



OFFICIAL JOURNAL OF JOINT
COUNCIL OF TEAMSTERS #3
Covering Arizona, Colorado, Montana,
New Mexico, Utah, Wyoming and
parts of Idaho and Nebraska
NOVEMBER/DECEMBER 2022
VOLUME 66 NO. 6

ROCKY MOUNTAIN



Teamster

Season's Greetings

Steve Vairma's Column

Organized labor, the walking wounded

Organized labor has been walking wounded since the enactment of the Taft-Hartley Law in 1947. The law began to cripple unions almost as soon as it was enacted.



Passed by Congress over President Truman's veto, the law is the most malicious and destructive legislation Congress has ever enacted targeting

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Important Notice – Page 10

To: Participants and Beneficiaries of the **Teamsters Life With Dues Benefit Plan (Trust Fund)**

Important information about your rights under the Plan and Employee Retirement Income Security Act is included within. This information should be read by you and retained for future reference.

Teamsters Joint Council No. 3
10 Lakeside Lane – Suite 2 • Denver, CO 80212

Election 2022

CO, NM near true blue Arizona: first Dem governor since 2002

Labor-supported candidates performed beyond expectations in three Teamster Joint Council 3 states in the November election.

In Colorado and New Mexico Teamster-endorsed candidates won trifectas, control of the three units of state government—executive (governor), state Senate and state Houses of Representatives.

Arizona's first Democratic governor since 2003 was also elected.

The governor-elect is Katie Hobbs who won a close race against Kari Lake, a former television newscaster.

"Katie Hobbs will work for the people, and the unions will be with her as she navigates through the issues," said Dawn Schumann, political director for Local 104.

Democrats in the Colorado House, endorsed by Teamsters, won 46 seats to 19. In the Senate, they won 23 to 12.

In the New Mexico House union-endorsed candidates won 45 to 15.

In the Senate, they were victorious, 26 to 15. The margins in these trifecta victories were generally higher than they have been in the past, indicating Colorado and New Mexico are nearing true blue status.

Incumbent Governors Jared Polis of Colorado and Michelle Lujan Graham of New Mexico easily won reelection.

Arizona captured prime national television time, mostly because of the phony accusations of a crooked election that were concocted and given to the media even before voting began.

The governor's race in Arizona was long and acrimonious, made that way mostly by Kari Lake, a television personality until she became a nasty campaigner.

Governor-Elect Katie Hobbs, smart but not given to histrionics, defeated Lake by a narrow margin.

Adam Fontes, a Democrat won the election to replace Hobbs as secretary of state in Arizona.

In elections for U.S. Senators, incumbents t Michael Bennett, won in Colorado and Mike Kelly in Arizona.

Other states in Joint Council 3 remained status quo.



Other Voices . . .

ELON MUSK MAY NOT BE SO BRILLIANT AFTER ALL

As Twitter implodes under Musk's rule, a lawsuit argues Tesla's vastly overpaying the world's richest man.

By Sam Pizzigati

A good day's work for a good day's pay. Should this age-old wisdom apply to overpaid CEOs as well as their workers? A Delaware court will soon decide, a turn of events that must have the richest man in the known universe, Elon Musk, feeling more than a little bit uneasy.

Delaware's little-known Court of Chancery normally provides business moguls a battleground where they can slug out their big-ticket differences. But the court also gives stockholders a chance to push back against the moguls — and one modest shareholder in the Musk empire has done just that.

Shareholder Richard Tornetta, a former heavy metal drummer, filed suit in 2018 against the company's board for lavishing unnecessary billions upon Musk.

Tornetta's challenge has ended up before the Chancery Court's Kathleen McCormick, a judge who's already

demonstrated a distinct lack of patience with Muskian antics. Just this past October, McCormick ruled against Musk in another case.

She might well again.

Musk's current Tesla CEO pay plan, notes *CNN Business*, gives Musk "the largest compensation package for anyone on Earth from a publicly traded company." Under the plan, the higher Tesla's share price goes, the more new Tesla shares Musk gets.

Thanks to that connection, Musk's personal net worth now sits at \$189 billion, the world's largest personal fortune. In 2018, the year Musk's Tesla pay deal went into effect, some 40 billionaires worldwide topped Musk on the Bloomberg billionaire charts.

Back in 2018, major shareholder advisory firms recommended that Tesla shareholders *reject* the pay deal that Tesla's corporate board — a panel that included Musk's brother and assorted close pals — wanted to give Musk.

Musk himself, one advisory firm noted, already had plenty of incentive to work hard for Tesla's success. He owned 22 percent of Tesla's shares even *before* his new CEO pay deal.

The week-long trial on Richard Tornetta's Delaware lawsuit against Musk and Tesla ended in mid-November. Judge McCormick's decision in the case will likely come down sometime over the next three months.

McCormick's previous ruling against Musk came when the billionaire tried to back out of the deal he cut last spring to buy Twitter. After that ruling, Musk had to go ahead with the purchase. Now he's flailing about, trying to make others pay the price for his impulsive takeover bid. He's already laid off half the Twitter workforce.

If McCormick rules against Musk once again, Musk will still walk away fantastically rich. But he won't walk away happy. His ongoing Twitter debacle — and now the Tesla litigation — have dealt his reputation for unparalleled business "genius" a potentially fatal blow.

Under cross-examination in the Tesla case, for instance, Musk had to concede that he didn't come up with the original vision for Tesla himself, the claim he's been making for years.

Musk turns out to be as flawed as the rest of us. The key difference: Musk has the power and wealth to make others

pay for his mistakes.

Musk has also benefited, unlike the rest of us, from billions in taxpayer subsidies. Handouts to his electric car, solar panel, and spaceflight businesses — all "long-shot start-ups," the *Los Angeles Times* has detailed — gave his companies their secret sauce. Those subsidies launched Musk's unparalleled personal fortune.

So what can the rest of us do to prevent another "brilliant" entrepreneur from building a fortune off the insights, labor, and tax dollars of others? We can deny subsidies to companies that pay their top execs hundreds of times more than what they pay their workers. We can tax the rich at much higher rates.

And we can put Elon Musk atop a rocket and send him off to where he has repeatedly announced he dearly wants to go — to Mars.

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THE DEPRAVITY OF HEDGE FUND 'JOURNALISM'

"Who slimmed down your local paper, diluted it with filler, and then doubled the price? Profiteers who don't care about the news."

By Jim Hightower

Throughout the country, newspaper subscribers are asking questions like: Hey, who took my Saturday paper? What happened to those political cartoons and columns that I liked? Why does it take two days to get election results and sports scores? How did my local paper get filled with filler?

Oh... and who doubled the price? The cause of all of the above is a

Wall Street concept called "financialization" — a euphemism for corporate plundering.

Multibillion-dollar hedge funds like SoftBank Group, Alden Global Capital, and Chatham Asset have bought up thousands of our dailies and weeklies.

They extract enormous profits, not by making a better journalistic product for customers and the community, but by eliminating reporters, selling off each paper's real estate and assets, shriveling and standardizing content... and jacking up the paper's price.

