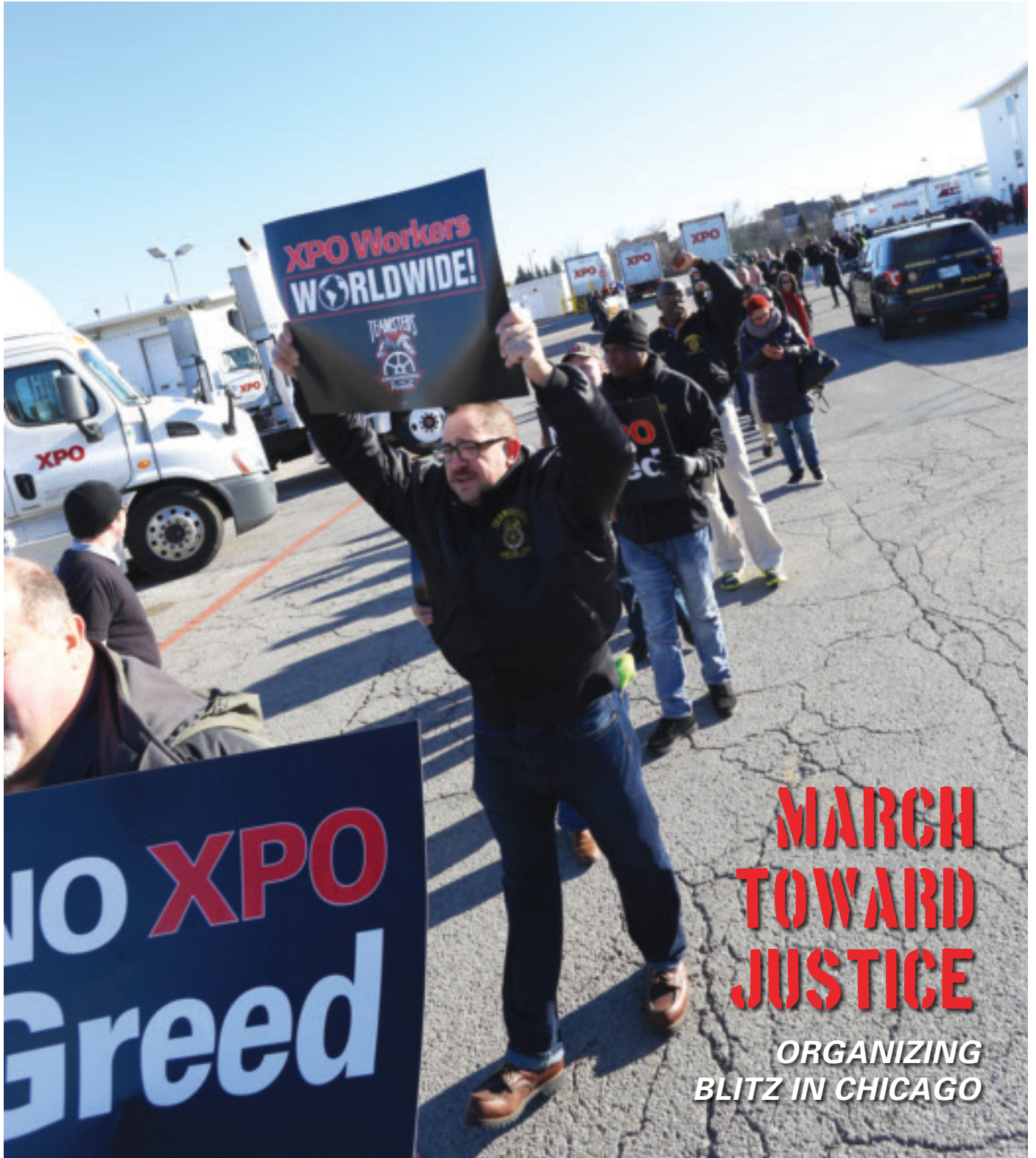




SPRING 2018

Teamster



**MARCH
TOWARD
JUSTICE**

**ORGANIZING
BLITZ IN CHICAGO**



- 8 March Toward Justice**
Organizing Blitz in Chicago
- 12 No Rest for the Benevolent**
Teamsters Continue Disaster Relief Mission
- 20 Organized from the Inside**
Local Unions Focus on Internal Organizing to Build Teamster Power
- 22 UPS and UPS Freight National Negotiations**
National Talks Kick Off
- 24 Election Results are a Win for Workers**
Teamsters Get Out the Vote Nationwide
- 26 Wrangling a Victory**
At Bus Rodeo, D.C. Teamsters Steer Away from the Competition
- 28 Victories in Iowa**
Public Sector Teamsters Stand Up to Anti-Union Efforts

- 2 Teamster News**
 - Teamsters Support Pension Legislation
 - Indiana Red Cross Workers Ratify Contract
 - Improving Inland Empire's Economy
 - Teamsters, Ohioans Join in Opioid Vigil
 - Teamsters Remember Members Killed in Las Vegas
 - Relief for Port Truck Drivers
 - Right to Work Defeated in Delaware County
 - Swissport Rampers Join Local 120
 - Teamsters, ABF Kick Off Negotiations
- 18 Organizing**
 - Safeway.com Drivers Join Local 174
 - Teamsters Welcome Red Cross Units
 - Beecher's Cheese Workers Join Local 553
 - Local 1038 Welcomes GCA Workers
 - MCEA Affiliates with Teamsters
 - STA Workers Join Local 633

30 IDO Report



International Brotherhood of Teamsters
25 Louisiana Avenue, NW
Washington DC 20001-2198
202-624-6800

The Teamster (ISSN 1083-2394) is the official publication of the International Brotherhood of Teamsters, 25 Louisiana Avenue, NW, Washington DC 20001-2198. It is published quarterly (January, April, July, October). Periodical postage paid at Washington, DC and at additional mailing offices. Postmaster: Send address changes to The Teamster, Affiliates Records Department, 25 Louisiana Avenue, NW, Washington, DC 20001-2198.

FEBRUARY 2018 / VOLUME 115, NO 1

©2018 International Brotherhood of Teamsters. All rights reserved. Reproduction in whole or in part without written permission is prohibited. Subscription rates: \$12 per year. Single copies, \$2. (All orders payable in advance.) Members should send address changes to their local union.



Like us on Facebook
facebook.com/teamsters



Follow @Teamsters on Twitter.



SIGN UP FOR UPDATES—
Text "IBT" to 86466

(message and data rates may apply)



Follow @teamsters on Instagram.



GENERAL EXECUTIVE BOARD

James P. Hoffa
General President
25 Louisiana Ave. N.W.
Washington, D.C. 20001

Ken Hall
General Secretary-Treasurer
25 Louisiana Ave. N.W.
Washington, D.C. 20001

VICE PRESIDENTS AT-LARGE
Gregory Floyd
216 W. 14th St.
New York, NY 10011

George Miranda
55 Broad St, 11th Floor
New York, N.Y. 10004

John Murphy
348 D St.
Boston, MA 02127

Fredrick Potter
3400 Highway 35
Executive Plaza, Suite 7
Hazlet, N.J. 07730

Fred Simpson
41475 Gardenbrook Road
Novi, Michigan 48375

George Tedeschi
25 Louisiana Ave. N.W.
Washington, D.C. 20001

Steve Vairma
10 Lakeside Lane,
Suite 3-A
Denver, CO 80212

TEAMSTERS CANADA
Stan Hennessy
1 Grosvenor Square
Delta, B.C.
Canada V3M 5S1

François Laporte
#804 – 2540,
Daniel-Johnson
Laval, QC H7T 2S3

Craig McInnes
275 Matheson Blvd. E.
Mississauga, Ontario
Canada L4Z 1X8

CENTRAL REGION
Bill Frisky
6511 Eastland Rd.,
Suite 120
Brook Park, OH 44142

Tony Jones
555 E Rich St.
Columbus, OH 43215

Robert Kopystynsky
25 Louisiana Ave. N.W.
Washington, D.C. 20001

Avral Thompson
3813 Taylor Blvd.
Louisville, KY 40215

EASTERN REGION
William Hamilton
12275 Townsend Rd.
Philadelphia, PA 19154

Dan Kane Sr.
1308 Pierce St.
Rahway, N.J. 07065

Sean M. O'Brien
544 Main St.
Boston, MA 02129

SOUTHERN REGION
John Palmer
25 Louisiana Ave. N.W.
Washington, D.C. 20001

Kim Schultz
11705 Boyette Rd,
Suite 409
Riverview, FL 33569

WESTERN REGION
Ron Herrera
880 Oak Park Rd.,
Suite 200
Covina, CA 91724

Rick Middleton
460 Carson Plaza Dr.
Carson, CA 90746

TRUSTEES
Jim Kabell
1850 E. Division
Springfield, MO 65803

Kevin Moore
2741 Trumbull Ave.
Detroit, MI 48216

Denis Taylor
1030 S. Dukeland St.
Baltimore, MD 21223

IT'S TIME TO PROTECT PENSIONS

Pensions supply a secure retirement for millions of Americans across the country. But increasingly, some plans have faced financial challenges that threaten the nest eggs of many who toiled for decades with the understanding they would be taken care of in their golden years.

About 200 multi-employer pensions across the country, including the Teamsters' Central States Pension Fund that oversees the retirements of hundreds of thousands of Teamsters, stand on the brink of failure. The Teamsters have been working diligently for years with key members of Congress trying to come up with a solution to this pension crisis. And with the release of new legislation, the union believes it has found it.

The bill would boost financially troubled multi-employer pensions so they don't fail. It would create a new agency under the U.S. Treasury Department that would sell bonds in the open market to large investors such as financial firms. The dollars raised, in turn, would go to these retirement plans to stave off cuts or complete failure.

Sen. Sherrod Brown (D-Ohio) is a lead sponsor of the measure, called the "Butch Lewis Act of 2017," named after the former Local 100 President who died in 2015 while fighting to



prevent cuts to Central States Pension Fund. He said workers deserve to receive the pensions they worked so hard for to get.

"This bill is comprehensive. It includes the miners, the Teamsters and others," Sen. Brown said. "It makes no cuts. We started with the ideas of no cuts and there will be no cuts. This is a plan that will work."

A new agency, the Pension Rehabilitation Administration (PRA), would lend money from the sale of the bonds to the financially troubled pension plans. Plans that are deemed "critical" and "declining," as well as recently insolvent but non-terminated plans and those that have suspended benefits would be eligible to apply for the program. For those plans needing additional help, the Pension Benefit Guaranty Corporation would be available to make up the difference.

