



WINTER 2019

Teamster

PENSION PUSH MOVES TO SENATE





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Empowering Workers Now Through 2020

Ahead of the 2020 elections, unions like the Teamsters find themselves in a strong position. The public's support of the labor movement is as strong as it's been in the last 16 years. There is an understanding by a sizable majority in this country that hardworking Americans deserve higher pay and greater respect on the job.

But to ensure that continues, workers need to stand up for their rights. That's why the Teamsters Union is currently weighing all the candidates seeking the U.S. presidency in 2020 for a possible endorsement. To earn it, those seeking to become the nation's chief executive will have to prove that they side with workers.

After surveying more than 22,000 Teamsters over a three-month period, members said they are most concerned about protecting pensions and retirement security, collective bargaining rights and fair trade. That is the message that the union is now taking directly to candidates as they campaign across the country.

In an effort to get presidential contenders on the record about the topics workers care about, this union is training members and retirees who are well-versed on the issues to talk to the candidates about sticking up for working families. These Teamsters are committed to attending events to ask important questions and get candidates to talk about pensions, collective bargaining and other issues important to our members.

Teamsters at the trainings were told to stand in a prominent place so they get noticed by candidates and their staffs. They were also encouraged to wear Teamster gear and hold signs to make the union's presence at meetings and rallies known.

All of this is part of the union's effort to increase visibility around the issues members are prioritizing. And it

will continue throughout the 2020 election season. Why? Because candidates seeking the endorsement of the Teamsters must understand the importance unions play in the working lives of the American worker and our economy as a whole. Candidates' support of pension reform is our union's top priority.

The American labor movement is responsible for many things the public and politicians take for granted—the weekend, the 40-hour work week and anti-child labor laws to name a few. Today, unions are reinvigorated and working for other profoundly important things—securing wages and benefits that working families deserve, the continued existence of the middle class, and respect and dignity for all working people.

But there are no guarantees that will continue. The U.S. needs leaders who are willing to prove they stand shoulder-to-shoulder with workers. Hardworking Americans are tired of empty promises. They want concrete action that ensures they have the freedom to join together and negotiate better wages and benefits, have access to quality health care and retirement security.

The reality is CEO pay continues to accelerate while wages for the average worker remain stagnant. Big businesses continues to pocket more profits while working people struggle to make ends meet. This is not a sustainable economic policy.

Teamsters plan on changing that, not by accepting hollow words, but by holding presidential candidates accountable. Only then will workers truly prevail.



Teamsters Canada Dedicates New Building

Headquarters Built With 100-Percent Union Labor

Teamsters have a new home in Canada! In July, the new Teamsters Canada National Office was dedicated in Laval, Quebec.

The building is owned entirely by Teamsters Canada and its members. The union occupies the top two floors and rents out the bottom three. Tenants include an actuarial firm that manages the Teamsters Canadian Pension Fund, an insurance company that administers many members' health and welfare plans, and offices for employees of a credit union. Prior to moving into the new building, Teamsters Canada was itself a tenant in a large office tower.

The building was built using 100-percent union labor and Teamster members were put to work on the project at every possible stage. Special efforts were also made to use as much Canadian building material as possible.

It was Teamsters Canada President François Laporte's idea to build a new national office. The proposal was unanimously supported by the National Executive Board.

"A year ago, this place was just a large construction site. Today, it's a beautiful building, a home for all our members, and a source of visibility for our union," said Laporte at the ribbon-cutting ceremony.

General President Jim Hoffa and General Secretary-



Treasurer Ken Hall also attended the dedication ceremony.

"This is a great day for all Teamsters. I'm proud to work with Teamsters Canada on so many important issues, and I'm proud to be here today to celebrate this important moment. The members now have an official home in Canada; a permanent symbol of our great union's presence in Canada," Hoffa said.

"This building is a solid investment for members that will provide financial stability for decades to come. The International Brotherhood of Teamsters dedicated its own building in Washington, D.C. over 64 years ago. It has served us well, and I have no doubt your new building will serve you well too," Hall said.

Drivers Organize in Miami, Kansas City and Virginia

SYSCO WORKERS CHOOSE TEAMSTERS



Sysco drivers voted overwhelmingly for Teamster representation in late August, the third election win in three weeks at the nation's largest broadline food-service provider.

Sysco South Florida workers in Miami previously won an election in August, and workers at Sysco-Sigma Kansas City won their election August 15.

The latest group in Hampton Roads, Va. has 87 workers in the bargaining unit. They work as route drivers, shuttle drivers, van drivers and ship delivery drivers.

"We wanted change. We were tired of being walked on. We want a voice on the job," said driver Joe Whitlock, a 12-year employee. "It feels fantastic being a Teamster."

James Wright, President of Local 822 in Norfolk, Va., said workers remained united despite the company's vicious anti-worker, anti-union campaign.

"Sysco sent supervisors and union busters out to the routes to disrupt the drivers from making

their deliveries as they preached the anti-union campaign, and they tried to spread lies about the union," Wright said. "But despite this and other anti-union tactics, the workers focused on voting to form their union and to improve their lives."

Improving Conditions

Chase Hibdon, 29, a five-year warehouse selector at the Kansas City location, said the unit of 33 of his co-workers voted "yes" to improve conditions in their facility, from seniority to ending favoritism. They are now members of Local 955 in Kansas City.

"We voted to change the future of Sysco-Sigma," Hibdon said. "Everyone has come together to make it better for everyone."

Jerry Wood, President of Local 955, said workers stood firm in their demand for a voice in the workplace despite an aggressive anti-union campaign in which the company terminated two union supporters.

"The workers are going to con-

tinue to stand firm as we sit down to bargain a first contract that provides dignity for the hard work they do every day," Wood said.

"Florida workers are fed up with Sysco's abuse of the law," said Josh Zivalich, President of Local 769 in Miami. "They know a Teamster contract is their only protection and they're willing to stand together to fight for fairness and justice."

Teamsters represent more than 10,000 workers at 52 of 84 Sysco and Sysco-Sigma distribution centers nationwide.

"Once again, rather than making a serious change in labor relations, Sysco has chosen to employ anti-union tactics to try to deny these workers their lawful right to form their union," said Steve Vairma, Teamsters Warehouse Division Director and International Vice President. "And once again, its employees have sent the company the message that these strategies will not work. Instead, the workers will continue to fight for justice."



CARHAULER JOBS SAVED

Teamsters at Jack Cooper Approve Last, Best and Final Offer

An overwhelming majority of the Teamster members working at carhauler Jack Cooper have approved the company’s Last, Best and Final Offer (LBFO) aimed at saving 2,200 union carhaul jobs. Members voted at their local over four days in September. Teamsters approved the contract with 67 percent of the 1,295 votes cast. Now the proposed sale of the company is moving forward.

“We have cleared a major hurdle—our members’ approval of the Last, Best and Final Offer,” said Kevin Moore, Director of the Teamsters Carhaul Division and International Trustee. “Now, we will be closely watching the process take place in the bankruptcy court. We will be monitoring the situation carefully to make sure our members’ interests are protected.”

Upon approval of the sale, the new entity will own Jack Cooper. That new entity will be a functioning automobile transporter that is out of bankruptcy and operating under the ratified collective bargaining agreement changes.

“Once the sale is complete, we will be working closely with local unions to make sure the new company abides by the national carhaul contract,” Moore said. “We are hopeful that the new company will stabilize and grow its business, which in turn will protect the livelihoods of our more than 2,200 Teamsters at Jack Cooper and its subsidiaries.”

The completion of the sale is expected after press time. For more information, visit teamster.org/jack-cooper/news.



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San Bernardino Contract Victory

11,000 Local 1932 Members Approve New Contract

An overwhelming majority of Teamsters voted recently to ratify a new four-year contract with the County of San Bernardino in California. After nearly a year of bargaining, Local 1932 was able to secure a strong contract with significant increases in take-home pay for county workers. The contract covers 11,000 members.

“We are finally getting the raises we deserve to feed and support our families, to put gasoline in our cars, to stay committed to the jobs we love here at home,” says Yesenia Olague, a 15-year employee of the county’s Workforce Development Board.

The centerpiece of the new contract is an overhaul of the long-broken system for employer-provided health insurance managed by the county. As part of the agreement, Local 1932 will now be able to establish an independent trust fund for members that will be able to bargain with insurance carriers for quality plans and lower prices. Additionally, the trust fund will finally allow Teamsters the opportunity for pre-Medicare retiree health care coverage.

It has been a years-long fight to upgrade member health care. During a bargaining rally held in June, Local 1932 Secretary-Treasurer Randy Korgan and President Kathleen Brennan outlined the Teamster solutions to the declining take-home pay caused by unaffordable health insurance offered by the county.

“There won’t be a ratification meeting until there is a solution to your unaffordable health care,” Korgan said.

In the ensuing months, members participated in further actions, with lunch-time worksite-wide walkouts occurring at several county offices. Additionally, Local 1932 worked hard to connect the county to regional elected officials who were standing with the union.

These actions built momentum and resulted in success. Local 1932 and the county reached a tentative agreement on Aug. 22 that will lead to 20 percent increases in take-home pay for most members.

“I am very excited about this contract,” said Glin Stone, a 23-year County Sheriff’s Department employee. “This is by far the best contract I have seen in all of my years with the county.”



Teamster VIPs

At Vocational Independence Program, Teamsters Make a Difference

The Vocational Independence Program (VIP) is located in an inconspicuous building on a quiet street in Flint, Mich. It's fitting that its workers are some of the many unsung heroes of Flint, because the nondescript backdrop of the VIP belies the incredibly important work that happens inside.

"The counselors and drivers that we represent at the VIP are critical to the success of Genesee County residents who have special needs," said Nina Bugbee, Local 332 President and the Teamsters Health Care Division Director. "We want our workers there to be happy and thriving not just because of their dedication to improving people's lives, but also because of their dedication to improving the entire community."

The mission of the VIP is to help Genesee County residents with special needs become as independent and integrated into their communities as they possibly can. To that end, one of the most important services provided by the VIP is their employment skills training and placement into full-time jobs.

Attendees of the VIP (referred to as "persons served") work in a variety of places, including a race track, an auto plant, restaurants, grocery stores and a number of other businesses throughout the area.

Local 332 Shop Steward Rebecca Schultz has worked at the VIP for over 40 years as a counselor. She was part of the organizing drive when the counselors and drivers first organized back in 2002.

"Teamsters have helped the mission of the organization by advocating for the counselors and persons served," Schultz said. "I enjoy the solidarity and security, and it's reassuring to know that the union supports you."

Appreciation of Service

Pam Marme is also a shop steward at the VIP. She has worked there for over 30 years as a bus driver, taking persons served to and from the VIP. Marme said that the persons served, along with their parents and guardians, are very grateful for the bus service that the organization provides because it is the most reliable transportation available and that attendees of the VIP enjoy taking the bus.

"Our persons served are some of the most loving, caring people," Marme said. "They are great to work with, and they are very appreciative of the service that we provide. They are all friends and during the bus



ride they make weekend plans, hang out, talk, laugh. It's their social time."

The VIP is publicly funded, and one of the more challenging moments in its history came a few years ago, when the center was threatened by budget cuts. The response from persons served, along with their parents and guardians, was inspiring. Schultz said that they made the case for the VIP at hearings throughout the county where the budget cuts were being discussed publicly.

