

TEAMSTER





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Fighting For TEAMSTERS And Our FAMILIES

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TEAMSTERS

BROTHERS AND SISTERS, OVER THE LAST FIVE YEARS, TEAMSTERS ACROSS NORTH AMERICA REMINDED THE WORLD EXACTLY WHO WE ARE.

WE ORGANIZED AT UNPRECEDENTED RATES. WE MOBILIZED IN EVERY CORNER OF THE CONTINENT. WE NEGOTIATED STRONG CONTRACTS ACROSS ALL INDUSTRIES. WE TOOK ON GREEDY EMPLOYERS AND HELD CORRUPT POLITICIANS ACCOUNTABLE.

WE STRUCK MORE THAN 350 TIMES.

TOGETHER, WE REBUILT THE TEAMSTERS INTO THE MOST AGGRESSIVE, EFFECTIVE, AND RESPECTED LABOR UNION ON EARTH.

FIVE YEARS AGO, THIS UNION DECIDED WE WERE DONE SETTLING FOR LESS. DONE ACCEPTING CONCESSIONS. DONE BEING TREATED LIKE WE SHOULD BE GRATEFUL FOR WHATEVER SCRAPS CORPORATE AMERICA DECIDED TO THROW OUR WAY.

WE CHOSE MILITANCY.

ACTION OVER EXCUSES. COURAGE OVER CAUTION.

WE PUT THE RANK-AND-FILE BACK IN CHARGE OF THIS GREAT UNION. WE FOUGHT. AND BECAUSE WE FOUGHT, WE DELIVERED RESULTS.

TODAY, I AM PROUD TO ANNOUNCE IN JUST FOUR YEARS, THE TEAMSTERS HAVE ORGANIZED MORE THAN 100,000 NEW MEMBERS.

LET THAT SINK IN.

THAT'S 100,000 WORKERS WHO LOOKED AT THIS UNION AND SAW SOMETHING WORTH JOINING. 100,000 WORKERS WHO SAW TEAMSTERS WINNING RECORD CONTRACTS AND TAKING ON EMPLOYERS THAT EVERYONE ELSE WAS AFRAID TO CHALLENGE.

THEY SAW A UNION PLAYING OFFENSE.

AND THEY WANTED IN.

BUT REACHING 100,000 NEW MEMBERS DOESN'T HAPPEN OVERNIGHT.

IT TAKES A LOT OF HARD WORK. FROM A LOT OF PEOPLE.

WE MADE ORGANIZING A PRIORITY AGAIN.

WE RESTRUCTURED THE TEAMSTERS ORGANIZING DEPARTMENT TO BE BIGGER, SMARTER, AND MORE STRATEGIC.

The Five Year Report

SPEECH BY
**TEAMSTERS GENERAL PRESIDENT
SEAN M. O'BRIEN** AT THE
31ST INTERNATIONAL CONVENTION

WE TRIPLD THE NUMBER OF ORGANIZERS EMPLOYED BY THE INTERNATIONAL UNION. AND THAT'S NOT INCLUDING THE HUNDREDS OF ORGANIZERS WORKING ON OUR AMAZON CAMPAIGN.

OUR INVESTMENT PAID OFF.

10,000 COREWELL NURSES IN MICHIGAN.

20,000 NEW MEMBERS AT UPS THROUGH INTERNAL ORGANIZING — AND THOUSANDS OF UPS ADMINS AND SPECIALISTS THANKS TO OUR HISTORIC NATIONAL CONTRACT.

3,000 DHL WORKERS AT CVG.

3,000 DRIVERS AND WAREHOUSE WORKERS AT UNFI.

1,100 FOOD PROCESSERS AND PACKAGERS AT TOMATEK.

THOUSANDS OF CANNABIS WORKERS NATIONWIDE.

THOUSANDS OF PUBLIC SECTOR WORKERS AT CITIES, SCHOOL DISTRICTS, AND UNIVERSITIES ACROSS THE COUNTRY.

HUNDREDS OF NEW COSTCO TEAMSTERS — THE FIRST ORGANIZING VICTORIES AT THE WHOLESALE IN OVER 20 YEARS.

10,000 AMAZON TEAMSTERS FROM FACILITIES ALL ACROSS THE COUNTRY.

ORGANIZING IS NOT SOMETHING THE INTERNATIONAL UNION DOES BY ITSELF. WHEN A LOCAL UNION HAS AN ORGANIZING OPPORTUNITY, THAT SHOULDN'T BE THEIR FIGHT ALONE.

ONE OF THE MOST IMPORTANT CHANGES WE'VE MADE OVER THE LAST FOUR YEARS IS BUILDING ORGANIZING PARTNERSHIPS WITH OUR JOINT COUNCILS. AND SO MANY JOINT COUNCILS ARE STEPPING UP — 42, 7, 28, 37, 25, 41, 32, 56, 69, 43, 13, 58, 80, 10, 9 — AND LOCALS IN DENVER ARE STEPPING UP TO PARTNER WITH THE INTERNATIONAL.

WE'RE WORKING TOGETHER IN NEW WAYS TO BRING MORE WORKERS INTO OUR UNION.

WHEN A JOINT COUNCIL INVESTS IN ORGANIZING, WE INVEST WITH THEM. THESE PARTNERSHIPS AREN'T TRANSACTIONAL. THEY'RE BUILT ON SHARED INVESTMENT AND SHARED RESPONSIBILITY.

THAT'S HOW AN INTERNATIONAL UNION IS SUPPOSED TO OPERATE.



NOT TOP DOWN AND DISCONNECTED. NOT FROM BEHIND A DESK. BUT BY GETTING OUT INTO THE FIELD AND SPEAKING WITH MEMBERS IN THE WORKPLACE WHERE THEY PERFORM EVERY DAY.

WHEN JOINT COUNCILS BUY IN AND BUILD, WE BUILD AND BUY IN WITH THEM. AND WE ALL SHARE IN THE SUCCESS.

WE'VE APPLIED THE SAME PHILOSOPHY TO POLITICS.

FOR TOO LONG, LABOR UNIONS HAVE MEASURED POLITICAL SUCCESS BY HOW MUCH MONEY THEY HAND OUT. WRITE A CHECK, ATTEND A FUNDRAISER, SHAKE SOME HANDS, TAKE A PICTURE. THEN GO HOME AND HOPE FOR THE BEST.

WE ARE NOT IN THE BUSINESS OF BUYING ACCESS. THE TEAMSTERS ARE NO LONGER AN ATM FOR EITHER PARTY. WE ARE IN THE BUSINESS OF GROWING OUR POLITICAL POWER.

AND IT'S WORKING.

LAST WEEK, THAT POWER PRODUCED REAL RESULTS. AFTER MONTHS OF TEAMSTERS PRESSURE, AFTER MONTHS OF OUR MEMBERS IN THE FIELD AND LOBBYING CONGRESSIONAL OFFICES IN WASHINGTON, AFTER MONTHS OF CRITICS AND CORPORATE MEDIA SAYING IT COULDN'T BE DONE, THE FASTER LABOR CONTRACTS ACT PASSED THE U.S. HOUSE OF REPRESENTATIVES. THE MOST SIGNIFICANT LABOR BILL TO PASS IN GENERATIONS.

IT WAS DONE WITH BIPARTISANSHIP. AND IT HAPPENED BECAUSE WE MADE OURSELVES IMPOSSIBLE TO IGNORE.

THE FLCA WILL HOLD BAD EMPLOYERS ACCOUNTABLE AND ENSURE WORKERS GET THE RESPECT THEY'VE EARNED AFTER VOTING TO FORM A UNION. NO MORE SLOW-WALKING NEGOTIATIONS WITH DELAY TACTICS. NO MORE EMPLOYERS RUNNING OUT THE CLOCK ON WORKERS WHO FOUGHT TO GAIN UNION REPRESENTATION.

THIS IS WHAT TRUE POLITICAL POWER LOOKS LIKE.

REAL RESULTS, IN REAL TIME. THAT'S NOT SOMETHING YOU CAN BUY. IT'S SOMETHING YOU MUST BUILD.

TODAY, WE'RE INVESTING OUR MONEY IN POLITICS DIFFERENTLY. WE ARE ORGANIZING POLITICALLY THE SAME WAY WE ORGANIZE IN THE WORKPLACE.

WE HAVE BROUGHT IN LOST-TIMERS TO WORK ON CAMPAIGNS FULL-TIME. WE ARE PUTTING RANK-AND-FILE TEAMSTERS IN THE FIELD: KNOCKING DOORS, MAKING CALLS, MOBILIZING MEMBERS, AND TURNING OUT VOTES. WE'VE SEEN SUCCESS IN STATE AFTER STATE.

IN MISSOURI, IN WISCONSIN, IN PENNSYLVANIA, NEW YORK, TEXAS, AND RIGHT HERE IN NEVADA. STATE AFTER STATE, WE ARE BUILDING FIELD PROGRAMS THAT WIN. PROGRAMS THAT MAKE ELECTED OFFICIALS UNDERSTAND: YOU DON'T TAKE OUR ENDORSEMENT OR MONEY FOR GRANTED. YOU EARN IT, OR YOU LOSE IT.

WHEN WE GIVE MONEY, IT IS PLANNED AND PURPOSEFUL. WE ARE MAKING POLITICS A STRATEGIC PRIORITY. NOT JUST A CHECK WE WRITE TO THE CANDIDATE — BUT A YEAR-ROUND, MEMBER-POWERED OPERATION THAT CHANGES OUTCOMES.

WE DON'T GIVE A DIME TO ANY ELECTED OFFICIAL IN EITHER PARTY UNLESS THEY PUT THE AMERICAN WORKER FIRST.

AND IF THEY VOTE AGAINST TEAMSTERS, WE VOTE THEM OUT OF OFFICE.

WHETHER WE'RE TALKING ABOUT ORGANIZING OR POLITICS, THERE IS SOMETHING I AM INCREDIBLY PROUD OF.

WE ARE IDENTIFYING A NEW GENERATION OF LEADERS WHO WILL TAKE THIS UNION INTO THE FUTURE. YOUNG ORGANIZERS AND NEW LEADERS.

WE ARE FINDING THEM, TRAINING THEM, AND PUTTING THEM TO WORK.

THIS UNION DOESN'T BELONG TO ANY ONE GENERATION. IT BELONGS TO RANK-AND-FILE MEMBERS WHO ARE WILLING TO LEAD AND CARRY IT FORWARD.





AND IT'S OUR JOB TO MAKE CERTAIN WE ARE BUILDING THE BENCH THROUGH EDUCATION.

ONE OF THE SMARTEST INVESTMENTS WE'VE MADE IS REINVESTING IN TRAINING. NOT JUST FOR OFFICERS AND BUSINESS AGENTS. BUT FOR TRUSTEES AND PENSION FUND REPRESENTATIVES. BECAUSE THE PEOPLE WHO MANAGE OUR PENSION FUNDS CAN'T JUST BE OUTSIDE ACCOUNTANTS AND LAWYERS. THOSE PEOPLE DON'T RUN OUR PENSION AND HEALTH CARE FUNDS. *WE DO.*

AND IF WE'RE GOING TO REPRESENT MEMBERS AND PROTECT THEIR RETIREMENT SECURITY, WE NEED TO UNDERSTAND EXACTLY WHAT'S HAPPENING WITH THEIR MONEY.

WE NEED LOCAL LEADERS WHO CAN ASK HARD QUESTIONS AND KNOW ENOUGH TO CHALLENGE THE EXPERTS. BLIND TRUST IS NO LONGER ACCEPTABLE. *EDUCATED LEADERS BUILD STRONGER INSTITUTIONS.*

AND WE'RE OPEN TO IDEAS. WE WANT TO LEARN FROM ONE ANOTHER AND SHARE IN OUR SUCCESS. THAT'S WHY WE'RE TAKING SUCCESSFUL LOCAL PROGRAMS AND EXPANDING THEM NATIONALLY.

ONE OF THE BEST EXAMPLES IS WORKFORCE DEVELOPMENT. RIGHT HERE IN NEVADA, LOCAL 631 HAS BUILT ONE OF THE FINEST TRAINING TRUSTS IN THE COUNTRY. PEOPLE COME FROM ALL OVER TO LEARN FROM WHAT THEY'VE BUILT. THAT'S EXACTLY THE KIND OF SUCCESS WE ARE REPLICATING NATIONALLY.

THE SAME GOES FOR OUR NATIONAL CDL TRAINING PROGRAM, WHICH TAKES THE BEST ASPECTS OF LOCAL PROGRAMS ACROSS THE COUNTRY. INSTEAD OF REINVENTING THE WHEEL EVERY TIME, WE'RE IDENTIFYING WHAT WORKS AND SCALING IT.

THAT'S HOW ORGANIZATIONS GROW STRONGER AND ENDURE.

THE TEAMSTERS ARE THE STRONGEST UNION ON EARTH BECAUSE OUR MEMBERS NEVER BACK DOWN FROM A FIGHT.