Pension plans borrowing from PRA would be required to set aside money in separate safe investments such as annuities or

bonds that match the pension payments for retirees. Those applying for loans to the PRA would also have to submit detailed financial projections. The PRA would be charged with approving all loans before they could be issued. Pension plans that have borrowed money would have to submit reports every three years to the PRA to show that the loans are working.

If failing pension plans are allowed to go belly up, the retirement benefits of some 1.5 million Americans could be at risk. That, in turn, would affect the nation's coffers. In 2015, for instance, multi-employer pensioners paid more than \$35 billion in federal taxes.

It's time lawmakers stick up for working Americans who have played by the rules. Passing this bill would be a good start.

James P. Hoffa

TEAMSTERS SUPPORT PENSION LEGISLATION



The Butch Lewis Act Will Provide a Path to Recovery for Pensions Facing Insolvency

Teamsters General President Jim Hoffa reiterated the union's support for critical legislation that would establish a new agency within the U.S. Treasury Department authorized to issue bonds in order to finance loans to pension plans in financial distress.

The "Butch Lewis Act of 2017," which was introduced by Sen. Sherrod Brown (D-OH) and Rep. Richard Neal (D-MA) on Nov. 16, would provide a path to fixing the country's growing pension crisis by providing the financial support the plans need to avoid insolvency.

Recently, Rep. Pete King (R-N.Y.) signed on as a co-sponsor. "I am proud to support the Butch Lewis Act and I commend Jim Hoffa for his leadership," Rep. King said. "Protecting retirees who worked hard for their pensions should not be a partisan issue. Republicans and Democrats should work together to allow workers to



live their retirement years in dignity. It's time to get started."

"This is the only legislative solution that would keep intact the pensions that our actives and retirees have earned—there would be no cuts," said Teamsters General President Jim Hoffa. "That is why our active and retired members have been meeting with members of Congress over the

past year to fight for their retirement security and they will continue to do so until this legislation becomes law."

The proposed agency, named the Pension Rehabilitation Administration (PRA), would provide these loans to "critical and declining" multi-employer pension funds. The loan terms will require plans to make interest payments for 29 years with final interest and principal repayment due in year 30.

"These retirees sacrificed pay raises and benefits so that when they retired, they could do so with dignity," Sen. Brown said. "They earned every dollar of their retirement, and out of no fault of their own, the money they earned is at risk. They held up their end of the bargain and it's time Congress held up ours and ensure they can keep what they've earned."

For more information, visit www.teamster.org.

INDIANA RED CROSS WORKERS RATIFY CONTRACT

Win Higher Wages, Better Working Conditions
With Local 414 Agreement



American Red Cross mobile-unit and fixed-site staff throughout Indiana and Western Ohio recently voted to ratify their first agreement as members of Local 414 in Fort Wayne, Ind. The contract was unanimously ratified and covers approximately 150 workers. They join

nearly 1,500 other Red Cross workers represented by the Teamsters from coast to coast.

"There were challenges when attempting to organize, but we stayed strong as a unit and now have a contract that we can be proud of. Moving forward, we are looking forward to a new partnership with management based on mutual respect," said Sarah Hook, a Red Cross mobile collections staff member.

The Teamsters contract secures improvements to scheduling, seniority and working conditions. The agreement also includes increases to the minimum starting wage for all classifications, as well as instant raises for every existing member of the unit. The wage increases, which for some workers reached as high as 20 to 30 percent, with an average increase of 11 percent, were a direct result of organizing with the Teamsters.

"We won a contract that recognizes the valuable work these Red Cross employees provide. They are routinely one of the highest performing regions in the country, and they were vastly underpaid for a long time," said George Gerdes, Secretary-Treasurer of Local 414.

Local 414's new members are also now a part of the Coalition of American Red Cross Unions, a group of nine unions—including the Teamsters—that fall under a national agreement which covers several big-ticket items, such as union-backed health insurance and yearly wage adjustments, while also partnering with executive-level Red Cross management to address issues such as safety procedures, scheduling initiatives and several labor-management partnerships designed to address local issues that may arise.

"We know that the American Red Cross does important work and we continue to show other Red Cross workers across the country the benefits that come from organizing with the Teamsters," said Michael Filler, Director of the Teamsters Public Services Division.

Improving Inland Empire's Economy

Southern California Local
1932 Leads Discussion on
Attracting Better Jobs

Local 1932, representing more than 11,000 San Bernardino County public employees, flexed its muscle in late October by gathering more than 50 area elected officials and academics to address the region's economic landscape and ways to improve it.

Times have changed for inland Southern California, known as the Inland Empire. In 1977, the region was home to many good union jobs where families could count on wages that were enough to raise a family. The region's economy, however, needed to transition with the end of the Cold War, and subsequently, an end to the concentration of defense-industry-led prosperity in the Inland Empire.

Randy Korgan, Secretary-Treasurer of Local 1932, said there is a solution to the problem, as long as communities unite to make it happen.

"The jobs that have proliferated here do not have to be low-wage jobs, and cities don't have to give up the farm for them," he said. "By utilizing community benefit agreements or project labor agreements, and allowing for a coordinated effort by community members to have a voice, we can develop the Inland Empire together."



Teamsters, Ohioans Join in Opioid Vigil

Shareholder Action at Cardinal Health Gets Results

Scores of Teamsters and other community members showed up in November for a pre-dawn candlelight vigil across from one of the nation's largest drug distributors in Dublin, Ohio to remember the victims of the opioid crisis which has taken tens of thousands of lives in recent years across the U.S.

The event, held outside Cardinal Health's headquarters right before its scheduled annual shareholders meeting, drew people who shared their stories on how they lost loved ones in part due to the proliferation of painkillers that have flooded the marketplace during this decade. The Teamsters have been active in raising awareness on the issue and calling for corporate accountability from companies like Cardinal Health.

"We're seeing more people die as a result of opioid abuse than we saw lose their lives in the Vietnam War," said General Secretary-Treasurer Ken Hall. "We're at over 91 people per day that are dying as a result of the improper use of opioids, and we've got to do something about it. We have an obligation not only to this country but to our working members, many of whose families are suffering because of these pharmaceuticals."

Hall and other Teamster representatives addressed Cardinal Health shareholders during its annual meeting later in the morning, asking them to establish an independent committee that investigates the company's business practices. They also asked Cardinal Health to take greater accountability for the companies' role in what the Ohio Attorney General says is fueling the opioid crisis in Ohio.

The Teamsters, which holds investments in Cardinal, planned the protest to highlight a shareholder proposal asking the company to separate the positions of chairman and CEO, and to make the chairman post an independent director.

While Cardinal officially opposed the proposal, in a surprise announcement, it took precisely those steps. Current Chairman and CEO George Barrett will give up the CEO title and will step down as chairman following next year's shareholders meeting. The next chairman will be an independent director.

In Memoriam

Teamsters Remember Members Killed in Las Vegas Shooting

The Teamsters are mourning the deaths of two members and one retired member who were killed in the senseless Las Vegas shooting that claimed the lives of 58 people and injured 546 in October. In addition, there are reports that several Teamsters were injured during the incident as well.

Dana Gardner of Local 1932 and Rachael Parker of Local 911, both from California, died during the massacre. Gardner, 52, was a 26-year employee of the San Bernardino County Assessor/Recorder/County Clerk's office, while Parker, 33, was a 10-year veteran of the Manhattan Beach Police Department (MBPD), where she worked as a police records technician. Brett Schwanbeck, a retired ABF driver from Arizona and former member of Local 104, also perished.

Gardner's colleagues, in media reports, described her as a "go-to" person and a "dedicated public servant." They added, "She had a lot of knowledge. She was a great employee."

Meanwhile, the MBPD said Parker had a passion for working with older adults, and she completed her undergraduate practicum with Manhattan Beach's Older Adults Program. Parker loved dogs, baking, country music and L.A. Kings Hockey. "Rachael's smile could light up a room, even on the most difficult of days," the statement said.

Relief for Port Truck Drivers



MORE THAN 100,000 DRIVERS AFFECTED

Port truck drivers from coast to coast have for years endured a lack of respect on the job from employers and a lack of understanding from elected officials about how they are exploited. Now, however, lawmakers are taking a step toward changing the landscape for these hardworking Americans.

Teamster leaders and six port drivers came together on Capitol Hill recently to laud the introduction of legislation by Reps. Grace Napolitano (D-Calif.) and Jerrold Nadler (D-N.Y.) that would crack down on the shady practice of truck leasing by port trucking firms, as well as empower ports to improve the environmental conditions at such facilities across the nation.

"Ports are supposed to be an economic engine," said Fred Potter, International Vice President and Director of the Teamsters Port Division. "And it is for so many. But it's not for the drivers."

In the U.S., the port trucking industry consists of more than 100,000 short-run truckers who haul containers on and off the nation's ports each day. These containers are filled with all of the items that make modern society function but are no longer produced in this country—clothes, electronics, food, housewares and more.

For years, the Teamsters have been shining a light

on the issue of misclassification for port drivers. That effort has been intensive at the twin ports of Los Angeles and Long Beach, the main gateway for products made in Asia. While companies and CEOs profit substantially from the sale of those goods, those who help bring them to market are suffering in silence.

Misclassified

Daniel "Seko" Uaina, a driver for Intermodal Bridge Transport, said workers across sectors need to speak out against companies who are taking advantage of them. "Not only do we spend long hours at the port not getting paid, but we take on the overhead for these companies," Uaina said. "When is it going to stop?"

The Teamsters are optimistic that Napolitano's "Port Drivers' Bill of Rights" and Nadler's "Clean Ports Act" legislation could make a difference.

The former bill would create a taskforce to review the broken system and crack down on bad actors, while the latter would modernize federal trucking rules to empower local ports to address truck pollution and congestion at such facilities.

"These truckers are forced to lease trucks they cannot afford," Napolitano said. "It is unthinkable that truck companies can get away with this scheme."

RIGHT TO WORK DEFEATED IN DELAWARE COUNTY

Teamsters Push Back Against Anti-Worker Legislation

Delaware Teamsters joined hundreds of their union brothers and sisters in January in pushing back against a county effort to institute a right-to-work (RTW) provision that would curtail workers' collective bargaining rights and tamp down on wages for thousands in Sussex County.

A vote on the RTW measure was postponed after it became clear the vast majority of those in attendance were against it. The overflow crowd spread outside of the council chambers, where Teamsters and other union members rallied in the frigid cold against the anti-worker ordinance.

When the Sussex County Council actually held the vote on the measure, it failed.

"We see that they at least heard our voices that this is a more complicated issue than they thought," said Paul Thornburg, Secretary-Treasurer of Local 326 in New Castle, Del. "This is people's livelihoods. They saw that."