"The community needs and likes these programs," Schultz said. "For a long time, this was the only place where our persons served could go to learn skills and become an active part of our community. For a lot of our persons served, this program is the most important part of their lives."

The state heard loud and clear from the people who defended the VIP, and it stayed open. The positive impact the VIP has had on Genesee County and Flint can be seen everywhere in the area to this day.

"It feels good to see our persons served achieve new skills and get a job," Schultz said. "I go shopping and see my former persons served bagging groceries, I say hi to them. It's fulfilling to see their progress. It takes time, but they accomplish so much."

In Memoriam

Teamsters Remember Baxter Leach, Captain of the 1968 Memphis Sanitation Strike

The Teamsters Union is mourning the death of Baxter Leach, who participated in the 1968 Memphis sanitation workers' strike and who has stood with the Teamsters over the years to help raise standards for workers in the waste industry.

"Baxter was a real American hero. He exemplified everything that being a Teamster is all about. His presence commanded attention," said James Jones, President of Local 667 in Memphis.

Originally from Mississippi, and a son of sharecroppers, Leach had to quit school at the age of 14 to help care for his parents and 10 siblings after his father fell ill. As a result, Leach was forced to work in dangerous conditions for low wages as a sanitation worker when he moved to Memphis in 1960.

It was in February 1968, after



two sanitation workers were crushed to death by a garbage truck while taking cover during a thunderstorm, that Leach could not stay quiet any longer; he knew he had to fight back. Leach soon

found himself on the front lines alongside Dr. Martin Luther King Jr. in what would become a two-month-long strike and a defining moment in American history.

"On behalf of the 1.4-million-member Teamsters Union, I express condolences to the family and friends of Baxter Leach," said Jim Hoffa, Teamsters General President. "Nearly a half century ago, Leach and other sanitation workers had the courage to stand up for justice and respect for all waste workers. They held signs that read, 'I Am a Man,' and those iconic images will live on in our memories and hearts forever."

Leach participated in numerous rallies and events for the Teamsters over the years, including speaking at the Teamsters 29th International Convention in 2016.

VICTORY IN CALIFORNIA

Expanding Employment Protections to Misclassified Workers

The Teamsters Union applauds the California legislature and the state's governor for passing and signing Assembly Bill 5 (AB5), legislation that will expand employment protections to thousands of workers who are currently misclassified by their employers as independent contractors.

Teamsters have led the fight to protect workers from misclassification since the deregulation of the trucking industry, and were committed to ensuring the passage of AB5.

The California Supreme Court's landmark April 2018 decision in *Dynamex Operations West, Inc. vs. Superior Court of Los Angeles*, referred to as "Dynamex," simplified the test for

determining whether a worker is classified as an employee for minimum wage and overtime protections. AB5 is legislation that codifies *Dynamex* into state law, and makes it harder for employers to misclassify their employees as independent contractors.

"Misclassification is an attempt to weaken the power of workers, including the thousands of truck drivers in California who deserve a living wage and full rights as employees. With this bill California has taken a strong stand with workers who should earn a living wage and have the protections to which they are entitled," said Jim Hoffa, Teamsters General President.



AFTER HOUSE WIN, SENATE BECOMES CENTER OF PENSION FIGHT

Years of hard work and countless visits to the nation's capital by working and retired Teamsters finally paid off this summer when the House voted to approve H.R. 397, legislation that will protect the solvency of multiemployer pensions and bring retirement security to some 1.5 million Americans whose nest eggs are currently threatened.

The measure is now before the Senate, where the Republican-led chamber will have to be convinced to take it up.

Scores of Teamster-affiliated pensioners were joined by other union members and retirees in the House chamber July 24 as the votes rolled in putting the Rehabilitation for Multiemployer Pensions Act, more commonly referred to as The Butch Lewis Act, over the top.

The House voted 264-169 in favor of the measure,

with all of the Democrats plus 29 Republican lawmakers voting for the legislation.

'Unchecked Recklessness'

Taking to the House floor toward the end of debate on the bill, House Speaker Nancy Pelosi (D-Calif.) said "Congress has a responsibility" to stand up for hardworking Americans who had paid into such plans with the understanding they would receive their pensions in retirement.

She specifically mentioned the plights of Rita Lewis, the widow of retired Local 100 President Butch Lewis for whom the legislation is named, as well as Kenny Stribling, a Local 200 retiree and co-Chair of the Milwaukee Committee to Protect Pensions, among those who stood as examples for why Capitol Hill needs to intervene to fix the problem.



“Unchecked recklessness on Wall Street ignited a financial meltdown that dealt a devastating blow to multiemployer pension plans, while dangerous deregulation and relentless attacks against unions have eaten away at these plans’ health,” Pelosi said. “If we do not act, the pensions of many workers and retirees will be cut to the bone, and the futures of their families and communities will be thrown into jeopardy.”

Protecting Pensions

Speaking to supporters of the bill before the vote, Teamsters General President Jim Hoffa said the union was standing up not only for its members and retirees, but others who could be punished through no fault of their own.

“You wonder how anyone could be against what we are for, helping people have a better life,” he said. “We are on the right side of the angels.”

The House victory could not have happened without the hard work of Reps. Richard Neal (D-Mass.) and Peter King (R-N.Y.), the lead co-sponsors on the bill. They fought together to push forward the legislation and garnered support of their colleagues in both parties. But the job doesn’t end there.

Sen. Sherrod Brown has introduced a Senate companion bill to the legislation, S. 2254. It is more essential than ever for members and retirees to get involved. Senators need to hear from everyone about the importance of this legislation if this effort is going to succeed.



High Stakes

There is a lot at stake, not only to those with pensions but to the public at large. In fact, as a report released by the National Institute on Retirement Security earlier this year explains, each pension benefit dollar paid out supported \$2.13 in total economic input in 2016.

During that year, \$41.8 billion in pension benefits were paid to 3.5 million retired Americans. Those expenditures collectively supported nearly 543,000 American jobs; \$89 billion in total economic output; and \$14.7 billion in federal, state and local tax revenue.

What will become of those jobs and tax dollars if these pension plans are allowed to die? Affected communities will see less business in their stores, which will reduce the need for workers and will also reduce tax revenue.

And this doesn't even address the increased need for social services retirees who have their benefits slashed will experience, costing taxpayers even more.

A Long Fight

Teamsters and retirees have logged a lot of miles to get to this point.

For many, there have been repeated trips to Capitol Hill as well as too-many-to-count meetings across their home regions to discuss pensions. Some have even testified at hearings before Congress.

Since the beginning of 2018 alone, there was a massive rally in Columbus, Ohio that drew some 14,000 people followed by a town hall event in Detroit just a couple of weeks later that drew Pelosi and a bevy of lawmakers to an overflowing union hall.

Even with a mandate for action, however, a bipartisan joint congressional committee could not come up with a solution by the end of last year. That's what makes the House's passage of legislation in July so important. It is a real, tangible step that shows change



is possible. But the Senate looms.

Teamsters who have been involved in the fight know it will not be easy. But they urged their fellow union brothers and sisters to reach out to their senators and get them to support the legislation.

"Especially some of the members who are against us, we have to remind them that we vote for our congressmen, we don't buy them," said Mike Walden, President of the National United Committee to Protect Pensions and Local 24 retiree.

"They have to know that we do get out and vote and we are constituents. We have thousands in some of these states, not only our union but other unions. This is a pension crisis and everyone needs to step up."

"I urge all of our members out there to call, and to continue to call, and let your senators know how important this issue really is. Let's get this solution through the Senate and to the president's desk and get it signed!" Stribling said.

PLAYING TO WIN IN 2020

The Teamsters have hit the ground running in an effort to play a significant role in the upcoming 2020 presidential campaign by soliciting members' views on the issues, creating a new website and making sure the union is a presence at candidate events across the country.

After polling more than 22,000 working and retired Teamsters both online and through printed surveys over a three-month period to find out what topics mattered the most to them, the union discovered the membership wants to hear the presidential contenders talk about pension reform, collective bargaining and trade. To that end, the Teamsters asked candidates to sign a pledge promising to support these issues and have built a website (www.teamstersvote.com) where the membership can learn more about their stances.

Teamsters believe that all workers deserve a union and asked campaigns to acknowledge the union should their workers seek to form a union.

Finally, the next step is to get candidates out with Teamster members or workers who want to join the union. That could be a strike line or an organizing committee meeting. Showing solidarity is imperative!

Would-be voters must educate themselves. What are the candidates' views of the future for working Americans? And how will they affect not only workers today, but their children and grandchildren who will need to support themselves in the decades to come? That is something the Teamsters plan on helping members discern in the months ahead.

Workers deserve a president who is a partner that realizes that it is not just jobs, but the quality and dependability of those jobs that matters. "Workers want



"We've got to shape the debate about what this election is about," said Jim Hoffa, Teamsters General President. "Candidates are going to come to us and ask for our support. But they are going to have to prove that they are really with us."

Member Engagement

The Teamsters are requiring all Democratic and Republican candidates, including President Trump, to do a series of things to be considered for the union's endorsement.

First, they must sign the Teamster pledge to support the union in its pension fight, the battle to protect collective bargaining and for fair trade. Second, the Teamsters want those running for president to do an on-camera interview with the union to tell Teamsters exactly how they will join us in these fights. Third, the

good jobs, not two or three jobs," Hoffa told Maria Bartiromo on her Fox Business morning show.

Get Involved

Teamsters are also gearing up themselves to get involved. Currently the union is holding trainings across the country that will lead to more and more of its members heading to worksites and talking to their fellow workers about the election and the important issues at hand.

All of this is being done under the belief that those who worked hard and played by the rules should have the ability to provide a comfortable life for their loved ones, and retire with the benefits they were promised.

That must be the goal of anyone seeking to be president.

PLOTTING A PATH FORWARD



The Teamsters know the current political environment is one that doesn't favor getting policies approved that promote the interests of workers. So during its 2019 political coordinators' meeting the union pledged to push ahead with an agenda that will ensure electing lawmakers that will stand up for hard-working Americans.

"It's that season again," Teamsters General President Jim Hoffa told those who gathered in the nation's capital for the meeting. "There's a lot going on. I know all of you are involved in your states, in your local unions, everywhere you go. It's about governors' races, it's about rep races, it's about statehouses. Everything comes together, and that's got to be our focus."

He said it is essential for the Teamsters to "shape the debate" so that candidates are talking about the

issues that matter to members. But Hoffa said that thus far there hadn't been much talk about them.

"I haven't heard about issues that matter to Teamsters," he said. "We have to start talking about what issues are important to our members and to the working families of America."

'PRO Act'

Thankfully, there are elected officials who share the union's values, several of whom spoke to the Teamsters.

Rep. Frederica Wilson (D-Fla.), for instance, addressed the need to enact labor law reform that would empower the working class. Legislation that would do that, called the PRO Act, was approved by the House Education and Labor Committee earlier this year.

"For generations, unions have fueled our nation's prosperity, protecting the health and safety of American workers," said Wilson, the chairwoman of the House's Health, Employment, Labor and Pensions Subcommittee. "The PRO Act would deter employers from violating workers' rights to form unions."

Rep. Conor Lamb (D-Pa.) said pro-worker candidates and unions need to join together to spread a message that speaks to hardworking Americans so candidates who stick up for them get elected.