AND WE'VE FUNDAMENTALLY CHANGED THE WAY THIS UNION APPROACHES BARGAINING AND STRIKES. FOR YEARS, PEOPLE TALKED ABOUT SOLIDARITY ON THE PICKET LINE.

WE PUT OUR MONEY WHERE OUR MOUTH IS.

TODAY, TEAMSTERS ARE RECEIVING *\$1,000 PER WEEK* IN STRIKE BENEFITS ON DAY ONE. OF ALL THE INVESTMENTS WE'VE MADE, THIS MIGHT BE THE MOST IMPORTANT OF ALL.





GOING ON STRIKE IS A SACRIFICE.

AND IF OUR MEMBERS ARE FORCED ON THE PICKET LINE, WE HAVE AN OBLIGATION TO SUPPORT THEM — FINANCIALLY, CONTRACTUALLY, AND WITH EVERY RESOURCE THIS UNION HAS.



WE'VE EXPANDED PICKET-LINE EXTENSION LANGUAGE THROUGHOUT OUR CONTRACTS.

YOU'LL HEAR A LOT OF LEADERS FROM OTHER UNIONS TALK ENDLESSLY ABOUT GENERAL STRIKES. THEY LOVE TALKING ABOUT IT. JUST ASK THE MACHINISTS OR TWU.

A LOT OF ARTICLES HAVE BEEN WRITTEN ABOUT IT. THEY HOLD ENTIRE CONFERENCES ABOUT IT.

BUT TALKING AND DOING ARE TWO DIFFERENT THINGS.



WE FOCUSED ON BUILDING THE CONTRACTUAL PROTECTIONS THAT ACTUALLY ALLOW WORKERS TO HONOR ONE ANOTHER'S PICKET LINES.

WE HAVE MADE PROTECTION OF RIGHTS LANGUAGE THE CORNERSTONE OF EVERY CONTRACT.

WE WON'T APPROVE AN AGREEMENT WITHOUT THE RIGHT TO HONOR AND EXTEND STRIKES.

TEAMSTERS DON'T CROSS PICKET LINES. NEVER HAVE, NEVER WILL.

BUT WE MAKE SURE TO GET IT IN WRITING. AND THAT'S REAL LEVERAGE.

JUST LOOK AT DHL. LOOK AT SYSCO. LOOK AT REPUBLIC SERVICES.



WE USE COORDINATED BARGAINING.

PICKET-LINE EXTENSIONS.

STRIKE THREATS.

AND STRATEGIC CAMPAIGNS TO FORCE EMPLOYERS TO DEAL WITH US.

AT UPS, WE TRANSFORMED THE ENTIRE GAME. OUR 2023 AGREEMENT CHANGED EXPECTATIONS ACROSS CORPORATE AMERICA. WE MOBILIZED MEMBERS A YEAR IN ADVANCE. WE BUILT A CREDIBLE STRIKE THREAT. WE HELD PRACTICE PICKETS FROM COAST TO COAST. AND WE FORCED ONE OF THE LARGEST CORPORATIONS IN THE WORLD TO DEAL WITH WORKERS ON OUR TERMS.

OUR CONTRACT VICTORY WAS HISTORIC.

NOT ONLY DID WE SECURE THE HIGHEST WAGE INCREASES FOR FULL-TIMERS, WE DID NOT LEAVE PART-TIMERS BEHIND. WE PUT MORE MONEY IN EVERY TEAMSTER'S POCKET. WE MADE 60 NON-ECONOMIC CHANGES. THIS INCLUDES MLK DAY AS A PAID HOLIDAY — WHICH HAD BEEN A GOAL FOR THE UNION FOR DECADES OF NEGOTIATIONS.

OUR CONTRACT ENFORCEMENT HAS BEEN JUST AS IMPORTANT.

UPS PROMISED AIR CONDITIONING IN PACKAGE CARS. AND WE ARE MAKING SURE THEY DELIVER. TODAY, WE'RE SEEING NEW PACKAGE CARS EQUIPPED NOT ONLY WITH AIR CONDITIONING, BUT VENTILATION SYSTEMS THROUGHOUT THE CARGO HOLD.

THAT'S WHY ENFORCEMENT AND ACCOUNTABILITY MATTER.



AND THAT'S WHAT HAPPENS WHEN EMPLOYERS UNDERSTAND THE TEAMSTERS MEAN EXACTLY WHAT WE SAY.

OVER THE LAST FOUR YEARS, WE HAVE FOCUSED ON BUILDING FROM OUR STRENGTHS. WE RECOMMITTED OUR EFFORTS IN CORE TEAMSTERS INDUSTRIES:

WASTE.

FOOD DISTRIBUTION.

LOGISTICS.

FREIGHT.

WAREHOUSING.

INDUSTRIES WHERE TEAMSTERS ALREADY HAVE DENSITY AND LEVERAGE. WE'RE NO LONGER CHASING EVERY SHINY OBJECT OR GOING AFTER TARGETS WITHOUT HAVING A VISION. WE'RE REINFORCING THE FOUNDATION.

AND BECAUSE THE FOUNDATION IS STRONGER, EVERYTHING BUILT ON TOP OF IT BECOMES STRONGER TOO.

THE TEAMSTERS ARE STRONGER TODAY THAN AT ANY POINT IN GENERATIONS.

IF ANYONE IS QUESTIONING WHETHER OR NOT THE TEAMSTERS ARE BREAKING THROUGH, THEY'RE NOT PAYING ATTENTION.

WE'RE NEGOTIATING RECORD HISTORIC CONTRACTS.

BUILDING STRONG BIPARTISAN LEGISLATIVE COALITIONS.

AND NOW ORGANIZING MORE THAN 100,000 MEMBERS IN JUST FOUR YEARS.

THIS KIND OF ENGAGEMENT, GROWTH, AND MILITANTLY AREN'T SEEN ANYWHERE ELSE IN THE LABOR MOVEMENT.

I AM PROUD TO REPORT, THANKS TO ALL OF YOU AND ALL OF US WORKING TOGETHER, THIS UNION IS FIRING ON ALL CYLINDERS.

WE'RE BIGGER.
WE'RE FASTER.
WE'RE STRONGER.

THE TEAMSTERS ARE BACK, BABY.
BUCKLE UP.

A.M. J.A.



CITY OF LAWRENCE ↑ 58 📍 LOCAL 696 🗓 3/22/22	GREEN WASTE ↑ 40 📍 LOCAL 350 🗓 11/17/22	AMERICAN RED CROSS ↑ 8 📍 LOCAL 745 🗓 1/20/23	NORTH RIVER COLLABORATIVE ↑ 92 📍 LOCAL 653 🗓 2/23/23	REPUBLIC SERVICES ↑ 63 📍 LOCAL 104 🗓 3/30/23
NABIS WAREHOUSE ↑ 9 📍 LOCAL 630 🗓 3/22/22	HALLCON TRANS ↑ 13 📍 LOCAL 577 🗓 11/29/22	ENCORE BOSTON HARBOR ↑ 140 📍 LOCAL 25 🗓 1/20/23	AMERICAN RED CROSS ↑ 3 📍 LOCAL 795 🗓 2/23/23	STA BUS ↑ 46 📍 LOCAL 206 🗓 4/4/23
DURHAM SCHOOL BUS ↑ 123 📍 LOCAL 570 🗓 3/23/22	AMERICAN RED CROSS ↑ 107 📍 LOCAL 480 🗓 11/30/22	SMART N FINAL ↑ 305 📍 LOCAL 630 🗓 2/9/23	FCC ENVIRONMENTAL ↑ 71 📍 LOCAL 745 🗓 2/23/23	AMERICAN RED CROSS ↑ 9 📍 LOCAL 391 🗓 4/6/23
US FOODS ↑ 55 📍 LOCAL 71 🗓 3/29/22	TILLAMOOK CREAMERY ↑ 233 📍 LOCAL 58 🗓 11/30/22	BLOCK BY BLOCK ↑ 205 📍 LOCAL 25 🗓 1/26/23	AMERICAN RED CROSS ↑ 7 📍 LOCAL 391 🗓 2/27/23	RXO ↑ 19 📍 LOCAL 42 🗓 4/6/23

100,000

WSSC ↑ 187 📍 LOCAL 730 🗓 4/5/22	FIRST STUDENT ↑ 99 📍 LOCAL 577 🗓 12/1/22	AMERICAN RED CROSS ↑ 8 📍 LOCAL 795 🗓 1/26/23	BOSTON MEDFLIGHT ↑ 18 📍 LOCAL 745 🗓 2/28/23	AMERICAN RED CROSS ↑ 19 📍 LOCAL 391 🗓 4/21/23
RISE DISPENSARY ↑ 28 📍 LOCAL 777 🗓 4/15/22	SAN DIEGO COUNTY WORKERS ↑ 544 📍 LOCAL 911 🗓 12/2/22			
H&H INTERMODAL ↑ 51 📍 LOCAL 710 🗓 6/2/22	SUNNYSIDE DISPENSARY ↑ 21 📍 LOCAL 777 🗓 1/3/23			
LE MERIDIEN HOTEL ↑ 23 📍 LOCAL 856 🗓 6/2/22	SUN COUNTRY FLEET ↑ 206 📍 LOCAL 970 🗓 1/4/23			
ARMSTRONG AMBULANCE ↑ 200 📍 LOCAL 25 🗓 6/14/22	GRASSDOOR ↑ 305 📍 LOCAL 630 🗓 1/6/23			
RISE DISPENSARY ↑ 43 📍 LOCAL 777 🗓 6/14/22	CITY OF EVERETT ↑ 24 📍 LOCAL 25 🗓 1/10/23			
VIRGIN HOTEL AND CASINO ↑ 10 📍 LOCAL 986 🗓 6/21/22	AMERICAN RED CROSS ↑ 5 📍 LOCAL 480 🗓 1/11/23			
LAZ PARKING ↑ 70 📍 LOCAL 25 🗓 7/14/22				

ENDURANCE ENVIRONMENTAL ↑ 44 📍 LOCAL 728 🗓 7/15/22		SOUTHERN GLAZER'S WINE AND SPIRITS ↑ 232 📍 LOCAL 745 🗓 2/5/23	FIRST STUDENT ↑ 194 📍 LOCAL 402 🗓 3/8/23	DHL CVG ↑ 1,127 📍 100 🗓 4/28/23
ALLEGIENT STADIUM ↑ 12 📍 LOCAL 986 🗓 7/16/22			AMERICAN RED CROSS ↑ 33 📍 LOCAL 391 🗓 3/10/23	AMERICAN RED CROSS ↑ 49 📍 LOCAL 391 🗓 5/3/23
APPLE BUS ↑ 63 📍 LOCAL 838 🗓 7/26/22			REPUBLIC SERVICES ↑ 53 📍 LOCAL 104 🗓 3/10/23	CITY OF RICHMOND ↑ 214 📍 LOCAL 322 🗓 5/6/23
RISE DISPENSARY ↑ 28 📍 LOCAL 777 🗓 7/26/22			ABM SHUTTLE BUS DRIVERS ↑ 189 📍 LOCAL 89 🗓 3/17/23	PRIORITY WASTE ↑ 25 📍 LOCAL 247 🗓 5/11/23
DANONE ↑ 161 📍 LOCAL 630 🗓 8/1/22			GRASSDOOR ↑ 91 📍 JOINT COUNCIL 7 🗓 3/17/23	HEARNS INDUSTRIAL ↑ 64 📍 LOCAL 299 🗓 5/17/23

TRANSDEV ↑ 31 📍 LOCAL 665 🗓 8/1/22	FIRST STUDENT ↑ 36 📍 LOCAL 554 🗓 1/10/23			
FIRST STUDENT ↑ 61 📍 LOCAL 364 🗓 8/12/22	ALL STAR BUS ↑ 54 📍 LOCAL 671 🗓 1/12/23			
GTI ↑ 25 📍 LOCAL 777 🗓 8/16/22				
ZEN LEAF / VERANO ↑ 39 📍 LOCAL 777 🗓 8/16/22				
SYSCO ↑ 110 📍 LOCAL 89 🗓 8/18/22				
ASCEND DISPENSARY ↑ 32 📍 LOCAL 25 🗓 8/23/22				