Local 355 members and other Teamsters joined with Local 326 to voice their disgust with the RTW effort, which the Sussex County Council's own attorney called illegal. Because Delaware is a free-bargaining state, a locality cannot act on its own to implement such a policy. The county attorney warned that passage of such an anti-worker ordinance would lead to legal action against the jurisdiction and cost taxpayers at least \$250,000.

Thornburg said in recent years there have been efforts pushed by state GOP lawmakers to approve RTW, but Democrats have succeeded in blocking them. So when County Councilman Ron Arlett announced in



October that he was introducing such an ordinance in the southernmost and most conservative county in Delaware, it was unexpected.

"I was shocked. It was a mad scramble," Thornburg said. "We were really shocked because we talked on the state level and it's been thrown out. When it came to local law, we didn't think it was legal."

These attempts need to be called out for what they are—a corporate-fueled attack on everyday people who are just trying to earn a living to support their families. It's part of a national effort being pushed by the same big companies and business executives who for years have boosted their profits by sending American jobs overseas. These special interests are trying to lower wages and cut benefits for workers so they can increase their profits even more.

RTW in all its forms is still wrong for workers.



TEAMSTER NATION
PODCAST

TEAMSTER NATION PODCAST

News for Working Families

Check out the Teamsters Union's podcast at teamster.org/podcast

For more information, to listen or subscribe, visit teamster.org/podcast

SWISSPORT RAMP AGENTS JOIN LOCAL 120

Despite Company's Anti-Union Effort, Workers
Overwhelmingly Choose Teamsters



After only a four-month campaign, ramp agents working for Swissport voted to become members of Local 120 on Oct. 25, 2017. The 114 ramp agents, who are responsible for handling baggage, join Swissport aircraft fuelers that are already represented by the union at the Minneapolis-St. Paul International Airport.

"Congratulations to everyone who worked hard to fight for union representation at Swissport," said Tom Erickson, President of Local 120. "We're looking forward to negotiating a fair and equitable contract."

Wages, health care, turnover and safety were the main issues workers cited as their reasons for joining Local 120—issues they hope to see improved by negotiating a strong collective bargaining agreement. Despite the desire to join the union, the organizing committee faced an uphill battle. Management hung up an anti-Teamster poster in the break room and held anti-union meetings. Furthermore, the restricted nature of the airport tarmac made it difficult for organizers to access the workplace.

The committee adapted. Aircraft fuelers, who worked the same hours and had the same access, played a key role in persuading their co-workers to join.

Committee members used a program that allowed them to use their smartphones to get their co-workers to sign union cards digitally. Eventually, Local 120 obtained a permit to access the airport, and a number of volunteer organizers from US Foods reached out to the ramp agents to tell them what to expect from management after they had filed for an election.

"Our members from US Foods experienced a campaign where they faced many of the same challenges in terms of an anti-union campaign, and they ended up with a positive outcome," said Lovinsky Ricard, a Local 120 organizer.

Teamsters, ABF Kick Off Contract Negotiations

The Teamsters National Freight Industry Negotiating Committee (TNFINC) kicked off national negotiations in early January for a new ABF National Master Freight Agreement (NMFA).

The initial meetings focused primarily on language issues but ABF raised claims that its employee costs and operating costs are too high. TNFINC, however, made it clear that members were not interested in a concessionary contract.

"Rather than get bogged down right off the bat in what could have easily resulted in a collision, we spent the initial meetings trying to resolve some of the less controversial issues and made progress in those areas," said Ernie Soehl, Director of the Teamsters National Freight Division and Co-Chairman of TNFINC.

The current ABF National Master Freight Agreement runs through March 31, 2018 and covers more than 8,000 members. Multiple weeks were been set aside for bargaining.

ABF Teamsters can get more information by visiting the ABF Teamsters Facebook page. Go to "ABF Teamsters" on Facebook.

Or visit www.teamster.org and click on the Freight Division page, then click the "ABF Contract Updates" button. Text "ABF" to 86466 to receive text message alerts

(message and data rates may apply).

MARCH TOWARD JUSTICE

ORGANIZING BLITZ IN CHICAGO



The terminal manager at the XPO facility in Aurora, Ill. was most likely expecting Thursday, November 30 to be just another day. He wasn't expecting that he'd have to face down a march on the boss.

XPO had refused to negotiate with the union in Aurora even though the company was court-ordered to do so multiple times. Now, the terminal manager was facing an angry mob of more than 40 Teamsters crammed in his small office. All of them were demanding that he call Bradley Jacobs, the company's CEO, to set a date for collective bargaining.

"No date, no peace!" the crowd chanted. Tony Seminary, an organizer for Local 179, stepped forward from the group.

"You're the shop manager, get on the phone, call Bradley Jacobs, tell him we want a date for negotiations!" Seminary said. "Your company is violating the law. What are you going to do about this? Do you care about these employees?"

The terminal manager sighed. Today was not going to be his day.

When Teamsters Fight, Teamsters Win

Chicago has always been a logistics hub and, in the modern era, the city has a higher concentration of freight-logistics jobs than any major metro area in the country. So when the Teamsters Union chose a target for an organizing blitz geared toward increasing membership in the logistics industry, they knew exactly which city to hold it in. Local 777 and Joint Council 25 worked in partnership with the Teamsters Union, directing the efforts on the ground.

"We've had about 60 organizers using our office as a base," said Jim Glimco, President of Local 777. "Some of the best organizers from the International Union are out here doing house calls, job actions and marches on the boss. It's really great. The whole idea is to empower the workers to stand up for themselves, and that's what we're trying to do—give them a voice."

The goal of the blitz was to assist local unions with winning their campaigns at XPO, intermodal companies, and private school bus contractors throughout Chicagoland.



eXPOsing the Worst Actor in Logistics

The Teamsters Union is working with freight, warehouse and port employees at XPO Logistics worldwide to expose the truth about the company's global greed, illegal wage theft, unsafe conditions, and abhorrent and vicious anti-worker, anti-union tactics. The blitz was a huge part of this campaign.

XPO's greed includes mistreating former Con-way freight workers in the United States who are being kept in the dark about terminal closures and layoffs, and the company's illegal refusal to bargain contracts and denying workers' federally protected right to organize. It also includes port, rail

and last-mile drivers around the country and in Southern California fighting wage theft in excess of \$200 million because they are misclassified as independent contractors and denied the right to form their union. This greed has caused numerous lawsuits and strikes. Greed also means an unsafe workplace and mistreating their warehouse employees.

The Teamsters Freight, Port and Warehouse divisions are working closely with Joint Councils and local unions to help organize workers. Already, workers at six XPO freight terminals have formed their union, as well as warehouse workers at a location in Connecticut. Over the course of



the blitz, Teamster organizers visited every XPO warehouse and freight barn in Chicagoland multiple times. They also did house visits to unorganized workers, spending hours on the road driving from city to city talking to workers.

Jose Ramirez participated in the march on the boss at the Aurora facility. He's been a driver at the Aurora facility for more than eight years.

"What we have here is horrible," Ramirez said. "The insurance is garbage, there's no respect, there's discrimination and favoritism. We want everybody to be fair, and the only way to do that is to get the Teamsters in here."

Unsurprisingly, he was disappointed to see his employer drag their feet when it came to negotiating.

"The labor board had to take them to the circuit court to make them follow the law," Ramirez said. "It's pretty sad, being that they're such a huge company. It's frustrating, but I'm telling you as a driver in Aurora that we're still strong. We're not going anywhere, and we're going to keep fighting until we get a contract."

James Plimmer has been work-



ing at the XPO Elgin facility for over four years. He said that the conditions at his terminal make retention difficult for the company.

"We've had eight guys leave this past year because they retired or quit. Why haven't they replaced them? I don't know, I can't answer for stupid," Plimmer said. "When XPO took over, one of the biggest changes I noticed was work volume, the more-with-less attitude. It's not an option to go home, you're stuck there until it's done or they terminate you. If you don't want to work 14 hours a day, you might as well quit, because they'll fire you if you don't."

Plimmer was a Teamster before, and he said he joined the organizing campaign at his facility because he knows the difference that a union contract could bring to his job. He didn't mince words when asked about Jacobs.

"You ever see that movie Wall Street? He reminds me of Gordon Gekko," Plimmer said. "It's all about money. As long as he eats, he doesn't care if anyone else does. Our equipment doesn't get repaired, we're short on equipment, our forklifts are falling apart, yet the tonnage keeps going up. He gives me the impression that



he's just squeezing the company for everything he can get out of it, and later on he'll dump XPO and walk away."

Building Power with Chicago Intermodal

Intermodal is integral to logistics, and by organizing these workers, the Teamsters are securing a key leverage point in the broader effort to organize core industries. Teamsters already represented workers at all but four of the intermodal yards in Chicagoland at the beginning of the blitz. By the end of it, there were only three left.

Paul Garza was a crane operator at ITS ConGlobal in Harvey, Ill. Management found out that he had been a Teamster activist at another yard where he worked and he was later terminated.

"When you have a strong union

man in there that's knowledgeable about his rights, it scares them," Garza said. "When I got fired, though, it really upset the guys. It backfired pretty badly."

Garza continued to stay involved in the organizing campaign after he was fired, though, and he was there when the NLRB counted the votes for the election at his yard. The vote was 100 to 23. Garza now works for the Teamsters, and pretty soon he'll be sitting across from his former employer at the bargaining table.

"It'll be interesting when they see me," Garza said. "My biggest thing on unions is education—you have to educate yourself. Look at what rights you have. We're very uneducated on our labor rights these days, and that's why people are afraid to go out there and organize. Once people know they can go out there and organize, they will."

The long hours and difficult conversations that were a hallmark of the Chicago blitz demonstrated that the fight to organize workers in core industries will be an uphill battle. Organizing is a steep mountain to climb when employers don't fight back, and over the course of a week in Chicago, Teamsters were embarking on organizing drives at some of the most anti-union locations in America. The good news is that Chicago is and always has been a union town, and with Teamster power, it's a journey that can and will end in victory.



NO REST FOR THE *Benevolent*

TEAMSTERS CONTINUE DISASTER RELIEF MISSION





David Renshaw was exhausted. It had been two weeks since Hurricane Irma crashed into his home state of Florida, leaving a massive trail of debris in its wake. As a business agent for Local 769 in Miami, he had been busy working around the clock to get supplies for Florida Keys residents that were temporarily without access to food, electricity, toiletries or clean water. Hundreds of people were depending on him, his local and the team of volunteers he was working with.

Renshaw lived through Hurricane Andrew back in 1992, so this wasn't his first rodeo. Still, the impact of Irma was remarkable to everyone in South Florida, and it was important that the Teamsters were on the front lines of the relief efforts.

"The Keys will rebuild and rebound, but we need to provide a stepping stone for them to be headed in the right direction," Renshaw said. "We've always had great relationships with the employers and the community, but when you're coming down here with multiple trucks containing tonnage of donated goods, it really expresses the humanitarian intent behind the International Brotherhood of Teamsters."

