

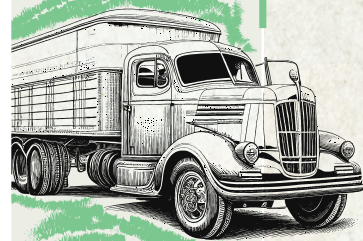
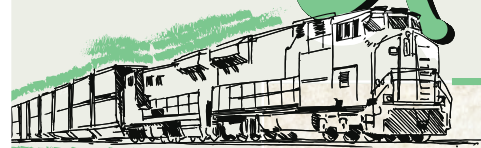
THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

SPRING 2024



Teamsters Salute...

Illinois

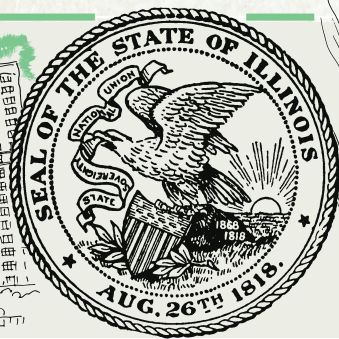


In the dynamic labor landscape of Illinois, where the spirit of hard work and resilience resonates among over 100,000 Teamsters, an exciting new chapter is unfolding. Collaborating closely with Joint Council 25, the International is spearheading a transformative campaign, focused on organizing more members and securing stronger contracts in core Teamsters industries across the state.

Illinois boasts a rich union history, serving as the backdrop for major flashpoints in the labor movement, like the reforms following the Haymarket Square Riot, the Pullman Strike, and the Cherry Mine Disaster. The legacy of these struggles persists, shaping the ongoing battles of today.

The International's new strategic campaign pays homage to Illinois' historical milestones by looking ahead to the future, identifying key bases of Teamsters strength, and mapping out organizing targets where existing membership can leverage bargaining power and build union density.

Here's a salute to Illinois Teamsters and the promising campaign underway at Joint Council 25!



Message from the General President

Teamsters Contracts Improve Lives



As a fourth generation Teamster, I've been protected by a Teamsters health care plan for my entire life. I've not only benefitted from working under a Teamsters contract, but I was lucky to have a father and grandfather who understood the contract language and knew how to enforce it.

As Teamsters, we enjoy benefits that most nonunion workers only dream of. We are paid higher wages and have better health care benefits than nonunion workers. Our workplaces are safer and we have more job security as well. And most importantly, we are never alone during difficult times. There is simply no doubt that when workers stand together and bargain together as Teamsters, we live better lives.

Last year, 1,100 DHL ramp and tug workers at Cincinnati/Northern Kentucky International Airport (CVG) voted to join Local 100. And in January they ratified a first contract with 98 percent of the members voting "Yes." After seeing their co-workers fight and win their strong agreement, 2,000 sort package handlers at CVG are now seeking to join Local 100. This is why our contracts are the best asset we have for organizing new members into the union.

But our contracts don't mean a thing if we don't enforce them. That's why we are making contract enforcement our top priority in 2024. And that enforcement begins on the shop floor. It's up to you – rank-and-file Teamsters – to be vigilant about making sure your employer lives up to the language in your contract. Let's all work together – members, stewards, BAs, and elected leadership – to hold management accountable so we can benefit from our Teamsters contracts and lead the best lives possible.

Sean M. O'Brien
Sean M. O'Brien

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TABLE OF CONTENTS

From the Field	3
State of the Union	4
On Top at DHL	10
Articles In Action	18
On the Job	28
Laugh Load	29
Seventy-Five Years Ago	30

A GOOD TEAMSTER

A good Teamster takes a real interest in their union; they attend meetings regularly, express opinions, and are always prepared to serve faithfully in any job assigned to them.

A good Teamster is loyal; they know their union well and are ready to defend it staunchly and intelligently against the criticism of labor's enemies.

A good Teamster is patriotic and public-spirited; they have a deep devotion to the principles of democracy and free enterprise, and are quick to speak out against any forces which seek division; they are active in community affairs and work hard for good government – local, state, and national.

A good Teamster is a good American and a good citizen.



Strike Victory for Detroit Casino Workers

Last Fall, Detroit's casino industry pushed Teamsters Local 1038 and fellow unions, representing 3,700 casino workers, onto the picket lines – a first for the city. Despite pandemic sacrifices, including forgoing wage increases and heavier workloads, these workers faced resistance from MGM Grand Detroit, Hollywood at Greektown, and MotorCity Casino in securing a fair contract.

In 2022, Detroit's three casinos generated \$2.27 billion in gaming revenues, the highest recorded profits since Detroit legalized casino gaming in 1996. Rather than rewarding pandemic sacrifices, MGM Resorts International and Penn Entertainment (parent companies of MGM Grand Detroit and Hollywood at Greektown, respectively) spent billions of dollars prioritizing stock buybacks for their Wall Street shareholders. This corporate greed compelled workers to picket. Ultimately, solidarity triumphed, and after a historic six-week strike, Detroit casino workers secured historic gains, including substantial wage increases, employer-funded health care, reduced workloads, improved retirement benefits, and stronger job protections.

Print Industry Workers Win with the Teamsters

When workers at Packaging Corporation of America (PCA) in City of Industry, Calif., voted unanimously for representation with Teamsters Local 572 on January 9, they joined a

growing list of print industry workers across the country who recently voted to join the Teamsters.

In a movement that is gaining momentum by the day, print industry workers are leaving their former union and joining the Teamsters to win real representation and strong contracts.

Since November, the Teamsters have won every election we have run for workers in the printing industry, including more than 200 newly organized workers at Graphic Packaging in Chicago, 110 workers at WestRock in Salinas, California, and 131 workers at Sonoco and Southland Box in Los Angeles.

Local 952 Wins Large Grievance Settlement Against Republic

Teamsters Local 952 won an estimated \$293,262.73 grievance settlement against Republic Services for illegally subcontracting over 50 percent of municipal solid waste disposal, violating the union's collective bargaining agreement with the company. Twenty-one members of Local 952 work as semi-truck drivers for Republic, transporting municipal waste from transfer stations to landfills. A court-appointed arbitrator awarded these members \$197,397.45 for lost wages in 2023. It is estimated that Republic will owe an additional \$96,229.26 over the next nine months. The company has nine months to comply with the contract or Local 952 will take Republic to court to seek additional compensation.

California Bakery Workers Win Big

After edging close to a strike, California Teamsters have secured a new five-year contract at Bimbo Bakeries USA. The agreement secures significant pay raises and enhances health care protections for more than 900 Teamsters.

The newly ratified agreement at Bimbo Bakeries protects and respects route sales professionals, transportation drivers, loaders, and merchandisers. The contract includes 9.5 percent wage increases on average in the first year of up to \$3 per hour; increases for the first time to commissions; a \$2,500 ratification bonus; and annual \$1,000 lump sum payments beginning in the second year.