SYSCO ↑ 88 📍 LOCAL 822 🗓 8/29/22	SHREDIT ↑ 20 📍 LOCAL 25 🗓 1/12/23	FIRST STUDENT ↑ 62 📍 LOCAL 577 🗓 2/9/23	EMERALD TEXTILES ↑ 22 📍 LOCAL 986 🗓 3/23/23	UPS CUSTOMER SERVICE ↑ 11 📍 LOCAL 728 🗓 5/17/23
SUNNYSIDE DISPENSARY ↑ 41 📍 LOCAL 777 🗓 9/28/22		AB INBEV ↑ 54 📍 LOCAL 162 🗓 2/1/23	AMERICAN RED CROSS ↑ 32 📍 LOCAL 391 🗓 3/24/23	STA CANDIA ↑ 21 📍 LOCAL 633 🗓 5/23/23
US FOODS ↑ 61 📍 MULTIPLE 🗓 10/13/22	DS BUS LINES, INC. ↑ 13 📍 LOCAL 577 🗓 1/18/23	STA BUS ↑ 45 📍 LOCAL 25 🗓 2/14/23	AMERICAN RED CROSS ↑ 4 📍 LOCAL 795 🗓 3/28/23	T FORCE ↑ 10 📍 LOCAL 29 🗓 5/25/23
REPUBLIC SERVICES ↑ 113 📍 LOCAL 104 🗓 10/21/22	SUNSET ↑ 113 📍 LOCAL 399 🗓 1/18/23	AMERICAN RED CROSS ↑ 7 📍 LOCAL 170 🗓 2/15/23	BALLY'S PARKING OPS ↑ 22 📍 LOCAL 986 🗓 3/28/23	FIRST STUDENT ↑ 59 📍 LOCAL 986 🗓 6/2/23
STA BUS ↑ 169 📍 LOCAL 610 🗓 11/10/22	SUNNYSIDE DISPENSARY ↑ 36 📍 LOCAL 777 🗓 1/19/23	AUTO WAREHOUSE ↑ 33 📍 LOCAL 332 🗓 2/16/23	BOTERA ↑ 11 📍 LOCAL 653 🗓 3/29/23	VENETIAN/PALLAZO PARKING OPS ↑ 109 📍 LOCAL 986 🗓 6/9/23

NEW

Teamsters

Under the leadership of Teamsters General President Sean M. O’Brien and General Secretary-Treasurer Fred Zuckerman, we have once again become the most aggressive and successful union in North America. And this June, we hit a major milestone: **organizing 100,000 new members since the start of the O’Brien-Zuckerman administration.**



The pace of our organizing is unrivaled in the modern labor movement. Compared to the record of previous leadership — who organized half as much in double the time — these results speak for themselves. And it only happened because of strategic decisions and investments that prioritize organizing at all levels of our union.

Our 100,000 new brothers and sisters are breathing new life into this institution. And there's no one way to classify them. They come from both traditional Teamsters employers and new and evolving industries. They work in warehouses and waste facilities. They work on buses and airplanes. They work in cannabis grow houses and police departments. Stadiums. Colleges. Zoos. Breweries. And so many other lines of work that would have exceeded the wildest dreams and the highest expectations

of the leaders who founded this great union 123 years ago.

Despite our members' wide range of backgrounds and beliefs, when it came to demanding a voice in the workplace, they all had one thing in common. They knew they needed a union. And they knew it needed to be the Teamsters.

EXPANDING OUR FOOTPRINT AT UPS

Some of our greatest organizing successes have come at UPS. Since 2022, we have recruited over 21,000 new members from the package giant's ranks.

This has only been possible because of the historic UPS Teamsters National Master Agreement our members secured in 2023. That contract delivered undeniable results. Higher pay. Better benefits. Stronger safety standards. And an unprecedented expansion of the bargaining unit to over 2,200 administrative and specialist workers nationwide.

"The difference in my job before and after becoming a Teamster has been like night and day," said Brittany Jensen, a UPS building and systems engineering specialist at the company's Worldport facility and a first-time member of Local 89. "It's reassuring to know that if UPS stirs up

problems, the union is there to back me up."

These successes have fueled a surge of worker energy and engagement the likes of which UPS has not seen in generations. One byproduct of this has been a rapid acceleration of internal organizing, as more than 19,000 UPS workers in so-called "right to work" states have chosen to sign membership cards over the last four years.

"Our local's internal organizing efforts have been a gamechanger. We've signed up thousands of new members. That includes my three children, who all started at UPS recently," said Brandon Santana, a UPS Teamster out of Local 767 in Texas. "Our brothers and sisters understand what we can achieve when we fight back. And we're going to tap into that energy in 2028 to make our contract stronger than ever."

BRINGING TEAMSTERS MILITANCY TO THE PUBLIC SECTOR

On March 22, 2022, Department of Parks and Recreation workers in the City of Lawrence, Kan., voted to join Local 696 — and became the first organizing victory of the O'Brien-Zuckerman administration. They may have been the first, but they certainly won't be the last. City of Lawrence workers set the tone for the rapid public sector organizing that was to come under new, militant Teamsters leadership.

"I'm a third-generation Teamster," said Will

Edwards, a member at Local 696 and City of Lawrence worker. "Growing up, my dad always talked about how strong this union was, and he told me, 'If you want to unionize your workplace, it's got to be with the Teamsters.'"

Public sector workers across the country have taken the same lesson to heart — seeking and finding a voice on the job as part of our union. Since 2022, more than 50,000 public sector workers have made the leap to join North America's strongest union.

In 2026 alone, that included over 800 Cook County Court Service Deputies who joined Local 700. Over 250 Bert Nash Center workers who joined Local 696. More than 200 corrections officers and staff at Suffolk County Jail who joined Local 25. And over 250 Palm Springs City workers who joined Local 1932.

Today, the Public Services and Health Care Division is the fastest growing division in the Teamsters — and there is more to come.

10,000 MICHIGAN NURSES WIN HISTORIC NLRB ELECTION

In 2024, nurses at Corewell Health East in Michigan made history with the Teamsters by winning one of the biggest NLRB elections in decades. This victory didn't come easy. The multibillion-dollar hospital network pulled every dirty trick in the book trying and failing to stop the nurses from forming a union. But after nearly two years, 10,000 Corewell nurses came out on top — and they now have the Teamsters representation to prove it.

"It has taken years for us to get to

this point," said Jason Fratangelo, a registered nurse at Corewell Health East and member of Local 2024. "Corewell threw nearly \$2 million at union busters to try to stop us. Not only did they fail, but we won by a three-to-one margin."

The nurses' overwhelming victory put not only the entire Corewell Health system on notice but also health care providers nationwide. And since that landmark win, other nurses — like thousands at UnityPoint Health in Iowa and Endeavor Health in Illinois — have taken note and started their own fights to become Teamsters.

Corewell nurses have increased the power shared by tens of thousands of Health Care Teamsters across the country. With this renewed militancy, we will continue to build our strength in this vital and growing industry.



BRITTANY JENSEN
LOCAL 89, UPS



"IT HAS TAKEN YEARS FOR US TO GET TO THIS POINT. COREWELL THREW NEARLY \$2 MILLION AT UNION BUSTERS TO TRY TO STOP US. NOT ONLY DID THEY FAIL, BUT WE WON BY A THREE-TO-ONE MARGIN?"

JASON FRATANGELO
LOCAL 2024
COREWELL HEALTH

"THE DIFFERENCE IN MY JOB BEFORE AND AFTER BECOMING A TEAMSTER HAS BEEN LIKE NIGHT AND DAY. IT'S REASSURING TO KNOW THAT IF UPS STIRS UP PROBLEMS, THE UNION IS THERE TO BACK ME UP."

- AMERICAN RED CROSS
8 LOCAL 71 6/14/23
- SAINT GOBAIN PERFORMANCE PLASTICS
82 LOCAL 653 6/14/23
- BOSTON AQUARIUM
13 LOCAL 25 6/14/23
- AMERICAN RED CROSS
11 LOCAL 509 6/16/23

- AMUSE CANNABIS DELIVERY
42 LOCAL 630 6/16/23
- GT FIRST TRANSIT
46 LOCAL 728 6/20/23
- 10 ROADS
7 LOCAL 696 6/21/23
- 10 ROADS
29 LOCAL 41 6/21/23

- SOUTHERN GLAZER'S WINE AND SPIRITS
76 MULTIPLE 6/22/23
- BELKNAP COUNTY DOC
24 LOCAL 633 6/23/23
- 10 ROADS
10 LOCAL 773 6/23/23
- GROWPACKER
81 LOCAL 1932 7/6/23

- SOMERVILLE HOUSING AUTHORITY
35 LOCAL 25 7/10/23
- AMERICAN RED CROSS
6 LOCAL 71 7/11/23
- AMERICAN RED CROSS
50 LOCAL 509 7/17/23
- UNFI
182 LOCAL 493 7/20/23

- SUNNYSIDE DISPENSARY
25 LOCAL 777 8/1/23
- HUDSON DPW
23 LOCAL 633 8/2/23
- UNIVAR SOLUTIONS
37 LOCAL 986 8/16/23
- AMERICAN RED CROSS
9 LOCAL 929 8/22/23

- FIRST STUDENT

↑ 79 LOCAL 186 8/29/23
- AMERICAN RED CROSS

↑ 16 LOCAL 386 8/30/23
- TFORCE

↑ 19 LOCAL 728 9/5/23
- FIRST STUDENT

↑ 52 LOCAL 777 9/8/23
- AMERICAN RED CROSS

↑ 12 439 9/8/23
- AMERICAN RED CROSS

↑ 7 LOCAL 929 9/13/23
- K&R TIRE COMPANY

↑ 40 LOCAL 330 9/14/23
- SYSCO WAREHOUSE

↑ 88 LOCAL 89 9/29/23
- QUEST DIAGNOSTICS

↑ 52 LOCAL 728 10/11/23
- CAESAR'S LIMO

↑ 29 LOCAL 986 10/11/23
- DOVER POLICE

↑ 50 LOCAL 633 10/19/23
- AMERICAN RED CROSS

↑ 5 LOCAL 856 10/19/23
- STA BUS

↑ 37 LOCAL 493 10/19/23
- AMERICAN RED CROSS

↑ 10 LOCAL 856 10/20/23
- WESTROCK

↑ 110 LOCAL 856 10/27/23
- CITY OF RICHMOND

↑ 614 LOCAL 322 10/27/23
- HOMESTATE CANNABIS

↑ 10 LOCAL 955 10/31/23
- SOUTHLAND

↑ 62 LOCAL 572 11/1/23
- GRUPO ANTOLIN

↑ 211 LOCAL 41 11/3/23
- AMERICAN RED CROSS

↑ 11 LOCAL 856 11/3/23
- 10 ROADS

↑ 36 LOCAL 554 11/7/23
- TRANSDEV

↑ 51 LOCAL 251 11/7/23
- GRAPHIC PACKAGING

↑ 209 LOCAL 673 11/9/23
- STRAWBERRY FIELDS

↑ 22 LOCAL 413 11/15/23
- GRAFTON COUNTY SHERIFFS

↑ 24 LOCAL 633 11/15/23
- REPUBLIC SERVICES

↑ 42 LOCAL 728 11/15/23
- TELECARE

↑ 36 LOCAL 186 11/16/23
- RIDWELL

↑ 32 LOCAL 305 11/16/23
- RIVERS CASINO

↑ 34 LOCAL 822 11/17/23
- UNFI

↑ 57 LOCAL 238 11/20/23
- ZEN LEAF

↑ 12 LOCAL 777 11/27/23

WAGING WAR AGAINST AMAZON

Amazon is the nastiest corporate crime syndicate in North America. The multitrillion-dollar company subjects workers to draconian conditions, weak wages, and paltry benefits.

Amazon workers know it doesn't have to be this way. That's because they see Teamsters in the same industry securing middle-class lifestyles every single day. This knowledge has fueled a grassroots movement to unionize with the Teamsters from within the company's own warehouses, air hubs, and distribution centers.

Amazon has responded viciously, illegally, and immorally. Workers have been confronted with barbaric and expensive union-busting campaigns. But it has only encouraged more of them to join our ranks.

"For too long, Amazon has profited off our labor yet denied our rights as workers," said Samuel Padilla, a worker at Amazon's DJT6 warehouse, who courageously joined Local 1932 in Riverside, Calif. "Now we're coming to take what we have rightfully earned. Amazon may not

listen to one individual worker, but we will force them to listen to us together as Teamsters."

Amazon has so far defied court orders to bargain first contracts with its Teamsters workforce. With our historic 2024 strike, we gave them a glimpse of what the future holds if they continue down the path of lawlessness. And since then, our energy has only grown.

So far, we have welcomed over 10,000 Amazon workers to the Teamsters — and our momentum is mounting. We continue to expand our power. We continue to organize new facilities. We continue to win legal battles at the NLRB, and we're not letting off the gas.

Amazon is the biggest threat facing American workers' way of life and the rights past generations of Teamsters have given their blood and sacrificed their lives to secure. Forcing this criminal corporation to abide by federal law is organized labor's defining fight in the 21st century. The Teamsters Union is the only union that can fight and win this war.

ORGANIZING AT DHL-CVG

DHL is the largest logistics company in the world, and its biggest North American air hub is at Cincinnati/Northern Kentucky International Airport (CVG). For more than 20 years, workers at the facility have fought to become Teamsters. In 2023, that effort finally paid off when 1,000 ramp and tug workers voted to join Local 100.