Like avaricious airlines, the profit strategy of these Wall Street newspapers is to monopolize the market, then charge

more for less.

But won't readers stop subscribing? Of course — they're leaving in droves. But hedge fund profiteers don't care. Their plan is to strip-mine the business of every dime it has, take the profits, and leave town.

For example, SoftBank, the Japanese owner of the Gannett chain, has pillaged hundreds of local papers. It's now making another round of deep cuts in its newsrooms, including dumping more journalists. The financializers are also requiring other employees to take unpaid leave and are suspending payments to their pensions.

SoftBank bosses simply said, "we

need to ensure our balance sheet remains strong."

Sure, take care of Number One! But what about ensuring that local journalism remains strong, providing the information and connections that communities must have for strong democracies?

Don't be silly — that's not part of the hedge fund business model.

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LOCAL UNION REPORTS: COLORADO

Local 455

Secretary-Treasurer
Steve Vairma



Local 455 BAs active during holidays

Roberta Brazell
Business Agent

First off I wish everyone a Merry Christmas and a Happy New Year! Please celebrate responsibly and drink lots of water, it is very important to stay hydrated.

It is the time of year to submit your vacation requests for 2023. If you haven't done that yet, please get with your supervisor and get it done. As UPSers, you should know that the vacation request time frame for the next year's vacation is between November 15 and December 15.

If you don't get your vacations submitted properly, you may be subject to taking what the company has available. When you complete your request, timestamp it and take a picture of it, or make a copy of it prior to handing it over to your supervisor.

That way, if it comes down to your vacation time next year and your check hasn't been given to you, you will have the proof needed to file the Article 17 NMA grievance.

You do not know how often we hear, "Did the member schedule their vacation properly?"

"YES, did your manager submit it properly?"

A reminder: If you are not going to be working for 30 days or longer for any reason, contact Local 455 at 303-458-1600 ext. 302 to request a withdrawal card.

It is the member's responsibility to request one. Then when you return to work, call the union again and tell them you were on withdrawal, but should be taken off because you are returning to work.

If you were out on disability, please contact The Hartford at 1-866-825-0186 and tell them you are returning to work. There have been a few cases where The Hartford was unaware that employees had returned to work, and those employees were not getting credited for vacations, or hours worked for other entitlements.

The UPS IBT contract expires on August 1, 2023, and General President Sean O'Brien has warned the company that we will not extend past that date.

If you haven't started to put away some money in case we go on strike, you might want to start now. We have already had the proposal meeting, and the proposal deadline has come and gone.

Thank you to those who participated and made sure your voice is heard. Please download the UPS Teamsters app on your phone and register. That will help you keep in touch with what is going on with the contract and negotiations.

RPCDs – If you want 9.5 protection starting January 15, 2023, get with your union steward and sign the 9.5 list before to January 5,

2023. Your stewards should start getting names for the new list around December 15, 2022.

See you next year!

Greg Marshall
Business Agent

UPS and T Force freight — The struggle continues at UPS. The company keeps trying to kick the can down the road when it comes to meeting for local-level hearings, but we won't stop pressuring them and using all available tactics to let them know we don't stop fighting for our members.

As we enter peak and winter driving conditions, I want to remind everyone to please stay safe and enjoy the holidays with their families.

T-Force freight — All the proposals I received from members looked great and had merit and good reasons for changes in the upcoming negotiations for your new contract.

Continue to stay united and work together during the next few months for a strong contract. Plans are being made for contract meetings after the New Year.

Kevin Potter
Business Agent

On behalf of Colorado Teamsters Local 455, thank you, Colorado Attorney-General Phil Weiser, for your help in improving the safety and housing for our members and for your dedication to the cause of anti-discrimination.

The attorney general took the time to meet with members from Cargill Meat Solutions and Western Sugar in Fort Morgan. Members have already benefited from your involvement here and the numerous locations represented by Teamsters throughout our great state.

Don Ramsey
Business Agent

RLA Airline Contracts



Spartan College — Teamsters are in partnership with this technical school. Teamsters and family members receive 25 percent off certificate tuition and 50 percent off college degree diplomas.

<https://teamster.org/2021/05/spartan-college-of-aeronautics-and-technology-and-teamsters-partner-to-provide-scholarships-to-union-members-and-their-families/>

American Airlines Customer Service — Latest negotiations were in Dallas, the first week of November. The contract has 36 articles Our negotiation team has 38 proposals to the contract.

They include significant wage increases, more affordable health care, mandatory over-

time limits, and more safety, including passenger assaults, transfers, overtime, and swap language improvements. Facebook.com/AmericanAgentsConnected link also #AAFairpay to participate.

Frontier Material Specialists — We are currently negotiating with Frontier. We have 14 Articles TA'd and are in the economic portion. In airline contracts, this normally takes a few years and we are six months into negotiating.

The company is preparing a financial package, and we are meeting the first week of December to continue. We proposed improvements to sick leave, vacation, holidays, pension, and pay rates. The company is preparing a financial evaluation and response.

United — United is hiring technicians. We had a probationary counseled for attendance and not paid for covid. Using the Colorado HFWA had counseling removed and full payment for the time off. The HFWA provides employers must provide a minimum

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amount of leave, and employees can't be disciplined for the sick use. This is our second probationary win.

This exception mandates the company has to have at least the same requirement as the HFWA requirements. The company interprets this to apply only to first-year employees with no vacation or not enough sick time.

We have a member that filed a grievance at UAL and with the DOL for not complying. This is still under investigation with the DOL, and the grievance is at the SBA level.

(SWA filed a complaint with the DOL, and they found that SWA did not comply. They were fined \$2.26 million. SWA is still appealing the decision.)

On Friday, Oct 28, we held three SBA hearings through Teams. We are still awaiting decisions on two of them. One was withdrawn with prejudice (CAA Cares act provides no employee restored because of government grant to airline can be harmed financially. We had leads that were recalled as technicians minus the lead part. The Airline Division made the complaint to the Treasury Department, which administers the funding, and blew the whistle on United. They are currently investigating United).

All airlines are hurting for employees and hiring. United is starting its apprenticeship program. They plan on hiring 6,000 by 2026, and it's called "Calibrate." If you or someone you know is interested, go to the United Airlines Career website. This is a three-year training program to get you to a technician A& P license while being paid.

United's current contract has a provision for an industry reset based on the average overall compensation of American and Delta. I anticipate this reset to be announced this month and be effective the first week of December.

The week of October 17, the negotiation team met to dissect the contract and worked through articles 3, 4, 7, 19, 20, and 23. We are meeting again the week of November 7.

We are scheduled to engage with the company on December 12 for our first face-to-face negotiation session.

**Ron Baird
Business Agent**

ACTS — Security received a \$1 per hour COLA for all employees.

We are still trying to get the company to have the overhead signs replaced with ones that don't say oversized bags. The overhead heaters also ought to be fixed.

Canteen — The company is having some pay issues. If they are not worked out, we will be filing grievances, and possibly board charges for bargaining in bad faith.