"We're with them on the issues. We own those issues," he said, referring to both pensions and health care. "We never would have achieved any of those things without the Democratic Party and organized labor working together."





HOUSE MOVES TO END ‘CADILLAC TAX’

After years of false starts, the House of Representatives in July passed legislation that would repeal the 40 percent excise tax on comprehensive health insurance plans included in the Affordable Care Act, commonly known as the “Cadillac Tax.”

Teamsters General President Jim Hoffa lauded the bipartisan coalition that backed the legislation, saying the bill “would eliminate this harmful tax on quality health care plans. This surcharge would only hurt working men and women who would see their premiums rise if nothing is done.”

Now, it is up to the Senate to pass the measure.

But this shouldn’t be a difficult lift.

Congress should be fighting for ways to improve the livelihoods of working Americans and opposing policies that will ultimately take money from their hard-earned paychecks and reduce, and make more costly, the health care benefits they receive.

This legislation would ensure that these workers’ wallets are protected.

The Teamsters urge the Senate to follow the House’s lead to protect the benefits of many of their own middle-class constituents.



SHAPING THE FUTURE TOGETHER

Members from Across North America Gather for Teamsters Women's Conference



The annual Teamsters Women's Conference recently wrapped up, and this year's event was held for the first time in Canada. Teamsters from across North America gathered in Montreal in solidarity and unity.

"This conference isn't about me; it's about you, it's about us, shaping our future together," said Nina Bugbee, Director of the Teamsters Women's Conference.

"Our theme this year is 'Teamster Women: Shaping the Future.' This conference is special because it brings like-minded women together and there's nothing better than that!" Bugbee said in her opening remarks to the Teamster women who filled every seat of the ballroom where the conference was held.

The three-day conference was filled with opportunities to learn through various educational workshops, panels and social activities. But most importantly the conference provided the opportunity for women of all backgrounds to unite and empower one another, which seemed heightened at this year's welcoming general session.

"I'm so proud of how Canada treats its workers and stands up for women. But don't be naïve; nothing in this country was given to us, we had to fight for it. And this is the same fight for you in the U.S. It's important for you to stand up and get involved," said François Laporte, President of Teamsters Canada.

2020

As speaker after speaker took to the stage, each had a keen focus on the upcoming 2020 U.S. presidential election, the need for more women in office and to stand up for women's rights.

Teamsters General President Jim Hoffa also had a message for the 2020 presidential candidates: "I listened to hours of the debate, and I don't hear them talking about our issues," Hoffa said. "I don't hear the word 'union.' I don't hear the words 'collective bargaining.' I don't hear the words 'save our pensions.' Until they say that, they're not getting one cent of our money!"

Following Hoffa, General Secretary-Treasurer Ken Hall stated the importance of tuning in to the membership and issues members face every day and the important role the union has to play with its members.

"We may live in different countries, but working people have the same problems all over the world. But we are privileged in both of our countries to have the Teamsters Union represent us," Hall said.

Fernanda Santos, President of Local 847 in Ontario, was presented with an award dedicated to her service as a Teamster and her groundbreaking success of female Teamster leadership in Canada.

"A lot of people may think I'm a superhero, but being a superhero has nothing to do with it. It's your passion for people and people's rights, for the underdog. It's standing up and doing what's right. You need to be fearless and we need more women Teamster representatives. We need more women leaders at all levels," Santos said.

Last year, Teamsters Canada created a seat for women on their National Executive Board and Santos serves in that position. She is also the first woman elected as a local President in Canada.

Engaging and Learning

Throughout the conference, Teamster women spent their days engaging and learning with their sisters at the various workshops held.

From "Building a Member Army" and "The Mathematics of Collective Bargaining" to "Solutions in the Bus Industry," there was no shortage of workshops for women to share and exchange knowledge and tools to bring back to their local unions and workplaces.

"This is my first Women's Conference," said Whitney Davis from Local 519 in Knoxville, Tenn. "I'm a UPS-er and the workshop dedicated for UPS folks was important. It's important to get as many updates and as much information as possible."

Workshops are not only a way for Teamster women to share updates, fresh ideas and resources with each other, but to inspire them.

"It's so great to come here and learn so much," said Maria Solorio-Cortez, a member of Local 890 in Salinas, Calif. "It's wonderful to get new ideas and to see what different things everyone is doing. We're learning so much that we're going to put to use at our local."

LIFE AFTER HURRICANE MARIA

At the 2019 Teamsters National Hispanic Caucus (TNHC) in Puerto Rico, elected officials and union leadership praised the members who assisted after Hurricane Maria hit the island two years ago.

Hurricane Maria, which struck in September 2017, was one of the most devastating natural disasters to ever strike Puerto Rico. With an unofficial death toll of

sters from across the country, chartered a plane filled with emergency supplies and went to Puerto Rico immediately after the hurricane.

"We got the call that they needed volunteers and that was it. Within two days we were packed up on our way," said Lidia Torres, business agent with Local 210 in New York.

"As a Puerto Rican, it was devastating. There is not



over 3,000 people, loss of key infrastructure, unreliable electric grids and inadequate government response, the island was left reeling.

As they always do when disaster strikes, the Teamsters sprang into action to help those in need.

"You opened the roads, tended to our wounds, gave us food and water. You stood by us when others wouldn't. For that, as the mayor and a Puerto Rican, I will forever be grateful to you," San Juan Mayor Carmen Yulin Cruz said at the TNHC, which was attended by members of the Hispanic Caucus from throughout North America.

More than 200 union volunteers, including Team-

sters from across the country, chartered a plane filled with emergency supplies and went to Puerto Rico immediately after the hurricane. It was a disaster," Torres said.

'Puerto Rico Se Levanta'

Several Teamsters, returning to Puerto Rico for the first time since taking part in union-led relief efforts after Hurricane Maria, were emotional as they recalled harrowing experiences while volunteering after the storm.

"I was so ecstatic when they announced the Teamsters National Hispanic Caucus would be in San Juan. It felt wonderful to see that the island is doing a lot better," Torres said. "San Juan is really coming back but

TEAMSTERS RETURN TO PUERTO RICO TWO YEARS LATER

outside of the city, people still have tarps and no running water. It's sobering to see."

"People were crying when we were here before. They said, 'Nos vamos a levantar, Puerto Rico se levanta' ('We're going to rise, Puerto Rico will rise.') and in two years they really did," said Jessica Yanz of Local 210. "The way they've taken care of their island and the way they've come back has been

need more progressive young leaders," Herrera said.

Attendees also heard from Local 238 Secretary-Treasurer Jesse Case about how the local is fighting back against anti-worker attacks in Iowa by building community power among nonunion workers. He also spoke about how his local is fighting for civil rights and economic justice through TeamCAN, the community action arm of the local.



incredible to see."

The spirit of growth and hope in the light of recovery hung in the air throughout the conference.

Speakers and Sessions

Attendees heard from TNHC President and International Vice President George Miranda. Also speaking was International Vice President Ron Herrera, who serves as Local 396 Secretary-Treasurer.

Herrera spoke about the need for more Latino Teamster leaders and how the union is fighting for immigrant rights.

"Power is not given. We have to fight for it. We

"They cannot legislate our movement out of existence. We have to evolve as an organization, not just be a grievance factory. We don't need anyone's permission to fight for working families," Case said.

Other sessions included discussions on building worker power at Amazon, Local 237's oral history project on Puerto Rican workers, and how increasing automation is affecting the workplace and truck driving. The event closed with the reelection of the Executive Board.

"Teamsters are who we are because of our diversity. It's what makes us strong as a union," said Miranda.



A NEW TIME, A NEW VISION

Teamsters National Black Caucus 44th Annual Educational Conference Comes to Louisville

The 44th Annual Teamsters National Black Caucus (TNBC) Conference was held in Louisville, Ky. with the theme, “A New Time, A New Vision.”

The three-day conference was filled with speakers, classes, educational opportunities, panel discussions and other events. Members came from all over the U.S. and Canada for the event.

“Make sure you get to the educational classes and take advantage of each class,” said Mac Moore, President of the TNBC Louisville Chapter, who welcomed more than 400 members, guests and delegates to the city.

TNBC Chairman James ‘Curb’ Curbeam took the stage chanting, “Who are we?” with a response from the audience, “Teamsters!”

“This is very humbling to me. Twenty years ago I was introduced to the Teamsters National Black Caucus in New Orleans, and today I stand here as the caucus chairman,” Curbeam said.

Curbeam highlighted what it means to be a Teamster and addressed the political landscape the union is faced with today, encouraging all to continue to stand strong and be ready for the fight.



Hoffa and Hall

General President James P. Hoffa addressed the attendees and touched on a number of topics, including pension legislation, the Cadillac tax and recent presidential debates. The Teamsters, he said, will be very involved in the next presidential race.

“They won’t get our vote unless they are talking about what we’re talking about,” Hoffa said.

He also spoke about the union’s organizing success and the organizing training provided to locals and Joint Councils.

General Secretary-Treasurer Ken Hall gave an update on the union’s financial status, right-to-work legislation and what the Teamsters

Union is doing about the opioid crisis.

Speakers and Workshops

Panels and workshops were held on a variety of topics, including: Building Teamster power in the public sector; “Teamsters Vote 2020”; black electoral empowerment; criminal justice reform and more.

Education on health, well-being and self-care was a big focus at this year’s conference. Keynote speaker,



Marcus King Appointed to Lead Human Rights and Diversity Commission

Dr. Brenda Boyd-Bell, CEO of Chrysallis Empowerment and Transformation, gave a speech on how important it is to have humility and love for others.

A panel called “Understanding Implicit Bias and Overcoming Challenges” was led by Catherine Cobb, President of Local 2010; Dr. Robin Cooper, President of Local 502; and Margo Storsteen, President of the Teamsters LGBTQ+ Caucus.

Dr. Elaine Ferguson spoke from the heart on the importance of taking care of not only our bodies, but our minds and spirit. Ferguson is the child of a Teamster family. Her father was a Local 337 member and she shared how beneficial his membership was to her family.

Other speakers included Louisville Mayor Gregory E. Fischer and Gerald Anthony Neal, a state senator in Kentucky. There were panels held on migrant rights, automation and the future of work, and staff from the International Union were there to give updates on their departments.

Curbeam encouraged everyone in attendance to take what they learned back to their communities, co-workers and families.

“We want you to go back home and engage your members, counterparts and communities, because if we don’t talk about what we have done here, it’s all for nothing,” Curbeam said. “We want to make sure that you enjoy yourself, but most of all educate yourself.”

Marcus W. King, President of Local 331 in Atlantic City, New Jersey, has been appointed as the Director of the Teamsters Human Rights and Diversity Commission. A second-generation Teamster, King has been a member since 1983.

“I’m honored to be selected to serve in this position,” King said.

King has several goals as director of the commission, including streamlining the group’s operations, doing educational sessions and workshops to talk about differences, inclusion and equity among Teamster members.

“The world is changing. It’s getting smaller. We need to have a place to have a conversation openly, not just based on the color of our skin or our religion,” King said. “We either have to make history as the largest union in the country or we will be history.”

For more information on the Teamsters Human Rights and Diversity Commission, visit www.teamster.org.