Teamsters at Bimbo Bakeries work across two bakeries, two distribution centers, and 20 sales centers throughout California. Prior to ratification, the agreement was unanimously recommended by 12 Teamsters local unions representing members at Bimbo Bakeries: Locals 87, 137, 150, 186, 315, 386, 431, 439, 853, 856, 948, and 986.

Teamsters Expand Density in Soft Drink Industry

Sales and merchandise workers at Reyes Coca-Cola in Ukiah, California, voted overwhelmingly to join Teamsters Local 665. Interest in the Teamsters Union started when workers recognized significant changes to their pay structure without their input, alterations that were most likely aimed at extending their time in the field for reduced pay. They joined Local 665 after concerted efforts to engage with the company failed to convince management to reverse course on the new policy.

The victory comes on the heels of Local 665 successfully organizing a group of Pepsi workers in Santa Rosa last year; the two victories mark a significant expansion of the union's presence in the Northern California beverage industry.

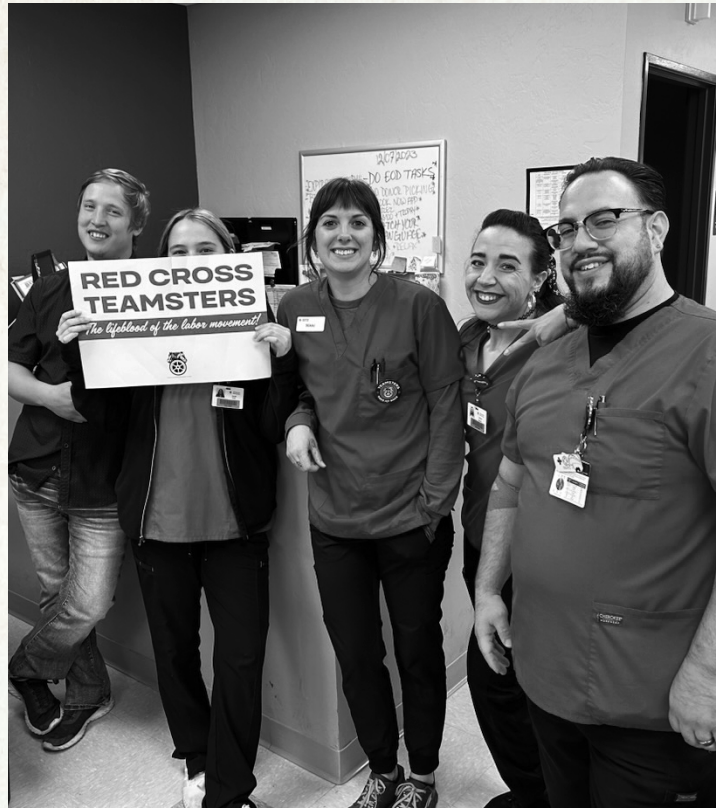


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Red Cross Organizing Resurgence

With national negotiations kicking off in early 2024, hundreds of American Red Cross workers across the nation raced against the clock to form their union with the Teamsters so that their priorities would be front and center at the bargaining table.

In 2023, Teamsters organizers set their sights on organizing the nonunion American Red Cross workers – and they did just that. From California to the Carolinas, Teamsters locals welcomed nearly 500 new members from more than 30 facilities to North America’s strongest union.

Up until the very end of the year, Teamsters worked relentlessly to get American Red Cross workers the union representation they deserved. Less than two weeks before the New Year, Teamsters Local 104 in Phoenix organized workers at not one but two American Red Cross facilities in Tucson.

Heading into national negotiations, Teamsters now have greater bargaining power to secure the best possible contract for nearly 2,000 American Red Cross Teamsters.

850-Plus Paratransit Workers Ride With Teamsters

Para-transportation workers at SCR Medical Transportation in Chicago pushed back on their employer’s nasty union-busting campaign and overwhelmingly voted to join Teamsters Local 727. More than 860 workers in both the Chicago Pace ADA and Chicago Public Schools/ Pace Taxi Livery divisions voted to form their union with the Teamsters.

These new members work as drivers, dispatchers, mechanics, coordinators, and custodians, and provide an essential service to mobility-challenged individuals.

In their overwhelming vote to unionize, workers made it abundantly clear to their employer that no amount of anti-union rhetoric or propaganda sessions could sway their determination to secure union representation and the future they deserve.

History Made in Richmond

For the first time ever, City of Richmond workers are represented by a union – and not just any union, but North America’s strongest. In the fall of 2023, more than 600 workers in the City of Richmond’s Department of Public Works, Department of Public Utilities, and Department of Parks and Recreation voted to join Teamsters Local 322.

Prior to May 2021, public sector workers in the Commonwealth of Virginia were not able to collectively bargain. In February 2023, Local 322 filed a petition with the Richmond City Labor Administrator to initiate an election for the labor and trades bargaining unit.

After finding out that he had officially become a Teamster, Mavis Green, maintenance and operations crew chief for the City of Richmond’s Department of Public Works, said: “Richmond’s slogan is ‘One city, Our city,’ but now we are a Teamsters city!”

These public sector workers join Teamsters in the Custodial and Plant Services Department at Richmond Public Schools who voted to join Local 322 earlier in 2023.

Costco Victory in Virginia

On December 20, Costco workers in Norfolk, Virginia, took control of their future and put the company on notice with a landmark victory that sent shockwaves throughout Corporate America. In what was the first organizing victory at Costco in 20 years, 238 workers at the wholesale retailer voted to join Teamsters Local 822.

Costco loves to play the “good employer” in public, and there was a time when this was the case. But in the months and years

following the pandemic – when buying in bulk became bigger than ever – times have changed. Costco workers in Virginia knew that the only way to protect themselves and their future was by becoming Teamsters.

“This campaign was all about standing together as a group and taking control over our well-being in our workplace,” said Damion Thomas, a front-end cashier at Costco. “We can’t wait to be covered under a strong Teamsters contract that will give us a real voice and bring real change to the job.”

In October 2022, the Teamsters ratified a first-ever master agreement for more than 18,000 Costco workers nationwide. The national contract boosted wages and pension contributions by the employer, providing members with higher semi-annual bonuses and a more



flexible attendance policy, among other workplace improvements. Many Costco workers in Norfolk cited the national contract as a catalyst for organizing. Staffing and safety concerns were listed as two key issues throughout the campaign.

For Costco workers like Fernando Pérez, a longtime cashier at the Norfolk location, a Teamsters contract was the only way to keep management accountable and prevent additional backsliding by the so-called worker-friendly employer.

“We noticed that there was a culture change at Costco. Management seemed like they were harder to talk to, and we didn’t feel like we were as appreciated as in the past,” Pérez said. “Most of the older employees have been there 25 years plus, and they were like, ‘Yes, the company has changed, and I don’t think you’re gonna have as fair of a shot as we had.’”

The win in Norfolk made national headlines and put Costco on the backfoot. In the days and weeks that followed, Costco workers across the country have been reaching out to the Teamsters seeking a union voice. The Costco National Contract expires January 31, 2025. That means Costco Teamsters have a little under a year to organize and mobilize to secure another record-setting agreement.