Global — We have a grievance going to arbitration. The company is not hiring lane supervisors and is using non-bargaining unit employees to cover three open shifts before offering them out to our members as overtime on a daily basis until the company hires enough people to fill the three shifts. The company eliminated B shift, and we let them know that if non-bargaining unit employees were used, we would file on them for every

hour worked. They reinstated the shift and put it up for bid.

DHL — Is opening a new terminal off Smith and Central Park, so they will need shuttle drivers to run between the airport terminal and the new one.

If employees need to get a CDL, the company will reimburse the members for all testing and training. CDL holders, if they work any part of the day in a truck, will get premium pay for all hours worked that day.

ABF — The company is in the process of hiring at least three more-line drivers. The contract is up for negotiations, as it expires on June 30. All of the proposals I received have been sent to the IBT.

We have several grievances going to panels in November. One is for a 3-day suspension based on video surveillance and a witness statement that is not signed by the so-

in Grand Junction, and some per diem would be added in addition to mileage and delay time.

**Mark Madsen
Business Agent**

USFoods — Local 455 recently filed an NLRB charge for the company not paying COVID benefits properly. After an extensive investigation by Stewards Joe Cherro and Harry Martinez the company paid out more than \$50,000 to the members affected.

Also, the local has been fighting the company for almost a year, and finally it has paid off. The company had to pay \$55,000 to members for using third party workers. These are two strong victories, Congratulations to the members.

Safeway — Negotiations were recently completed, and the members ratified the biggest contract in the DC's history. The wage increase was the largest ever. Insurance premiums were locked for five years, the drivers have made major strides in language for working conditions and premiums in pay. The negotiating committee did an amazing job.

Safeway Milk Plant — Negotiations were completed in October, with the milk plant workers receiving the largest increase in wages in the last 10 years, and a five-year freeze in insurance premiums. The members also gained in shift premiums, overtime, and work conditions. I want to thank Gary Moore and John Castro for the work they did during negotiations, and what they do every day as stewards.

Happy New Year!



Mike Travis, second from left, celebrates retirement after 47 years at Sysco with friends – Herb Wittaker (left), Steve Vairma (center), Dean Modecker (second from right) and Allen Frisbee (right)



Dave Juarez celebrated his retirement after 36 years at UPS

called witness. The company cannot use video surveillance except in very specific instances. Also, the company has not provided me with contact information for the so-called witness.

Yellow — The new change of operation has taken place. All road drivers have been red circled, meaning that if a driver is not working due to any circumstance during the week—as long as no work is turned down—the driver is guaranteed 1/52 of last year's gross pay.

I tell members to do what they are told. The company will fill their pockets with gold. Local 455 has jurisdiction in Grand Junction, but the company did not include the Grand junction to Bever, Utah, runs in the 455 bids, so we will soon be rebidding the Grand Junction bids.

I am also in the proses of getting the line drivers on the bids where they lay down

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**ROCKY MOUNTAIN
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LOCAL UNION REPORTS: COLORADO

Local 267

Secretary-Treasurer

Mike Cova



Happy holidays and also sad days, too

FORT COLLINS — Amid our anticipation of yet another festive holiday season with loved ones—it is with great sadness we report the passing of our friend, Dave Laughton who was instrumental in organizing the Teamsters within the A-B Fort Collins brewery.

Dave served as the long-time Brewery Conference director and principal officer of Teamsters Local 633 in Manchester, New Hampshire.

In October, the e-board traveled to Albuquerque, New Mexico, for the Joint Council 3 delegates meeting. The meeting was well attended by officers from locals throughout the region. It was great seeing everyone in person again and hearing from each local union official about the challenges and issues affecting their locals.

Randy Korgan, national director of Amazon and principal officer of Local 1932 gave a very informative update about the ongoing efforts and challenges of organizing Amazon. I would like to give a special thanks to the JC3 e-board member Andrew Palmer,

and the rest of the board from Local 492 for hosting this event.

Also in October, our local was informed that the tour center would be permanently closing and that the West Coast Clydesdale Hitch would be combining with the East Coast Hitch located in Warm Springs, Missouri.

We had a great time getting to know the West Coast team while they were here and are disappointed to see them go. We will be meeting with A-B to negotiate a relocation package and resolve any seniority issues that this merger may create for the West Coast Hitch.

The Local 267 union app and website provide a one-stop shop for our members to find schedules, benefits information, and local contracts. We are coming up on one year now and have enjoyed great participation.

Members can sign up for push notifications that inform of breaking news and events happening at the local or within the brewery.

We are pleased to announce that the website will soon be getting a makeover.

Members are encouraged to download the app, and contact the union office at 970-482-2749 or through the website, www.lu267.org if assistance is needed in getting set up with a log-in and password.

Local 267 will be hosting a holiday gathering for each shift on December 16. Keep an eye on the app or web page. There will be more details to follow.

Remember, the Christmas holiday period is typically the hardest time for charitable organizations like food banks to raise money to help feed those in need.

As our members have done traditionally each year for the last dozen or so years please

continue to give generously. We will be collecting donations at the holiday party and will continue to accept donations at the hall or in care of your shop stewards through the end of the year.

Please excuse the mess if you've been by the hall in the last few weeks or will be stopping by soon. The hall has been undergoing some much-needed repairs and restoration.

On behalf of the executive board, we wish all our shop stewards, active members, and retirees of Local 267 a Merry Christmas and a Happy New Year! We hope that you may have the opportunity of celebrating the holiday season in comfort with family and friends.

In solidarity.

Local 17

Secretary-Treasurer

Duane Grove



UPS contract negotiations coming soon

DENVER — UPS contract negotiations will be underway soon. Our members submitted proposals and those have now been sent to the IBT. The negotiating committees will work on the regional supplemental agreements first and then work on the national contract. T-Force Freight negotiations are starting also.

This past Sunday, after our general membership meeting, we hosted a proposal meeting for ABF.

The new ACME contract is now available for download at our website along with other contracts. We encourage our members to take advantage of this quick, easy method to obtain your contract.

We have added another agent to our

staff. Kevin Dawson has joined Local 17 as a business agent and will cover Northern/Northwest and Western Colorado and Wyoming. Kevin brings more than 30 years of experience from UPS to Local 17. We are happy to have him as part of our team.

Our general membership meetings are held on the second Sunday of each month at 10 a.m. Please check our website at [Teamsters Local17.org](http://TeamstersLocal17.org) for the updated locations.

Do not forget that if you are laid off, on worker's comp, disability or taking any sort of leave, that you can take a withdrawal card. You can call our office at 303-433-6496 ext. 15. to start the process if you need.

Happy Holidays from Teamsters Local 17.

VAIRMA: walking wounded . . . *cont.*

Continued from page 1
working people.

Taft-Hartley made it extraordinarily difficult for unions to organize by allowing states to legitimize so-called "right-to-work" (RTW).

When states pass right-to-work laws, their workers always suffer wage and benefit losses — *always*.