FIRST TEAMSTERS AT HOME DEPOT

UNIT OF 45 DRIVERS THE ONLY ONE TO HAVE A TEAMSTER CONTRACT

In an important victory, a unit of 60 Home Depot drivers recently joined the Local 287 in San Diego. They are the first Home Depot employees to join the union. These drivers have faced an uphill battle the last several years while the company they worked for changed hands several times before ultimately being bought by Home Depot more than a year ago.

“We were bopped around by different companies with low pay and nobody wanted to help,” said Eddie Salazar, a Home Depot delivery driver and new Local 287 member. “When Home Depot bought us, we thought things were going to change but they stayed the same. We’ve heard it all already and we needed to keep pushing.”

Some of the issues that pushed these drivers to organize was a lack of order regarding seniority, vacation, designated routes and extra work. Home Depot was attempting to change the way drivers could schedule vacation days and attempting to remove two holidays from drivers during the busy holiday season.

“They keep telling us that we’re the face of the company, that we’re a vital part and forward-facing part of the business, but this company never wanted to do anything to help us out,” Salazar said.

Union Protection

Richard Sanchez, a transportation driver at Home Depot, was a former UPS driver and Local 287 member. His experiences there were instru-

mental in getting the organizing campaign going and making it a success.

“I was a part-timer at UPS for seven years. I was familiar with the Teamsters and Local 287 and knew how it worked. We needed to get them in here because with the union you’re protected,” Sanchez said.

“We started organizing before Home Depot bought us, we kept those efforts going and Home Depot tried to union bust us,” Salazar said.

Despite Home Depot’s efforts to discourage their organizing efforts, drivers were persistent in their mission.

“The union explained to us what the company was going to do and say and then it happened exactly as they said it would. We laughed when it happened and that’s what made us push even more,” Salazar said.

“They brought in union busters. They rode in our trucks and did ride-alongs trying to convince us we didn’t need the Teamsters, but we outsmarted them,” Sanchez said.

The persistence of these drivers paid off with an election victory, becoming members of Local 287 and overwhelmingly ratifying their first contract.

“Home Depot did everything they could to drag out these negotiations,” said Jerry Sweeney, Secretary-Treasurer of Local 287. “I’m proud of these guys and their tenacity and determination to move forward and not allow the company to walk all over them. They’re a wonderful addition to the Local 287 family.”

LOCAL 696

Kansas Central School Bus

Drivers and monitors at Kansas Central School Bus have joined Local 696 in Topeka, Kansas. The school bus workers provide transportation for students attending Topeka Public Schools.

“Congratulations to our newest members, who chose decisively and overwhelmingly to join the movement of school bus workers all across our state who are working to improve wages and working conditions through the power of a Teamster contract,” said Michael Scribner, President of Local 696. “We look forward to collective bargaining.”

The newest workers are now covered under the North American Central National Master Agreement, which covers all Teamsters employed by the company, and they will soon begin the process of negotiating a local supplemental agreement.

“It feels great to be a Teamster,” said Candy Stodden, a driver at Kansas Central who played a critical role during the organizing campaign. “I was a member of Local 50 in Waterloo, Illinois when I first started driving a school bus. I look forward to the consistency and protections that a union contract will provide.”

LOCAL 170

First Student

On July 19, 39 school bus drivers from First Student of West-

borough, Mass. voted to join Local 170.

Organizer Shawn Stevens and Business Agent Jim Marks worked with the drivers to successfully organize the bus yard under the direction and support of Local 170 Secretary-Treasurer Shannon George.

“It was a team effort by all involved,” George said.

The victory is part of a growing movement of school bus drivers and monitors in central Massachusetts who are organizing to get the representation and benefits associated with the union. Michaela Voutas is a driver at the Westborough yard who worked very closely with Stevens and Marks to ensure that the campaign was a success.

“I have wanted a union at this location for several years,” Voutas said. “We need higher pay rates, equality across the board, good health insurance, equipment that works safely; these are just a few of the things that need to change.”

LOCAL 320

Public Employees

Local 320 successfully organized two new bargaining units: Zumbrota Public Works and Tri-County Probation. The Zumbrota workers provide wastewater treatment and a number of other vital services to the City of Zumbrota, Minn. The Tri-County Probation Officers provide supervision and rehabilitation for criminal defendants for Norman, Polk and Red Lake counties in Northwestern Minnesota.

“Congratulations to our

newest members, who demonstrated an extraordinary level of determination, solidarity and courage during this organizing campaign,” said Brian Aldes, Local 320 Secretary-Treasurer. “We look forward to negotiating contracts for these public servants that reflect the vital role that they play in their communities.”

The public works and wastewater workers for Zumbrota are currently in the process of negotiating their first contract, and decided to join the Teamsters to preserve their working conditions.

Zumbrota Public Works voted unanimously to join Local 320. All but one of the Tri-County Probation Officers who participated in the election voted in favor of Teamster representation, in spite of the fact that the employer was able to add more workers to the group in an attempt to dilute the vote.

Neither of these bargaining units experienced the benefit of union membership prior to organizing with the Teamsters.

“Almost a year after the Janus decision, workers understand there is power in a union,” said Local 320 Organizer Claire Thiele. “Workers also know their ability to improve their retirement is better with a union than without.”

LOCAL 174

DHL

A group of 13 office clerical staff working for DHL Seattle and Sea-Tac voted recently to become members of Local 174. The couriers, ramp workers, and part-time loaders and un-

loaders at these locations are already Teamsters, so the addition of the clerical staff makes these facilities wall-to-wall Teamster shops.

Current DHL Teamsters at these locations are covered by the National Master DHL Agreement, which covers more than 2,800 Teamsters nationwide, as well as the Local 174 Rider Agreement. Now that the Seattle and Sea-Tac clerical workers have joined Local 174, negotiations will commence to add them to these agreements.

The company committed an unfair labor practice during the campaign by suddenly giving workers a raise as soon as the organizing drive became public. Prior to the raise, workers had been under a wage freeze for years. Despite this, and with plenty of help and support from their Teamster co-workers like driver Jeff Fecteau, the office clericals spoke clearly when they voted unanimously to join Local 174.

“We are proud to welcome these new members into our local union, and we thank them for their trust as they work to build a stronger future,” said Local 174 Secretary-Treasurer Rick Hicks. “For years they have been watching their co-workers reap the benefits of one of the strongest union contracts in the country, and now they will have the opportunity to participate in that as well. We look forward to demonstrating the value of being a Teamster.”



Local 710 Turnaround

Chicago-Area Local Comes Back, Serves Its Members With Fiscal Responsibility



From organizing workers and negotiating solid contracts, to balancing its budget and growing its treasury, Local 710 has continued to make a major comeback and serve its membership since coming out of a trusteeship in 2017.

Under the leadership of Secretary-Treasurer Mike Cales, Local 710 has worked hard to be fiscally responsible and responsive to the needs of its more than 13,000 members. And plans are under way for even more ways to serve the membership.

"I'm proud of how Local 710 has worked hard to steadily get on the right path toward continued economic growth," Cales said. "This has allowed us to do so much more for our 13,000 mem-

bers and their families, and I'm excited to see how we can continue to move forward."

Change in Direction

The International Union placed Local 710 in trusteeship in July 2014 for fiscal improprieties involving a prior administration. It was released from trusteeship in June 2017, paving the way for elections that fall. Following the voting, Cales and his officers took office on Jan. 1, 2018.

At the start of the Cales' administration in January 2018, Local 710 had \$338,781 in the bank. As of June 30, 2019, the local had nearly \$1.1 million in the bank—the first time in history that Local 710 had \$1 million in the bank.

"Mike Cales and his team have done an outstanding job turning this local union around," said Stu Hochfelder, a driver at ABF who has been a Local 710 Teamster for more than 20 years. "Membership is increasing, the finances are in better shape and they listen to the members. They're doing the job and they're doing it well."

Growth

For Local 710, 2018 was a year of incredible growth. Once the local

was officially in the hands of 710 members, it got on a great path of continued growth, which has continued into 2019:

- Cash on hand has more than doubled;
- Liabilities were cut by nearly \$200,000; and
- Net assets increased nearly \$1 million.

In addition to financial growth, Local 710 was busy negotiating a record number of contracts in

and Spirits overwhelmingly ratified a new four-year contract that increased wages and improved work schedules, among other gains.

Earlier this year, UPS members overwhelmingly ratified the Local 710 UPS Agreement, which is separate from the national UPS contract. Voter participation was up over past UPS contract votes. The contract is in effect from August 1, 2018 through July 31, 2023.



2018 alone. These contracts covered more than 9,000 of the local's more than 13,000 members. The majority of members who ratified new contracts work at YRC/Holland, ABF, UPS and UPS Freight.

Fifty-nine contracts have been ratified, the majority of which were unanimous or overwhelmingly approved.

Organizing

Recently, three new units were organized, adding nearly 300 members.

On July 25, 2019, workers at the intermodal rail company ITS ConGlobal in Chicago voted to join Local 710, the second organizing victory at the company since Cales took office. There are 74 workers in the bargaining unit, and there were 57 workers in the unit at ITS in Calumet, Ill. who voted to join Local 710 in February 2018.

Also, in late 2017 after Cales was elected, 133 workers at ITS ConGlobal in Harvey, Ill. voted to join Local 710.

In May 2018, 180 drivers at Southern Glazer's Wine

New Programs

The local is not letting up. The Executive Board has been working on new programs to benefit the members and their families. Some of the initiatives include:

- Continued efforts to boost organizing. The local has hired two staff members who will serve as business agents/organizers, and Local 710 will continue to make organizing a priority;
- Establishing a strike and defense fund;
- Establishing a scholarship fund; and
- Continued work to provide top-notch representation.

Cales has also made working with Chicago's Joint Council 25 a priority.

"We've built a strong relationship with Joint Council 25 and President Terry Hancock," Cales said. "The entire Joint Council has been extremely supportive, and I'm looking forward to working together in the future for the benefit of our members."

Council Electoral Wins Spur Lawmaker's Staff to Organize IN DENVER, MORE TEAMSTERS IN OFFICE LEAD TO MORE MEMBERS

Four members of Local 17 were sworn in as elected officials of Denver's city government in July, giving the union a huge presence and a growing ability to advocate for its membership and other workers in the nation's 19th largest city.

And it's already leading to more Teamsters in local government.

Paul Lopez is Denver's new Clerk and Recorder, and is joined by three new members of the Denver City Council – Jamie Torres (District 3), Candi CdeBaca (District 9) and Chris Hinds (District 10). CdeBaca and Hinds defeated incumbents in their run-off races.

Union Assistance

The candidates said the Teamsters offered them important assistance that helped lead them to victory, including boots on the ground that went with them door-to-door.

"You are talking about one of the largest unions in the country," Lopez said. "We organize. It's organizing that brought us to the dance. And it is organizing that is going to allow us to make more history."

Candidates aligned with the Teamsters supported a platform that stressed collective bargaining, good contracting and card-check neutrality. Hinds said the issues reflect the values that he and other Teamster candidates pushed for in their campaigns.

"Some people are jaded and believe our political system has been bought by wealthy special interests, and I don't disagree with

them," Hinds said. "It is important if I am going to be talking about representing working families, if I'm going to talk about affordable housing and a fair living wage, that I shouldn't just talk about it, I should put my money where my mouth is."

CdeBaca said she will not forget her grassroots voting bloc that carried her to a dramatic victory as she moves forward to the city council.