First Responders Answer the Call to Organize

In a situation that warrants a call to 911, you expect well-trained and experienced first responders to quickly dispatch and attend to your emergency. Though highly skilled and essential to safety, emergency medical service (EMS) workers are often overworked and underpaid.

In order to attract and retain the best EMS workers for these critical jobs, wages, benefits, and working conditions must improve. That’s why EMS workers from coast to coast are organizing with the Teamsters.

In Washington County, Oregon, dispatchers, EMTs, and paramedics at American Medical Response voted to join more than 400 other EMS workers in Oregon and organized with Teamsters Local 223. In Cheshire County, New Hampshire, EMTs and paramedics voted unanimously to join Teamsters Local 633 and became the first unionized county-run facility in New England.

Teamsters Triumph Over US Foods



Following nearly a month on the picket line in January, the Teamsters' strike against US Foods has been won. After immense pressure and picket-line extensions from workers nationwide, Teamsters Local 705 has secured a strong new contract for US Foods drivers in Bensenville, Illinois.

The new three-year agreement includes significant wage increases and improves safety and working conditions for more than 130 drivers at the company.

"US Foods saw what they were up against and caved," said Teamsters General President Sean M. O'Brien. "Any company mistreating workers will face the full force of this union. Our momentum is unstoppable. We will always do whatever it takes to safeguard our members and strike any company that attempts to undermine their rights. US Foods will now think twice next time they want to play games in negotiations with the Teamsters."

Drivers represented by Local 705 went on an unfair labor practices strike on January 8 at the US Foods distribution center in Bensenville after weeks of heated contract negotiations.

Throughout the strike, Local 705 members stood strong to hold the line in Bensenville and Teamsters nationwide stood in solidarity by honoring picket lines. The Teamsters represent approximately 5,500 US Foods workers nationwide.

"After three intense weeks, braving subzero temperatures, snowstorms, and the biting cold of the picket lines, I am happy to announce we have secured a tentative agreement that acknowledges our valor, our strength, and our unity," said Juan C. Campos, Local 705 Secretary-Treasurer and International Vice President At-Large. "This triumph sends a strong message to large corporations: profits should not be made at the expense of the hardworking people who are the backbone of their success."

Transportation Workers Organize in Drove



Bus drivers, monitors, aids, and dispatchers are responsible for transporting the most precious cargo — our children — on a daily basis. These workers get students to and from school safely in a timely manner and are essential in every school district.

These bus workers are seeing what their unionized counterparts at nearby yards are winning in union contracts and wasting no time to secure their very own collective bargaining agreements. In a handful of months, five bus yards representing hundreds of workers organized their union with the Teamsters.

In Connecticut, mechanics, technicians, and apprentices at First Student facilities in New Britain and Bristol voted unanimously to join Teamsters Local 671. Bus operators and monitors at First Student in Hudson, Massachusetts, joined Teamsters Local 170. In New Jersey, bus operators and monitors at Student Transportation of America voted overwhelmingly to join Teamsters Local 676. In Oregon, bus drivers at First Student in Silverton voted overwhelmingly to join Teamsters Local 324 in Salem. In Rhode Island, Transdev bus drivers and dispatchers voted overwhelmingly to join Teamsters Local 251.

Bus workers are standing up and demanding fair treatment and respect in their workplace — and if their employer won't give it to them, they'll form a union and get what they deserve.

Teamsters at MSTs Hit the Picket Lines

Following weeks of negotiations, members of Teamsters Local 631 working at Mission Support and Test Services (MSTS), the construction contractor for the Nevada National Security Site (NNSS), were forced on strike due to the company's failure to offer a fair agreement. Supported by over 1,000 Southern Nevada Building Trades Unions (SNBTU) members who honored Local 631's picket lines, the strike lasted three days, culminating in a new contract ratified by a 98 percent majority. The agreement encompasses a 15 percent wage hike over two years, boosted pension contributions, and the retention of a health care plan fully funded by MSTS.

Winning Streak Continues at 10 Roads Express

In two separate, back-to-back elections, 126 freight drivers at 10 Roads Express in Newark, N.J., and Commerce City, Colo., kicked off 2024 by voting to join the Teamsters Union.

The group of 81 drivers in Commerce City will join Teamsters Local 17 in Denver, and the 45-worker bargaining unit in Newark will join Teamsters Local 641 in Union, N.J.

"This is a win for all the people who have lost pay because of wage theft. Every worker deserves to be represented and have a voice in the workplace. I'm glad we now have a union that will fight to get us paid for all our hours spent on the job, which has been a major problem," said Ed Javorsky, a driver at 10 Roads Express who has worked in the freight industry for nearly 40 years.

Javorsky said he and his fellow drivers in Commerce City are looking forward to securing a strong Teamsters contract that puts an end to the rampant wage theft as well as

Organizing Momentum Keeps Growing at UNFI

In less than a month, nearly 500 UNFI workers in California, Pennsylvania, and Washington have succeeded in winning Teamsters representation.

Despite the company's anti-union tactics, UNFI workers in each location stood strong to join Locals 150, 252, 773, and 853.

"We stood united and fought hard for this victory," said Rick Sims, a 30-year UNFI driver in California who voted to join Local 150 on January 26. "It's both a pleasure and a relief to finally be part of the Teamsters."

"My co-workers and I knew we deserved better, and that it was time to put the power in our hands by becoming Teamsters," said Nic Denman, a four-year driver at UNFI who spearheaded the organizing effort in Washington.

"Let our campaign be an example to all the unorganized employees who work for companies and institutions where

abuse is allowed. They, too, can also fight for their rights and win the justice they deserve," said Sergio Herrera, a UNFI driver in Pennsylvania.

Sims, Denman, and Herrera all said they are seeking improvements to wages, health care, retirement, and working conditions.

"Our momentum at UNFI is at an all-time high," said Tom Erickson, Director of the Teamsters Warehouse Division. "UNFI workers understand the need for a union voice. We saw nonstop success at this company in 2023 and we're looking forward to winning even more in 2024."

The three election wins follow recent organizing victories at UNFI in Arizona, California, Connecticut, and Iowa. Last year, more than 1,000 workers at the company joined the Teamsters nationwide. The Teamsters now represent more than 4,000 members at UNFI around the country.

subcontracting and favoritism.

"I am relieved to finally be a Teamster. We no longer have to fight the battle for better conditions on our own. The union has our back, and we are already winning the respect we deserve," said Milan Pavlovic, a 12-year driver who helped lead the organizing effort at 10 Roads Express in Newark.

The wins in Colorado and New Jersey are part of a national organizing effort by the Teamsters at 10 Roads Express. In the past two years, more than 300 workers at the company have voted to join the union, including recent victories

in Council Bluffs, Iowa; Omaha, Nebraska; and Edgerton and Colby, Kansas.