In free-bargaining states, where unions are stronger, wages are 28 percent higher than in RTW states. Union workers also receive more and better fringe benefits and superior working conditions.

In RTW states, management and labor are prohibited from negotiating for an all-union shop, and unions are required to represent non-union workers. Still, they are prohibited from collecting dues from them.

The law regarding organizing hasn't been changed since Taft-Hartley was enacted seven decades ago.

Unfortunately, when it comes to labor issues, Democrats often abandon us, as they did in 1957, casting decisive votes for passage of the anti-worker Landrum-Griffin Act.

During the administrations of Presidents Kennedy and Johnson in the 1960s, labor tried to repeal section 14b of Taft-Harley, the section allowing states to enact right-to-work laws. The House passed a repeal bill in 1965, but Senate supporters

couldn't muster enough Democratic votes to break a GOP filibuster.

In 1977 a "common situs picketing bill," which would have lowered barriers to unionizing construction workers, was narrowly defeated in the House again, with Democrats casting key opposition votes.

Organized labor was a victim of the Democrats again in 1978 when Jimmy Carter was president. The Labor Reform Act would have leveled the playing field in union organizing campaigns, streamlined recognition procedures, and allowed unions more latitude in contract negotiations.

It failed to survive a Republican filibuster bolstered by 17 key Democratic votes.

A recent Gallup Poll reveals that more than 70 percent of Americans now support unions, an amazing statistic, given that Americans' labor likeability rating had remained at less than 50 percent for about five decades before it recently began to rise.

Now, with 70 percent of fellow Americans cheering us on, might be labor's best-ever opportunity to start a campaign to permanently eliminate onerous right-to-work laws, and begin to unionize an indestructible majority of American workers.

And with that thought in mind, I wish all Teamsters everywhere the happiest of Holiday Seasons.

Colorado Retirees

You're welcome at retiree meetings

DENVER — The Teamsters Retiree Association had the October and November membership meetings at the UFCW hall in Wheatridge, Colorado.

On December 1, we had the best turnout for our meetings since the onset of COVID.

The meetings are held on the third Friday of the month at 7750 West 38th Ave. They begin at 1:30 p.m. and are pre-



ceded by coffee, doughnuts, and good fellowship with fellow retirees.

The meetings include guest speakers from Kaiser, R.F. May Company, and various others, along with numerous drawings for door prizes. The luncheon is provided to any current dues-paying TRA member and guest. We hope to have good

turnouts for our meetings Merry Christmas and Happy New Year.

LOCAL UNION REPORTS: ARIZONA

Local 104

Secretary-Treasurer
Karla Schumann



2022, a good year, maybe better '23?

PHOENIX — As 2022 ends, it's safe to say Teamsters in Arizona have made a lasting mark. Together we have navigated the transition out of what began as a challenging year.

You, our Local 104 members, played a vital role in making sure goods, products, and even people got to where they needed to be.

You've kept Arizona and our nation moving. Your dedication and hard work made the return of our annual Teamsters Day Picnic even more special. This is a day to break bread and celebrate our industrious members, retirees, and their families.

With us on that momentous day of solidarity were General President Sean O'Brien, International Vice Presidents Lindsay Dougherty, and Tom Erickson, Joint Council 7 President Jason Rabinowitz, and the much-loved trucks of Joint Councils 3 and 7.

For more than 3,000 members in attendance and their families, this visit was a special event.

Heartfelt thanks to our staff and everyone who worked to make this year's picnic a success. This was a year filled with substantial gains for our members. We organized new workplaces and won recognition.

Together negotiated some fantastic contracts. Many members will welcome pay increases, health and welfare benefits, pensions, holidays, time off, some of which were historic gains. You stood firm, demanding the full value of your labor.

We reminded the bosses that a Teamster contract is a strong agreement, and that we are strong members who do not settle for less than our full and rightfully earned piece of the

pie.

Each year we build on the momentum of the movement we create together. Your fire and energy are incredible and contagious.

Looking ahead, we have serious challenges: UPS, freight, US Foods, airline and more. Your engagement, tenacity and unity only reaffirm what I already knew.

Teamsters of Arizona will be a force to be reckoned with. To carry forward the success and gains we've made, our staff, like our membership, needed to grow.

We are proud that leaders rose from our rank-and-file to expand their service to the membership and build even stronger bonds in our brotherhood.

It is in that spirit that I wish you all a joyous holiday season, health, and prosperity in the coming year, and most of all, time with those you love. May we see all the best in and for one another in 2023.

Windigo members ratify new contract

Josh Graves Vice-President

Windigo — Members at Windigo warehouse, formerly Atlas, ratified a new contract by an 87 percent yes vote in October. Windigo will be the top-paid union warehouse, receiving \$3.55 over the first year and \$1 per year thereafter, \$1.15 in pension increases, 48 hours of reserve/sick pay nego-

tiated back, six-week performance discipline, and numerous strong new language changes.

Thanks to members who attended the ratification vote and the stewards who were on the negotiation committee: Abel Ruiz, Chuck Van Dyke, Eric Ramirez, Frank Soto, Adam Adame, and Leo Rangel.

Ruan/Fry's — Local 104 mailed a letter to the CEO and terminal manager of Titus demanding they stop driving down industry standards.

The union will be mailing a letter to each Fry's store as well. The union filed a grievance at the end of April against Ruan for not paying pension contributions on non-bargaining unit employees performing bargaining unit work. The union has submitted that grievance to arbitration and will update the members when information is available.

US Foods — Local 104 has sent a letter to US Foods requesting to set negotiation dates. At this time, no dates are scheduled. The union will be looking to schedule proposal meetings at the end of December and the beginning of January. Please check the union boards for dates and times.

Local 104 would like to thank the members who attended our picnic in November. We would also like to thank Teamsters General President Sean O'Brien, Warehouse Division Director and IBT Vice President Tom Erickson, Joint Council 7 President and Secretary-Treasurer 2010 Jason Rabinowitz, IBT Vice President and Director Motion Picture and Theatrical Trade Division Lindsay Dougherty, and IBT Warehouse

Representative and Local 120 Vice President Grant Bendix. If you have not attended one of Local 104's picnics, you are missing out on a good time with your fellow brothers and sisters.

This year's picnic definitely was one of the best yet.

Hobbs, Kelly victories spark optimism

Dawn Schumann Political IDirector

PHOENIX — This past election cycle in Arizona was indeed a win for the workers. For more than two years, we have seen the vision, and with demanding work and dedication, we brought Teamster endorsed, labor-friendly candidates to the forefront and on to victory.

Senator Mark Kelly was elected to serve a full term starting in 2023. He has worked hard to improve labor relations and to bring a spotlight to Arizona workers.

The CHiPS Act will bring jobs to Arizona, and we will have sustainable growth in the semiconductor industry. Senator Kelly will continue to work with Teamsters in Arizona.