"The things that the Teamsters have been asking for are very basic requests," she said. "They are absolutely requests that should be fulfilled. And I am committed to that."

Hard Work by Locals

Local 17 Secretary-Treasurer Duane Grove said the victories were the result of the hard work put in by the Teamsters to get involved in this election beginning in 2016. He is hopeful the victories will allow the union to grow its public sector membership, which totals about 525 currently.

"This is an incredible thing," Grove said. "We are hoping it will lead to collective bargaining. It gives us an opportunity."

Ed Bagwell, Local 17's President, agreed. He said the victories show the power the Teamsters had in the process and is optimistic public employees will ultimately benefit through better pay and working conditions.

"It is unprecedented that the unions elect three members" to the City Council, he said.

Election Results

Already, there are signs that the election results are paying off.

In August, Hinds' office staff officially joined the Teamsters, becoming the first staff members from an office at Denver City Hall to do so.

"We want to have salary protections and an above-standard sexual harassment policy," said Hinds staffer Galia Halpern. "I'm from the northeastern U.S. where there are more unions. When I started working here I reached out to the Teamsters because they are a strong union."

Teresa St. Peter, whose parents were both International Brotherhood of Electrical Workers members, said she understands a union's value in making the lives of workers better.

"It's a great foundation to lay," the 16-year city council staffer said, noting a union's role in protecting paid time off, wages and benefits. "It is important not to erode those foundations."

Bagwell said he is hopeful their vote is a start of a movement.

"The ability to collectively bargain a workplace contract with a grievance procedure, wage and benefit protections will only work to strengthen the dedicated employees here at city hall," he said. "We support the right of all city, county and state employees of Colorado to have collective bargaining rights and these newly represented city hall workers are the first step toward that goal."



CANDI CDEBACA



PAUL LOPEZ



CHRIS HINDS



JAMIE TORRES

\$1.2 MILLION IN SCHOLARSHIPS AWARDED IN 2019



The James R. Hoffa Memorial Scholarship Fund awarded \$1.2 million in scholarships to the sons and daughters of Teamster members this year.

The fund awards \$10,000 academic scholarships and \$1,000 “bootstrap” scholarships. There was a record number of vocational/training program scholarships awarded this year. For more information, visit www.jrhmsf.org.

\$10,000 Scholarship Winners

CANADIAN REGION

Siddharth Bhatt, Local 419, Brampton, Ont.
Ashley Chand, Local 31, Surrey, B.C.
Olivia Detlor, Local 1979, Ridgeway, Ont.
Renee Fajardo, Local 419, Brampton, Ont.
Roofaidah Haque, Local 847, Toronto
Jessica Leonard, TCRC, Thornhill, Ont.
Kelsey Rana, Local 155, Coquitlam, B.C.
Humleen Samra, Local 31, Williams Lake, B.C.
Shantal Stade, Local 230, Tiverton, Ont.
Alisha Temirova, Local 31, Vancouver, B.C.

CENTRAL REGION

Maya Alborn, Local 786, Homewood, Ill.
Sierra Brady, Local 399, Malibu, Calif.
Nathaniel Britton, Local 299, Macomb Twp., Mich.
Brooklyn Burnett, Local 89, Louisville, Ky.
Sophia Donis, Local 731, Lindenhurst, Ill.
Bryanne Fillman, GCC, Nuncia, Mich.
Paola Gonzalez, GCC, Cicero, Ill.
Brooke Hekkila, Local 320, Duluth, Minn.
Erika Jimenez, Local 301, Grayslake, Ill.
Megan Johnson, Local 320, Milaca, Minn.
Joseph Koenig, Local 710, Downers Grove, Ill.
Emily Krause, Local 200, Pleasant Prairie, Wis.
Maria Martinez, Local 783, Crestwood, Ky.
Megan McClure, Local 238, Bloomfield, Iowa
Sophia McComb, BLET, Sycamore, Ill.
Morgan Miller, Local 20, Berkey, Ohio
Penelopi Perez, Local 727, Chicago
Peter Schik, Local 638, St. Paul, Minn.
Ivan Slyepkan, Local 964, Bay Village, Ohio
Paige Summers, Local 50, West Frankfort, Ill.

EASTERN REGION

Zarin Anjum, Local 331, Egg Harbor Township, N.J.
Erin Brege, Local 264, Orchard Park, N.Y.
Marshall Buggy, GCC, Coal Township, Pa.
Anthony Craft, Local 676, Cinnaminson, N.J.
Sawyer Daniels, Local 317, Endicott, N.Y.
Rachel Davidowski, Local 202, Garfield, N.J.
Shamus Ehresmann, Local 107, Oakford, Pa.
Gabrielle Gaboriault, Local 191, Bridgeport, Conn.
Ashley Goudy, Local 355, Bel Air, Md.
Emily Hammett, Local 929, Deptford, N.J.

Reese Knopp, Local 202, Northport, N.Y.
James McPherson, BLET, Hurricane, W.Va.
Beth Means, Local 169, Clementon, N.J.
Olivia Moloney, Local 804, Levittown, N.Y.
Mika Muresan, Local 639, Montgomery Village, Md.
Cynthia Phan, Local 25, Hyde Park, Mass.
Maxwell Rothman, Local 11, Hazlet, N.J.
Audrey Soltis, Local 1150, Trumbull, Conn.
Lauren Workosky, Local 384, Downingtown, Pa.

SOUTHERN REGION

Elisabet Ayalew, Local 577, Amarillo, Texas
Isabella Beltran, Local 270, Lafayette, La.
Athena Handy, Local 657, Weslaco, Texas
Bryce Hazzard, Local 79, Valrico, Fla.
Kevin Hua, Local 577, Amarillo, Texas
Ashton Jolley, Local 519, Ooltewah, Tenn.
Diem Nguyen, Local 577, Amarillo, Texas
Tra'Shawni Parks, Local 997, Fort Worth, Texas
Katie Slaten, Local 79, Lakeland, Fla.
Julia Taylor, Local 612, Winfield, Ala.
Linh Vo, Local 577, Amarillo, Texas
Nyja White, Local 270, Kenner, La.
Morgan Whited, BLET, Marion, Ark.

WESTERN REGION

Jarren Calizo, Local 996, Waipahu, Hawaii
Tyler Dunbar, Local 572, Torrance, Calif.
Serenity Engel, BLET, Hot Springs, S.D.
Isabel Grigg, Local 542, San Clemente, Calif.
Sydney Hirayama, Local 986, Honolulu
Isaac Jimenez, Local 683, Vista, Calif.
Natalie King-Shaw, BLET, Sparks, Nev.
Dylan Leyes, Local 853, Millbrae, Calif.
Hanna McEachern, Local 231, Bellingham, Wash.
Jenna Perryman, Local 517, Tulare, Calif.
Jacob Powell, Local 399, Santa Clarita, Calif.
Haley Riggs, Local 763, Seattle
Emmanuel Rojas, Local 952, Whittier, Calif.
Natalie Santillano, Local 572, Pacoima, Calif.
Matthew Serrato, Local 572, Whittier, Calif.
Riley Setian, Local 690, Post Falls, Idaho
Jan Truong, Local 986, San Francisco
Aspen Ulma, Local 104, Tucson, Ariz.
Fernando Valle, Local 962, Winston, Ore.
Malik Williams, Local 162, Vancouver, Wash.
Elizabeth Zavala, Local 890, Salina, Calif.

Bootstrap (\$1,000) Winners

CANADIAN REGION

Quinlyn Agnew, TCRC, Riverview, N.B.
Zaynab Ahmad, Local 155, Burnaby, B.C.
Alexa Armyek, TCRC, Regina, Saskatchewan
Liam Birch, Local 31, Richmond, B.C.
Allison Butler, Local 855, Bonavista, Newfoundland
Gurkirat Chahal, Local 647, Brampton, Ont.
Diana Figliomeni, TCRC, Schreiber, Ont.
Simran Gandhi, Local 213, Delta, B.C.
Audree Lebrun, Local 1999, Quebec City
Julia Beatrice Liston, Local 464, Langley, B.C.
Jaeden MacNeil, Local 927, Debert, N.S.
Luckshina Manoharan, Local 419, Scarborough, Ont.
Hafsa Fazal Mohamed, Local 31, Richmond, B.C.
Mann Patel, Local 938, Mississauga, Ont.
Naijah Paul, Local 419, Brampton, Ont.
Francis Riendeau, Local 106, Repentigny, Quebec
Prabhjot Shokar, Local 647, Brampton, Ont.
Saveena Tiwana, Local 362, Edmonton, Alberta
Yingjie Zhu, Local 31, Surrey, B.C.

CENTRAL REGION

Madisson Adkins, Local 957, Miamisburg, Ohio
Amy Alessi, Local 142, Lowell, Ind.
Destini Ambus, Local 89, Opelika, Ala.
Jocelyn Arroyo, Local 673, Montgomery, Ill.
Ryan Bare, Local 7, Portage, Mich.
Malia Bissen, Local 344, Madison, Wis.
Emily Bone, Local 6, Collinsville, Ill.
Daniel Brandys, Local 916, Mt. Prospect, Ill.
Andrew Budde, Local 688, Eureka, Mo.
Shannon Clancy, Local 727, Arlington Heights, Ill.
Jenna Comperchio, Local 243, Jackson, Mich.
Cassady Cundari, BLET, Minooka, Ill.
Haley Dahl, BLET, Belvidere, Ill.
Peter Exley, Local 320, St. Paul, Minn.
Kendra Fischer, Local 320, Wabasso, Minn.
Paige Frion, Local 120, Ellsworth, Wis.
Wayne Grindle, Local 293, Parma, Ohio
Erinn Jackson, Local 413, Plain City, Ohio
Lucas Jerzak, Local 710, Osceola, Ind.
Kaitlin Jones, GCC, Kansas City
Rachel Kim, Local 1224, Elkridge, Md.
Elizabeth Kirchner, Local 120, South St. Paul, Minn.
Olivia Krueger, Local 243, Monroe, Mich.
Hope Kulka, Local 337, Harper Woods, Mich.