"All across the country, drivers at 10 Roads are taking control of their future by becoming Teamsters. They know that the only way to stand up to the bosses is with a resonant union voice," said John A. Murphy, Teamsters National Freight Director. "A Teamsters contract is crucial to addressing issues in the workplace, especially in freight. We look forward to more 10 Roads workers following suit to grow union density in the industry and make this company a better place to work."

AIRLINE HEROES

Teamsters Pilots Save the Lives of Everyone Aboard Alaska Air Flight

Two Teamster pilots represented by Teamsters Local 1224 are being heralded as heroes after they successfully addressed a security threat and executed an emergency landing.

A Safety Excellence Award Ceremony was held on February 27 in Portland to honor Captain Emil Riemer and First Officer Alan Koziol, the two pilots who were operating Horizon Flight 2059 from Everett, Washington (PAE) to San Francisco, California (SFO) last October, when an off-duty Alaska Airlines pilot occupying the jump seat unsuccessfully attempted to disrupt the operation of the engines. There were around 80 passengers aboard the flight.

Teamsters General President Sean M. O'Brien joined Teamsters Local 1224 President Joe Muckle and the Horizon Air Pilots Executive Council Chairman Henry Simkins to formally present both pilots with an award recognizing their efforts. Teamsters General Secretary-Treasurer Fred Zuckerman was also in attendance for the ceremony honoring the pilots.

"These two pilots, who have decades of flight experience between them, are heroes. Their rapid and level-headed response enabled them to de-escalate the situation, land the plane safely, and protect their passengers," said O'Brien. "They are the embodiment of the courage, selflessness, and solidarity that being a Teamster is all about. On behalf of the 1.3 million people represented by the Teamsters, I extend to them my utmost gratitude."

Situations like the one that unfolded last fall are a solemn reminder



of the important role pilots play in the cockpit. When things go wrong, the only thing standing between an airline and a catastrophic accident is the human factor element – the pilots. Whether it is an unforeseen incident with a passenger or a jump-seater, an automation error that requires correction, or system failures, our pilots are the last line of defense.

"There is no doubt that the pilots' ability to make split-second decisions, perform under pressure, stay calm, and de-escalate the situation helped to protect the passengers and crew," said Joe Muckle, President of Local 1224.

Recognizing the Horizon Air pilots and flight attendants who prevented the situation from escalating, Simkins, the Executive Council Chairman for the

Horizon Air pilots, also commended the flight crew for the poise, calm, and professionalism displayed in the aftermath of the event and throughout the investigation.

Following the Horizon Air incident, the FAA created a new Mental Health and Aviation Medical Clearances Rulemaking Committee which will examine regulations and guidelines related to mental health assessments and medical clearances for pilots and air traffic controllers. The Teamsters were successful in working with the FAA to ensure that a Teamsters pilot, representing the Airline Division, was appointed to the panel. More broadly, the Teamsters have been a leading voice on numerous aviation safety issues this year on Capitol Hill as Congress works to pass FAA Reauthorization legislation.



Teamsters at American Airlines Ratify National Agreement

In January, passenger service workers at American Airlines, jointly represented by the Communications Workers of America (CWA) International Brotherhood of Teamsters (IBT) Association, voted by a three-to-one margin to ratify a groundbreaking five-year agreement.

"The CWA-IBT Association Bargaining Committee negotiated the best contract for our members in honor of their dedicated service to the company and to their co-workers in fighting for the strongest possible agreement," said Kim Barboro, Teamsters Airline Division National Coordinator for Customer Service and Flight Attendants. "American Airlines has been reporting record revenue each quarter, and this contract guarantees that the carrier shares prosperity with the people who are responsible for it."

The contract covers approximately 16,000 passenger service

workers and provides for average initial wage increases of 20 percent for members, many of whom had not received pay raises in four years despite working for one of the largest U.S. airlines. The contract victory came after the workers held a series of pickets at airports nationwide, multiple times throughout the year.

"We are excited to announce the ratification of this agreement for passenger service workers at American Airlines, many of whom risked their health and safety to serve the flying public and aided the airline's economic recovery along the way," said Richard Honeycutt, Vice President of CWA District 3 and Chair of CWA's Passenger Service Airline Council.

"These are the essential service workers who unfortunately have had to face the brunt of the increase in unruly passenger behavior that we've all seen in the media ever since the onset of the pandemic," said Joe

Ferreira, Teamsters Airline Division Director. "They now have a contract that reflects not only how profitable this industry has become, but how their jobs have changed."

"Prior to this contract, we were the lowest paid passenger service and reservation workers among our peers in the airline industry," said Lynn Koch, a Teamsters Local 104 member who serves on the CWA-IBT Passenger Service Association Bargaining Committee. "We're finally paid wages that reflect our status as the world's largest airline."

The contract achieves other industry-leading benefits, including but not limited to guaranteed raises on the anniversary of the contract signing for the next four years, enhanced 401(k) employer contributions, increased profit sharing, and a no furlough clause for all members on the seniority list at the date of signing, among other benefits.

ON TOP DHL AT

In the sprawling, fast-paced environment of DHL, where efficiency is king and safety is far too often an afterthought, a worker-led revolution is brewing. Behind the towering walls of DHL's "superhub" at Cincinnati/Northern Kentucky International Airport (CVG), 1,100 ramp and tug workers organized with Teamsters Local 100 and recently ratified a historic first contract. For these workers, the decision to organize wasn't just for better wages and benefits; it was about reclaiming dignity, safety, and respect in a workplace where such essentials were sorely lacking.





From the beginning, the organizing campaign at CVG was anything but easy. Throughout the ramp and tug workers' journey, they faced down DHL corporate executives and weathered a storm of intense union-busting tactics that resulted in dozens of unfair labor practice charges. Despite these immense challenges and the immoral anti-union schemes employed by executives at DHL, workers at CVG rose up, fought back, and ultimately secured a historic first contract.

The gains achieved by Teamsters at CVG were hard-fought and culminated in a 12-day strike that saw picket lines extended nationwide. In the end, ramp and tug workers at CVG won a groundbreaking contract that increased wages by 22.5 percent over the next three years, guaranteed top-tier health care at half the previous cost, and significantly improved safety conditions. But workers'

triumphant struggle against this corporate giant is only just beginning. In large part thanks to ramp and tug workers' historic organizing campaign, other DHL workers at CVG and across the United States are recognizing the power of collective action and the benefits of working under a Teamsters contract.

Organizing a Superhub

As Teamsters, DHL workers receive notably higher wages, more affordable health care, improved working conditions, and enhanced job security compared to their non-union counterparts. This indisputable reality, coupled with often challenging and hazardous working conditions, has led to a recent resurgence in union organizing efforts at DHL locations throughout the U.S.

DHL ramp and tug workers at CVG voted to join Teamsters Local 100 last April. Their workplace is

an immense 194-acre, 6.4 million sq. ft. "superhub" that serves as the nerve center for DHL operations in North America. It is one of three "superhubs" operated by the company worldwide.