People Helping People in the Florida Keys

In August, Hurricane Harvey turned out to be just the beginning of a very terrible hurricane season on the East Coast, and it was followed by ravaging wildfires in West. Millions of people have been left homeless and the cost of the devastation is in the hundreds of billions of dollars. The loss of life, homes and property has been horrific, but the Teamsters have been helping people rebuild their lives every step of the way.

Renshaw and his team set up shop at a park in the Bahama Village neighborhood of Key West. The



fact that it's 90 degrees and humid isn't discouraging Teamster members and their community partners from unloading a packed freight truck. Time is of the essence and nobody can wait for the sun to go down.

Denise McCloud is the pastor at Trinity Presbyterian Church in Key West. McCloud started working with the Teamsters after Renshaw contacted her looking for a partnership distributing relief supplies, and since then they have been working together on setting up community giveaways for residents of the Florida Keys.

"This has been a great experience," McCloud said. "The sign here says 'people helping people.' That's what the Teamsters have been all about. We're all out here letting Key West know that we have heard your concerns, we are here for you and we are trying to fill your needs."

Local 769 represents many of the largest employers in the Florida Keys, and reaching out to the members after Irma was the biggest priority for the disaster relief team.

Jean Zeman is a shop steward that works at the Key West Police Department. Zeman was volunteering to clean up the yards of her co-workers who had property damage from Hurricane Irma, and she stayed in Key West during the storm instead of evacuating so she could keep her co-workers updated about the status of their homes and what was going on in the Keys.

"The community has grown closer together, and I

think we're tighter knit now than we were before," Zeman said. "Hopefully this will continue to go forward and we continue to have the same little town community that we've always had."

Jonathan Flatt is a UPS driver who lives in the Florida Keys. He experienced a great deal of property damage as a result of Hurricane Irma, and even though he needs to find time to replace the things that he lost, he's back at work because many residents of Monroe County are depending on UPS Teamsters to deliver their medicine.

"Most importantly, I hope everyone can keep calm and know that we will get their packages delivered," Flatt said. "Given the circumstances, though, most people are very thankful for us. It's new to everybody, but everyone down here knows that we're all in this together. We're doing our best and taking care of one another with everything we have."

Renshaw and a team of volunteers head out to a housing complex a few blocks from the park. They canvass the apartments, delivering hot meals, water and toiletries to the elderly residents. John Bellera has been a Key West resident for over 30 years and he was thrilled that the Teamsters were lending him a hand.

"I was a union member before I retired and they took care of me," Bellera said. "They paid for my kids to go to the doctor, they paid for us to go to the dentist and they paid for us when we got sick. It's the best thing that ever happened to this country."

The Island of Enchantment

The same day that Hurricane Irma dissipated, the largest tropical cyclone of the year and the 10th-most intense Atlantic hurricane in recorded history formed just east of the Lesser Antilles islands. Hurricane Maria proved to be the most devastating storm to hit the island of Puerto Rico in as long as anyone could remember, and the demand for assistance was overwhelming. Over 400 Puerto Ricans were killed. The power grid was wiped out, leaving the entire island without electricity, and the cost to rebuild is expected to exceed \$100 billion. There are still hundreds of thousands of people in Puerto Rico without access to electricity, food or drinking water today.

"I'm glad we were able to help, even if it was in a small way," said Roy Gillespie, Joint Council 13 Human Rights Coordinator. "There's going to be a lot more needed for the long term. They won't be able to get back on their feet until everyone has clean drinking water, electricity and all the stuff we take for granted. You go to stores, and the shelves are bare or there are still lines around the block."

Teamsters started recruiting volunteers to provide disaster relief assistance as soon as they could. On Wednesday, October 4, only two weeks after Hurricane Maria made landfall in Puerto Rico, over 80 Teamsters were dispatched to the island as part of a chartered flight with the AFL-CIO. The volunteers worked primarily in handling the logistics and distribution of supplies on the island, but they also assisted with clearing debris and repairing homes.

Local 813 Business Agent Mark A. Cruz has family in Puerto Rico. Their house had its roof completely torn off by Hurricane Maria, and his aunt's house was destroyed. After the storm, phone service on the island was completely gone, and it took him 10 days to get in touch with his family to make sure they were OK.

"This is very personal, but I feel very fortunate to be part of the clean-up, to be part of the relief to the homeland where my mother and father were born," Cruz said. "What I'd like to see is an injection of hope, of optimism. Right now, things don't look so great, but if we band together the future can be beautiful for Puerto Rico."

Local 813 member Lance Gibbs is a sanitation worker for Mid-Bronx Haulage. He said he was motivated to volunteer after hearing stories from his friends, family and neighbors about Maria's devastation.





CALIFORNIA FIRES

*Teamsters Help Those
Suffering from the Inferno*

"I had the opportunity to do something good," Gibbs said. "It was a great adventure. We went down there and we handled whatever it was that they needed us to handle. This is a strong brotherhood and we came together when they need us. That's the bottom line."

Teamsters from Joint Council 16 made up a significant portion of the membership that volunteered for the Puerto Rico mission. New York and New Jersey Teamsters are well prepared for disaster relief, having lived through 9/11 and Hurricane Sandy.

"I was notified instantly from my business agent, and I said, 'I have to go,'" said Paul Delaney, a Local 863 tractor-trailer driver in Elizabeth, N.J. "I did disaster relief with the Red Cross on 9/11, and it was traumatic, but I helped out and I feel good about it. Coming to Puerto Rico is a good thing we're doing for mankind."

"We rally and we go from one crisis to the next," said George Miranda, International Vice President and President of Joint Council 16. "We are at our best in adversity. That's what the union is all about: banding together for the greater good."

One of the most inspiring stories that came out of the Puerto Rico mission was that of Local 631 member Marcos Cruz, who not only volunteered, but made sacrifices to pay for the trip.

"My employer, LV Paving, told me that my job would be waiting for me when I get back," Cruz said.

Wildfires in Northern California cost at least 100 Teamster families their homes, destroyed more than 8,400 structures, and killed 42 people started just after midnight on October 8. Within days, 22 separate fires were raging across Napa, Sonoma, Mendocino, Solano and other Northern California counties. The toll for Teamster families in the area was immense, and the fire moved so swiftly that most evacuated with just the clothes on their backs.

As the days progressed and fires kept burning, Local 665 President Mike Yates got a call from the manager of the local Les Schwab Tire Center.

"They were getting donations for the fire victims and had nowhere to put them. So we moved into action," Yates says. "At first, we borrowed two UPS trailers. That quickly turned into four and then into eight.

"Still, I'm going to be off of work for some time, so I sold my Harley-Davidson. My son was OK with it, but my daughter? Not so happy. But I was born in Puerto Rico. My family is in Puerto Rico. My brother runs a small business in Puerto Rico."

Cruz worked 16-hour days to get Puerto Rico back on its feet, filling a multitude of roles.

"If they need me to shuttle electricians to the hospital at 11:30 at night, I'll jump in a van and bring whoever they need to the hospital," Cruz said. "If they need me to go to the airport, I do that. It's been non-stop. My days went so fast, it's like I blinked and it was already midnight. But every hour that went by, it got better."

Cruz says he will be making several trips back and forth to Puerto Rico over the course of the next year.

"My heart is broken for my island; it's going to take years for it to get back to where it needs to be," Cruz said. "Six months, a year from now, I want Puerto Rico to be what it has always been called: the island of enchantment."

Very Fake News

Declaring that disaster relief efforts can be a bit chaotic is like saying you'll do a lot of push-ups in boot camp: it's the understatement of the century. Relaying accurate information is difficult. Circumstances change at the drop of a hat. Overworked and under-resourced volunteers are tasked with providing food, water, basic

Then, the Joint Council 7 truck came up, filled with more donations."

Union members and volunteers from community organizations came to the parking lot to sort the donations and move them into the trailers designated for water and food, bedding and towels, clothing and general household supplies.

"The local made radio announcements for more volunteers and the community really turned out," Yates says with pride.

After a few days of preparations, the distribution operation opened to the public on October 14—less than a week after the first fires started.

"At one point, we had 400 people on the property, including 60-70 volunteers and lots of displaced families who didn't know if they still had homes," Yates said. "The whole Joint Council has been awesome.

There was just an outpouring of help. Everyone called to say 'what do you need?' and then they sent it."

"We also set up a fund through All Charities Teamsters to accept financial donations and members, employers, and the general public has been more than generous. We were immediately able to make \$500 gift cards available to each Teamster family that lost homes so that they could purchase basic necessities," Yates said.

Yates says that this tragedy enabled the community to see the union in a different light. "We were able to talk about what the Teamsters do for our members and educate people about what it means to be in a union. But more than that, we just focused on how we could help each other and rebuild our community," Yates says. "We kept politics out of it and just did the work that needed to be done."

necessities to thousands of desperate people all at the same time. So, when a false story about the Teamsters Disaster Relief mission in Puerto Rico started to gain traction in the stranger corners of the internet, it was not something that any of the volunteers on the ground had any interest in dealing with.

On September 30, a blog called Conservative Treehouse that regularly spreads fake news posted a story stating that relief shipments were not being distributed throughout the island because the Teamsters were on strike. In fact, the reason there were no available drivers, according to United States Air Force Colonel Michael Valle, was "they can't get to work, the infrastructure is destroyed, they can't get fuel themselves, and they can't call us for help because there's no communication."

Despite reality, the fake story took off like wildfire. It was picked up by other outlets, including Gateway Pundit, and it was even re-posted by prominent conspiracy theorist Alex Jones. Social media accounts were baselessly attacking the Teamsters for a strike that never happened. Eventually, the story was debunked by Snopes, PolitiFact, and Fox News' Shepard Smith. General President James P. Hoffa publicly denounced the false stories at the time.

"These viral stories spreading across the internet are nothing but lies perpe-

trated by anti-union entities to further their destructive agenda," Hoffa said. "The fact that they are attempting to capitalize on the suffering of millions of citizens in Puerto Rico that are in dire need of our help by pushing these false stories, just exposes their true nature."

In less than three months, millions of Americans have lost everything they have because of the unforgiving torrential storms and wildfires. As people throughout the country try to piece their lives back together, the Teamsters will be there to help them every step of the way. After all, the Teamsters Union is at its best when circumstances are at their worst.

For more information or to donate, visit ibt.io/tdrfund.





Safeway.com Delivery Drivers Vote to Join Teamsters Local 174

GROUP OF DRIVERS IS FIRST IN THE NATION TO ORGANIZE WITH A UNION

Almost 70 delivery drivers at Safeway.com voted recently to join Local 174 in Tukwila, Wash., a historic victory with potentially wide-ranging effects as these are the first Safeway.com delivery drivers in the nation to vote to join a union.