Andrew Kwak, Local 705, New Lenox, Ill.
Isabelle Labus, Local 344, Oshkosh, Wis.
Vincent Lam, Local 916, South Elgin, Ill.
Zachary Lang, Local 214, Allegan, Mich.
Nicolas Lucken, GCC, St. Paul, Minn.
Samantha McDowell, Local 89, Louisville, Ky.
Renee Miller, Local 413, Lancaster, Ohio
Andrea Moncada, BLET, Bolingbrook, Ill.
Alexei Murphy, Local 1224, Indian Land, S.C.
Amshah Mushtaq, Local 727, Morton Grove, Ill.
Hannah Notebaart, Local 320, Stacy, Minn.
Haley Ortell, Local 700, Evergreen Park, Ill.
Amanda Pavic, Local 710, Orland Park, Ill.
Kylie Peter, BLET, Quincy, Ill.
Maddie Pipkin, BMWED, Hickory Flat, Miss.
Shelby Ply, Local 688, Rolla, Mo.
Jared Prather, Local 651, Corinth, Ky.
Hayden Pyle, Local 245, Springfield, Mo.
Jocelyn Raeker, Local 638, Ramsey, Minn.
Jessica Redington, Local 703, Freeport, Ill.
Amber Renton, BMWED, Novi, Mich.
Brody Rexing, Local 710, Evansville, Ind.
David Rose, Local 284, Jamestown, Ohio
Maeve Rositzke, BLET, Athens, N.Y.
Emily Sanchez, Local 705, Lockport, Ill.
Jamison Schroeder, Local 293, Grafton, Ohio
Bryce Selman, BLET, Altona, Ill.
Abigail Semanko, Local 320, Thief River Falls, Minn.
Alyssa Sinclair, Local 727, Grayslake, Ill.
MacKenzie Smith, BLET, Winslow, AZ
Matthew Strobl, Local 332, Davison, Mich.
Marlee Taylor, BMWED, Thedford, Neb.
Claire Tompkins, Local 122, Spokane, Wash.
Adrian Velazquez, Local 710, Franklin Park, Ill.
Josiah Vis, Local 731, Crestwood, Ill.
Elizabeth Wacker, Local 320, New Richmond
Madelyn Walsh, Local 120, Sioux Falls, S.D.
Arieona Witherspoon, Local 6, Lake St. Louis, Mo.
Calleigh Wondra, Local 662, Fond du Lac, Wis.
Taniyah Wright, BLET, Grovetown, Ga.
Cheyenne Young, Local 1224, Eagle River, Alaska
Elizabeth Ziegler, BLET, Fond du Lac, Wis.
Emily Zoll, Local 142, Valparaiso, Ind.

EASTERN REGION

Benjamin Armstrong, Local 707, Carle Place, N.Y.
Kamdyn Balko, Local 776, New Oxford, Pa.

Abigail Belchoir, Local 653, Berkley, Mass.
Carter Bergeron, Local 170, Holden, Mass.
Abigail Boochar, Local 384, Oxford, Pa.
Emily Bothwell, Local 249, Pittsburgh
Brianna Branagan, Local 177, Manalapan, N.J.
Ryan Callaghan, Local 1150, Derby, Conn.
Jonah Carrel, Local 391, Apex, N.C.
Alexis Carter, Local 469, Rahway, N.J.
Nicole Casillo, Local 804, Valley Stream, N.Y.
Noah Chaney, BLET, Middletown, Ohio
Ethan Ciavolella, Local 676, National Park, N.J.
Tatiana Contreras, Local 272, Garnerville, N.Y.
Arianna Costanzo, BMWED, Brooklyn, N.Y.
Brandon Cote, Local 633, New Boston, N.H.
Amanda Davidowski, Local 202, Garfield, N.J.
Alexa DeVito, Local 25, Stoneham, Mass.
Sylvia Dawson, Local 30, Mt. Pleasant, Pa.
Kelsey DeWolf, Local 653, Duxbury, Mass.
Michaela Donnelly, Local 97, Mercerville, N.J.
Emily Donovan, Local 25, Wintthrop, Mass.
Lara Federspiel, Local 653, Pembroke, Mass.
Anthony Florio, Local 25, Methuen, Mass.
Kristyn Frasher, BLET, Fort Gay, W.Va.
Calah Gaiolini, Local 1150, Morgan, Vt.
Kedrick Gascey, Local 509, Goose Creek, S.C.
Madeline Gellatly, Local 677, Ridgefield, Conn.
Hannah Gorski, Local 449, Hamburg, N.Y.
Charlotte Gridley, Local 170, Rutland, Mass.
Peyton Harrelson, Local 391, Rockingham, N.C.
Rachel Hartzell, Local 429, Bath, Pa.
Hope Hawthorne, Local 210, Winchester, Va.
Juliana Herff, BLET, Philadelphia
Maryan Hirmiz, Local 1, Toronto
Sarah Hobin, Local 251, Cranston, R.I.
Kristina Hotakainen, Local 810, Bronx, N.Y.
Simran Kataria, Local 830, Galloway, N.J.
Alexis Kazokas, Local 125, Dunellen, N.J.
Brayleigh Keefe, Local 1150, Southbury, Conn.
Zachary Krumm, Local 29, Grottoes, Va.
Pavani Kumar, Local 295, Babylon, N.Y.
Lauren Lafferty, BLET, Ghent, W.Va.
Emily LaRosa, Local 653, West Bridgewater, Mass.
Brendan Lash, Local 623, Philadelphia
William Liccion, Local 317, Auburn, N.Y.
Emma Lintelman, Local 205, Pittsburgh
Henry MacDonnell, Local 25, Melrose, Mass.
Dylan Macejo, Local 295, Ronkonkoma, N.Y.
Patrick Micconi, Local 808, North Branford, Conn.
Ayanna Millner, BLET, Williamsburg, Va.
Heather Mitchell, Local 771, Lititz, Pa.
Christopher Morales, Local 1150, Derby, Conn.
Michael Morin, Local 493, North Windham, Conn.
Mackenzie Morris, Local 125, Englishtown, N.J.
Erin Okomski, Local 676, Cinnaminson, N.J.
Delaney Quinn, Local 177, Charlotte, N.C.
Hailey Rumbough, Local 61, Marshall, N.C.
Madeline Rund, Local 1035, Plainville, Conn.
Trenton Sardinias, Local 509, Summerville, S.C.
Mercedes Shaner, Local 261, New Castle, Pa.
Clay Swearingen, Local 264, Wyoming, N.Y.
Gianna Todaro, Local 11, Middletown, N.J.
Nicole Tomicic, Local 107, Newfield, N.J.
Kain Turner, GCC, Telford, Pa.
Hannah Valdes, Local 210, Freehold, N.J.
Ryan Velez, Local 25, East Boston, Mass.
Danielle La Venuta, Local 210, Culpespper, Va.
Macy White, Local 449, Lockport, N.Y.
Sara Xibos, Local 107, Feasterville, Pa.
Gina Zazli, Local 917, Merrick, N.Y.
Parker Zimerofsky, Local 429, Pottsville, Pa.

SOUTHERN REGION

Taylor Arcement, Local 270, Raceland, La.
Aadon Benson, Local 745, Duncanville, Texas
Austin Bowling, BMWED, Arley, Ala.
Brie-Yun Burrell, Local 385, Ocala, Fla.
Zachary Calhoun, Local 891, Kosciusko, Miss.
Lauren Cantrelle, Local 270, Berwick, La.
Anna Chapman, Local 728, Cartersville, Ga.
Adelyn Chavez, Local 19, Houston
Clayton Christian, Local 728, Comer, Ga.
Ein Clark, BLET, Fort Ashby, W.Va.
Dillon Davis, Local 728, Oakwood, Ga.
Megan Dingman, Local 769, Boca Raton, Fla.
Sophia Doming, Local 480, Lawrenceburg, Tenn.
Blake Douglas, Local 402, Hazel Green, Ala.
Keren Duverglas, Local 385, Fort Pierce, Fla.
Esu Ekeruche, Local 19, Houston
Kelly Entekin, Local 528, Ellenwood, Ga.
Zachary Fields, BLET, Mckee, Ky.
Abigail Griffin, Local 991, Dothan, Ala.
Sydney Gross, Local 512, Green Cove Springs, Fla.
Marlon Grubbs, Local 988, Spring, Texas
Kara Hamilton, Local 79, Naples, Fla.
Kiara Harris, BMWED, Philippi, W.Va.
Jacob Hooks, Local 728, McDonough, Ga.
Parris Hunt, BLET, Richmond, Va.
Tzipora Hunter-Davis, Local 480, Nashville, Tenn.
Chasity Jenkins, Local 745, DeSoto, Texas
Donavon Jenkins, Local 385, Gainesville, Fla.
Clarissa Jones, Local 991, Eight Mile, Ala.
May Mi Kyaw, Local 577, Amarillo, Texas
Ashley Leandres, Local 79, St. Petersburg, Fla.
Chloe LeBlanc, Local 270, Lafayette, La.
Ngunza Lian, Local 577, Amarillo, Texas
Quentin Lie, Local 997, Arlington, Texas
Kale Macormic, BMWED, Owasso, Okla.
Lilly Mahaney, Local 480, Ashland City, Tenn.
Alyia Marasco, BMWED, Spencer, Ohio
Abbey McCrory, Local 891, Kosciusko, Miss.
Jacqueline Nilles, Local 19, Friendswood, Texas
Keanu Peek, Local 79, Brandon, Fla.
Summer Perry, Local 402, Athens, Ala.
Cassandra Ragni, Local 385, Clermont, Fla.
Julia Reparip, Local 385, Maitland, Fla.
Maria Scott, Local 728, Conyers, Ga.
Fatima Vazquez Silva, Local 327, Nashville, Tenn.
Lamar Smoot, Local 480, Oran, Mo.
Gillian Sondgeroth, BMWED, Troy Grove, Ill.
Chance Szychulski, Local 745, Forney, Texas
Karina Terrazas, BLET, Brackettville, Texas
Andrea Vasquez, Local 745, Balch Springs, Texas
Aja Walker, Local 512, Jacksonville, Fla.
Zhayla White, Local 677, Memphis, Tenn.
Hanna Wilkerson, BLET, Dalhart, Texas
Emma Wilkins, BLET, Danville, Ill.
Ashton Williams, Local 480, Henderson, Tenn.
LeDajah Williams, Local 728, Auburn, Ga.
Eden Wintz, Local 947, Jacksonville, Fla.
Austin Yeary, BLET, Wise, Va.
Abbie Young, Local 767, Garland, Texas