The choice made by ramp and tug workers at CVG to become Teamsters signified a historic organizing win that was years in the making. The Teamsters now represent over 6,000 workers at DHL from coast to coast.

Understanding the importance of this organizing victory, the corporate bigshots at DHL did everything in their power to undermine workers' union rights. Instead of productively engaging with the Teamsters, executives at DHL Express — the North American subsidiary of the publicly traded, \$100 billion German logistics giant Deutsche Post AG — used shameless union-busting tactics in an attempt to thwart CVG workers from

becoming Teamsters.

Months of union-busting would eventually culminate in a strike, and unsurprisingly, DHL underestimated the resolve of rank-and-file DHL Teamsters. CVG Teamsters won a lucrative first contract.

United for Change

More than a year earlier, in the spring of 2022, DHL-CVG workers started their grassroots organizing drive to become Teamsters. The worker-led campaign, billed as "DHL Workers United for Change," was fundamentally motivated by the need for safer working conditions.

"With a huge operation like DHL-CVG — where things can get chaotic in an instant — people can and do get hurt without smooth communication, proper equipment, and adequate staffing," said Brandi Dale, a ramp agent at DHL-CVG. "Our families deserve to know we'll come back home the same way as we went in."

The demanding roles of ramp and tug workers at CVG involve outdoor work, often in adverse weather, managing the daily loading and unloading of approximately 360,000 pounds of cargo. Over the years, DHL workers at CVG have endured unsafe conditions, utilizing faulty, aging, and poorly maintained equipment. Shockingly, 2022 alone witnessed at least 22 workplace injuries at DHL-CVG, resulting in hospitalizations. Through their vote to become Teamsters, CVG workers aimed to bring about a crucial transformation, challenging the hazardous reality they had endured for too long.

Corrupt, Greedy Management

Instead of improving safety and addressing their workers' concerns, greedy executives at DHL decided to do what corrupt companies do best. They ignored their workers' safety concerns, slow-rolled contract negotiations with Local 100, and started an intense, often illegal, union-busting campaign.



“We’ve faced harassment, intimidation, and retaliation just for exercising our rights. The frustration and exhaustion took a toll on me and my family,” said Steven Fightmaster, a CVG ramp lead. “But my co-workers and I refused to be silenced. We were determined to win the respect, safety, and dignity that we deserved.”

Throughout the organizing campaign, the Teamsters filed dozens of unfair labor practice charges against DHL with the National Labor Relations Board. Among other things, the company was charged with retaliating against pro-union workers and surveilling workers discussing the union off-site. Once the contract campaign started, DHL’s reckless, illegal, and immoral activity only got worse.

Not Afraid to Withhold Our Labor

Seven months after ramp and tug workers at CVG voted to become Teamsters, DHL persisted in delaying negotiations and attempting to bust the union. Facing a critical juncture in December, the Teamsters’ tipping

point had been reached. DHL-CVG workers voted overwhelmingly, by 98 percent, to authorize a strike.

Despite the strike authorization, DHL abruptly walked away from the bargaining table on December 7, declaring no intention to resume negotiations until January. This move, during the holiday season, was a calculated attempt to undermine the collective bargaining process and push Teamsters onto the picket lines.

DHL’s actions had crossed the line, compelling the Teamsters to call the company’s bluff and initiate a strike. On the same day management walked away from the table, CVG Teamsters hit the pavement, protesting DHL’s unfair labor practices, and demanding fair contract negotiations.

“For too long, DHL has walked all over our rights to collective action,” said Gina Kemp, a DHL-CVG ramp and tug worker. “We were forced to go on strike to put an end to DHL’s illegal anti-union behavior. This company’s repeated acts of disrespect – from the tarmac where we work to the bargaining table where we

exercise our union rights – left me and my co-workers with no choice but to withhold our labor.”

Teamsters Don’t Cross Picket Lines

A week after DHL-CVG workers hit the picket lines, the company still refused to negotiate with the Teamsters and, at times, actively sought to intimidate Local 100 members on strike. In response, the union began to ramp up the pressure; DHL-CVG workers began extending their strike lines nationwide. From Boston to Los Angeles, Teamsters did what they do best: they refused to cross picket lines. In an inspiring display of strength, Teamsters held the line during the holiday season and stood in solidarity with Local 100 members. The company was losing more than a million dollars a day and growing increasingly desperate and fearful about losing more holiday sales.

“The widespread choice to honor our picket lines exemplifies true solidarity and unity,” said Ryan Doyen, a CVG ramp agent. “Our strike against

unfair labor practices was essential because DHL treated us as mere equipment. Ultimately, we are human beings deserving of respect in our workplace.”

As picket lines stretched across the nation, the mounting pressure led DHL back to the bargaining table before Christmas. On December 19, the Teamsters and the company reached a tentative agreement that secured significant gains for DHL ramp and tug workers at CVG.

“Picket lines established by Local 100 were honored and held down all over this country, making clear to DHL and employers everywhere that Teamsters solidarity is a force to be reckoned with,” said Teamsters General President Sean M. O’Brien. “Teamsters don’t cross picket lines isn’t just a saying – it means something in our union, and it works. DHL tried hard to divide us. The International Brotherhood of Teamsters stepped up and fought back. This tentative agreement is a testament to the intestinal fortitude of the rank-and-file.”

When Teamsters Fight, Teamsters Win!

On January 10, DHL Teamsters would ratify their first-ever contract at CVG. The newly ratified agreement, endorsed by Local 100 members by 98 percent, secured an immediate \$2 hourly wage increase and promised a cumulative \$5 per hour increase over the next three years. Additionally, the contract doubled the company’s 401(k) retirement contribution, established a worker safety committee at CVG, granted Teamsters the right to refuse unsafe conditions or faulty equipment without repercussions, and mandated DHL to cover health care premium costs.

“This collective bargaining agreement shows once again that when Teamsters fight, Teamsters win,” said Teamsters General Secretary-Treasurer Fred Zuckerman. “The new contract



at CVG and the resolve of Teamsters across the country exemplify the power of collective action. Despite the company’s aggressive union-busting, Local 100 and DHL Teamsters nationwide took a stand, stayed united, and didn’t back down.”

CVG ramp and tug workers had achieved their goals, securing not only substantial economic gains but also improving workplace safety conditions.

“Beyond the economic benefits, the new safety provisions in the contract will significantly enhance our working environment,” said Tyler Sandy, a DHL domestic crew lead at CVG. “Our contract empowers us to reject faulty equipment, avoid perilous weather conditions, ensure more consistent breaks, and will help us feel more like people and less like cogs in a machine.”

The Battle Continues

In the end, despite aggressive and often illegal union-busting tactics by the company, Teamsters defeated

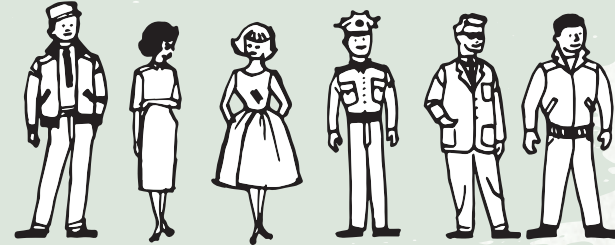
DHL. The triumph of ramp and tug workers exemplifies the resilience of Teamsters nationwide, serving as a reminder that Corporate America should never underestimate the Teamsters and the strength of rank-and-file union members.