After DHL refused to negotiate a fair agreement, ramp and tug Teamsters were forced on strike and extended their picket lines to local unions across the country. The company's operations were disrupted during the peak holiday shipping season, forcing management back to the table. That victory sparked another organizing drive at CVG, where 1,500 sort workers built overwhelming support and prepared to strike for union recognition. Facing the prospect of another major work stoppage, DHL voluntarily recognized the workers as members of Local 89.

Because of the renewed militancy of rank-and-file DHL Teamsters, CVG is a wall-to-wall union facility. Organizing CVG has given the Teamsters

- UNFI DRIVERS

↑ 53 LOCAL 252 12/11/23
- 10 ROADS

↑ 11 LOCAL 222 12/11/23
- STA RICKS BUS

↑ 123 LOCAL 676 12/12/23
- 10 ROADS

↑ 41 LOCAL 641 12/13/23
- TFORCE CLERKS

↑ 13 MULTIPLE 12/13/23
- VENETIAN/PALAZZO WAREHOUSE/HORTICULTURE

↑ 60 LOCAL 986 12/15/23
- UNFI

↑ 189 LOCAL 773 12/18/23
- COSTCO

↑ 238 LOCAL 822 12/20/23
- AMR

↑ 152 LOCAL 223 12/20/23
- SOUTHWEST MONTANA VET HOME

↑ 24 LOCAL 2 12/21/23
- SONOCO

↑ 71 LOCAL 572 12/21/23
- AMERICAN RED CROSS

↑ 27 LOCAL 104 12/22/23
- PCA

↑ 27 LOCAL 572 1/4/24
- 10 ROADS

↑ 81 LOCAL 17 1/5/24
- OCEANS CASINO

↑ 56 LOCAL 331 1/12/24
- DARLING INGREDIENTS

↑ 16 LOCAL 745 1/12/24
- CHESIRE COUNTY EMS

↑ 30 LOCAL 633 1/23/24
- TONY'S UNFI

↑ 6 LOCAL 150 1/24/24
- TONY'S UNFI

↑ 147 LOCAL 150 1/26/24
- AMUSE CANNABIS DELIVERY

↑ 35 LOCAL 630 2/9/24
- TFORCE FREIGHT CLERKS

↑ 4 MULTIPLE 2/15/24
- STERICYCLE DBA SHREDIT

↑ 4 LOCAL 25 2/21/24
- HILLEBRAND LAST MILE, A DHL COMPANY

↑ 15 LOCAL 952 2/23/24
- AMERICAN RED CROSS

↑ 10 LOCAL 222 2/24/24
- ARAMARK

↑ 61 LOCAL 633 2/28/24
- BILLERICA DPW

↑ 65 LOCAL 25 2/29/24
- FONTAINEBLEAU VALET

↑ 60 LOCAL 986 3/8/24
- AMERICAN RED CROSS

↑ 41 LOCAL 222 3/13/24
- CITY OF CHARLOTTESVILLE

↑ 144 LOCAL 29 3/13/24
- PRECAST SPECIALTIES

↑ 23 LOCAL 653 3/14/24
- RESIDEO

↑ 34 LOCAL 1145 3/14/24
- COSMOPOLITAN FRONT DESK

↑ 80 LOCAL 986 3/15/24

- SOUTHERN GLAZER'S WINE AND SPIRITS

↑ 24 LOCAL 667 4/17/24
- UNFI

↑ 99 LOCAL 728 3/18/24
- BUDGET KING

↑ 56 LOCAL 150 3/21/24
- HOTLINE FREIGHT

↑ 8 LOCAL 200 3/21/24
- STA

↑ 55 LOCAL 633 3/26/24
- AMR

↑ 204 LOCAL 404 3/26/24
- SOUTHERN GLAZER'S WINE AND SPIRITS

↑ 24 LOCAL 667 4/17/24
- SUNNYSIDE DISPENSARY

↑ 25 LOCAL 777 4/24/24
- WICKED WEED BREWERY

↑ 29 LOCAL 633 5/2/24
- FIRST STUDENT

↑ 110 LOCAL 671 5/2/24
- UNFI

↑ 79 LOCAL 79 5/5/24
- NABIS

↑ 84 LOCAL 630 5/9/24
- UNFI

↑ 75 LOCAL 769 5/16/24
- NIXON MEDICAL

↑ 29 LOCAL 639 5/17/24
- KROGER DELIVERY DRIVERS

↑ 289 LOCAL 337 5/18/24
- 10 ROADS

↑ 54 LOCAL 391 5/22/24
- DATTCO

↑ 49 LOCAL 251 5/23/24
- PERFORMANCE TEAM

↑ 19 LOCAL 179 5/23/24
- UNFI

↑ 86 LOCAL 776 5/23/24
- AMERICAN RED CROSS

↑ 6 LOCAL 783 5/24/24
- ASCEND DISPENSARY

↑ 38 LOCAL 570 5/29/24
- NOR CAL UNFI

↑ 9 LOCAL 150 5/29/24
- GOODWIN AND ASSOCIATES

↑ 13 LOCAL 992 6/4/24
- VINLUX

↑ 43 LOCAL 952 6/6/24
- GLENSTONE MUSEUM

↑ 89 LOCAL 639 6/7/24
- SOUTHERN GLAZER'S WINE AND SPIRITS

↑ 31 LOCAL 878 6/10/24
- MERRIMACK COUNTY SHERIFFS

↑ 28 LOCAL 633 6/10/24
- SAPUTO DAIRY

↑ 219 LOCAL 317 6/13/24
- FRITO-LAY

↑ 67 LOCAL 186 6/18/24
- WEDRIVEU/NATIONAL EXPRESS

↑ 110 LOCAL 25 6/21/24
- SOUTHERN GLAZER'S WINE AND SPIRITS

↑ 34 LOCAL 783 7/9/24



"FOR TOO LONG, AMAZON HAS PROFITED OFF OUR LABOR YET DENIED OUR RIGHTS AS WORKERS. NOW WE'RE COMING TO TAKE WHAT WE HAVE RIGHTFULLY EARNED. AMAZON MAY NOT LISTEN TO ONE INDIVIDUAL WORKER, BUT WE WILL FORCE THEM TO LISTEN TO US TOGETHER AS TEAMSTERS."