WESTERN REGION

Isaiah De Alba, Local 952, Baldwin Park, Calif.
Kalani Eva Alcala, Local 911, San Diego
Ola Alsaedi, Local 856, Hayward, Calif.
India Alter, Local 399, Woodland Hills, Calif.
Kori Anderson, Local 190, Billings, Mont.
Kaylee Appley, Local 2, Shelby, Mont.
Rosana Maris Arias, Local 572, La Puente, Calif.
Ariana Amone, Local 117, Bellevue, Wash.
Marliece Barrios, Local 630, Glendora, Calif.
Drew Baty, Local 17, Larkspur, Wyo.
Chelsea Berganza, Local 63, Moreno Valley, Calif.
Alexandra Betancure, Local 166, Beaumont, Calif.
Avetis Bezyan, Local 572, Panorama City, Calif.
Tara Clapham, Local 455, Denver
S'aya Cunningham-Goodell, Local 305, Portland, Ore.
Catherine Dages, Local 542, Poway, Calif.
Britney Dean, Local 117, Forks, Wash.
Adam Dong, Local 853, Oakley, Calif.
Elise Espinosa, Local 1932, Rialto, Calif.
Taylor Ference, BMWED, Loup City, Neb.
Matthew Figueroa, Local 396, Torrance, Calif.
Ariana Finzer, Local 104, Mesa, Ariz.
Oona Foley, Local 399, South Pasadena, Calif.
Brandon Fong, Local 856, Windsor, Calif.
Joelle Forbes, Local 760, Yakima, Wash.
Claire Frazier, Local 455, Arvada, Colo.
Kaitlyn Gallegos, Local 542, Oceanside, Calif.
Michelle Garcia, Local 986, Las Vegas
Grant Garrison, BLET, Orting, Wash.
Mariah Grajeda, Local 1932, San Bernardino
Sarah Greger, Local 17, Jackson, Wyo.
Maryjane Guadajajara, Local 848, San Bernardino, Calif.
Isabel Heard, Local 117, Tacoma, Wash.
Dylan Hearing, Local 305, Gresham, Ore.
Alanna Howe, Local 683, San Marcos, Calif.
Melesio Huizar, Local 542, Lemon Grove, Calif.
Tairah Jackson, Local 166, Redlands, Calif.
Samantha Jones, Local 252, Longview, Wash.
Vera Juncaj, Local 63, Ontario, Calif.
Alyssa Kaplan, Local 399, Simi Valley, Calif.
Max Katzman, Local 399, Los Angeles
Grace Lahr, Local 104, Scottsdale, Ariz.
Connie Liu, Local 2010, San Francisco
Iris Loaiza, Local 896, Covina, Calif.
Dylan Lopez, Local 986, Oakley, Calif.
Patricia Loza, Local 630, South El Monte, Calif.
Bridget Lynch, Local 455, Northglenn, Colo.
Shania Maestas, Local 17, Alamosa, Colo.
Ashley Marquez, Local 455, Thornton, Colo.
Marta Maynes, Local 399, Glendale, Calif.
Silvana Mazun, Local 166, San Bernardino, Calif.
Mason McQuivey, Local 222, American Fork, Utah
Jenny Lopez Melchor, Local 572, Los Angeles
Mya Moehammady, Local 856, San Francisco
Daquan Mueller, Local 572, Long Beach, Calif.
Bryan Ngo, Local 986, Union City, Calif.
Kenneth Nguyen, Local 2010, Sacramento, Calif.
Rene Osuna, Local 542, Calexico, Calif.
Gerardo Perez, Local 952, Anaheim, Calif.
Ellie Malou Porciuncula, Local 856, Lafayette, Calif.
Isabel Powers, Local 683, Irvine, Calif.
Grace Stickney Prkasim, Local 399, Malibu, Calif.
Hannah Price, Local 174, Sumner, Wash.
Joseph Price, Local 517, Corcoran, Calif.
Jeren Raquel, Local 517, Delano, Calif.
Ryan Rockenbach, BMWED, Crete, Neb.
Carina Rodriguez, Local 848, San Pedro, Calif.
Carmen Rodriguez, Local 853, San Jose, Calif.
Amanda Rojas, Local 856, Richmond, Calif.
Alexandrea Del Rosario Ruiz, Local 1932, Rancho Camungoma, Calif.
Alexia Saad, Local 996, Honolulu
Nikolle Sanchis, Local 70, Lathrop, Calif.
Irina Sandoval, Local 986, Huntington Park, Calif.
Jorman Saucedo, Local 911, Cathedral City, Calif.
Christina Saunders, Local 2010, San Francisco
Madeline Scholten, Local 231, Ferndale, Wash.
Rachel Stein, Local 911, Apple Valley, Calif.

Bellamie Sy, Local 117, Spokane Valley, Wash.
Kathryn Taylor, Local 117, Auburn, Wash.
Cobi Toeun, Local 222, West Valley City, Utah
Alyssa Trasvina, Local 542, Chula Vista, Calif.
Darlene Trinh, Local 986, Huntington Beach, Calif.
Karla Venegas, Local 890, Soledad, Calif.
Blake Wooley, Local 962, Central Point, Ore.
Piper Cooperrider Young, Local 174, Redmond, Wash.
Janette Zamora, Local 186, Oak View, Calif.

Vocational/Training Program Winners

CANADIAN REGION

Renz Aerol Constantino, Local 879, Windsor, Ont.
Mikhayla Lamb, Local 395, Bethune, Saskatchewan
CENTRAL REGION
Emily Borst, BMWED, Havre, Mont.
Grant Chester, Local 120, Vivian, S.D.
Jacob Galvan, BMWED, Grand Island, Neb.
Noah Helie, Local 406, Bay City, Mich.
Max Hughes, Local 776, Etters, Pa.
Falon Immormino, BLET, Thorp, Wis.
Anna Lorbiecki, Local 344, Rosholt, Wis.
Alexandria Lounsbury, BLET, Bountiful, Utah
Klyver Rakovec, Local 662, Neillsville, Wis.
Simon Ruppel, Local 916, Bartleso, Ill.
Gabriel Shouse, Local 722, Morris, Ill.
Colton Sieberns, Local 89, Corydon, Ind.
Sadie Slightom, Local 525, Raymond, Ill.
Sage Taylor, Local 245, Springfield, Mo.

EASTERN REGION

Heather Capuano, Local 97, Ridgefield, N.J.
Andrew Doutt, Local 397, Waterford, Pa.
Justin Koslowski, Local 294, Broadalbin, N.Y.
Christian Lawrence, Local 169, Deepwater, N.J.
Sarah Mangus, Local 449, Niagara Falls, N.Y.
Nicholas McGarry, Local 229, Clarks Summit, Pa.
Jena Nicolo, Local 676, Vineland, N.J.
Isaiah Robinson, Local 107, Philadelphia
Nathaniel Saia, Local 331, Egg Harbor City, N.J.
Alan Schlaw, Local 710, Hoffman, Ill.
Candace Schoolcraft, Local 175, Arnoldsburg, W.Va.
Kyle Tullio, Local 401, Olyphant, Pa.

SOUTHERN REGION

Laura Hardwick, BLET, Many, La.
Abby Pilgrim, Local 402, Tusculumbia, Al.
Gracie Surratt, Local 480, Adamsville, Tenn.

WESTERN REGION

Seth Balgas, Local 996, Ewa Beach, Hawaii
Cameron Bolanos, Local 848, La Puente, Calif.
Race Darbinian, Local 117, Woodinville, Wash.
Angelia Doss, BLET, Tucson, Ariz.
Victoria Frye, Local 117, Renton, Wash.
Nicole Goulart, Local 186, Simi Valley, Calif.
Ryan Harloff, Local 533, Reno, Nev.
William Hoogendoorn, BLET, Yuma, Ariz.
Emily Huerta, BLET, Yuba city, Calif.
Brooklynn Kreikemeier, BMWED, Eagle, Neb.
Erica Lindley, Local 222, Pleasant Grove, Utah
Ryen Loy, Local 439, Stockton, Calif.
Miriam Mercado, Local 986, Compton, Calif.
Cody Richter, Local 760, Selah, Wash.
Hyette Rustermer, BLET, Lincoln, Neb.
Breanna Ysiano, Local 63, Cabazon, Calif.



Huge Support for Contract at *Wegmans*

Local 118 Ratifies a New Three-Year Contract for Wegman's Employees

Local 118 members employed at Wegmans Food Market distribution centers in Rochester, N.Y. voted to ratify a new agreement by an overwhelming 80 percent margin.

The bargaining unit includes warehouse workers, drivers and skilled trades workers. The new agreement provides for a 15.08 percent wage increase over the term, including a first-year wage

increase of 3.77 percent.

In addition, improvements were made to wage progression schedules, differential pay, stricter part-time language and other improvements that are mutually beneficial.

"While this new agreement sets a new standard with respect to wages and benefits within the grocery warehouse industry, it also addresses the quality of life issues our members deserve," said Paul Markwitz, President of Local 118

in Rochester.

More Opportunities

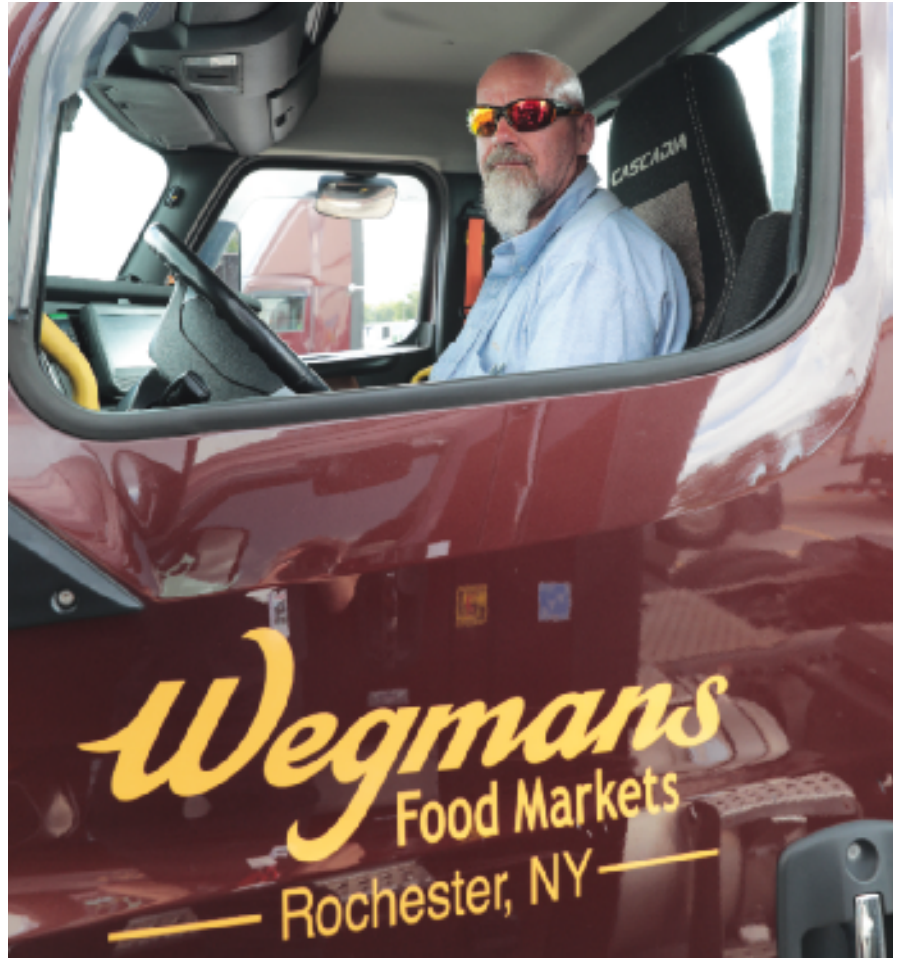
Markwitz said communication with the bargaining unit was key.

"It was imperative that our committee took the time and effort to communicate the many positive changes to this agreement," he said. "The overwhelming approval of this agreement underscores the success of that effort."

Tim Johnson, a 32-year loader, Wegmans employee and Local 118 member, said having a union contract really benefits him and his co-workers in the grocery industry.

"There's a big difference in perks and privileges from nonunion companies," Johnson said. "Our union contract makes it so we have better pay and benefits than others. It's good because we see how differently companies have to treat you because we have representation."





"You can negotiate to make more improvements for you and your co-workers; there are more opportunities to improve our working conditions beyond just wages and hours," he said.

'Skilled Labor Isn't Cheap'

Longtime Wegmans employees are very satisfied with their latest contract agreement and say it is one of the best contracts they've gotten in a long time.

David Heschke has been a skilled trade mechanic at Wegmans and a Local 118 member for the last 10 years and a shop steward for the last three years. He was pleased with the wage increases that came with this most recent contract ratification.

"This is by far the best contract we've negotiated," Heschke said.



"We didn't give up or lose a single thing we were asking for; wage increases, cleaner contract language, stronger comp language for our contract workers," Heschke said. "Skilled labor isn't cheap, the wages and benefits we negotiate for union members brings in the

skilled labor we need to keep the company going."

"At the end of the day there is a lot of give and take from both sides to come to a fair contract for us all, especially compared with the past. This is one of our best contracts yet," Johnson said.