The hard-fought gains secured by CVG Teamsters resulted in a groundbreaking first contract. However, the struggle for union representation at CVG and DHL locations across the United States continues. Having witnessed the impact of collective action, 1,500 sort package handlers at CVG are now seeking to join Local 100.

“This first contract at CVG marks just the beginning, revealing to this greedy, corrupt corporation, and others like it, the consequences of attempting to bully, divide, and intimidate the Teamsters,” O’Brien said. “We will persist in organizing DHL workers, anticipating the continued use of reprehensible union-busting tactics by this corrupt company, but their efforts to stop us will fail.”



Remember!



Every Teamster is an Organizer!

BeATeamster.org



Republic Teamsters Overcome Union-Busting

Despite an intense union-busting campaign, 42 commercial and residential drivers at Republic Services have persevered in Calhoun, Georgia, voting to join Teamsters Local 728. Republic Services' union-busting tactics reached a despicable low when the company's unit observer, in an attempt to intimidate, held up an organizing flier, declaring everyone featured had a "target on their backs." Further threats to slash workers' tires and sabotage pro-union workers' gas tanks exemplified the company's blatant disregard for the law.

In 2022 alone, Republic incurred over \$9 million in expenses tied to legal proceedings.

Foodservice Workers in Kansas Remain United, Ratify First Contract

After workers at Pioneer Ridge Retirement Community organized with Teamsters Local 696 in Topeka, Kansas, more than a year and a half ago, they remained committed to getting their first contract.

The 20 cooks, servers, housekeepers, and dishwashers work at the independent living facility's restaurant and play a pivotal role in the day-to-day life of the residents.

To kick off 2024, the workers secured a strong first collective bargaining agreement that rewards their hard work and dedication. The new three-year agreement includes wage increases above local industry standards, Teamsters health care, and a grievance procedure.

Atlantic City Organizing Victories

Valets at two prominent Atlantic City casinos have voted to join Teamsters Local 331. On January 12, valets at Ocean Casino voted over-

whelmingly to become Teamsters. Two weeks later, valets at the Borgata voted to join Local 331 as well. Valets in Atlantic City are organizing to secure higher wages, better benefits, improved job security, and fair working conditions. The two recent organizing victories will serve as stepping stones for other nonunion workers at casinos in Atlantic City.

Santa Clarita Transit Workers End Strike, Secure New Contract

Following an eight-week strike, MV Transportation workers represented by Teamsters Local 572 voted overwhelmingly to ratify a collective bargaining agreement.

MV Transportation, a contractor for the City of Santa Clarita, California, refused to offer workers a fair contract. So, as Teamsters do, the workers took matters into their own hands. After long days on the picket line, workers attended City Council meetings to implore leadership to hold their contractor accountable.

After eight weeks on the picket line, the 200 transit workers secured a strong five-year deal that is retroactive to 2022 and includes significant wage increases, signing bonuses, increases to the training premium, and protected health coverage that requires no additional out-of-pocket expenses for workers.

Local 572 Secretary-Treasurer Lourdes Garcia said it best: "When Teamsters fight, Teamsters win, and the significant wage increases are indeed a victory for these families."

Workers Who Protect and Serve Gain Union Protections

Teamsters Local 633 in Manchester, New Hampshire, represents the largest density of law enforcement groups of any union in New Hampshire — and that density is

continuing to grow.

In less than a month, Local 633 successfully organized nearly 80 workers at the Dover Police Department and the Grafton County Sheriff's Office.

As Dover Police Officer Tim David put it, workers in law enforcement are joining the Teamsters not just for the improved compensation, but to "become educated on better ways to protect themselves and our fellow co-workers, while also alleviating job-related stressors for workers."

Workers at Lakeshore Recycling Systems Join Teamsters

Across the Midwest, workers at Lakeshore Recycling Systems (LRS) are voting to become Teamsters. Macquarie Asset Management is the majority owner of LRS. This past summer, the Teamsters secured a verbal neutrality agreement that the company would not interfere with the workers' choice to organize. In December, LRS workers in Atkinson, Ill., voted to join Local 371. They were joined the following month by LRS workers in Rockdale, Ill., who voted unanimously to join Local 179. The Teamsters Solid Waste and Recycling Division is in the process of finalizing a formal neutrality agreement in writing with Macquarie.

Slot Attendants Vote Overwhelmingly to Join Teamsters Local 822

Slot attendants at Rivers Casino in Portsmouth, Virginia, voted overwhelmingly to join Teamsters Local 822. The vote marked an early organizing victory at Virginia's first full-service permanent casino, which opened only a year ago. The workers join more than 5,000 casino workers nationwide represented by the Teamsters.

A SPECIAL REPORT

ARTICLES IN ACTION



Last year, 340,000 UPS Teamsters turned the tables on corporate greed in America. By mobilizing in overwhelming numbers in every state in the country, the union struck a decisive blow against the logistics giant. Now, the same rank-and-file unity, discipline, and organizing that shook Corporate America are being channeled into a national campaign to enforce the strongest Teamsters contract in UPS history.

“Together, we forced UPS to deliver hard-earned and long overdue wage increases and other game-changing protections for our members,” said

General President Sean M. O’Brien. “But even the strongest contracts mean nothing without diligent and relentless enforcement. And the only way to enforce our new contract at UPS is the same way we won it: through a militant and engaged membership.”

In the months since the \$30 billion UPS Teamsters National Master Agreement was ratified by historic margins, the International has built an unprecedented infrastructure for enforcing the new contract on a national scale. The effort is led by the newly-formed Contract Enforcement

Committee, which includes rank-and-file members representing a cross-section of UPS Teamsters job classifications around the country.

“The membership was instrumental to our victory at UPS last summer and member involvement will be the most important factor in putting this historic contract to work,” said Johnny Sawyer, Teamsters Package Division Coordinator.

Using a similar approach from the contract campaign, the International has been developing and distributing materials to UPS locals that highlight new language in various

areas of the Master Agreement. Digital toolkits with leaflets, fact sheets, social media resources, and more tools have gone out to locals to drive member engagement in enforcing the contract.

“At the national level, rank-and-file members of the Contract Enforcement Committee are steering the goals of this enforcement campaign and providing the International with insights about what is happening on the shop floor,” said Rob Atkinson, National Coordinator of the UPS Teamsters Contract Enforcement Campaign. “As with the contract campaign itself, we are using these toolkits to equip local officers, business agents, and shop stewards with resources to activate the members and hold the company accountable to all of the historic gains we won in this contract.”

