procedimiento de votación será similar al utilizado en la Convención virtual anterior. Los delegados recibirán instrucciones sobre el uso del sistema de votación electrónica, así como la oportunidad de probar dicho sistema antes de la Convención utilizando una "boleta de muestra".

En la convención, los candidatos que reciban por lo menos el 5% de los votos emitidos por el conjunto pertinente de delegados acreditados serán nominados para la elección de la oficina. Las oficinas internacionales que cuenten con más de un nominado una vez concluida la votación secreta de los delegados se someterán a una votación secreta por correo, a nivel de toda la unión, durante el otoño.

El número definitivo de delegados con derecho a voto para la Convención ha sido calculado tal como lo exige la Constitución del IBT (Artículo VII, Sección 5(b)). A continuación, se presenta el desglose, por región y grupo electoral, del número total de delegados de la Convención.

<b>LA 31.ª CONVENCION INTERNACIONAL – FUERZA DE LA DELEGACION POR REGION Y UNIDADES</b>				
Región	IBT	BLETD	BMWED	Total
Central	372	15	12	399
Este	396	13	7	416
Sur	129	13	11	153
Oeste	465	5	6	476
Canada	150	0	0	150
Total	1,512	46	36	1,594

El umbral del 5% se determinará con base en el número de votos de los delegados que sean efectivamente emitidos durante la votación de nominación para cada posición.

Los resultados del proceso de nominación se publicarán en [www.ibtvote.org](http://www.ibtvote.org) y también se incluirán en mi informe posterior a la Convención.

Protestas – Los miembros del IBT han presentado 142 protestas

hasta principios de Abril de 2026. En [www.ibtvote.org](http://www.ibtvote.org), usted puede consultar todas las resoluciones emitidas en relación con las protestas electorales presentadas.

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

**Hon. Timothy S. Hillman (Ret.)**  
*Supervisor Electoral*

## 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.*



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