SAMUEL PADILLA
LOCAL 1932, AMAZON

KEANE PATROLMEN
📍 30 📍 LOCAL 633 📅 7/10/24

AMERICAN RED CROSS
📍 9 📍 LOCAL 795 📅 7/16/24

MGM VIP CALL CENTER
📍 80 📍 LOCAL 986 📅 7/17/24

KEURIG DR PEPPER
📍 115 📍 LOCAL 727 📅 7/18/24

SOUTHERN GLAZER'S WINE AND SPIRITS
📍 16 📍 LOCAL 745 📅 7/25/24

NEIL JONES/TOMATEK
📍 1,136 📍 JOINT COUNCIL 7 📅 7/26/24

AMERICAN RED CROSS
📍 5 📍 LOCAL 2 📅 7/30/24

PRINTING IMAGE
📍 3 📍 LOCAL 519 📅 8/2/24

CITY SUBURBAN SERVICE, INC
📍 5 📍 LOCAL 731 📅 8/2/24

DHL CVG SORT WORKERS
📍 1,360 📍 LOCAL 89 📅 8/12/24

ZEN LEAF
📍 23 📍 LOCAL 777 📅 8/12/24

SPECS WINE AND FINER FOODS
📍 125 📍 LOCAL 745 📅 8/15/24

REYES COCA COLA
📍 21 📍 LOCAL 986 📅 8/15/24

ROCKFORD MASS TRANSIT
📍 6 📍 LOCAL 325 📅 8/16/24

KROGER
📍 30 📍 LOCAL 528 📅 8/23/24

UNFI
📍 244 📍 LOCAL 26 📅 8/25/24

AMERICAN RED CROSS
📍 3 📍 LOCAL 2 📅 8/28/24

HUDSON COUNTY ADMIN
📍 30 📍 LOCAL 633 📅 8/28/24

AMERICAN RED CROSS
📍 5 📍 LOCAL 2 📅 9/9/24

PEPSI
📍 21 📍 LOCAL 483 📅 9/11/24

BRENTWOOD UNION SCHOOL DISTRICT
📍 469 📍 LOCAL 856 📅 9/11/24

IMPERIAL COFFEE
📍 65 📍 LOCAL 886 📅 9/18/24

FIRST STUDENT
📍 27 📍 LOCAL 325 📅 9/18/24

BREAKTHRU BEVERAGE
📍 160 📍 MULTIPLE 📅 9/23/24

AMERICAN RED CROSS
📍 3 📍 LOCAL 222 📅 9/23/24

ARAMARK
📍 5 📍 LOCAL 325 📅 9/26/24

ORKIN
📍 25 📍 LOCAL 301 📅 9/26/24

STA WATERBURY
📍 125 📍 LOCAL 671 📅 9/26/24

COSMOPOLITAN WAREHOUSE
📍 43 📍 LOCAL 986 📅 9/27/24

AMERICAN RED CROSS
📍 5 📍 LOCAL 2 📅 9/27/24

VENETIAN FRONT DESK
📍 367 📍 LOCAL 986 📅 10/2/24

DENVER TRANSIT OPERATORS
📍 72 📍 LOCAL 17 📅 10/2/24

TRANSDEV BRANCH ADMIN
📍 3 📍 LOCAL 25 📅 10/2/24

PARSEC
📍 65 📍 LOCAL 512 📅 10/3/24

PACIFIC RAIL SERVICES
📍 22 📍 LOCAL 170 📅 10/3/24

NH DOC
📍 235 📍 LOCAL 633 📅 10/4/24

UNFI WAREHOUSE
📍 208 📍 LOCAL 728 📅 10/5/24

SOUTHERN GLAZER'S WINE AND SPIRITS
📍 16 📍 LOCAL 745 📅 10/10/24

HARD ROCK CASINO
📍 15 📍 LOCAL 325 📅 10/22/24

TRANSDEV SAFETY SUPS
📍 4 📍 LOCAL 25 📅 10/22/24

SOUTHERN GLAZER'S WINE AND SPIRITS
📍 8 📍 LOCAL 745 📅 10/24/24

SYGMA
📍 60 📍 LOCAL 955 📅 10/24/24

UNFI WAREHOUSE
📍 278 📍 LOCAL 79 📅 10/24/24

STA
📍 20 📍 LOCAL 671 📅 10/30/24

PHARMACANN LIVWELL
📍 59 📍 LOCAL 337 📅 10/31/24

STA
📍 31 📍 LOCAL 671 📅 10/31/24

MASSPORT
📍 16 📍 LOCAL 25 📅 11/6/24

UNFI
📍 18 📍 LOCAL 79 📅 11/6/24

IMAGECARE
📍 38 📍 LOCAL 125 📅 11/7/24

UNFI
📍 150 📍 LOCAL 776 📅 11/7/24

STA TORRINGTON
📍 63 📍 LOCAL 671 📅 11/13/24

UNIVERSAL PROMOTIONS
📍 17 📍 LOCAL 710 📅 11/15/24

COREWELL HEALTH NURSES
📍 9,775 📍 LOCAL 2024 📅 11/15/24

SYGMA
📍 74 📍 LOCAL 337 📅 11/19/24

RYDER LOGISTICS
📍 37 📍 LOCAL 637 📅 11/21/24

NEW YORK NEW YORK
📍 44 📍 LOCAL 986 📅 11/22/24

RFD FRESHPOINT
📍 29 📍 LOCAL 710 📅 11/22/24

BIVIO
📍 13 📍 LOCAL 952 📅 12/4/24

NVISION
📍 32 📍 LOCAL 150 📅 12/11/24

PHARMACANN DISPENSARY
📍 37 📍 LOCAL 777 📅 12/11/24

DAIRY FARMERS OF AMERICA
📍 187 📍 LOCAL 554 📅 12/12/24

STA REGION 20
📍 28 📍 LOCAL 671 📅 12/12/24

SOUTHERN GLAZER'S WINE AND SPIRITS
📍 277 📍 LOCAL 79 📅 12/18/24

ZUM BUS
📍 229 📍 554 📅 12/18/24

SOUTHERN GLAZER'S WINE AND SPIRITS
📍 38 📍 LOCAL 783 📅 12/19/24

TOWN OF HALIFAX
📍 22 📍 LOCAL 653 📅 1/2/25

U.S. GOVERNMENT PUBLISHING OFFICE
📍 215 📍 LOCAL 639 📅 1/9/25

KROGER
📍 120 📍 LOCAL 14 📅 1/10/25

COOKIES DISPENSARY
📍 13 📍 LOCAL 777 📅 1/10/25

BALTIMORE MUSEUM OF INDUSTRY
📍 39 📍 LOCAL 570 📅 1/15/25

MASSPORT
📍 22 📍 LOCAL 25 📅 1/15/25

SUPERIOR AMBULANCE
📍 56 📍 LOCAL 743 📅 1/18/25

UNITED RENTALS
📍 22 📍 LOCAL 653 📅 1/22/25

TITAN AMERICA - REDI MIX
📍 168 📍 LOCAL 769 📅 1/24/25

LAKESHORE RECYCLING SERVICES
📍 46 📍 LOCAL 301 📅 1/28/25

ASCEND
📍 20 📍 LOCAL 916 📅 2/4/25

LAKESHORE RECYCLING SERVICES
📍 5 📍 LOCAL 373 📅 2/5/25

TIMBERLANE SCHOOL DISTRICT
📍 10 📍 LOCAL 633 📅 2/6/25

HARD ROCK HOTEL AND CASINO
📍 19 📍 LOCAL 325 📅 2/13/25

ARAMARK
📍 5 📍 LOCAL 150 📅 2/19/25

ZUM BUS
📍 299 📍 LOCAL 570 📅 2/25/25

FONTAINEBLEAU WAREHOUSE
📍 39 📍 LOCAL 986 📅 3/5/25

PORTLAND COFFEE WORKERS
📍 26 📍 LOCAL 162 📅 3/5/25

RURAL METRO FIRE
📍 15 📍 LOCAL 705 📅 3/12/25

BREAKTHRU BEVERAGE
📍 12 📍 LOCAL 822 📅 3/18/25

MGM PARKING CALL CENTER
📍 13 📍 LOCAL 986 📅 3/28/25

UHRP - HUMAN RIGHTS PROJECT
📍 4 📍 LOCAL 639 📅 4/1/25

SGWS DRIVERS & LOADERS
📍 75 📍 LOCAL 745 📅 4/3/25

SGWS DRIVERS
📍 9 📍 LOCAL 745 📅 4/4/25

LABCORP
📍 27 📍 LOCAL 542 📅 4/18/25

UNFI
📍 76 📍 LOCAL 200 📅 4/23/25

GENESIS
📍 220 📍 LOCAL 322 📅 4/24/25

REPUBLIC SERVICES
📍 44 📍 LOCAL 631 📅 4/25/25

STA SEYMOUR
📍 88 📍 LOCAL 671 📅 4/25/25

MASSPORT
📍 21 📍 LOCAL 25 📅 4/25/25

HARD ROCK HOTEL AND CASINO
📍 6 📍 LOCAL 325 📅 4/29/25

REAL ALLOY RECYCLING
📍 134 📍 LOCAL 743 📅 1/18/25

TRANSDEV
📍 2 📍 LOCAL 528 📅 4/30/25

SOUTHERN GLAZER'S WINE AND SPIRITS
📍 14 📍 LOCAL 745 📅 4/30/25

K-TOWN DISPOSAL
📍 15 📍 LOCAL 633 📅 4/30/25

VERBAL BEGINNINGS
📍 38 📍 LOCAL 639 📅 5/1/25

CAESAR'S AND PLANET HOLLYWOOD VIP
📍 32 📍 LOCAL 986 📅 5/2/25

SOUTHERN GLAZER'S WINE AND SPIRITS
📍 9 📍 LOCAL 745 📅 5/5/25

VILLAGE OF ROBBINS
📍 13 📍 LOCAL 705 📅 5/8/25

MARTIGNETTI
📍 61 📍 LOCAL 191 📅 5/9/25

UNFI
📍 93 📍 LOCAL 745 📅 5/13/25

ASCEND CANNABIS
📍 15 📍 LOCAL 916 📅 5/15/25

UNFI - POMPANO
📍 237 📍 LOCAL 769 📅 5/21/25

REPUBLIC SERVICES
📍 17 📍 LOCAL 519 📅 5/28/25

SOUTHERN GLAZER'S WINE AND SPIRITS
📍 11 📍 LOCAL 577 📅 5/29/25

PEPSICO
📍 16 📍 LOCAL 137 📅 6/4/25

VESTIS
📍 26 📍 LOCAL 745 📅 6/5/25

ELG METALS RECYCLING
📍 20 📍 LOCAL 396 📅 6/5/25

COMPASS BEHAVIORAL SVC
📍 35 📍 LOCAL 322 📅 6/12/25

CITY OF SOMERVILLE DPW
📍 15 📍 LOCAL 25 📅 6/13/25

PARSEC
📍 33 📍 LOCAL 710 📅 6/25/25

SOUTHERN GLAZER'S WINE AND SPIRITS
📍 5 📍 LOCAL 657 📅 6/25/25

HOOKSETT PATROLMEN
📍 25 📍 LOCAL 25 📅 6/25/25

UNFI - POMPANO
📍 7 📍 LOCAL 769 📅 7/9/25

COASTER PASSENGER RAIL
📍 30 📍 LOCAL 542 📅 7/10/25

TRANSDEV
📍 88 📍 LOCAL 988 📅 7/11/25

CDI DISTRIBUTORS
📍 50 📍 LOCAL 191 📅 7/11/25

HANSON/ADKINS
📍 11 📍 LOCAL 41 📅 7/15/25

FLEISCHMANN'S VINEGAR
📍 3 📍 LOCAL 525 📅 7/15/25

PEMBROKE DPW
📍 15 📍 LOCAL 633 📅 7/15/25

POLLARD/BANKNOTE
📍 183 📍 LOCAL 337 📅 7/16/25

THORNTON TOWNSHIP PUBLIC WORKS
📍 3 📍 LOCAL 705 📅 7/23/25

MV TRANSPORT
📍 10 📍 LOCAL 745 📅 7/23/25

NORWICH UNIVERSITY GROUNDSKEEPERS
📍 25 📍 LOCAL 597 📅 7/23/25

VESTIS SERVICES
📍 12 📍 LOCAL 480 📅 7/24/25

GRÖN CANNABIS
📍 35 📍 LOCAL 162 📅 7/24/25

BERGEN RENAL CARE
📍 17 📍 LOCAL 125 📅 7/24/25

UNIVAR SOLUTIONS
📍 26 📍 LOCAL 251 📅 7/24/25

OPEN KITCHENS
📍 43 📍 LOCAL 703 📅 7/25/25

PARSEC
📍 34 📍 LOCAL 745 📅 7/25/25

DISPENSARY 33
📍 28 📍 LOCAL 777 📅 7/28/25

SOUTHERN GLAZER'S WINE AND SPIRITS
📍 14 📍 LOCAL 657 📅 8/6/25

STERICYCLE
📍 73 📍 LOCAL 701 📅 8/7/25

CITY OF CAMBRIDGE
📍 6 📍 LOCAL 25 📅 8/12/25

REYES BEVERAGE GROUP - HIGH DESERT
📍 30 📍 LOCAL 87 📅 8/14/25

COLORADO SPARTANS FOOTBALL TEAM
📍 50 📍 LOCAL 455 📅 8/15/25

MGM PARK HOTEL AND CASINO FRONT DESK
📍 70 📍 LOCAL 986 📅 8/18/25

FIRST STUDENT TRANSPORTATION
📍 40 📍 LOCAL 853 📅 8/19/25

ASCEND CANNABIS CULTIVATION
📍 230 📍 LOCAL 916 📅 8/22/25

REPUBLIC SERVICES
📍 25 📍 LOCAL 396 📅 8/22/25

INTEGRA HEALTH
📍 44 📍 MULTIPLE 📅 8/26/25

GFL WASTE
📍 43 📍 LOCAL 988 📅 8/28/25

UNFI
📍 4 📍 LOCAL 14 📅 9/3/25

NORTHEAST BEVERAGE
📍 35 📍 LOCAL 433 📅 9/5/25

UNFI
📍 52 📍 LOCAL 509 📅 9/5/25

ENCORE CAGE CASHIERS
📍 91 📍 LOCAL 25 📅 9/5/25

REWORLD SEAMASS
📍 120 📍 LOCAL 59 📅 9/10/25

BREAKTHRU BEVERAGE
📍 37 📍 LOCAL 600 📅 9/11/25

DHL CBG
📍 18 📍 LOCAL 79 📅 9/12/25

AMERICAN RED CROSS
📍 7 📍 LOCAL 162 📅 9/12/25

CITY OF DUNDEE
📍 7 📍 LOCAL 223 📅 10/1/25

AMERICAN INDUSTRIES
📍 33 📍 LOCAL 493 📅 10/10/25

ASCEND CANNABIS
📍 13 📍 LOCAL 777 📅 11/14/25

MASSPORT
📍 7 📍 LOCAL 3 📅 12/4/25

UNITED HOSPITAL SERVICES
📍 10 📍 LOCAL 142 📅 12/4/25

DIVERSIFIED TRANSPORTATION
📍 114 📍 LOCAL 533 📅 12/4/25

360X
📍 2 📍 LOCAL 3 📅 12/4/25

FIRST STUDENT
📍 102 📍 LOCAL 838 📅 12/5/25

HORSESHOE CASINO DEALERS
📍 220 📍 LOCAL 135 📅 12/6/25

SOUTHERN GLAZER'S WINE AND SPIRITS
📍 183 📍 LOCAL 270 📅 12/8/25

RELADYNE
📍 26 📍 LOCAL 705 📅 12/11/25

SGWS MERCHANDISERS
📍 30 📍 LOCAL 533 📅 12/12/25

ELECTRIC SUPPLY CENTER
📍 25 📍 LOCAL 25 📅 12/12/25

GENESIS LOGISTICS
📍 288 📍 LOCAL 639 📅 12/12/25

ZUM BUS SERVICES
📍 312 📍 LOCAL 610 📅 12/17/25

DATTCO
📍 33 📍 LOCAL 497 📅 12/18/25

LONG ISLAND WASTE
📍 27 📍 LOCAL 340 📅 12/18/25

ZUM TRANSPORTATION
📍 30 📍 LOCAL 186 📅 12/18/25

UNFI
📍 311 📍 LOCAL 745 📅 12/18/25

ALL STAR BUS
📍 15 📍 LOCAL 671 📅 12/18/25

FRESENIUS
📍 11 📍 LOCAL 125 📅 12/18/25

SWEEPING CORP OF AMERICA
📍 34 📍 LOCAL 853 📅 12/19/25

GARDNER DEPARTMENT HEADS
📍 14 📍 LOCAL 25 📅 12/19/25

VOLVO PARTS OF AMERICA
📍 45 📍 LOCAL 179 📅 12/19/25

DURHAM BUS SERVICES
📍 4 📍 LOCAL 179 📅 12/19/25

KRONOS GRECIAN DELIGHTS
📍 160 📍 LOCAL 710 📅 1/7/26

FRESHPOINT
📍 50 📍 LOCAL 386 📅 1/7/26

STERICYCLE
📍 12 📍 MULTIPLE 📅 1/7/26

ACME FOOD MARKETS
📍 27 📍 LOCAL 771 📅 1/7/26

KRONOS GRECIAN DELIGHTS
📍 12 📍 LOCAL 710 📅 1/8/26

PROSPECT ALL STAR - STA
📍 76 📍 LOCAL 671 📅 1/8/26

SPARTAN NASH
📍 44 📍 LOCAL 370 📅 1/9/26

FIRST STUDENT
📍 33 📍 LOCAL 493 📅 1/9/26

NASHUA STREET JAIL
📍 211 📍 LOCAL 25 📅 1/13/26

STA WOODBURY
📍 30 📍 LOCAL 671 📅 1/13/26

COOK COUNTY COURT DEPUTIES
📍 818 📍 LOCAL 700 📅 1/14/26

PEPSICO
📍 44 📍 LOCAL 528 📅 1/14/26

PEPSICO DRIVERS
📍 59 📍 LOCAL 528 📅 1/20/26





leverage over DHL in a way we've never had before. Following the successful negotiation and ratification of the DHL Teamsters National Master Agreement in May, **DHL-CVG members are preparing to win an even stronger local agreement later this year that will align their expiration date with the national contract.**

DELIVERING IN FOOD SERVICE

At the nation's largest food service companies — Sysco, US Foods, and United Natural Foods Inc. (UNFI) — the Teamsters have dramatically expanded membership, density, and bargaining power over the past four years.

UNFI is the primary distributor for Amazon-owned Whole Foods. **And since 2022, more than 3,500 UNFI workers have organized with the Teamsters.** This has brought total Teamsters membership at the

company to more than 5,500. Newly organized workers continue to win first contracts with double-digit wage increases, Teamsters health care, defined benefit pensions, and stronger workplace protections.

"We organized because we wanted better wages, affordable health care, and real retirement security," said Laqurria Marshall, a member of Local 745 in Texas. "By standing together as Teamsters, we secured all that and more."

The Teamsters have also increased our strength at US Foods. Since 2022, warehouse workers and drivers in California, North Carolina, South Carolina, Georgia, Virginia, and Tennessee have organized as Teamsters. That growing density has translated into stronger collective bargaining agreements and increased leverage. Following a high-profile strike in 2023 that extended picket lines to distribution centers in 20 cities, US Foods

management learned an attack on one group of Teamsters would be met with a coordinated response across the country.