Education and Engagement

On the heels of ratifying a contract that set a new bar for organized labor, UPS Teamsters clocked in with the strongest armor yet against UPS’s old tricks and arbitrary abuses. But as members of the Contract Enforcement Committee can attest, no one becomes an expert on a complex 200-page contract overnight.

In the months since the agreement took effect, the Teamsters Union has assembled an ever-growing body of resources and a national training program to help members understand the new contract and how to use it.

The Teamsters Organizing Department hit the ground with a packet of materials for organizers and stewards to sign up new hires, taking advantage of new Article 3, Section 1 language that allows stewards to remain on the clock during orientations. And amid peak season, the Package Division rolled out a toolkit



for locals to educate members on payroll errors and new increases in penalty pay in Article 17. Additional resources from the International explained rates and mileage reimbursement for members taking advantage of new work as Seasonal Support Drivers (SSDs) under Article 26.

The Contract Enforcement Committee, in conjunction with the Teamsters Training and Grants Department, is continuing to build out these materials to reflect the needs of

the membership based on areas of the contract that management may be violating.

“We are ramping up our Contract Enforcement Training program to assist locals with educating business agents, stewards, and rank-and-filers on a wide range of topics and tools to hold UPS’s feet to the fire of this new contract,” said Paul Trujillo, Co-Director of the Training and Grants Department.

The five-hour Contract Enforcement



meet the
Committee

The Teamsters Contract Enforcement Committee will rotate with new rank-and-file Teamsters working to engage and educate on an ongoing basis.

Mike Mendat

23-year UPS Teamster and shop steward with Local 407 in Ohio, Mendat.



Natalie Batista

A member of Local 30 in western Pennsylvania and has been at UPS for 22 years.



Brandy Harris

24 years as a UPS Teamster and a clerk and shop steward with Local 174 in Tukwila, Wash.



Jason Houck

A 28-year UPS Teamster and shop steward out of Local 728 in Georgia.



Dean Doss

A 36-year UPS Teamster and a shop steward with Local 63 in Southern California.



Training program includes an overview of best practices for new hire orientations, language against supervisors working, and information on grievance reform, grievance writing, supplemental issues, and more. The department is also putting together a more in-depth training toolkit with model grievance language around 9.5 violations and other common grievances while the Package Division works to update the Steward's Guide to reflect new language.

Even before the Contract Enforcement Committee formally met, the International made a push for locals to sign up as many Regular Package Car Drivers as possible on the 9.5 list. Stronger protections against excessive overtime was a major part of the contract fight at UPS last year – and it was a significant part of the victory. From coast to coast, UPS Teamsters locals sprung into action with leaflets and sign-up sheets at the gates.

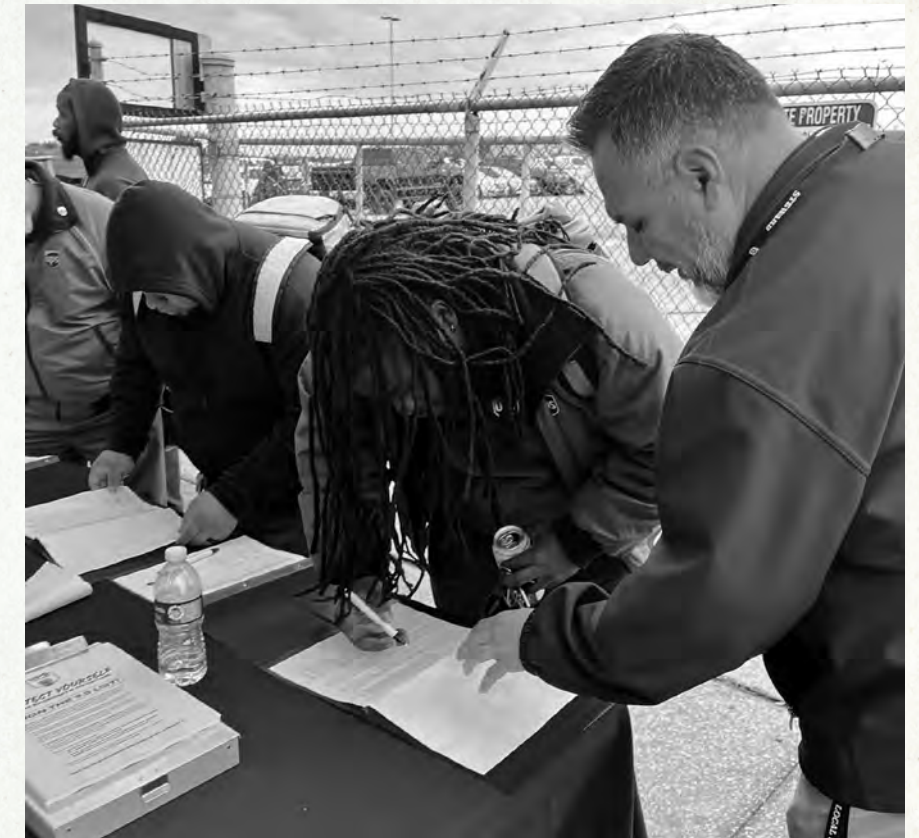
The Contract Enforcement Committee has outlined a monthly program of topics to focus on over the course of 2024, beginning with enforcing increased penalties on supervisors performing Teamsters work. Following peak, the perennial uptick in cost-cutting, supervisors working, and harassment – what is commonly called “hunting season” at UPS – is being met with renewed emphasis on enforcing Articles 3 and 37, including new language that increases penalties for violating these protections. The Committee has also run a campaign to discourage members from working off-the-clock and to understand their Paid for Time protections.

Over on the UPS Teamsters app, the union has provided a visual guide to help members on pre-load identify Surepost packages that

exceed the new size and weight limits that Teamsters won in the new contract. This tool will help redirect millions of packages back on to UPS package cars and protect Teamster jobs. Meanwhile, the new Master Agreement as well as supplements and riders have been made available on the app, with additional features in the works to help members more easily navigate the new contract digitally.

With each new set of materials distributed by the Contract Enforcement Committee, the importance of member education and engagement is the recurring theme of the campaign. UPS Teamsters are urging their co-workers to read the contract and become familiar with the new language in key articles.

As Committee member Houk says, “The company hates an educated member.”



**Read It. Learn It.
Know It.**

Enforce It!



Copies Are Available Now

Scan here to read the Teamsters National Master United Parcel Service Agreement today!



ANTONIO CHRISTIAN 1948–2024

Served as Director of Teamsters Human Rights Commission

Antonio Christian passed away on February 4, 2024. A lifelong Teamster, Christian began his career at UPS, then served as Recording Secretary at Teamsters Local 853 in San Leandro, California, and as Director of the Teamsters Human Rights Commission and Executive Director of the Teamsters National Black Caucus.

“It is with sadness that the Teamsters share that our friend, our colleague, and our

Teamster Brother Antonio Christian has passed away,” said Teamsters Human Rights and Diversity Commission Director Anthony M. Rosa. “After a fulfilling career as a Teamster, he retired with his wife Betty in 2015. It was an honor to join him in this important work that has benefitted countless Teamsters across the nation.”