Governor-Elect Katie Hobbs, currently secretary of state, has stood by the Teamsters

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General President Sean O'Brien speaking to the members at the Local 104 Teamster Picnic with the band, Dropkick Murphys', getting ready to take the stage behind him



General President Sean O'Brien picking a raffle ticket as Secretary Treasurer Karla Schumann recognizes Recording Secretary Maurice Nelson on his 47 years as a member of Local 104

New all-time record

CEO pay 399 times that of typical worker

CEO pay, including stock awards and options, is up more than 11 percent since 2020 and 1,460 percent since 1978, a new Economic Policy Institute analysis finds. This increase was not matched by increased pay for typical workers: The ratio of CEO-to-typical-worker pay soared to 399-to-1 under EPI's realized measure of CEO pay, the highest ratio on record, up from 366-to-1 in 2020 and a massive increase from 59-to-1 in 1989.

The CEO pay analysis this year excluded an extreme outlier in 2021: Elon Musk, CEO of Tesla Motors. In 2021, Musk exercised \$23.5 billion worth of stock options that would have expired in 2022, making his pay under EPI's realized measure nearly 1,000 times the average of other large-company CEOs. Including Musk's pay in the analysis would have led to an increase in CEO pay of over 300 percent relative to 2020.

Skyrocketing CEO pay is not just a symbolic issue—it's become a substantive driver of rising inequality. It adds fuel to the growth of top one percent and top 0.1 percent incomes, limiting opportunities for economic growth for ordinary workers and widening the gap between the wealthiest Americans and everyone else.

"Exorbitant CEO pay is a contributor to rising inequality that we could restrain without doing any damage to the wider economy. We need to enact policy solutions that would both reduce incentives for CEOs to extract economic concessions and limit their ability to do so," explains Josh Bivens, EPI's director of research and one of the authors of the report.

CEO pay is growing ever higher because the labor market for top corporate executives is fundamentally broken. CEOs have essentially seized the power

to set their own pay by convincing corporate boards to act as CEOs' agents instead of their bosses. Further, by hooking their pay to general growth in the stock market—more than 80 percent of their pay is stock-related—CEOs have been able to realize huge raises that are not the result of them becoming more productive or skilled over time.

The decision to exclude Musk's pay was made for similar reasons as EPI's decision to exclude Mark Zuckerberg's salary after the initial public offering for Facebook in our 2013 analysis. Outliers like these are further proof that CEO pay is not linked to job performance.

"Musk's compensation in 2021 is different in degree, not kind, from other CEOs' pay: It rewards him for increases in the value of stock that may well have occurred under any other Tesla CEO. It has no clear link to the actual economic

value he brings to the shareholders—let alone workers—of his company over the long term," said Jori Kandra, co-author of the report.

The authors outline several policy solutions that would limit CEOs' ability to attain increasingly higher pay without hurting the overall economy. These include:

- Implementing higher marginal income tax rates at the very top of the income ladder to limit executives' ability to add to their wealth without increased productivity and reduce the incentives for executives to push for such high pay.
- Using antitrust enforcement and regulation to restrain firms' — and by extension, CEOs' — excessive market power.
- Allowing greater use of "say on pay," which allows a firm's shareholders to vote on top executives' compensation.

Arizona Local 104 ~ continued

Continued from page 6

the past four years, bringing attention to election integrity. Teamsters Local 104 endorsed Ms. Hobbs from the beginning.

During the campaign, she vowed to help us repeal Arizona's so-called right-to-work law that gives the boss the right to "work" employees in any manner he/she sees fit.

With this and other key issues confronting Arizona, Ms. Hobbs will work for the people, and have the unions with her as she navigates through the issues.

Sincere congratulations to Katie Hobbs, the first Teamster-endorsed candidate to win the governor's race since 2003.

Another Teamster endorsed candidate Adrian Fontes, is secretary of state-elect. In 2016, he ran for Maricopa county recorder. From 2017 until 2021 he was the person behind the change and updates at the Maricopa County Recorder office.

He will ensure the elections are run with integrity and will stand on his convictions that all have the fundamental right to vote, without harassment or suppression.

I spoke with Secretary of State-Elect Fontes this morning. He asked me to be a part of his transition team. I am beyond grateful and honored to have been asked and will

work with Mr. Fontes as we move Arizona forward.

Understanding what we needed to accomplish during the campaign, we went to work. Within months, we had text messages, conversations with members, phone calls and door knocking, our members voices were heard, and we helped bring home a WIN to Arizona!

Collaborating with these candidates for many months, seeing how they are when no one is looking and then when the world is watching, I am proud to stand with these candidates and look forward to working with

them in the future.

Thanks to Kody Krick, Jorge Fierro, Yolanda Rijos, Claudia Sharp, Chase Gabbard and Clotilde Molteni for being amazing PFO's, contacting members, door knocking, texting, and doing barn visits. You made our GOTV successful, and we are extremely grateful.

We haven't had a labor-friendly governor since 2003, and we will work to improve workers' conditions in Arizona, such as repealing RTW, bringing back PLA's (project labor agreements) and making Davis-Bacon the law. We have many battles ahead, but I believe we can turn Arizona into a union



Fry's Tug of War Champions back-to-back years at the Local 104 Teamster Picnic 2022



Welcome our newest Business Representative Jason Kimley from Breakthru Beverage

LOCAL UNION REPORTS: MONTANA

Local 2

Erin Foley
Secretary-Treasurer



Historic wage increases for state employees within reach

BUTTE — Teamsters Local 2 pushed its way to the “big table” this year to conduct pre-budget negotiations with the governor’s budget team.

With a concerted effort from the unions, we were able to push the historic asks.

What is within reach for members through legislation?

- No increase to single member health benefit coverage, which will remain at zero cost to members through plan year 2025, as well as a freeze on an increase of premiums to our members on family plans through 2023.

- \$1.50 per hour or four percent wage increase, whichever is greater on July 1 of each year of the biennium.

- One-time payments up to \$1,040 for

a 40-hour per week employee

- A floating holiday each year in exchange for an every-other year holiday, Election Day.

The exciting part about these raises is—along with a \$1.70 mid contract raise implemented earlier this summer, and a \$.55 an hour pre-negotiated raise that happened in November—that it amounts an increase of \$5.25 an hour in a 24-month time which equates to a 23 percent increase.

We have negotiated that these items will be included in House Bill 13 (HB13) during the legislative session. The only way we will secure passage of these items is through united action.

Members should contact their Montana state representatives and senators and urge them to pass HB13. We need everyone help-

ing to get good bills passed and to get bad bills thrown out. So please step up and participate to deliver messages to the legislature.

Local 2 will have scripted messages for people to make calls, texts, or emails to legislators as well as in person rallies at the State Capital. Please step up and let us know if you will help us in this fight. Contact your business agent or the central office.

Other historic wage increases include Butte Silver-Bow Road and Parks, Meadow Gold, and Crest Nursing home.

These contracts were voted down initially and Local 2 returned to the table. In the end they were all ratified and proved to have the largest percentages of increases ever agreed upon in their contract history.

It is obvious that this is a time where

the strength of the worker is demonstrated and celebrated.