At Sysco, the Teamsters now represent more than 13,000 workers — over 70 percent of the company's workforce. As the world's largest and most profitable food service distributor, Sysco's enormous profits have become a powerful organizing issue for workers.

"In our warehouse, a lot of us started asking the same question: How does Sysco keep making billions while workers doing the hardest jobs keep falling behind?" said Nick Gomez, a warehouse worker at Sysco-SYGMA and a member of Local 337 in Michigan. "That question is what led us to become Teamsters."

Drivers at Gomez's facility had organized a few years earlier. Seeing the higher wages, stronger protections, and voice on the job they won inspired him and his fellow warehouse workers to organize as well. His facility is one of many Sysco operations where workers have chosen to join the union since 2022, further strengthening our leverage at the most powerful company in the food service industry.

DEFYING EXPECTATIONS IN THE SOUTH

In the South — long viewed as hostile ground for organized labor — the Teamsters are proving skeptics wrong. Since 2022, more than 4,100 workers across the region have voted

to join the Teamsters for the first time, while 16,000 UPS Teamsters in "right to work" states have signed membership cards. **Altogether, the Teamsters have unionized more than 30,000 workers in the South over the past four years, demonstrating that a renewed commitment to militant organizing is delivering results where many once thought it was impossible.**

At Southern Glazer's Wine & Spirits, more than 1,000 drivers and warehouse workers in the South have joined the Teamsters since 2023. The density at the company is resulting in strong first contracts that deliver higher wages, Teamsters health care and pensions, and additional paid leave.

"We were overjoyed to have joined the Teamsters and secured a powerful first contract," said Nick Delgado, a member of Local 745 and a driver at the company's El Paso facility. "Now we finally have a collective voice to ensure fair treatment. This is a moment of empowerment for us, and we're excited to stand together for the rights we've long deserved."

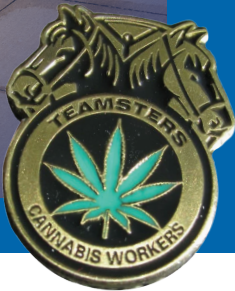
Outside of liquor distribution, the Teamsters have been organizing a wide variety of industries in the South. **We have unionized hundreds of waste workers at major employers,** including Republic Services, Lakeshore Recycling Services (LRS), GFL Waste, and Darling Ingredients. And in the construction industry,

Southern ReadyMix drivers voted to join Local 528 in June, becoming the first Georgia concrete truck drivers to unionize in 25 years.

THE CANNABIS INDUSTRY IS BLOOMING

Since 2022, the Teamsters have organized nearly 2,000 cannabis workers in Illinois, Massachusetts, California, Michigan, Ohio, Missouri, and New Jersey.

Nabis is one of several cannabis companies the Teamsters have successfully unionized. In 2024, drivers and warehouse associates at the company's Los Angeles facility



DAIRY FARMERS OF AMERICA - ST. PAUL BEVERAGE SOLUTIONS
↑ 217 ♀ LOCAL 471 ☑ 3/3/26

ASPIRE
↑ 48 ♀ LOCAL 25 ☑ 3/11/26

REDROCK ENVIRONMENTAL
↑ 30 ♀ LOCAL 431 ☑ 3/13/26

IKEA WAREHOUSE
↑ 190 ♀ LOCAL 179 ☑ 3/19/26

HERTZ TRANSPORTERS
↑ 21 ♀ LOCAL 988 ☑ 3/19/26

SOUTHERN GLAZER'S WINE AND SPIRITS
↑ 28 ♀ LOCAL 79 ☑ 3/12/26

RIVER HILLS HEALTH CENTER
↑ 45 ♀ LOCAL 90 ☑ 3/19/26

COREMARK
↑ 69 ♀ LOCAL 952 ☑ 3/20/26

SWEEPING CORP
↑ 31 ♀ LOCAL 439 ☑ 3/20/26

CARDINAL HEALTH
↑ 13 ♀ LOCAL 245 ☑ 3/25/26

ARAMARK COMMISSARY
↑ 45 ♀ LOCAL 150 ☑ 3/26/26

DAIRY FARMERS OF AMERICA - PET DAIRY
↑ 121 ♀ LOCAL 391 ☑ 3/27/26

PACKAGING CORP OF AMERICA
↑ 133 ♀ LOCAL 781 ☑ 4/2/26

UNFI
↑ 19 ♀ LOCAL 26 ☑ 4/2/26

GLACIER POINT
↑ 72 ♀ LOCAL 703 ☑ 4/14/26

SRASAI PHARMACEUTICAL SOLUTIONS
↑ 34 ♀ LOCAL 355 ☑ 4/2/26

AMERICAN RED CROSS
↑ 6 ♀ LOCAL 833 ☑ 4/15/26

OLYMPIA FIELDS POLICE
↑ 17 ♀ LOCAL 700 ☑ 4/23/26

PEPSICO
↑ 32 ♀ LOCAL 528 ☑ 5/1/26

LAKE COUNTY CORRECTIONS
↑ 80 ♀ LOCAL 407 ☑ 5/5/26

PFG

↑ 6 ♀ LOCAL 597 ☑ 1/21/26

QUALITY BEVERAGE

↑ 85 ♀ LOCAL 170 ☑ 1/21/26

HARD ROCK HOTEL AND CASINO

↑ 66 ♀ LOCAL 891 ☑ 1/23/26

PALMS HOTEL FRONT DESK

↑ 34 ♀ LOCAL 986 ☑ 1/30/26

TRANSDEV

↑ 3 ♀ LOCAL 25 ☑ 1/30/26

PETSMART

↑ 14 ♀ LOCAL 58 ☑ 2/10/26

CPC PARTS DELIVERY

↑ 42 ♀ LOCAL 179 ☑ 2/12/26

LEACH LIBRARY

↑ 13 ♀ LOCAL 633 ☑ 2/12/26

MILFORD DPW

↑ 95 ♀ LOCAL 443 ☑ 2/19/26

TEMCO LOGISTICS/ HOME DEPOT DRIVERS

↑ 81 ♀ LOCAL 528 ☑ 2/20/26

OLYMPIC AMBULANCE

↑ 65 ♀ LOCAL 763 ☑ 2/20/26

UNIVERSAL WASTE

↑ 39 ♀ LOCAL 683 ☑ 2/24/26

STROGER HOSPITAL POLICE

↑ 25 ♀ LOCAL 700 ☑ 2/26/26

SOUTHERN GLAZER'S WINE AND SPIRITS

↑ 20 ♀ LOCAL 245 ☑ 2/26/26

DURHAM BUS

↑ 92 ♀ LOCAL 294 ☑ 2/27/26

CANNISTRARO

↑ 3 ♀ LOCAL 25 ☑ 2/27/26

BAINBRIDGE ISLAND METRO PARK & RECREATION

↑ 18 ♀ LOCAL 589 ☑ 3/2/26

FIRST STUDENT

↑ 13 ♀ LOCAL 633 ☑ 3/6/23

COLLEGE HUNKS MOVING

↑ 26 ♀ LOCAL 25 ☑ 3/9/26

THE CROMWELL

↑ 5 ♀ LOCAL 986 ☑ 3/10/26

DENVER AUDITORS 📍 34 📍 LOCAL 455 📅 5/6/26 WE DRIVE U 📍 35 📍 LOCAL 618 📅 5/7/26 FARMINGHAM PUBLIC WORKS 📍 12 📍 LOCAL 340 📅 5/7/26 RSU VAN DRIVERS 📍 8 📍 LOCAL 340 📅 5/7/26 OCEAN STATE OIL/RELADYNE 📍 33 📍 LOCAL 251 📅 5/7/26 COVESTRO, LLC 📍 78 📍 LOCAL 637 📅 5/9/26 KINGS ROAD MERCH 📍 13 📍 LOCAL 970 📅 5/11/26	STA LAKE OSWEGO 📍 62 📍 LOCAL 206 📅 5/13/26 SOUTHERN GLAZER'S WINE AND SPIRITS 📍 8 📍 LOCAL 340 📅 5/12/26 PACIFIC RAIL 📍 37 📍 LOCAL 745 📅 5/15/26 MANDALAY BAY FRONT DESK 📍 130 📍 LOCAL 986 📅 5/16/26 STAR WASTE 📍 10 📍 LOCAL 245 📅 5/18/26 JAY POLICE 📍 10 📍 LOCAL 340 📅 5/26/26 FIRST STUDENT 📍 240 📍 LOCAL 251 📅 5/28/26	REPUBLIC AIRWAYS MECHANICS 📍 707 📍 LOCAL 135 📅 5/28/26 HARD ROCK CASINO 📍 221 📍 LOCAL 519 📅 5/30/26 TANNER INDUSTRIES 📍 8 📍 LOCAL 385 📅 6/1/26 BEAST GAMES 📍 38 📍 LOCAL 391 📅 6/3/26 REPUBLIC SERVICES 📍 4 📍 LOCAL 728 📅 6/4/26 RUTLAND REGIONAL HOSPITAL 📍 25 📍 LOCAL 597 📅 6/24/26 ARTEY CONSTRUCTION 📍 17 📍 LOCAL 597 📅 6/24/26	YANKTON COUNTY SHERIFFS 📍 6 📍 LOCAL 120 📅 6/26/26 DENVER CRIME LAB 📍 57 📍 LOCAL 17 📅 6/26/26 SOUTHERN READYMIX 📍 70 📍 LOCAL 528 📅 6/26/26 BERT NASH 📍 255 📍 LOCAL 696 📅 6/26/26 HIGHLINE WARREN 📍 201 📍 LOCAL 697 📅 6/29/26 BLOCK BY BLOCK 📍 16 📍 LOCAL 238 📅 6/29/26 SOUTHERN GLAZER'S WINE AND SPIRITS 📍 110 📍 LOCAL 509 📅 7/8/26
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voted overwhelmingly to join Local 630. The group would go on to ratify a three-year contract that included a 28 percent wage increase, improved vacation and sick time, and a guaranteed minimum of 40 hours per week.

“The reason that I organized was to have a voice at Nabis, not only for myself but for my co-workers,” said Jonathan Misquez, a warehouse associate at Nabis. “My co-workers have really helped me through a lot and taught me so much on and off the clock. Iron sharpens iron. Every day we all make each other better, and together we proved that we are united.”

BRIGHT LIGHTS, EVEN BRIGHTER FUTURES

Casino workers are joining the Teamsters in record numbers. From the Las Vegas Strip to Atlantic City and beyond, thousands have voted overwhelmingly for the strength, protection, and bargaining power of Teamsters representation.

Workers at some of Las Vegas’s

premier casino resorts have organized with Local 986. **In 2024, 367 front desk workers at the Venetian and the Palazzo joined the union, marking a major first organizing victory at what was the last nonunion resort on the Strip.** And since then, front desk workers, head cashiers, and guest services representatives at Park MGM and Mandalay Bay have done the same.

In Atlantic City, valet attendants at Oceans Casino Resort voted overwhelmingly to join Local 331 and secure a strong first Teamsters contract. They became part of a growing network of more than 6,000 casino workers represented by the union.

This momentum extends beyond the country’s best-known casino markets. **At Horseshoe Indianapolis, 200 dealers and dual rates won a rare strike for recognition that forced the multibillion-dollar Caesars Entertainment corporation to acknowledge Local 135 as their bargaining representative.** And in Virginia, hundreds of workers at Hard Rock Hotel & Casino in Bristol and Rivers Casino in Portsmouth voted

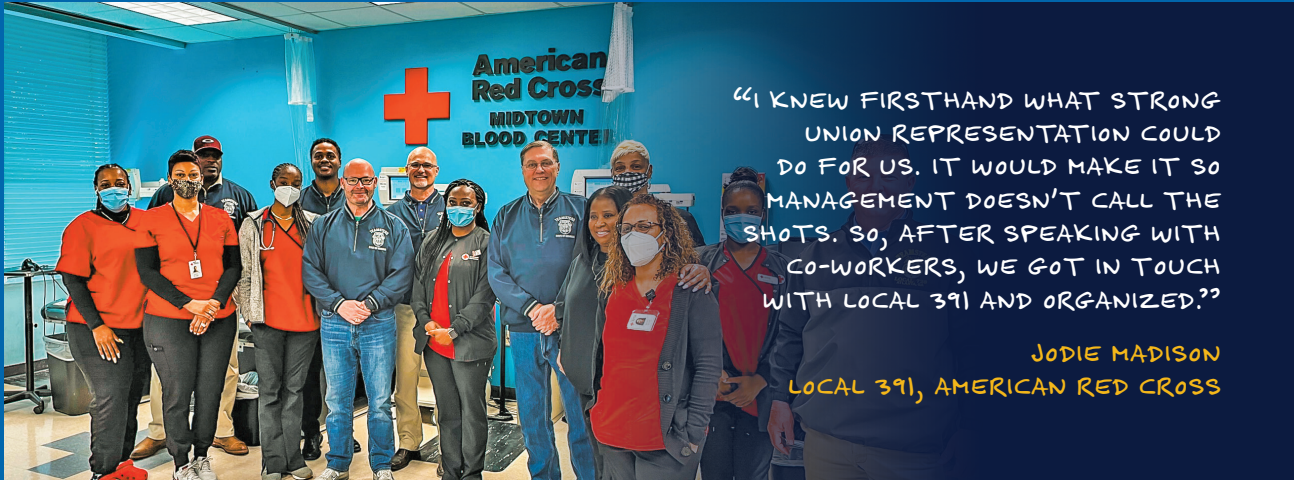
to become Teamsters, joining Local 519 and Local 822, respectively.