The organizing drive took place over several months and was spearheaded by Safeway.com delivery driver Dan Oliver and Local 174 Organizer Meaza Ogbe.

"This is huge for us. Everyone at this company was a union member except for us," said Oliver, lead organizing committee member. "It was clear from our compensation, benefits and the way we were treated at work that not being union was hurting us. All of that is going to change now."

"I am so proud of these guys for standing up for their rights," Ogbe said. "It takes courage to stand up to your employer and demand respect, and these guys had courage to spare."

The organizing victory comes at a critical moment in the home grocery delivery industry, as Seattle-based product delivery juggernaut Amazon has recently purchased the upscale grocery chain Whole Foods.

"This is not just a big win for these Safeway.com drivers, but this is a foot in the door for other organizing opportunities in this same industry in the future," said Joint Council 28 President and Local 174 Secretary-Treasurer Rick Hicks. "Home grocery delivery is a growing industry, and from this day forward, it is going

to be an industry that includes the Teamsters Union."

Local 174 already represents Safeway distribution center drivers who operate out of facilities in Auburn and Bellevue delivering groceries to stores across the state, along with dispatch clerks and employees at the Recycle Center in Auburn. These members are glad to welcome their new brothers and sisters into the Teamsters Union.

"Safeway drivers and warehousemen in our Local just ratified the richest contract in their history, while these Safeway.com drivers are struggling just to get enough hours to qualify to buy company health insurance," said Local 174 Senior Business Agent Carl Gasca, who is the business agent for the Safeway distribution center drivers and will be the business agent for the newly organized group as well. "Now that we are all standing together, I know that we can get a better deal and a better life for these home delivery drivers."

"I am so excited for what the future holds for us," said new Safeway.com Teamster Candice Herrera. "There's nowhere for us to go but up."

"This is just the beginning," Hicks said. "Other home delivery drivers are watching, and they are going to see how much benefit these Safeway.com drivers will get from being members of Local 174. We hope that they will also find the courage to stand up and say 'I demand respect' at their workplaces. And if they do, we will be ready to help them."

LOCALS 170, 523

Red Cross

Two units of Red Cross employees joined the Teamsters recently. Local 170 in Worcester, Mass. organized blood technicians and a phone recruiter in Rynham, and Local 523 in Tulsa, Okla. organized mobile blood drivers.

"We are pleased to welcome this new group of Red Cross workers," said Shannon George, Secretary-Treasurer of Local 170.

"I voted for the Teamsters after hearing from my union-represented peers in Worcester and Springfield, and comparing wages and benefits," said Chanel O'Brien, a Red Cross blood technician.

"I'd like to congratulate the group on seeking Teamster representation and following it through to a successful election," said Gary Ketchum, President of Local 523. The Local 523 victory makes these the first Teamster-represented workers in Oklahoma.

LOCAL 553

Beecher's Handmade Cheese

Workers at Beecher's Handmade Cheese, in the Flatiron District of New York City, voted recently to join Local 553. The 24 cheesemakers, lead cheesemakers and main-

tenance employees will now negotiate a union contract with their employer, and hope to raise wages and improve health coverage.

"We love the work we do, but need this to be a good job too," said Riley Peters, a cheesemaker at Beecher's. "When you gain experience and take on new responsibilities, your wage should reflect that. That is one of the things we want to address in our union contract. We are proud that Beecher's cheese will be union cheese going forward."

Beecher's workers began their campaign for a union in September, in partnership with the Teamsters. After distributing fliers and organizing with their co-workers, they signed union authorization cards and petitioned for a government supervised election. The vote was 14-6.

LOCAL 1038

GCA Services

By a unanimous vote, the custodians working for GCA Services at Albion College in Albion, Mich., voted to be represented by Local 1038. There are 24 custodians in the unit and they join the 70 clerical and facility operations workers at the college that are already represented by the local union.

"We are pleased to

welcome GCA Services custodians at Albion College to our local union," said Greg Nowak, President of Joint Council 43 and Local 1038. "Our business agent Karl Grimm worked many hours with the organizers in the unit to bring about this victory."

"Benefits were the main reason the custodians wanted to be represented by the Teamsters. Now our next step is to sit down with the company and work on a contract," said Karl Grimm, Secretary-Treasurer and business agent with Local 1038.

LOCAL 856

MCMEA

MCMEA, an association of public employees in Marin County, Calif., has voted to affiliate with Local 856. The 300-person association includes county professionals in public works, health and human services, the county sheriff's office, information technology services and more.

The affiliation agreement joins MCMEA members with Local 856, which currently represents Marin County Probation Officers, Marin County District Attorneys and over 12,000 workers throughout Northern California, including 7,000 public employees.

"We are proud to rep-

resent MCMEA members," said Teamsters 856 Secretary-Treasurer Peter Finn. "They are joining a union with an established record of winning strong contracts for public employees."

LOCAL 633

STA

Workers with Student Transportation of America (STA) have overwhelmingly decided to join Teamsters Local 633 in a vote conducted by the National Labor Relations Board.

"We are extremely pleased to welcome these professional bus drivers to the Teamster family," said Jeffery Padellaro, Secretary-Treasurer of Teamsters Local 633 in New Hampshire.

Teamsters Field Representative Roger Travers of Local 633 organized the group of 44 drivers under Padellaro's direction. Travers spent many days speaking with and addressing the needs and concerns of these newest members, which will ensure their voice is heard through collective bargaining.

Local 633 is uniquely positioned to represent bus drivers, with a staff consisting of business agents and field representatives who have been representing bus drivers for decades.

LOCAL UNIONS FOCUS ON INTERNAL ORGANIZING TO BUILD TEAMSTER POWER

ORGANIZED FROM THE INSIDE



Teamster local unions are fighting back against right-to-work laws by signing up more members, while other locals are combatting the latest threats against organized labor, the Janus case, by getting public-sector workers to recommit to their union.

At Local 509 in West Columbia, S.C., stewards and members helped sign up nearly 350 workers between January 1 and December 1 of 2017.

"That's our members signing up members," said James Todd, Local 509 President.

Local union representatives also visit work sites to talk to nonmembers to educate them about the importance of the union and the benefits workers receive. The local has membership cards filled out and all that the worker needs to do is sign it and insert his or her Social Security number.

"After hearing about the union benefits and getting their questions answered, almost every worker signs the card," Todd said. "A lot of these new folks aren't aware of the benefits of being a Teamster. We have signed up 150 new members this way."

Between the two programs, Local 509 has gained about 500 new members over an 11-month period, with many of the workers from UPS. "I'm optimistic we'll pick up a couple hundred new members during the first half of 2018," Todd said.

Like Local 509, Local 728 in Atlanta has focused on internal organizing, which has contributed to the local increasing its membership from about 5,700 members in 2005 to about 9,000 today.

"We're bucking the national trends and the trends here in Georgia by growing our local and our internal organizing efforts, especially at UPS, have helped us tremendously," said Randy Brown, President of Local 728. "We continually reach out to our members, educating them and engaging them. By increasing worker density, we win stronger contracts and workers gain a stronger voice on the job."

Race to 100

In another big victory against right to work, 100 percent of the ABF Freight System bargaining unit members at the Memphis, Tenn. terminal have signed up as members of Local 667.



"The last worker had been holding out but thanks to the efforts of his co-workers, he is now a member, making the unit of about 90 drivers, dockworkers and office staff 100-percent Teamsters," said James Jones III, President of Local 667. "I am proud of all our ABF Teamsters. This is a great feat in our union's fight against right to work."

"By being 100-percent Teamsters, this gives all our ABF workers a stronger voice on the job," Jones said. "With all the anti-worker, anti-union forces we are up against, we need to organize and build Teamster power."

In the wake of the victory at ABF, Local 667 is launching a campaign to fully organize other work locations. The effort is called "The Race to 100." The local has also signed up 100 percent of the package-car drivers at the UPS Oak Haven center in Memphis, and several other work sites are close to 100 percent.

"To many workers, the benefits of being members may not immediately be obvious, but we plan to educate our members about the importance of joining the union and building worker power," Jones said. "This is all about fighting for a more secure future for our members and their families."

"I am proud of my co-workers for all being united and strong here at ABF," said Bob Watkins, chief steward. "Together, we can work as one group and have a stronger voice to address the issues that matter to all of us."

Court Battles

Local 320 in Minnesota's Twin Cities represents public-sector workers and has successfully signed up nearly 90 percent of the workers to recommit their membership. The campaign, begun in 2015, has brought stability to the members and to the local.

"Our volunteer member organizers and stewards have made contact with as many members as possible," said Brian Aldes, Local 320 Secretary-Treasurer. "We have educated members through our website, social media and our 'action alert' system and put out information about the Janus case and its impact on workers and the local union."

The case, *Janus v. American Federation of State,*

County and Municipal Employees, deals with an Illinois state government employee who doesn't want to pay fair-share fees covering contract bargaining and representation activities allowed as part of the 1947 Taft-Hartley Act.

The case is expected to touch on many of the same issues raised in another case, *Friedrichs v. California Teachers Association*, where the Supreme Court was largely expected to side with plaintiffs last year. However, the court ultimately deadlocked on the case after the death of Justice Antonin Scalia left the court with only eight members.

Local 320 is also continuing to reach out to its fair-share members, is conducting monthly new-member orientation programs at the local and is hosting right-to-work trainings across the state.

"We have all kinds of programs that we're putting into place to make sure we're organized from the inside," said Aldes, who noted that the local is also focusing on 2018 because it's such an important election year in Minnesota.

Meanwhile, the Public Services Division's national Power-Building Plan is assisting locals in contacting and communicating with all fair-share payers across the country.

Local 117 in Seattle is also preparing for the Janus decision.

"We've got a 9,000-member internal organizing campaign that we're running," said John Searcy, Local 117 Secretary-Treasurer. "We set up a website for the campaign that has an online pledge form, member stories, information about Janus and who is backing the case, and resources. We're out in the field talking with members, training member leaders, distributing commitment cards and other activities."

Sara Parcels, a building and grounds worker at the University of Minnesota, is one of the members who recommitted her membership to Local 320. She has worked at the university for 16 years.

"Being a Teamster is very important for my family," said Parcels, a single mother with two children, 12 and 7. "It's my livelihood. It's what helps me get a good paycheck and benefits. Health care is very important for my family."



National Talks Kick Off

UPS and UPS Freight National Negotiations

Bargaining for the UPS and UPS Freight national agreements has begun.

“As we move forward with negotiations, a major focus is keeping our members informed every step of the way,” said Denis Taylor, Director of the Teamsters Package Division. “We will also be reaching out to our members for their input

and help as we all work together to negotiate the strongest contracts.”