HAPPY CAMPERS



Teamster Family Provides Free Respite for Union Kids

Youth Helpers is an organization that believes that children are the foundation of our future and all children should be allowed the opportunities to grow and discover who they were created to be. Founded in 2011 by a 30-year Teamster and his wife, Youth Helpers runs a summer camp called UnPlugged for the children of Teamsters at Laurel Pines Camp in Southern California.

Charles “Lucky” Lepins is a member of Local 848 and a Sysco worker in Los Angeles. He’s the shop steward at his workplace and the president of Youth Helpers, a 501(c)(3) nonprofit. His wife Becky Lepins attended Laurel Pines camp as a kid and created the UnPlugged program.

Together they thought what a great experience it would be for Teamster kids and offered a program camp to children of members of Local 848.

“Youth Helpers programs summer camp specifically designed for Teamsters to educate children on Teamsters and labor while empowering the next

generation of our communities,” Becky said of the five-day, four-night camp program. “Youth Helpers works closely with Teamster locals and leaders to continue to grow and expand the program to meet the needs of Teamster children.”

Local 848

Eric Tate, Secretary-Treasurer of Local 848, and the local’s Executive Board agreed to participate and sent the first Teamster kids to camp in 2011.

“The main people doing the youth camp, one of them is a member at my local. He came to me with the idea and I’m glad we got involved,” Tate said. “We’re always trying to find ways to get younger people involved in the union and to teach people about the Teamsters and what we’re about. What better way than to have our own Teamster children spend a week at a camp like this?”

Tate recently visited the camp himself and had a lot of good things to say about it.

“THIS IS THE VERY FIRST STEP IN ORGANIZING AND EDUCATING THE NEXT GENERATION ON WHO AND WHAT TEAMSTERS ARE AND WHAT LABOR MEANS.”

**–Charles “Lucky” Lepins, President,
Youth Helpers, Member, Local 848**

“It’s pretty cool up there,” Tate said of the camp, located in Angelus Oaks, Calif., in San Bernardino County. “They’ve got a lot of acreage and they’ve developed a small portion of it. There are cabins with bunkbeds, swimming pools, archery, basketball...it looks like a great time.”

Locals involved in the camp sponsor children of members so the whole experience is paid for, including food and transportation. Youth Helpers strives to use union and Teamster companies for all their camp needs, such as using Teamster bus drivers, Sysco foods, UPS for deliveries and union electricians for electrical needs.

Positive Feedback

Tate has spoken with parents of kids who attended the Teamster camp and many of the kids themselves.

“Every year we have a lot of kids begging to go back. Some of the older ones have even come back as camp counselors. This program is going great,” he said.

“We have received overwhelmingly positive feedback from parents and students alike,” Becky said. “Parents love that their children unplug and get back to the basics of being a kid while learning to be independent, having fun and growing as leaders and individuals. Campers love being outdoors and in the mountains, they enjoy the games, activities and lessons.”

Becky said many of the campers have told her that camp helped them overcome shyness, try new things, make new friends and learn about themselves.

Next Generation

After several years of participation and an overwhelming response from campers and parents, the Lepins took the program to Joint Council 42 in Southern California. In 2016, Joint Council 42 President Randy Cammack adopted the program and many additional locals joined in. Currently nearly 300 Teamster kids attend the Teamster Youth UnPlugged Camp.

At camp, Teamster children enjoy “unplugging” from their electronics and experiencing the beauty of nature. Teamster children go on a week-long adventure filled with games, great homemade food, fellowship and personal growth. They are empowered by building self-confidence, developing relationships with others, encouraging leadership and independence, having fun and experiencing a truly life-changing week.

Teamsters UnPlugged is designed for kids to “get back to the basics” and let kids be kids; play games, have fun, laugh, look at stars and just be a kid.

Campers are taught the fundamentals of what the Teamster organization is and how Teamsters work within communities. Recently, Karin Jones, coordinator of the Teamsters History Project, educated campers on the union’s history.

“It is our belief that as the youth of Teamster members grow and develop friendships with each other, it will not only strengthen the communities they live in but ultimately strengthen the bond of the Teamster organization,” Lucky said. “This is the very first step in organizing and educating the next generation on who and what Teamsters are and what labor means.”

For more information, visit youthhelpers.com.



REPORT TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: The Independent Disciplinary Officers
Hon. Barbara S. Jones
Hon. Joseph E. diGenova

DATED: September 3, 2019

I. INTRODUCTION

The following is Magazine Report 3 of the Independent Disciplinary Officers (“IDO”) for 2019 regarding activities from May 31, 2019 through September 3, 2019, conducted pursuant to the Final Agreement and Order of February 17, 2015.

II. NEW MATTERS

A. Local 282 Member William Cioffi

Local 282 is located in Lake Success, N.Y. As of March 29, 2018, it had 3,789 members employed at various construction companies in the New York City area. Historically, organized crime has been a major influence on IBT Local 282. Since 1991, under the Consent Order, thirty-five Local 282 members have been either permanently barred based upon decisions of the Independent Administrator, the IRB or the IBT or permanently resigned from the Local pursuant to an agreement. Sixteen of these members were barred based upon charges that they knowingly associated with members of organized crime or were members of organized crime and six were barred based upon charges that they knowingly associated with a barred IBT member.

According to IBT records, William Cioffi has been a member of Local 282 since June 5, 1997. During his sworn examination, Cioffi testified that he was employed at LMC Trucking Corp. in New York.

On February 27-28, 2019, Cioffi testified in the U.S. District Court for the Southern District of New York, in a criminal case, *United States v. Joseph Cammarano, Jr., and John Zanochio*, 18 Cr. 15 (AKH). Cioffi testified at that trial under a grant of limited immunity through a non-prosecution agreement with the Government. Cioffi stated under oath that he knowingly associated with persons known to him to be members of Organized Crime. Cioffi also admitted under oath that he made structured payments to Bonanno Crime Family Captain Joseph Sabella¹ in order to avoid the scrutiny of the New York City Business Integrity Commission (“BIC”), a regulatory and licensing agency of the New York City government that regulated the carting industry. He further admitted under oath to violations of his collective bargaining agreement by paying his Teamster employees less than the contract rate of pay

and failing to remit the required contributions to the pension and welfare funds. He also admitted that he engaged in “structuring” cash withdrawals from LMC Trucking Corp. in order to disguise both the source of the funds used to pay members of organized crime.

The IIO conducted Cioffi’s sworn examination on July 22, 2019. Cioffi was represented by counsel. At the beginning of his sworn examination, Cioffi, through his counsel, stated that he did not intend to answer any questions put to him by the IIO.

During the sworn examination, Cioffi and his counsel were informed that refusing to answer questions could result in internal union disciplinary charges being filed against him.

On September 3, 2019, the IIO issued a report recommending to the Local 282 Executive Board that a charge be filed against Cioffi for violating Article XIX, Section 7(b)(1), (2) and 14(a) of the IBT Constitution by unreasonably failing to cooperate with the IIO when he refused to answer those questions during his sworn examination.

Pursuant to Paragraph 32 of the Final Agreement and Order, the IIO designated this as a matter within the jurisdiction of the Local 282 Executive Board. Paragraph 32 of the Order requires that within 90 days of the IIO’s referral, the Local 282 Executive Board must file with the Independent Review Officer (“IRO”) written findings setting forth the specific action taken and the reason for such action.

III. PROGRESS OF EXISTING MATTERS

A. Former Local 683 Principal Officer

On March 6, 2019, the Independent Investigations Officer (“IIO”) issued a report to the IBT General President recommending that a charge be filed against Todd Mendez (“Mendez”), former principal officer of Local 683 (El Cajon, CA) for bringing reproach upon the IBT in violation of Article II, Section 2 (a) and Article XIX, Sections 7(b)(1) and (2) and Section (14)(a) of the IBT Constitution, through failing to reasonably cooperate with the IIO by intentionally testifying falsely during his IIO sworn examination on February 2, 2017.

The IIO’s Report alleged that Mendez testified falsely during his IIO sworn examination concerning a document he distributed and caused Board members to sign, purportedly subjecting them to financial penalty for disclosing the terms of a settlement agreement for a lawsuit brought by a former employee against the Local and Mendez personally alleging sexual harassment and other causes of action.

On March 12, 2019, General President Hoffa adopted and filed the charges. On April 8, 2019, counsel submitted to the IRO a proposed affidavit and settlement disposing of the charges. The IRO is currently reviewing the proposed disposition.

¹ Sabella was sentenced to 87 months in prison on racketeering charges on July 19, 2019.

B. Local 817 Member James Norizsan

On November 28, 2018, the IIO recommended to the Executive Board of Local 817 that a charge be filed against former Local 817 member James Norizsan ("Norizsan") for violating the IBT Constitution Article II, Section 2(a) and Article XIX, Sections 7(b) (1), (2), and (9), by knowingly associating with a prohibited person under the Final Agreement and Order, Frank Radice. Radice had been permanently barred from the IBT for being a member of Organized Crime pursuant to an IRB decision issued June 18, 2014, and approved by United States District Judge Loretta A. Preska on March 4, 2015.

Pursuant to Paragraph 32 of the Final Agreement and Order, the IIO designated this as a matter within the jurisdiction of the Local 817 Executive Board. On January 29, 2019, counsel for Local 817 submitted to the IRO a proposed affidavit and settlement disposing of the charges. After further input from the IIO and the parties, the parties submitted a modified settlement proposal on July 24, 2019.

Under the terms of the settlement, Norizsan agreed to a permanent resignation Local 817. He further agreed not to seek, accept or hold any employment, office, position or consulting or similare relationship, whether paid or unpaid with Local 817 or any other IBT entity at any time in the future. He further agreed that no IBT entities shall pay him, nor shall he accept, any salary, allowance, fee, or compensation of any kind, other than fully vested pension benefits. He further agreed that no IBT entities shall make, nor shall he accept, any contributions on his behalf to any pension, health and welfare, severance, or other benefit fund, and that he will receive no gratuities, severance payments, or gifts of any kind from Local 817 or IBT entities.

The IRO approved the settlement on August 1, 2019 and the matter is therefore concluded.

IV. ONGOING INVESTIGATIONS

The IIO is currently conducting a number of investigations throughout the country. In the time period of this report, the IIO has received and processed approximately 36 hotline calls reporting alleged improprieties.

The IDO do not comment on ongoing investigations or identify areas or conduct under investigation until a formal recommendation of charges is served upon the IBT pursuant to the Final Order.

V. TOLL-FREE HOTLINE

Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

To ensure that all calls are treated confidentially, the system which records hotline calls is located in a secure area on a dedicated line accessed only by an Investigator. Please continue to use the toll-free hotline to report improprieties that fall within IIO jurisdiction by calling 1-800-CALL-472 (800-225-5472).

VI. RELOCATION OF IIO OFFICE

The Office of the Independent Investigations Officer has relocated from its former premises in New York City to a location in the Washington, D.C., metropolitan area. The new address of the IIO is as follows:

Hon. Joseph E. diGenova
Office of the Independent Investigations Officer
1515 N. Courthouse Rd, Suite 330
Arlington, VA 22201

Mail correspondence going forward should be addressed to the new office.

VI. CONCLUSION

The task of the IDO is to ensure that the goals of the Final Agreement and Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities through these reports. If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline number, or write to the Independent Investigations Officer Hon. Joseph E. diGenova for all investigations at the IIO office address listed above.

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