Today, the Teamsters are organizing casinos in every region of the country, proving workers across the gaming industry are ready to stand together for better wages, stronger benefits, and the respect they deserve.

BUILDING STRENGTH AT THE RED CROSS

Blood collection workers at the American Red Cross have been organizing one facility after another, **growing Teamsters power to more than 1,900 members.**

“In 2019, I was transferred from a union facility in Minnesota to a non-union facility in the Missouri-Arkansas region. And it was a completely different experience,” said Jodie Madison, a member of Local 391 and a 10-year Red Cross worker. “I knew firsthand what strong union representation could do for us. It would make it so management doesn't call the shots. So, after speaking with



co-workers, we got in touch with Local 391 and organized.”

Red Cross Teamsters are protected by a national master agreement. In 2024, the increased militancy and membership at the organization enabled these health care professionals to negotiate a new contract that delivered significantly higher wages, improved employer-paid health care contributions, and time-and-a-half pay on holidays.

CHUGGING ALONG AND FLYING HIGH

The Teamsters Union represents 150,000 aviation and railroad workers across North America. These are some of the most highly unionized professions in the country. But that has not stopped us from organizing the relatively few remaining unorganized workers in these industries.

In 2023, more than 200 fleet service workers at Sun Country Airlines voted to join Local 970 in Minneapolis to fight for stability, fair compensation, and a stronger voice on the job. The group has since ratified a first contract that delivered on their demands.

They were followed in May 2026 by Airline Maintenance Technicians (AMTs) at Republic Airways. Our union already represents the airline’s pilots and flight attendants. **So when nearly 800 AMTs**

were looking to go union, it was a no-brainer where they would end up: the Teamsters.

The Teamsters Rail Conference — made up of the Brotherhood of Locomotive Engineers and Trainmen (BLET) and Brotherhood of Maintenance of Way Employees Division (BMWED) — has built upon these gains. Over the last four years, **the BLET and BMWED have waged and won over a dozen organizing campaigns across the country.** They are now delivering these new members strong representation and helping them fight for and secure first collective bargaining agreements.

GROWING OUR DENSITY AT COSTCO

The O’Brien-Zuckerman administration has made organizing Costco a top Teamsters priority, committing substantial resources to expanding our footprint at the nation’s largest wholesaler. Today, Costco is the third-largest retailer in the United States, behind only Amazon and Walmart, and the Costco Teamsters National Master Agreement covers 18,000 members nationwide.

In 2024, nearly 300 Costco workers in Norfolk, Va., voted overwhelmingly to join Local 822, **marking the first organizing victory at the company in more than two decades.** That breakthrough was followed by another historic win when more than

150 Costco fleet drivers in Sumner, Wash., joined Local 174, **becoming the first group of distribution workers at the retail giant to unionize.**

The Costco Teamsters National Master Agreement sets the standard for all Costco workers across the country, union and nonunion alike. Language negotiated in the last contract also creates a clear path for newly organized workers to be brought under the agreement. With organizing campaigns underway nationwide, the Teamsters are building momentum and expanding worker power throughout Costco’s operations.

THE NEXT 150,000

More than 100,000 workers have chosen to become Teamsters over the last four years. But organizing is not just about the numbers. It’s about workers deciding they deserve more — and thousands more are making that choice every day. And the number of wins grows more with each passing month. Since clinching 100,000 new members on June 11, we have already organized an additional 2,500 workers at the time of this publication.

Now, with the wind at our backs, we have laid the foundation for the next organizing goal of the O’Brien-Zuckerman administration: reaching 250,000 new members over the next five years.





Therefore, Be It Resolved

The Teamsters 31st International Convention wasn't just about reelecting strong leadership to another five-year term. It was about setting the union's course for the years ahead.

Delegates from across North America unanimously approved a series of resolutions that reaffirm the Teamsters' priorities.

Two resolutions put UPS on notice well before negotiations begin for the 2028 National Master Agreement. Teamsters are preparing now to mobilize and militarize the membership, raise wages and benefits, strengthen workplace protections, and reclaim work that the company has diverted to nonunion contractors. The message is unmistakable: this union will enter the next round of bargaining stronger, even more united, and ready to fight.

Delegates also adopted a landmark resolution establishing the R.O.A.D.S. (Recognition, Opportunity, Advocacy, Direction, and Solidarity) program, a unionwide initiative that will marshal resources from every level of the Teamsters to help members and their families struggling with substance use and recovery. The R.O.A.D.S. program recognizes that addiction is a challenge that has touched countless Teamsters families — and that solidarity and support extends beyond the workplace.

Finally, delegates honored the union's proud history by passing a resolution directing affiliates to make February 14 — the birthday of Teamsters General President Emeritus James R. Hoffa — a paid holiday in future collective bargaining agreements. The measure pays tribute to Hoffa's enduring legacy and the generations of Teamsters who built our union into the strongest labor organization in the world.

The following resolutions capture that vision and the work that lies ahead.



Resolution on James R. Hoffa Day

WHEREAS, recognizing and preserving the 123-year history of the International Brotherhood of Teamsters remains an urgent and lasting priority for the union; and

WHEREAS, nearly a quarter-century ago, the Teamsters Union entered a permanent partnership to establish the Teamsters Archives in Washington, D.C., to solidify the union’s preservation efforts; and

WHEREAS, the Teamsters Archives are forever endowed at George Washington University, which since 2015 has been home to an endowed faculty position in honor of Teamsters history, the James R. Hoffa Professorship; and

WHEREAS, James Riddle Hoffa is widely recognized as one of the most consequential labor leaders in American history; and

WHEREAS, corporate history in the United States has failed to recognize the achievements and contributions to improved workplace standards and the labor movement made by the iconic Teamsters General President; and

WHEREAS, Hoffa devoted his life to building the Teamsters Union into the strongest and most powerful labor union in the world by leading national organizing drives, expanding Teamsters pension and health benefit funds, and negotiating the first National Master Automobile Transporters Agreement and the National Master Freight Agreement; and

WHEREAS, under Hoffa’s leadership, the Teamsters grew into a powerful force capable of taking on the largest corporations in North America and raising standards for millions of workers and their families; and

WHEREAS, Hoffa was a vocal friend and supporter of the Reverend Dr. Martin Luther King Jr., having proudly participated in the March on Washington for Jobs and Freedom in 1963 and championed the foundation and work of the Southern Christian Leadership Conference; and

WHEREAS, Hoffa was lauded for his lifelong defense of and battle for civil rights, ensuring the Teamsters remained a color-blind union fighting for all workers of all backgrounds, religions, races, genders, creeds, and political affiliations; and

WHEREAS, Hoffa understood that real power comes from solidarity, militant organizing, and a labor movement unafraid to confront corporate greed and injustice; and

WHEREAS, the legacy of Hoffa continues to inspire generations of Teamsters to organize the unorganized, negotiate strong contracts, and stand united against attacks on working people; and

WHEREAS, February 14 marks the birthday of James R. Hoffa and serves as an opportunity to honor his legacy and contributions to the labor movement.

NOW, THEREFORE BE IT RESOLVED at this 31st International Convention that the Teamsters Union will recognize February 14 as “James R. Hoffa Day;” and

BE IT FURTHER RESOLVED that the International Union will formally recognize James R. Hoffa Day each year; and

BE IT FURTHER RESOLVED as part of such recognition, local unions and Joint Councils are asked to preserve their respective histories and to actively work with the International Union and the Teamsters Archives to make donations honoring and celebrating their local Teamsters history; and

BE IT FURTHER RESOLVED that local unions, Joint Councils, and other affiliates are encouraged to commemorate James R. Hoffa Day as a celebration of Teamsters history and solidarity by negotiating February 14 into collective bargaining agreements as a paid holiday; and

FINALLY, BE IT RESOLVED that the Teamsters Union recommits itself to carrying forward the fighting spirit, courage, and commitment to working people that defines the legacy of James R. Hoffa.

WHEREAS, the International Brotherhood of Teamsters has long been a strong advocate for ensuring access to comprehensive substance use and mental health treatment services for its members and their families; and

WHEREAS, the Teamsters Union recognizes the profound impact that substance use and mental health challenges have on working families; and

WHEREAS, the Teamsters are committed to ensuring that every Teamster in need has access to cost-effective, high-quality substance use and mental health treatment programs; and

WHEREAS, the Teamsters Union has established the Recognition, Opportunity, Advocacy, Direction, and Solidarity program, or R.O.A.D.S., to support members and their families in addressing substance use and mental health challenges; and

WHEREAS, the Teamsters Union bears an ethical and fiduciary responsibility to ensure that affiliated health funds, local unions, Joint Councils, and conferences have access to vetted, trusted substance use and mental health treatment providers; and

WHEREAS, the Teamsters Union affirms that a peer-driven approach of Teamsters helping Teamsters provides the most effective path to achieving positive outcomes; and

WHEREAS, the Teamsters Union, through R.O.A.D.S., is committed to training and educating members on the risks and consequences of untreated substance use and mental health issues affecting Teamsters and their families; and

WHEREAS, the Teamsters Union affirms that mutual aid for our membership should extend beyond the workplace, strengthening solidarity and support in addressing these critical issues.

NOW, THEREFORE, BE IT RESOLVED at this 31st International Convention that the International Brotherhood of Teamsters reaffirms its commitment to supporting members and their families who may need assistance with mental health or substance use treatment; and

BE IT FURTHER RESOLVED that the R.O.A.D.S. program shall be available to all members and their families to provide ongoing support and assistance; and

BE IT FURTHER RESOLVED that the Teamsters R.O.A.D.S. program shall advocate for accessible treatment options at fair and reasonable costs for members and their families; and

FINALLY, BE IT RESOLVED that the Teamsters Union encourages all affiliated health and welfare funds, local unions, Joint Councils, and conferences to utilize the R.O.A.D.S. program for substance use and mental health assessments, cost-versus-quality analysis, referrals, recommendations, and prevention education.

Resolution on Teamsters R.O.A.D.S. Program

INTERNATIONAL
BROTHERHOOD OF
TEAMSTERS

Resolution on the 2028 UPS Teamsters Contract

WHEREAS, United Parcel Service (UPS) remains the single largest employer of Teamsters, and the UPS Teamsters National Master Agreement continues to be the largest private sector collective bargaining agreement in the United States; and

WHEREAS, UPS Teamsters are essential workers who move the nation's commerce, deliver critical goods to homes, businesses, health care facilities, and communities, and keep the global supply chain running every day; and

WHEREAS, UPS Teamsters have generated enormous value for the company through their labor, skill, safety, service, and commitment, and that value must be reflected in strong wages, benefits, pensions, workplace protections, and secure union careers; and

WHEREAS, UPS Teamsters are currently working under the 2023-2028 National Master Agreement, which delivered historic wage increases, eliminated two-tier wage structures for package car drivers, protected strong health care and pension benefits, strengthened protections against harassment and excessive overtime, and committed UPS to create additional full-time Teamsters jobs; and

WHEREAS, the next national UPS contract will be negotiated in 2028 and will be critical to protecting Teamsters standards in the face of intense competition, corporate restructuring, and continued pressure from nonunion logistics and delivery employers; and

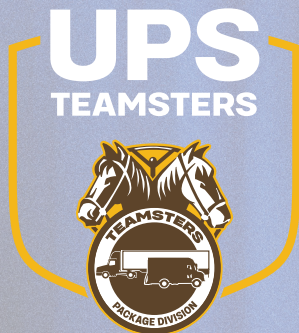
WHEREAS, UPS has announced and pursued major network changes, including facility consolidations, building closures, operational restructuring, and expanded use of automated sortation and other technology that can reduce labor hours, displace workers, and undermine bargaining unit work if left unchecked; and

WHEREAS, UPS has sought to increase productivity and reduce labor costs through automation, artificial intelligence, surveillance technology, and other technologies that may be used to eliminate jobs, erode seniority rights, intensify workloads, or transfer work away from Teamsters bargaining units; and

WHEREAS, the introduction of automation, artificial intelligence, robotics, data systems, and related technologies must not be used as a pretext to subcontract, divert, consolidate, or eliminate bargaining unit work, nor to reduce staffing below safe, sustainable, and contractually required levels; and

WHEREAS, UPS must be held accountable to the 2023-2028 contract, including all job creation, work preservation, safety, seniority, overtime, and grievance procedure obligations, and the union must be prepared to enforce those obligations at every level.