As the union’s largest single-employer contract, a number of union departments are assisting negotiators, including Economics and Contracts, Communications, Legal and the Package Division.

The union had previously collected member recommendations

from contract proposal meetings at local unions. For UPS, this involved proposals for the National Master Agreement (NMA) as well as the regional supplemental agreements to the NMA.

Once the proposals were received, division staff sorted them by article and section. The initial proposals were then reviewed by the UPS and UPS Freight National Negotiating Screening Committees on Sept. 25, 2017. The results of the screening were then presented at the Two-Person Committee, a contract proposal review meeting with two representatives from each UPS and UPS Freight local union, on Oct. 17, 2017 in Washington, D.C.

Both the UPS and UPS Freight committees voted unanimously in favor of presenting proposals to the employers.

The proposals address a wide range of issues, including: the continuing harassment of employees; chronic under-staffing and forced



overtime; subcontracting; safety and health; and the increasing volume of overweight and oversized packages. Economic issues that will be addressed are starting: wages for part-time employees' pension; and health and welfare.

All of the UPS Supplemental

The National UPS Freight Grievance Committee also met in June and October. From the cases that have deadlocked at the national panel, there have been several arbitrations scheduled, starting with Local 776 on subcontracting issues. The arbitration was sched-

The next scheduled arbitration took place November 28 and it dealt with the language in Article 44 (subcontracting) as to whether full-time road drivers are to work in their classification prior to the company subcontracting bargaining unit work on any given day.

CSI

UPS Cartage Services held its semi-annual economic review on September 28. The union gained seven new full-time jobs through a restructuring of the network in the South and expansion of union-covered territory.

Issues Facing Local Unions

UPS has announced and is implementing a new classification known as Seasonal Personal Vehicle Driver (SPVD). While seasonal drivers have been hired for years, these drivers will be using their personal vehicles to deliver. Used mostly in rural areas, the drivers will work under the contract and be paid mileage for the use of their vehicle. The division has sent letters to UPS both nationally and regionally, protesting this program as a violation of the contract and a unilateral change. An extensive information request was made in conjunction with the protest.

Moving Forward

As national negotiations begin, the union's negotiating team will be calling upon you, the members working at UPS and UPS Freight, to help win a strong contract.



Package Division Director Denis Taylor talks with a member.

Committees have met with UPS on multiple dates.

Negotiations for the UPS and UPS Freight contracts began on Jan. 22, 2018 and seven weeks of talks have been scheduled through April. Additional meetings will be scheduled as the negotiations proceed.

Grievance Panels

The 2017 National UPS Grievance Panel meetings were held in Minneapolis in June and in Seattle in October. Local unions continue to take on subcontracting and understaffing through the grievance procedure and the division has 24 cases heading to arbitration.

uled to have four different cases heard as one. However, the division was able to resolve the arbitration and create four full-time jobs out of the Harrisburg, Pa. location. The division has also arbitrated a vacation pay case at the Memphis location.

Get Involved – Stay Informed

Download the UPS Rising app by searching "UPS Rising" in the App Store or Google Play. You can also follow the campaign at www.upsrising.org, on Facebook @TeamUPSrising or on Twitter @UPSrising. Text "UPS" to 86466 to receive text message alerts. (Message and data rates may apply.)

★ ELECTION RESULTS ARE A

The amount of elections held last November in the U.S. may have been small in number, but they supplied some big wins to pro-worker candidates backed by the Teamsters.

From New Jersey and Virginia in the East to Washington out West, voters on Nov. 7 took a stand against those pushing policies that put big business ahead of the people. Instead, they sided with candidates who stood up to corporate greed and wanted a government that rewards those who toil hard each day by making sure fair wages and access to health care are ensured.

The Teamsters played a role in getting these new lawmakers elected.

New Jersey

In New Jersey, for example, four lost-time Teamsters performed work-site visits in support of victorious gubernatorial candidate Phil Murphy. The Teamsters Field Action and Legislative Department also

worked closely with locals in the state to organize a rally before a labor audience the weekend before the election for Murphy that Teamster General President Jim Hoffa attended.

Fred Potter, International Vice President and President of Local 469, said after eight years of anti-union Gov. Chris Christie (R), the state's membership was ready for a change. "They looked at Phil Murphy as an outsider who will deliver as promised to help the economy," Potter said. "He understands that working people need a union and have rights. And he re-



spects those rights."

Al Rispoli, President of Joint Council 73 and Secretary-Treasurer of Local 863, said the Teamsters came out in support of Murphy in late 2016 because of his strong stance against right to work and the misclassification of drivers. "We need to get jobs back in Jersey and increase employment here," Rispoli said. "He understood that."

Thanks to Teamster efforts, both Potter and Rispoli were part of the new governor's transition team. Potter served on the transportation committee, while Rispoli was a member of the labor and workforce development committee.

The impressive turnout by Teamsters at the pre-election rally gave a real indication of Murphy's popularity among the union's membership in New Jersey. In all, lost timers made 150 worksite visits to recruit for the rally, persuade potential undecided voters and get out the vote. Teamsters also sent three waves of more than 30,000 mail pieces and did three robocalls supporting Murphy.

Virginia

In Virginia, four local unions with a significant number of members in the state supplied lost-time workers beginning in early October. They performed 87 work-site visits in the Norfolk, Richmond and Northern Virginia areas, where they were able to register mem-



WIN FOR WORKERS ★



bers to vote, persuade undecided members and get out the vote for both statewide and down-ticket races.

Mike Krenik, political coordinator for Joint Council 83 and a Vice President of Local 101, said the key to the Teamsters' success was getting out and being seen. "It was a good ground game," he said. "We spent a lot of time getting the word out with our members and with fliers. People said they were getting sick of seeing us. It's a good ground game that wins elections."

The Teamsters sent three waves of more than 6,300 mail pieces to support victorious gubernatorial candidate Ralph Northam, lieutenant governor candidate Justin Fairfax and Attorney General Mark Her-ring. The union also did three robocalls supporting the top of the ticket as well as a round of paid get-out-the-vote calls in the days leading up to Election Day.

Washington State

And in Washington state, not only did the Teamsters help elect Manka Dhingra in a crucial state Senate race to flip the chamber from Republican to Democrat, but nine rank-and-file Teamsters were also elected to local office across the state.

In an effort to combat anti-working-family policy initiatives coming from hostile legislators and right-wing groups like Washington's Freedom Foundation, Teamster locals in the state banded together to develop training programs and campaign infrastructure to help their members win.

During the 2017 election cycle, Teamster leaders, staff and members contributed their time, financial resources and made hundreds of calls and visits to other union households at the doors to help get Teamster candidates over the finish line.

Newly elected Teamster candidates included:

- Anne Backstrom, Silver Lake Water and Sewer District;
- Kelly Frazier, Mason Fire Protection District 11 Commissioner;
- Michelle Gehring, Orting City Council;
- Leonard Kelley, Mayor of Stanwood;
- Dana Ralph, Mayor of Kent;
- John Resha, Lake Forest Park City Council;
- Pedro Olguin, Burien City Council;
- Stephanie Shook, Edgewood City Council; and
- Shanna Styron Sherrell, Mayor of Milton.

Making change happen means getting involved in the process and supporting candidates who back policies that help working families. November's results show what can happen when workers shows up at the polls. That's a model they need to follow every year.

WRANGLING A VICTORY

AT BUS ROADEO, D.C. TEAMSTERS
STEER AWAY THE COMPETITION



A bus yard in Landover, Md., on the outskirts of Washington, D.C., isn't typically a place you think of when it comes to fun for the whole family. On a recent autumn day, however, excitement was in the air.

Local 922 bus drivers for the Washington Metropolitan Area Transit Authority (WMATA) were competing in the annual bus Rodeo, a competition where bus drivers test their speed and agility by driving through an obstacle course in front of a live audience. Teamsters have a decades-long winning streak in the competition.

"Anybody can compete, as long as you're part of WMATA," said Local 922 President Isiah Bryant Jr. "We're here to win."

Local 922 only represents one bus yard in the WMATA system—the Landover yard where the contest was held. Still, in a competition where drivers from some of the other yards are careening into the orange barrels at the end of the course like a bowl-

ing ball knocking over pins, it's clear to everyone that the Teamsters represent the best bus drivers in the area.

"It's not even a competition!" said Stephen Zuniga, a fleet servicer and Local 922 member. "Landrover already won. Cancel the rest of the event!"

WMATA Teamsters

One of the best drivers on the course is Kenny Lee, a 26-year veteran that was given the nickname "the General" by his co-workers.

"They call me that because they like the way I dispatch the buses and interact with my co-workers and the maintenance crew," Lee said. "We

all have good relationships, so one day they just decided I was the General. I'm looking forward to becoming the commander."

Lee has been competing since 2003, and he won first place last year. He first became a bus driver at 23, but he's known that he wanted to drive buses for WMATA for quite some time.

"When I was about four, five years old, my mother used to see me holding a basket, and I would turn it around like a steering wheel," Lee said. "She used to always say, 'You're going to be a bus driver when you get older!' and I always kept that in the back in my mind. I look at my career, and I feel very happy with what I've accomplished over the course of 26 years."

Kevin Harrington is a bus operator, utility clerk and line instructor with seven years of service. It was his first time competing in the Rodeo.



"How do I think I did? Well, I definitely showed them how to pick up all those orange cones," Harrington said jokingly. "It's a lot more difficult than it looks, but it's a lot of fun. That's the main thing."

Difficult Job

Being a bus driver in any city is a stressful job, and Washington, D.C. is no exception. Bus drivers are constantly under pressure to be on time, and they deal with unpredictable challenges on the road related to traffic, weather and pedestrians. Sometimes they are even confronted with hostile passengers.

"It's challenging and different every day, you never know what to expect. It's not for everyone," Harrington said. "Safety of the operators is a big concern. There's a big issue with whether or not WMATA is providing us sufficient enough protection. Times are changing, people are changing. Unfortunately, not everyone appreciates WMATA drivers as much as the Teamsters do. There are some things that we feel need to be done. With us, it's not all about salary or benefits when it comes to labor negotiations. We want safe buses, and we want to be able to contribute to policies and procedures regarding safety that affect us."

Harrington noted that his safety concerns made him happy he was a Local 922 member.

"That's why I love being a Teamster and I support my union," Harrington said. "It's important to have representation, and more industries need to have representation. You always know that somebody has your back, that's important."

Local 922 Family

Safety concerns weren't the only issues faced by WMATA Teamsters. Bryant mentioned that he was constantly pushing back on WMATA management on a whole host of other issues: proper staffing, maintaining defined benefit pension plans, and saying no to concessions at the bargaining table are all things that Local 922 is working hard to do for its membership.