During his time as Director of the Teamsters Human Rights

Commission, Christian led hundreds of Teamsters in a march in Selma, Alabama, in 2015 alongside President Barack Obama to mark the 50th anniversary of Bloody Sunday.

The Teamsters Human Rights and Diversity Commission will carry on the legacy left behind by Brother Christian through his work and commitment to union members.



THOMAS L. SEVER 1935–2023

Served as General Secretary-Treasurer from 1991-1999

Tom Sever, the Teamsters General Secretary-Treasurer from 1991-1999, passed away peacefully at home on December 26, surrounded by his family.

Sever began his career at Teamsters Local 30 in Jeanette, Pennsylvania, before joining Ron Carey in winning the first election for International

officers in which the membership was allowed to vote in 1991. When Carey stepped down as General President, Sever became acting General President from July 1998 to December 1998.

“Our hearts go out to the Sever family and Tom’s children, grandchildren, and great-grandchildren,” said

Teamsters General President Sean M. O’Brien. “Tom dedicated his life to the Teamsters and we are thankful for his lifetime of service.”

Sever also served in the U.S. Army as a radar operator in the late 1950s in Germany and other European countries.



JOSEPH P. CONTI 1935–2023

57-Year Member of Local 25 Served as Retiree President

Joseph P. Conti, President of the Teamsters Local 25 Retiree Chapter, passed away at Lowell General Hospital on December 28.

Conti was a 57-year Teamster, working as a truck driver for WTC Air Freight, Gilman Liquors, Sheraton Fitzgerald, and Coastal Oil. In 1999, he was elected to the Local 25 Retiree Chapter and served as

Trustee, Secretary-Treasurer, and then President in 2006.

“Joe was a dear friend of mine and his advice and counsel will be missed,” said Teamsters General President Sean M. O’Brien. “He was always helping his brothers and sisters, no matter when, where or what he was asked to do. For the members of Local 25, he is irreplaceable.”

Conti was active in many charities, including serving as the co-chair of Local 25’s annual toy drive, and on the local’s blood bank and Autism Gala planning committees. Donations in his memory may be made to St. Jude Children’s Research Hospital, 501 St. Jude Place, Memphis, TN 38105 or online at StJude.org.



ON THE
JOB

LAUGH LOAD



What did the Teamster say to his son before he went out on a date?

Have a good time and a half.

How do you make a scab bleed?

You picket.

How do you get an operating engineer to wash your car?

Tell them it's Teamster work.

TOO SMART

On the job application was the question: "Have you ever been arrested?" The applicant put "No."

The next question was "Why"—meant for those who had been arrested. Not realizing this, the applicant put down, "Never been caught."

GOOD QUESTION

Truck Driver: "We are now passing the largest brewery in the United States."

New Helper: "Why?"

HORSE SENSE

Why is there a horse on the Teamster logo?

It's the only animal that sleeps standing up.



"This isn't what I meant when I told you to organize the house."

SEVENTY FIVE YEARS AGO

in Our Magazine

National Organizing Drive Set

Continent-Wide Campaign to be Launched at Chicago Meeting; More Trade Conference Divisions Will be Formed

AN ORGANIZING campaign, which soon will reach into every nook and corner of the continent, will be launched by the International Brotherhood of Teamsters at a meeting scheduled for the week of January 17 in Chicago's Morrison Hotel. Call for this meeting, which is expected to attract several hundred

Teamster leaders from all parts of the United States and Canada, was issued by Executive Vice President Dave Beck, under authorization of General President Daniel J. Tobin and the General Executive Board, and is in compliance with action taken by the Teamsters National Convention in San Francisco in August 1947.



By DANIEL J. TOBIN

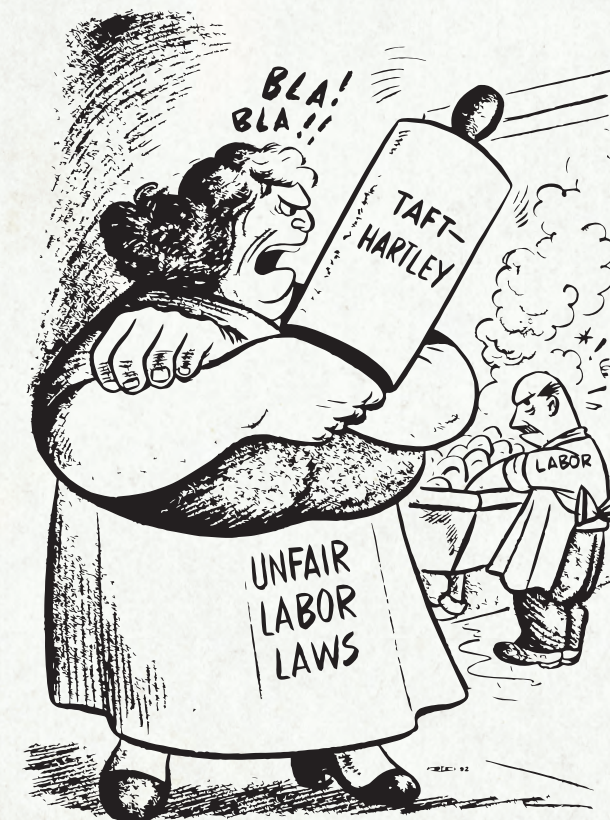
A Formula for Strength

To all of our members and their families I wish a Happy and Prosperous New Year. I trust that the year 1949 will bring joy and peace and understanding based on common sense and sound judgment to every one of our almost one million members and their families.

I have sent this same kind of message now for 41 years since I first became General President of the International Brotherhood of Teamsters. Looking back over the past, I am indeed grateful that I have had the opportunity to serve our membership and to render whatever help I could through the advice that I tried from time to time, to convey through the columns of this monthly publication.

The past year has been a great year for the Brotherhood of Teamsters. Yes, we have had trouble here and there. We have a certain amount of discontent, but that is only human, and it is to be expected.

A Guy Can Stand Just So Much!



Be a real Unionist Wear Your TEAMSTER INSIGNIA



TeamsterWear.com



USE THIS
CONVENIENT
QR CODE
today

IDO REPORT

FROM: The Independent Disciplinary Officers
Hon. Barbara S. Jones
Robert D. Luskin

The report of the Independent Disciplinary Officers (IDO) has moved online. The full report is still available and can be found at www.teamster.org/IDOREport or by scanning the QR code with your smartphone's camera (or with free software).

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

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

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

The Independent Investigations Officer's address is:

Robert D. Luskin
Office of the Independent Investigations Officer
1515 N. Courthouse Rd., Suite 330
Arlington, VA 22201



This or This?



You can take a stand for working families by contributing to DRIVE, the Teamsters' political action committee. DRIVE stands for Democratic, Republican, Independent, Voter Education. Your membership in DRIVE will help elect political candidates who will advocate and lead on issues important to Teamsters members and our families.

JOIN



NOW!

Fighting for Teamsters and Our Families