NOW, THEREFORE, BE IT RESOLVED at this 31st International Convention that the International Brotherhood of Teamsters will educate, mobilize, and unite all UPS Teamsters for the 2028 UPS contract campaign to win the strongest possible agreement, protect and expand bargaining unit work, secure enforceable job protections against automation and artificial intelligence, defend health care and pensions, strengthen safety and seniority rights, end harassment and excessive overtime, hold UPS accountable to its contractual obligations, and ensure that technological changes at UPS create good union jobs rather than threaten them.



INTERNATIONAL
BROTHERHOOD OF
TEAMSTERS

Resolution on Combating and Reclaiming Teamsters Work at United Parcel Service

WHEREAS, the International Brotherhood of Teamsters has proudly, aggressively, and unwaveringly represented workers at United Parcel Service since 1916; and

WHEREAS, the Teamsters Union first negotiated and ratified a UPS Teamsters National Master Agreement in 1979, merging affiliate agreements nationwide to better protect members and exert maximum leverage at the bargaining table; and

WHEREAS, to this day, the UPS Teamsters National Master Agreement is the single largest private sector collective bargaining agreement in North America; and

WHEREAS, the wages, benefits, and working conditions secured by the Teamsters at UPS regularly raise the employment and compensation standards for millions of workers across the United States and throughout the labor movement; and

WHEREAS, rank-and-file Teamsters, stewards, and business agents fight every day to defend bargaining unit work, protect good union jobs, combat subcontracting, police supervisor abuse, and report corporate schemes designed to erode our standards; and

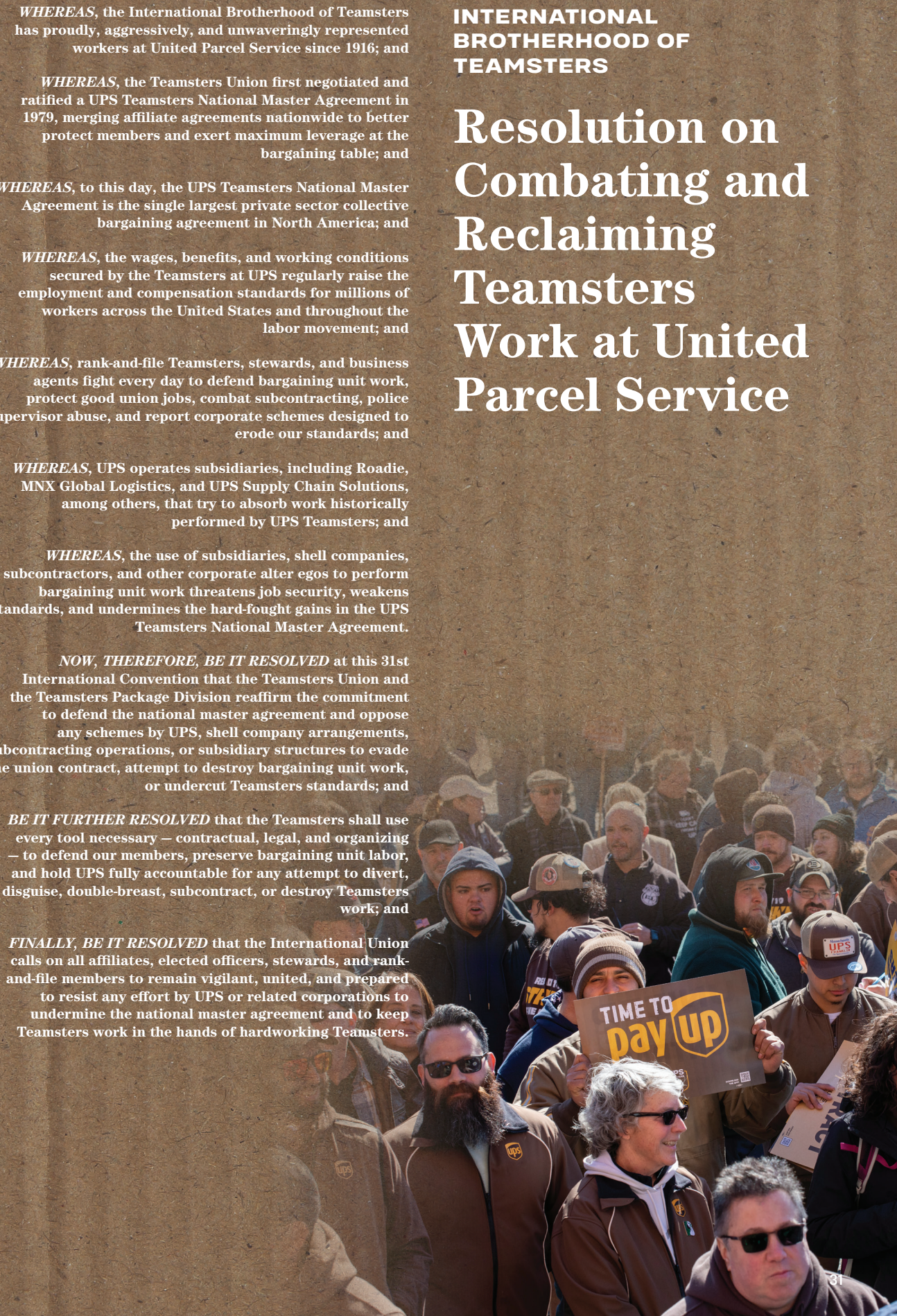
WHEREAS, UPS operates subsidiaries, including Roadie, MNX Global Logistics, and UPS Supply Chain Solutions, among others, that try to absorb work historically performed by UPS Teamsters; and

WHEREAS, the use of subsidiaries, shell companies, subcontractors, and other corporate alter egos to perform bargaining unit work threatens job security, weakens standards, and undermines the hard-fought gains in the UPS Teamsters National Master Agreement.

NOW, THEREFORE, BE IT RESOLVED at this 31st International Convention that the Teamsters Union and the Teamsters Package Division reaffirm the commitment to defend the national master agreement and oppose any schemes by UPS, shell company arrangements, subcontracting operations, or subsidiary structures to evade the union contract, attempt to destroy bargaining unit work, or undercut Teamsters standards; and

BE IT FURTHER RESOLVED that the Teamsters shall use every tool necessary – contractual, legal, and organizing – to defend our members, preserve bargaining unit labor, and hold UPS fully accountable for any attempt to divert, disguise, double-breast, subcontract, or destroy Teamsters work; and

FINALLY, BE IT RESOLVED that the International Union calls on all affiliates, elected officers, stewards, and rank-and-file members to remain vigilant, united, and prepared to resist any effort by UPS or related corporations to undermine the national master agreement and to keep Teamsters work in the hands of hardworking Teamsters.



ELECTION SUPERVISOR'S REPORT No.7
THE 31st IBT INTERNATIONAL CONVENTION

On Monday, June 15, 2026, delegates at the 31st IBT International Convention in Las Vegas, NV nominated candidates to appear on the International Officer Election ballot. Candidates, representing two opposing slates, running for offices representing the four U.S. regions of the IBT were nominated to appear on the nomination ballot. Candidates running for the offices representing Teamsters Canada were unopposed at the floor nominations. Those candidates are as follows:

President of Teamsters Canada/Vice President - Teamsters Canada (1 position): Francois Laporte
Vice President – Teamsters Canada (2 positions): Craig McInnes, Stan Hennessy

Since the number of nominees did not exceed the number of positions available, the individuals listed above were deemed duly elected to their positions.

On Tuesday June 16, 2026, delegates at the 31st IBT International Convention in Las Vegas, NV voted by secret ballot to nominate candidates to the International Officer Election ballot. Candidates needed to receive at least 5% of the relevant delegate pool to be placed on the ballot. The following candidates exceeded that threshold:

International Vice President At Large (7 positions): Tommy Gesualdi, Gregory Floyd, Peter Finn, Lindsay Dougherty, James Wright, Tom Erickson, Juan C. Campos
International Trustee (3 positions): Sean Cedenio, Vincent Perrone, Willie Ford
Vice President - Eastern Region (3 positions): Rocco Calo, Matt Taibi, William "Bill" Hamilton
Vice President - Central Region (3 positions): Danny Avelyn, Pat Darrow, Dustin Roach
Vice President - Southern Region (2 positions): Thor T. Johnson, Brent Taylor
Vice President - Western Region (4 positions): Victor Mineros, Rick Hicks, Karla Schumann, Mark Davison
General Secretary-Treasurer (1 position): Fred Zuckerman
General President (1 position): Sean M. O'Brien

Since the number of successful nominees does not exceed the number of positions available for any position, the individuals listed above are deemed duly elected to their positions.

Because all of the nominees at the Convention were deemed duly elected, the mail ballot election of International Officers of the IBT scheduled for the fall of 2026 is canceled.

Protests

Through June, 2026, OES has received 160 protests and has issued 112 decisions to date. All written decisions of OES and the Election Appeals Master are published at www.ibtvote.org.

Campaign Finance Reporting and Auditing

Candidates continue to file reports of campaign contributions and expenditures using the OES CCER system ("CCERS"). At this time, candidates should be winding up their campaign finance activity. The OES audit team continues to review the campaign filings and send letters to campaign contributors requesting confirmation of their contributions. OES will publish a Memorandum on the Conclusion of Campaign Finance Reporting shortly and it is expected that campaign finance activity and reporting should conclude in the last quarter of 2026.

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

INFORME DEL SUPERVISOR ELECTORAL No. 7
31.ª CONVENCIÓN INTERNACIONAL DEL IBT

El lunes 15 de junio de 2026, los delegados de la 31.ª Convención Internacional del IBT en Las Vegas, Nevada, postularon a los candidatos que aparecerían en la boleta electoral para los puestos internacionales. Se postularon candidatos —que representaban a dos lados rivales— para los puestos correspondientes a las cuatro regiones del IBT en los Estados Unidos. Los candidatos que aspiraban a los puestos de representación de Teamsters Canada no tuvieron oposición durante las nominaciones en el pleno. Dichos candidatos son los siguientes:

Presidente de Teamsters Canada/Vicepresidente - Teamsters Canada (1 puesto): Francois Laporte
Vicepresidente - Teamsters Canada (2 puestos): Craig McInnes, Stan Hennessy

Dado que el número de candidatos postulados no superó el número de puestos disponibles, las personas mencionadas anteriormente se consideran debidamente elegidas para sus puestos.

El martes 16 de junio de 2026, los delegados de la 31.ª Convención Internacional del IBT en Las Vegas, Nevada, votaron mediante una votación secreta para postular candidatos a la boleta electoral de puestos internacionales. Para ser incluidos en la boleta, los candidatos debían obtener al menos el 5% de los votos del grupo de delegados correspondiente. Los siguientes candidatos superaron dicho umbral:

Vicepresidente Internacional "At-Large" (7 puestos): Tommy Gesualdi, Gregory Floy, Peter Finn, Lindsay Dougherty, James Wright, Tom Erickson, Juan C. Campos
Fideicomisario Internacional (3 puestos): Sean Cedenio, Vincent Perrone, Willie Ford
Vicepresidente - Región Este (3 puestos): Rocco Calo, Matt Taibi, William "Bill" Hamilton
Vicepresidente - Región Central (3 puestos): Danny Avelyn, Pat Darrow, Dustin Roach
Vicepresidente - Región Sur (2 puestos): Thor T. Johnson, Brent Taylor
Vicepresidente - Región Oeste (4 puestos): Victor Mineros, Rick Hicks, Karla Schumann, Mark Davison
Secretario-Tesorero General (1 puesto): Fred Zuckerman
Presidente General (1 puesto): Sean M. O'Brien

Dado que el número de candidatos que superaron el umbral no excede el número de puestos disponibles para ninguna de las posiciones, las personas mencionadas anteriormente se consideran debidamente elegidas para sus puestos. Dado que todos los candidatos nominados en la Convención fueron considerados debidamente elegidos, se cancela la elección por correo de los funcionarios internacionales del IBT programada para el otoño de 2026.

Protestas

Hasta junio de 2026, la OES ha recibido 160 protestas y ha emitido 112 resoluciones a la fecha. Todas las resoluciones por escrito de la OES y del Árbitro de Apelaciones Electorales (Election Appeals Master) se publican en www.ibtvote.org.

Informes y auditoría de las finanzas de la Campaña

Los candidatos continúan presentando informes sobre las contribuciones y los gastos de campaña utilizando el sistema CCER de la OES ("CCERS"). En este momento, los candidatos deberían estar finalizando sus actividades financieras de campaña. El equipo de auditoría de la OES sigue revisando los informes de campaña y enviando cartas a los contribuyentes de las campañas para solicitar la confirmación de sus aportaciones. La OES publicará en breve un memorando sobre la conclusión de la presentación de informes financieros de campaña; se prevé que las actividades y la presentación de informes financieros de campaña concluyan en el último trimestre de 2026.

Hble. 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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