"A lot of companies these days, they have this mentality that they can just bring someone in, use them up, get rid of them, hire someone else at a lower wage and do it all over again," Bryant said. "That's what we're trying to prevent. We're trying to make sure all the members here are treated fairly and making a good living."

By the end of the afternoon, it was clear that the workers of the Landover yard embody the Teamster spirit of taking pride in the work that you do. A Teamster driver took first place: Robert Miles, a Local 922 driver that's been with WMATA for 39 years, will be headed to the national Rodeo this May in Tampa, Fla. Miles is a legend in Landover: he had previously taken first place 25 times in a row. Kenny "the General" Lee took second place, and another Local 922 member, Michael Lee, took third.

Whether the drivers had competed for the first time or more than a dozen times, it was clear that the Landover yard's solidarity was on display in a big way.

"Landover brought it home this year!" said Anita Gardner, a Local 922 WMATA Driver. "I'm excited to be a part of Local 922, this is like home for me. Everyone treats each other with courtesy and respect. It's like family."





VICTORIES IN IOWA

PUBLIC SECTOR TEAMSTERS STAND UP TO ANTI-UNION EFFORTS

Iowa's Republican-led government made it a priority earlier this year to limit the ability of unionized public sector workers in the state to collectively bargain. But state lawmakers quickly learned that hardworking public servants weren't going to back down from this fight.

After a new law was enacted in February, workers in October were forced to revote on whether to remain in their union. The odds were stacked up against organized labor. A majority of workers in each unit needed to vote "yes" – non-voters would be counted as a "no" vote due to the ridiculously undemocratic supermajority rules in place. But when it came time to cast their ballots, Teamsters made it clear that they are proud to be members of the union family!

Local 238 ran 69 state-sponsored recertification elections for 2,200 bargaining unit members in October. Of the 1,888 members who voted, 1,828 voted to remain with the Teamsters. You read that right – 97 percent of them voted yes! As a result, only 44 dues-paying members were included in units that didn't achieve the required supermajority.

"We looked at it as an opportunity to have one-on-one conversations with our members on how the political process affects them and their communities," said Jesse Case, Secretary-Treasurer of Local 238. "It was an opportunity to educate our membership and discuss not only what the legislature was doing to collective bargaining, but to their families at home."

Most Remain Union

Other unions were also successful in their efforts. The Iowa Public Employment Relations Board reported

that 436 out of 468 public-sector bargaining units statewide voted to remain union affiliated. Some 88 percent of members participated in the votes. In the end, this entire effort approved by Iowa's GOP leadership was nothing more than a colossal waste of taxpayer dollars spent to tally up these election results and will continue to be so.

Given the roadblocks constructed by anti-union elected officials in the state, the results were overwhelmingly positive. Teamster members and staff who worked for months to build solidarity and momentum across the board should be proud of their efforts.

So how did such a successful campaign happen? One word – organizing. From the workplace to the union's headquarters in Washington, D.C., the Teamsters got involved to let Iowa public sector members know about the effects of this lousy law.

Education Process

Sara Burroughs, a correctional officer with the Muscatine County Sheriff's Department, said once her 30 co-workers learned about what the legislature was trying to do, they knew what had to be done. She joined with shop steward Nick Doy to lead the initial education process there.

"We wanted people to understand that it was so important for them, that if they wanted to vote yes they needed to cast that yes vote," she said. "Most people got on Nick's computer immediately and cast a vote, so we had a good grasp of what people were voting and not voting. If people were confused, we helped them."



The law that led to these recertification votes was an attack on working families, and hardworking Iowans knew it. Imagine if these annual recertification rules applied to elected officials? No one would reach the threshold and get elected!

Iowa Teamsters, whose members include many working in law enforcement, were active in the effort to defeat this legislation. Despite the inclusion of language that would have exempted public safety employees from certain provisions of the legislation, the union refused to back down in its opposition to a measure that would affect more than 180,000 public service workers.

The Teamsters stood up against these anti-union actions because they understood what was at stake.

Teamster Power

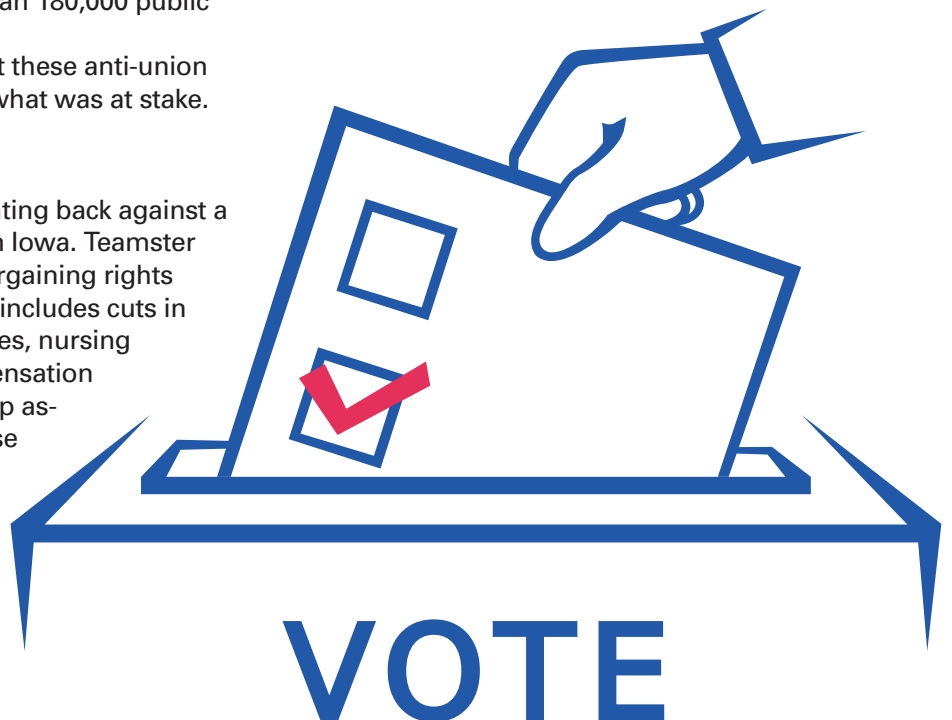
Voting yes was the first step in fighting back against a larger attack on working families in Iowa. Teamster members realized the attack on bargaining rights was part of an overall agenda that includes cuts in community colleges and universities, nursing home inspections, workers' compensation benefits, veterans' home ownership assistance and funding for child abuse investigations.

Hardworking Iowans knew the jobs they did were essential to keep their cities and towns running, and voted yes to keep their unions strong. They understood that supporting their

union would ensure workers would have a voice on the job, protect their rights and allow them to bargain for their benefits. Voting yes would allow workers and their families to maintain their dignity.

Workers in Iowa are tuning in more than ever to the reality that big corporate interests have a legislative agenda that hurts working families. But Teamster members are ready to fight back, organizing their workplaces and are ready for any future battles.

That's what Teamster Power is all about.



REPORT TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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

DATED: December 1, 2017

I. INTRODUCTION

The following is Magazine Report 5 of the Independent Disciplinary Officers ("IDO") for 2017 regarding activities from September 1, 2017 through December 1, 2017 conducted pursuant to the Final Agreement and Order of February 17, 2015. This Report provides updates on three existing charges and one new charge.

II. PROGRESS OF EXISTING MATTERS

A. ROME ALOISE, PRINCIPAL OFFICER OF LOCAL 853, SAN LEANDRO, CALIFORNIA, INTERNATIONAL VICE PRESIDENT, PRESIDENT OF JOINT COUNCIL 7

On February 10, 2016, the Independent Review Board ("IRB") issued a Report to the IBT General Executive Board recommending that charges be filed against Rome Aloise ("Aloise"), an International Vice President, President of Joint Council 7, and principal officer of Local 853. The first charge that the IRB recommended be filed against Aloise was for requesting and receiving things of value from IBT employers in violation of 29 U.S.C. § 186(b) and Article XIX, Section 7(b)(2), (11) and (13) of the IBT Constitution. It also recommended that Aloise be charged with violating Article XIX, Section 7(b)(1) and (2) and Article XIV, Section 3 of the IBT Constitution, violating Article IV, Section 6 of the Local 853 Bylaws, and bringing reproach upon the IBT, in violation of Article II, Section 2(a) of the IBT Constitution, for allowing an ineligible person to obtain membership and entering into sham collective bargaining agreements with The GrandFund. It was also recommended that Aloise be charged with bringing reproach upon the IBT through a pattern of misconduct designed to prevent a fair officer election in Local 601, including using union resources to support a candidate and subvert her opponents in violation of 29 U.S.C. § 481(g); attempting to deny members' LMRDA rights to free speech, to sue and to fair hearings; and breaching his fiduciary duties under 29 U.S.C. § 501(a).

On February 23, 2016, General President Hoffa adopted and filed the charges. On June 3, 2016, the Independent Review Officer ("IRO") received a letter on behalf of the IBT stating that it was suspending the scheduled hearing on charges against Aloise

indefinitely. The IRO found inadequate in the circumstances the Union's actions. The IRO directed the Union to complete a hearing and submit written findings to the IRO no later than September 15, 2016.

In an August 5, 2016 letter, the Union stated it would not convene a hearing on the Aloise charges. On August 9, 2016, the IRO sent a notice scheduling a de novo hearing for October 11, 2016. On September 15, 2016, counsel for Aloise represented to the IRO that for health reasons he was not available for the October 11, 2016 hearing. On September 27, 2016, the IRO granted an adjournment of the hearing until November 30 because of counsel's health issue. On October 11, 2017, the IRO, Benjamin R. Civiletti, submitted his resignation, for medical reasons, to USDC Judge Loretta A. Preska. On December 16, 2016, the Honorable Barbara S. Jones (Ret.) was appointed the new IRO.

On January 11, 2017, the IRO scheduled a de novo hearing. The hearing was held in San Francisco, California on March 14 and 16, 2017. The IIO filed his post-hearing brief on May 8, 2017. Aloise filed his post-hearing brief on June 16, 2017, and the IIO replied on June 30, 2017.

On October 24, 2017, the IRO issued a 60-page opinion finding that the evidence supported the charges against Aloise, and that Aloise brought reproach upon the union. She directed the IIO and Aloise, respectively, to submit memoranda regarding the appropriate discipline for Aloise.

On November 13, 2017, the IIO submitted his memorandum. Aloise's memorandum regarding the appropriate sanction is currently due Friday, December 1, 2017, the date of this Report. Following briefing, the IRO will issue a decision. Pursuant to the Final Order, Paragraph 35, the IRO's decision will be "final and binding and shall not be subject to further review under the IBT Constitution or to judicial review by [the] Court" other than as available under the Labor-Management Reporting and Disclosure Act of 1959 ("LMRDA").