It is essential that we come together and unite our power during the upcoming legislative session and hold elected leaders to stand with the worker of Montana. Please watch for updates on how you can act by allowing texts from Local 2, following our Facebook page, checking our updated website www.teamsterslocal2.org, or contacting your business agent.

Of course, as we round out the year Local 2 will host its “Santa is a Teamster” event on Saturday, December 10th at the Butte office, 3345 Harrison Avenue from 11 a.m. to 3 p.m. Bring the kids and grandkids to get a picture with Santa himself and have union-made cookies and milk!

Local 190

Jim Soumas
Secretary-Treasurer



Local 190 fights off privatization efforts

BILLINGS — Teamsters Local 190 was successful in preventing Yellowstone County from privatizing the management of Metra Park. As you may have read a few months ago, Local 190 has been working hard to fight against the Yellowstone County Commission’s decision to hire a private management group to run the operations at Metra Park.

Local 190 has a fantastic group of Teamster members who maintain the event complex and their jobs would be in jeopardy if the county turned over the management to a private entity.

Local 190’s legal team worked with local attorney Gene Jarussi to challenge the commissioners. Mr. Jarussi filed a motion in district court contending that county leaders had inappropriately managed the process of seeking a private management company to run Metra Park.

The motion requested that the entire bid process be declared invalid. Mr. Jarussi then filed for a temporary restraining order that the court granted.

Yellowstone county commissioners decided to terminate the Request for Proposal and rejected the bids submitted by two com-

panies. The commissioners stated in a later press release that they will shift their focus from private management and seek a better qualified general manager. It is the opinion of Local 190 that the current interim GM is doing an outstanding job and he should be named general manager moving forward.

Meadow Gold Dairy and Teamsters Union Local 2, 17 and 190 entered negotiations in mid-August. After several negotiation sessions great progress was made.

We were able to agree upon numerous improvements to the CBA along with some decent wage increases.

However, the first offer was voted down overwhelmingly by the members. The sentiment among the group was we sacrificed a lot for the company during the process of bankruptcy. The wages have fallen behind and unless something more significant is offered the company will continue to fall short on recruiting new employees and retaining the existing ones.

The Teamster local unions went back to the bargaining table with the company in October. The focus was finding a way to make the wage increases high enough to attract and retain new employees.

After a couple of additional days of negotiating, Meadow Gold produced an offer to take to the members for consideration. Based on the high demand for CDL drivers we were able to negotiate \$8/hour over three years for the drivers, which is \$4/hour upon ratification, and \$2/hour each subsequent year on a three-year deal.

For the plant and dock members we secured \$2/hour increase upon ratification and a \$1/hour increase each year after. The members ratified the offer overwhelmingly.

The Local 190 Executive Board decided to bring back Santa Claus again in 2022. We have scheduled December 10, 2022, from 10 a.m. to 2 p.m. for the Teamsters’ kids to come to the union hall and have their picture taken with Santa and enjoy some hot chocolate and snacks.

We started this tradition in 2013 and had a great run through 2019 until Covid 19 showed up. Local 190 cancelled the event for the past two years, and it is time to start celebrating again.

*Merry Christmas and
Happy New Year!*

BUY UNION-MADE AMERICAN PRODUCTS

LOCAL UNION REPORTS: UTAH

Local 222

Secretary-Treasurer
Spencer Hogue



Local 222 wins 35 new combo jobs at UPS hub

TEAMSTERS LOCAL 222
Proudly representing workers
in the State of Utah since 1931

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Salt Lake City, Utah 84119
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BUSINESS AGENTS OF TEAMSTERS LOCAL 222:

Spencer Hogue – ext. 28
Marty Cowin – ext. 15
Britt Miller – ext. 17
Jeff Kendall – ext. 14
Jeff Steffon – ext. 18
Grant Edwards – ext. 29
Garrett Tuttle – ext. 100
Alex Rojas – ext. 27
Allen Tracy – ext. 16
Josh Ikola – ext. 13
Gabiella Killpack – ext. 26
Amanda Story – ext. 20
Carly Lunt – ext. 21
Cora Lucero – ext.

PHOENIX — Jeff Steffon, UPS business agent, kept the pressure on the company to create more full-time combo jobs and succeeded.

After continued discussions with the company on understaffing, Steffon told UPS management: "Your best employees are already here; just make more combo jobs."

UPS agreed, and the first 25 combo jobs were posted on October 27, and 10 more were posted on November 11.

"These are 35 life-changing jobs for Teamster families. I love that we're making a change for the better," said Steffon

Parker Heyward, an eight-year part time UPS Teamster, was ecstatic.

"You changed my daughter's life, my wife's life and my life," said Parker who won the last combo job out of the first 25 posts.

"Thanks to Jeff, I will no longer be living paycheck to paycheck. We now have an opportunity to buy a house, and my wife can go part-time and spend more time with our daughter," said Heywood

To all the new combos, congratulations! Remember that your insurance will be changing from part-time insurance to full-time insurance, contact your business agent with any questions

on your new promotion.

UPS MRA

UPS cut the Market Rate Adjustment by \$2 for pre-load and midnight at the UT Regional Hub. Utah state law requires that employers must give notice to employees before reducing pay, yet UPS gave no notice to affected employees before cutting their pay by \$2 an hour.

In response, Local 222 business agents Britt Miller, Jeff Steffon, and Gabriella Killpack handed out flyers to pre-load and midnight employees with instructions on how to file a wage claim with the Labor Commission. Part-time UPS'ers are frustrated with the company playing games with their money. They work hard to feed their families and deserve a livable, stable wage.

Since the MRA cut, payroll grievances are at an all-time high. It is important to track your clock-in and clock-out time every day. If there's an error in your pay, notify your supervisor and file a grievance if it's not corrected. Peak is coming, and all sorts will be working seven days a week. Work on weekends is paid at OT.

Freight Day of Action

Local 222 freight Teamsters saw the UPS Day of Action on August 1 and asked, "Where's our Day of Action?"

On November 1, Local 222 Teamsters held a Freight Day of Action with more than 20 hours of non-stop parking lot meetings and chanting, "Who are we? Teamsters!"

Freight members from ABF, YRC, Reddaway, and T-Force joined in front of their workplaces nearly every hour to talk about what it will take to get the contract freight members deserve.

"You get the contract you organize for," said Vice-President Britt Miller, "Winning a strong contract means doing what we're doing here."

"You don't need permission to organize; continue what we've started here. Talk to your Teamster brothers and sisters, hold parking lot meetings, organize for the contract you deserve."



The Wranglers

Grant Edwards Business Agent

Utah Teamsters Local 222 and the film industry welcomes the very first Teamster "wranglers" to Utah.

This adventure has taken most of the summer to finally meet in Moab, Utah, and to finally sign them into the Teamsters.

These wranglers take care of livestock throughout the length of the project, both on and off the set. They work hard for what they do, a skill that is not easy to learn.

I believe Utah is the place for more films to be produced, where the wranglers can become more commonly used.

Once again Welcome to Teamsters Local 222.

Gabriella Killpack Business Agent

My name is Gabriella Killpack and I'm the newest business agent in Teamsters Local 222. I started at UPS nearly nine years ago. I came out of package car and was a shop steward for four years. I worked for the International Brotherhood of Teamsters as an organizer in the Internal Organizing department from April of this year until I was hired as a Local 222 business agent in October. I'm very passionate about our union and I believe internal organizing is the key to success.



Organizing for the contract we deserve pays off

Continued on page 10

Continued from page 9

Alex Rojas Business Agent

American Airline — The first and second rounds of negotiations will have taken place by the time this column is published.

Negotiations are going as planned and as expected. If you can, please follow them on Facebook and Instagram.

Hertz: The maintenance department is hiring for mechanic positions. This is a high paying job with the potential of making over six figures. Still in the process of getting everyone caught up on the retro-pay for both departments.

UTA: We are in the process of contract negotiations as I write this. Negotiations are going very well with a lot of progress being made.

Forterra: No new news to report.

Once again, I would like to thank all the stewards for everything they do! Have a great new year!

Utah Retirees

Local 222 retirees, the best deal

SALT LAKE CITY — Winter has arrived and we hope everyone had a good fall and Thanksgiving.

Thanksgiving is a time of family and friendship. Let our retiree club be your extended family and join us for our monthly meetings held the second Wednesday of every month at 1 p.m. at the Teamster Union Hall at 2641 S 3200 W, Salt Lake City.

Your dues are paid for the first year you are retired, thanks to Teamster Union 222. This includes you and a spouse or partner for the year.

We have lunch, prizes, and sometimes games every meeting at no cost to you. Our meeting in November honored our veterans



Jim Chandler
President

with a gift and we played bingo.

December was our Christmas party at Chuck-a-Rama. We gave out generous prizes, all at no cost to you. Our Teamster Union 222 donates the funds for the buffet.

Not only do they help fund our new retirees and the Christmas party, but they have been so helpful in assisting with the room set up and sending this letter to the Rocky Mountain Teamster newspaper. The BA's and the office staff, especially Cora, always are happy to help. Thanks from all of us.

We hope to see everyone at our January 11 meeting. Merry Christmas and a healthy Happy New Year to all. Jim Chandler, # 801-513-5402, e-mail jchan5000@yah.

The only 'right' in
'right-to-work' laws
is the right to work
for less money, benefits
and working conditions.



SUMMARY ANNUAL REPORT FOR TEAMSTERS LIFE WITH DUES BENEFIT PLAN

This is a summary of the annual report of the Teamsters Life with Dues Benefit Plan (EIN 91-1691238, Plan No. 501) for the year ended December 31, 2021. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

The Board of Trustees of Teamsters Life with Dues Benefit Plan has committed itself to pay certain death benefit claims incurred under the terms of the plan.

Insurance Information

The plan has a contract with The Union Labor Life Insurance Company to pay life insurance and accidental death and dismemberment benefit claims incurred under the terms of the plan. The total premiums paid for the plan year ending December 31, 2021 were \$162,860.

Basic Financial Statement

The value of plan assets, after subtracting liabilities of the plan, was \$26,521,342 as of December 31, 2021, compared to \$22,950,948 as of January 1, 2021. During the plan year the plan experienced an increase in its net assets of \$3,570,394. This increase includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value

of the assets at the beginning of the year or the cost of assets acquired during the year. During the plan year, the plan had total income of \$5,522,033, including employer contributions of \$1,845,756 and earnings from investments of \$3,676,277.

Plan expenses were \$1,951,639. These expenses included \$286,053 in administrative expenses and \$1,665,586 in benefits paid to participants and beneficiaries.

Your Rights to Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. An accountant's report;
2. Financial information and information on payments to service providers;
3. Assets held for investment;
4. Insurance information including sales commissions paid by insurance carriers; and
5. Information regarding any common or collective trusts, pooled separate accounts, master trusts, or 103-12 Investment entities in which the plan participates.

To obtain a copy of the full annual report, or any part thereof, write or call the office of Northwest Administrators, Inc., who is

the contract administrator, at 2323 Eastlake Avenue East, Seattle, Washington 98102-3305, telephone (206) 329-4900. The charge to cover copying costs will be \$4.50 for the full annual report, or \$.25 per page for any part thereof.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan at 2323 Eastlake Avenue East, Seattle, Washington 98102-3305, and at the U.S. Department of Labor in Washington, D.C. or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, N-1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.

LOCAL UNION REPORTS: NEW MEXICO

Local 492
Secretary-Treasurer
Andrew Palmer



Meet your new Local 492 business agents

ALBUQUERQUE — As the holiday season continues, I wish the members and their families a very Merry Christmas and a Happy New Year!

Local 492 has two new business agents, Richard "Joe" Rossum, and Ernest Ortega. Here in their own words is a bit about each:

Richard "Joe" Rossum: I became a Teamster in April 2005 as a line driver for ABF, earning my first Million Mile Safe Driving award in February 2014. In 2017, I was elected as a union steward, where I remained until accepting a position as the white paper contract agent in September 2022.

Most recently, I attended a "BASIS" seminar for new business agents at the IBT office in Washington, D.C. My experience as a member of Local 492 has been both interesting and rewarding, and I am looking forward to this new venture.

Ernest Ortega: Greetings to all brothers and sisters of Local 492. I have been a proud Teamster since I was hired at UPS in July 1992, starting as a pre-loader at the Comanche Hub. I was then transferred to the Aspen Building. I have been also a sorter, air/utility driver, and full-time driver for a total of 30 years.

In 2011, I was an alternate steward and head steward in 2016. Currently, I am a trustee on the Local 492 Executive Board. I recently accepted the business agent posi-

tion and have completed the 2022 Teamster Leadership Academy.

I will mainly be assigned to UPS Comanche hub, Socorro Center, Albuquerque Gateway, Aspen Pre-load, Farmington Center, Gallup Center, Grants Center, Santa Fe Center, Las Vegas Center, Taos Center, Springer Center, and all northern satellites. I'm looking forward to working for our members.

UPS — I would like to remind you that you are all guaranteed eight hours per day. If you feel that your work is being given to a Personal Vehicle Drivers (PVD) and you are not getting your guaranteed hours, please first let your supervisor know you want your eight-hour guarantee.

If you still don't get it, please file a grievance. Also, it is not your responsibility to help the company dispatch these PVDs. This is a UPS program and UPS should be managing these drivers NOT you.

I know the company asks a lot of you during this time of year, so please remember that Local 492 is here if you feel that the contract is being violated.

If you are in the northern part of New Mexico, please call Ernest Ortega at (505) 344-1925 ext 14, or if you work in Southern New Mexico, call David Trujillo at (505) 344-1925 ext 20. Thanks to all UPS Teamsters for their hard work during the busiest time of year!

Tracy McCarty Business Agent

Freight — There are many jobs open in white paper and freight. So, if you know anybody looking for work most of our contracts have openings.

To address the changes in the office: Trey White has retired. With his departure, the local has hired a new agent. There have been a few changes in who will be responsible for dealing with them.