B. WILLIAM C. SMITH, III, EXECUTIVE ASSISTANT TO THE IBT GENERAL PRESIDENT

On November 17, 2016, the IIO recommended to the General President that a charge be filed against IBT member and employee, William C. Smith, III ("Smith"), Executive Assistant to the General President, principal officer of Local 891 and Secretary-Treasurer of Joint Council 87, for accepting a thing of value from an employer of IBT members in violation of federal law, 29 U.S.C. § 186(b), the permanent injunction in *United States v. International Brotherhood of Teamsters*, and the IBT Constitution, Article XIX, Sections 7(b)(2), (11) and (13). The report alleged that in January 2013, during contract negotiations between a local and an IBT employer in which International Vice President Aloise was participating, Aloise solicited the IBT employer to obtain admissions for Smith and his

companions to an exclusive non-public Super Bowl party in New Orleans. These party admissions were things of value worth at least \$1,000 each. Smith allegedly knew that Aloise requested the IBT employer to obtain the admissions for him. Smith received and used the admissions that the IBT employer obtained for him. The charge report alleged that Smith violated 29 U.S.C. § 186(b), which prohibits an IBT employee from soliciting and receiving a thing of value from an IBT employer, and committed an act of racketeering in violation of the permanent injunction in the Consent Order.

On November 30, 2016, the IBT General President adopted and filed the Charge. On January 10, 2017, the IBT General Counsel requested a 90-day extension. On January 17, 2017, the IRO granted an extension to May 19, 2017. On March 21, 2017, the IBT held a hearing of the Charge.

On May 16, 2017, the IBT Hearing Panel found that the preponderance of the reliable evidence did not support the Charge against Smith and recommended it be dismissed, based on the Panel's conclusion that Smith did not believe the party admissions had value because he believed they were "promotional items."

On May 17, 2017, the General President adopted the Panel's findings and conclusions and reissued its recommendation as a decision ("Decision") of the General President.

On June 23, 2017, the IRO notified the General President that she found his decision to be inadequate for three reasons: (i) the Decision failed to adequately consider the proper legal standard (reasonable doubt versus preponderance of the evidence); (ii) the Decision failed to adequately consider that Smith knew the admissions were obtained through an IBT employer; and (iii) the Decision failed to adequately consider that "promotional items" may be "things of value" under Section 186 and the IBT Constitution.

On June 27, 2017, in light of the IRO's finding, the General President remanded the matter to the Hearing Panel. On July 25, the General President adopted as his own the Panel's conclusion on reconsideration that "it has not been shown by a preponderance of reliable evidence that Brother Smith acted 'knowingly and willfully' as opposed to because of 'mistake, accident or inadvertence'" when he attended the Super Bowl Party in 2013. Accordingly, the General President stood by the conclusion that the charge should be dismissed.

On August 22, 2017, the IRO notified the General President that in light of the deficiencies she identified in her June 22 letter, the July 25 Hearing Panel recommendation he adopted failed to remedy those deficiencies.

The IRO conducted a de novo hearing on the Charge on November 8, 2017, in Arlington, Virginia. The IRO ordered the IIO and counsel for Smith to submit post-hearing briefs (regarding both liability and any recommended sanction, should she find a violation) by no later than December 15 and December 25, respectively, with the IIO's reply brief due on January 5.

C. FORMER JOINT COUNCIL 25 PRESIDENT AND LOCAL 727 SECRETARY TREASURER JOHN T. COLI, SR.

On August 10, 2017, pursuant to Paragraphs 30 and 31 of the Final Agreement and Order, the IIO recommended to the General President that a charge be filed against former Joint Council 25 President and Local 727 Secretary Treasurer John T. Coli, Sr. ("Coli") for violating the IBT Constitution, Article XIX, Sections 7(b) (1), (2) and (14)(a), for unreasonably failing to cooperate with the IIO by refusing to appear for his sworn examination on July 28, 2017. Among the matters about which the IIO intended to question Coli were his interactions with employees of vendors to the union and union funds and allegations of his having received things of value from an IBT employer as reflected in a federal indictment for violating 18 U.S.C. § 1951 and 29 U.S.C. § 186. Coli also would have been questioned about other union matters, including the awarding of contracts to fund service providers and the funds' and the union's employment of his relatives.

The IIO recommended to the General President that Coli be charged with bringing reproach upon the IBT and violating Article II, Section 2(a) and Article XIX, Sections 7(b) (1), (2), and 14(a) of the IBT Constitution by obstructing, interfering and unreasonably failing to cooperate with the duties of the IIO as set forth in the Final Agreement and Order.

The General President filed internal union charges against Coli on August 17, 2017. On October 24, 2017, the IRO granted the IBT's request for additional time to render a decision. A hearing on the charges is scheduled for December 11, 2017 in Rosemont, IL.

III. NEW MATTERS

A. FORMER LOCAL 831 MEMBER ANTHONY CASTELLE

On September 8, 2017, pursuant to Paragraphs 30 and 31 of the Final Agreement and Order, the IIO recommended to the General President that charges be filed against former Local 831 member Anthony Castelle for violating the IBT Constitution, Article II and Article XIX, Sections 7(b)(1), (2), (9) and (14)(a) by being a member of Organized Crime, and by unreasonably failing to cooperate with the IIO.

The IIO's investigative report included a Declaration from a Federal Bureau of Investigation ("FBI") Special Agent which stated that in the FBI's expert opinion Castelle is a member of the Luchese Organized Crime Family. The IIO's investigative report further detailed that he had properly noticed a sworn examination of Castelle pursuant to IIO Rules, Paragraph B (2) (b), for June 18, 2017. At that examination, Castelle would have been questioned about his associations with and membership in an Organized Crime family. Castelle failed to appear as scheduled. Castelle's attorney later faxed a letter to the IIO's office stating that Castelle had been

too ill to appear for his sworn examination that day. A second sworn examination was scheduled for August 2, 2017. On August 2, 2017, Castelle appeared for the examination, but after approximately five minutes, Castelle refused to answer further questions. On August 31, 2017, Castelle resigned from the IBT.

On September 13, the General President adopted and filed the charges. Following past practice under the Consent Decree, under which the IBT referred charges alleging association with Organized Crime back to the IRB for adjudication without first conducting its own internal hearing, the General President referred the charges against Castelle to the IDO for adjudication. A hearing is pending before the IRO at a date to be determined.

IV. TOLL-FREE HOTLINE

The IDO hotline has received approximately 42 calls since September 1, 2017, reporting alleged improprieties. 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.

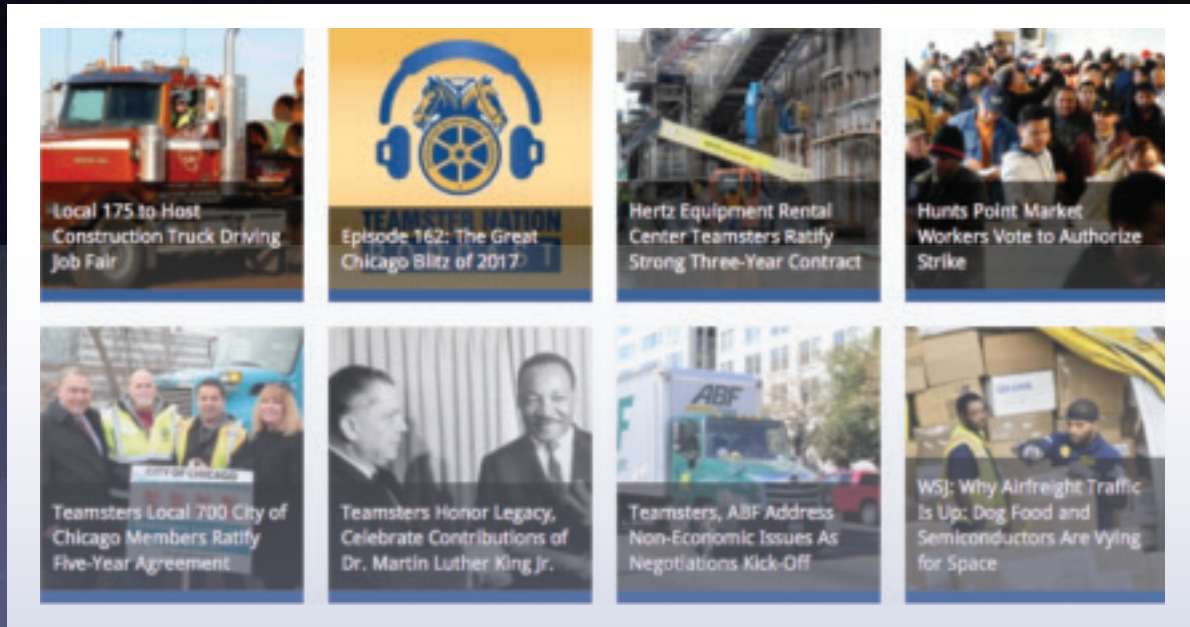
To ensure that all calls are treated confidentially, the system which records hotline calls is located in a secure area on a dedicated line in the Independent Investigations Office and accessed only by an Investigator. Please continue to use the toll-free hotline to report improprieties which fall within IIO jurisdiction by calling 1-800-CALL-472 (800-225-5472). If you are calling from within New York, NY, dial 212-600-1606.

IV. 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 following IIO office address:

Hon. Joseph E. diGenova
Office of the Independent Investigations Officer
17 Battery Place, Suite #331
New York, NY 10004

Visit the **TEAMSTERS UNION ONLINE**



Teamster.org is the union's main website, but you can also visit your union on the Teamster Nation Blog and on social media such as Twitter, Facebook and Instagram.



Visit the Teamsters Union online to:

- Sign Petitions
- Support Strikers
- See Other Teamster News and Photos

Visit the Blog: Stay informed about your union at teamster.org/blog.

Listen to the Podcast: Available at Teamster.org/podcast.

Follow the Teamsters on Twitter and Instagram, and Like the Teamsters on Facebook

Get up-to-the-minute updates about the Teamsters Union on Social Media.



The Power of Education



James R. Hoffa Memorial Scholarship Fund

*Academic and Vocational/Training
Scholarships for 2018*

For the sons, daughters and financial dependents of Teamster members. Academic scholarships range from \$1,000 to \$10,000 for high school seniors planning to attend a four-year college or university and training/vocational program awards of up to \$2,000 for use at community colleges and trade schools.

A new and improved online application process can be found on the James R. Hoffa Memorial Scholarship Fund's website: www.jrhmsf.org

*Application deadline
is March 31, 2018.
Apply today!*

www.jrhmsf.org