I will be handling all of the freight. That includes dock, P&D, shop, office and OTR at ABF, Yellow, and T Force. I will train my replacement in the white paper contracts.

We held a Day of Action at the freight barns on November 1 and received a positive response. We are looking for proposals for the upcoming contracts T Force and ABF currently have forms out that have been made available. When Yellow's come out, we will let you know.

Sysco Foods NM — We are still working on the 40-hour arbitration. The case has been filed in federal court and we will be filing briefs for summary judgment this week. Sysco is short of drivers and has started to send some people to driving classes in Denver. Hopefully, this will fill the shortage they have in transportation.

Hertz's contract was voted on and ratified. To the best of my knowledge everyone was back-paid, and everything is settling down to work as normal.

Penske — We finally got the contract voted on and ratified. I am still waiting on the final version, so all back pay and premiums are paid. Once we have that version, it will be posted on the website. If there are any questions, please let me know.

Thanks to the stewards I have had for the last five years. You have all been a great help to me and I hope that you will continue to help Brother Rossum in the future. I hope that this finds all members of this local and their families safe.

Local 492 congratulates these recent retirees and wishes them a happy holiday season and the best of good fortune in their future endeavors.

Warren "Trey" White III-Local 492/ABF

Modesto Quintana-LANL
Jose Vigil-LANL
Mark Groves-UPS
Matt Shumate-UPS
Ronald Thurman-UPS
Charlotte Roark-UPS
Carl Unger-UPS
Melvin Chavez-UPS
Valerie Otero-UPS
Randy Blessington-UPS
Florencio Rubio-Dean Dairy
Wilfred Lovato-Sysco
Lena Hodges-ABF
Ray Martinez-ABF
Steve Russell-ABF

LOCAL UNION REPORTS: IDAHO

Local 983
Jessica Prather
Secretary-Treasurer



Holiday season in Idaho: busy & cold, *brrrr*

POCATELLO — Hello brothers and sisters, it's the start of a new season and already the end of 2022. Winter is here in Southeast Idaho so please do your best to stay warm and safe when out on the roads.

We have many things currently happening. We are still in mediation with Pocatello Ready Mix. All three Basic American Foods contracts have been opened—we do have a TA in Shelley that needs to be ratified and hopefully by the time this column is published we will have a TA in Blackfoot.

UPS negotiations will begin in January. T Force and ABF Freight negotiations will also be starting next year. We have notified the City of Idaho Falls regarding our showing of interest in representing the Water/Wastewater Department. Solidarity is going to be very

important, as always. Please continue communicating the importance of being a union member, especially in a right-to-work state.

The union isn't the business agent, it is the workers standing strong and as one! We are in this together and it should never be about one man for himself. We encourage you to look around and remember that there is power in numbers and working together is where our strength lies. If you are interested in being a volunteer organizer/activist, please let us know!

We are continually organizing internally at our shops and centers. The more members we have that are informed of the contract language, the more grievances we file to make the company abide by the agreement. Non-members do not have a say when it comes to

making proposals and voting on contracts.

Please communicate and have open discussions with your co-workers about the importance of being a union member. If every current member could sign up one new member each month, we would have that much more power at the bargaining table to get what you all deserve

We would like to congratulate our recent retirees. We wish you the best of luck in your retirement! If you are starting to think about retiring, please call our office to schedule an appointment with our WCOT Pension representative. In-person interviews are back but you can also always call them over the phone. The application process can take several months so make sure to plan ahead if possible. We will be more than happy to help you fill

out your application. If you want to contact the pension office directly, call 1-800-531-1489.

Please remember to contact us for any address or phone number changes. Also, if you are going to be off work for a month or more due to illness, leave of absence, layoff, etc., please contact us regarding being placed on withdrawal until you return to work. As a dues-paying union member, the local union provides you a \$4,000 life benefit. Please make sure your beneficiary information is up to date by contacting us.

We hope to see you at our upcoming general membership meeting: They are the first Thursday of every month and begin at 7 p.m. at the Local Union Hall. You can find us on Facebook to stay up to date!



Hansen's History

Herb Bailey, the Teamsters' softest touch

*Reprinted from June 1990
Rocky Mountain Teamster
By Jim Hansen*

Herb Bailey was the softest touch I ever knew. He would borrow money to lend money.

Word came from California recently that Bailey, 80 years old, died. For someone who hadn't seen Bailey in more than 20 years, the thought of his death was incomprehensible. He was a larger-than-life character when he was secretary-treasurer of Denver Teamsters Local 775 back in the 1960s. He had also survived two serious automobile accidents during his union career.

Bailey was one of the several colorful personalities involved in the Teamsters Union and Colorado in those days. All were dedicated, effective union trade unionists who were pioneers in building the union.

Among them were Bill and John Salter, who built Local 15 into a rock solid construction local; Paul Ashcraft of Local 537, a salty veteran of the controversial milk strike after World War II; Alex Rein, an amateur boxer from Globeville who led Local 433 after the death of his predecessor, Danny Ryan; Charlie Lindsay, the Teamsters political guru when he headed Local 452, and Dick Rhodes, the old semi-pro baseball catcher who served as secretary-treasurer of the bread drivers. Also, there

was Guy Downing, longtime leader of Local 17 and Harry Bath, who came late on the scene as president of the Line Drivers.

Strong-willed and independent, these Teamster leaders were often at odds with one another, but there was never a doubt that an employer's fight with one of them was battle against all.

Bailey's Local 775 was a taxicab and automotive local plagued by a small membership in a volatile industry. The problem for Local 775 was not so much endurance as it was survival.

Although Local 775 operated on a shoestring and Bailey's salary was modest, I never saw him refuse to lend a five, ten, or twenty to a member in need. If the utility company was going to shut off power to a members' house, Bailey was on the telephone, pleading with the company to get the member a few more days. He was also known to make an installment payment now and then for a person in need.

Big as a bear and blustery as a March wind, Bailey was the quintessential soft touch. There was a time when a young employee of the Joint Council, strapped by family medical bills, was running his car on bald tires. He couldn't afford new ones, or even recaps or used tires, for that matter.

Bailey, the father of three grown sons, knew the kid had three young children. He

worried about their safety as only Herb Bailey would.

"Hey, kid, let's take a ride," Bailey said to the kid one day. He persuaded the young man to drive to a tire company that had a union contract with Local 775.

When they arrived, Bailey told the service manager to put four new tires on the car.

The young man protested, "but Herb, I can't pay for the tires."

"Don't worry about it," said Bailey

The kid fidgeted and sweated in the summer heat as the tires were put on the car. He wondered how he was going to get out of there without signing for years of after hours and part-time work as a tire buster.

When the car was finally equipped with the new tires, Bailey paid the bill, telling the cashier that it was good to be dealing with a union company.

Embarrassed, the kid mumbled a thank you.

"Forget it. You can't drive your kids around on those Baldies," Bailey said, closing the top for conversation.

Herb Bailey was an unforgettable man in many ways, but I will remember him most for his huge heart.

*Thanks again, Herb, for the tires.
So long, friend.*