



“The labor movement was the principal force that transformed misery and despair into hope and progress.” — Martin Luther King

Steve Vairma's Column

Nonunion workers owe thanks to union brothers, sisters

Nonunion workers in the United States have ridden on the backs of their union counterparts since the Great Depression, long before you or I were born.

It's really quite simple. As the union worker goes, so—kind of—goes the nonunion worker.

That's because organized labor sets wage standards for all American workers, union and nonunion. So, to remain marginally competitive in the marketplace, nonunion employers must offer somewhat higher than bottom-of-the-barrel wages to lure nonunion workers.

Without the unions looking over their shoulders, most nonunion companies would be rolling along, happily paying the minimum wage. Benefits would be nonexistent, and job security would be wishful thinking. And, pity the police, firefighters, and others who work in dangerous professions. There would be no standards for occupational health and safety.

I'm sure that it will come as a surprise to nonunion workers and their bosses that more union workers result in a better economy. Research has shown that benefits to the national economy by creating more union jobs would far exceed the economic benefits and be less costly than boosting the share of American workers with a four-year college degree.

While unions represent only about eight percent of all American workers in today's private sector, they remain the major advocate for the nation's working men and women.

On the federal level, labor was largely responsible for enacting laws such as the federal minimum wage, workplace safety, and health laws, the 40-hour workweek, Social Security, and Medicare and Medicaid, among others.

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



Outgoing Joint Council President Steve Vairma

Longtime Joint Council leader to retire in May

By an RMT staff member

DENVER — Steve Vairma, who has served as president of Teamsters Joint Council 3 for more than 16 years, far longer than any of his predecessors, will retire on May 1.

Simultaneously, he will leave as secretary-treasurer—the chief executive officer—of Colorado Teamsters Local 455, the largest local union in the Joint Council.

“Steve has been an excellent leader, a solid administrator, a top negotiator, and a great mentor,” said Dean Modecker, president of Local 455, who will succeed Vairma as secretary-treasurer of the local union.

“Local 455 members, staff, and officers will miss him, but all wish him a long and happy retirement,” Modecker said.

Steve was born, raised, and educated in Denver where he began his Teamster career in 1978 as an 18-year-old order selector at the Associated Grocers of Colorado warehouse. He became a steward two years later.

In 1982, he was appointed business agent for his local union, representing members at King Soopers, Safeway, Anheuser-Busch, and cab drivers, among others.

After serving as vice president and president, Steve was elected secretary-treasurer, the local union's top leadership position, in 1996, where he

focused on building a diverse local that reflects the faces of its more than 12,000 members.

Under his leadership, the Colorado Teamster Black and Hispanic caucuses; the Teamster Horsemen chapter, and the Colorado Teamster Women's Conference were originated.

He has led Local 455 to victories in labor disputes with national employers including Anheuser Busch, Supervalu, US Foods, and most recently, Sysco.

Local 455 also provided union leadership in lobbying for labor's cause at the Colorado State Capitol. In fact, in more than two decades since Steve was elected secretary-treasurer, his leadership at the statehouse has been instrumental in defeating right-to-work (RTW) legislation in 26 consecutive years, many times against overwhelming odds.

In the last year, the union busters decided not to introduce it again, at least for a while.

There was a year when the Colorado Senate was split, 18 Republicans, and 17 Democrats. When right-to-work came before the Senate, the vote was 18 to 17, with a single Teamster-endorsed Republican voting with Democrats to defeat the issue.

Local 455, in cooperation with the IBT in Washington, was also instrumental in the defeat of

Continued on page 4

Other Voices . . .

CONGRESS: FUND FIGHT AGAINST UNION BUSTING

NLRB ensures employers follow rules when workers organize, but resources are stretched thin.

By Tom Conway

Last year, lid manufacturer Tecnocap illegally slashed health benefits for workers at its Glen Dale, West Virginia plant.

Workers began delaying doctor's appointments. Others were forced to delve deeply into their pockets — one even put thousands of dollars of chemotherapy charges on credit cards to save his wife's life.

Lisa Wilds, president of United Steelworkers Local 152M, assured her colleagues that the company would be held accountable. And it was. This past August, the National Labor Relations Board (NLRB) ordered Tecnocap to reinstate the old health plan and reimburse workers, with interest, for all expenses they incurred.

When employers like Tecnocap break the law, workers rely on the NLRB to enforce their rights. But a funding crisis imperils that mission at a time more and more Americans need the agency's protection.

The NLRB hasn't gotten a budget increase since 2014, even though its workload skyrocketed in the wake of the pandemic. Union drives, overseen by the NLRB, increased 53 percent this year as workers banded together for higher wages, affordable health care, and paid sick leave.

Along the way, the NLRB stepped in to save the jobs of workers illegally fired for union activity, force companies to bargain in good faith, and prohibit employers from spying on and demeaning workers.

"There is no way to put into words the value and importance of the NLRB," explained Wilds, who stands to recoup about \$7,000 in medical expenses.

This was just one of numerous times she and her co-workers turned to the NLRB. In 2018, for example, Tecnocap illegally locked out workers for nine days during contract negotiations. The NLRB ruled the lockout illegal and ordered Tecnocap to pay the workers lost wages, plus interest.

Victories like these benefit workers across the country because they warn employers to toe the line. If one employer gets away with breaking the law, Wilds noted, others will attempt shenanigans of their own. "It spreads like a disease," noted Wilds, who worries that cost-cutting at the NLRB will give unscrupulous employers an advantage.

The NLRB warned of these very risks in a recent letter calling on Congress to address its "urgent funding needs." The agency had more than 1,700 employees in 2010, but that's fallen to about 1,200. That means slower investigations, delayed relief for workers, and eventually higher penalties for employers, the NLRB warns, as "as interest, back-pay, and other harms continue to accrue."

Workers need a strong NLRB now more than ever. In recent months, workers filed dozens of unfair labor practice charges about employers who illegally subcontracted work to avoid unions or shut down stores, restaurants, factories, and other workplaces when workers began exercising their labor rights.

Members of USW Local 4040 at HCL, a Google contractor, experienced a similar form of retaliation in 2019.

While in negotiations for a first contract, workers noticed that the company failed to fill vacancies on

Pittsburgh-based work teams even while it kept adding similar positions in Poland. "It started looking pretty fishy to us," recalled Local 4040 President Stefan Sidelnick.

The union filed unfair labor practice charges with the NLRB, which demanded that the company restore the work shifted overseas and negotiate in good faith. "It kind of lit a fire under the company's feet," Sidelnick said.

Union members and HCL ultimately reached a contract that protects staffing levels at the Pittsburgh location.

Only a robustly funded and staffed NLRB can continue to protect workers' livelihoods. Wilds said her co-workers have peace of mind just knowing the agency is standing watch for them.

"Are you going to go into battle with a tank or are you going into battle with a stick?" she asked. "That's the difference."



Tom Conway is the international president of the United Steelworkers Union (USW). This article was produced by the Independent Media Institute and adapted for syndication by OtherWords.org.

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Covering Arizona, Colorado, Montana, New Mexico, Utah, Wyoming and Idaho

ROCKY MOUNTAIN
Teamster



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LOCAL UNION REPORTS: MONTANA

Local 2

Erin Foley
Secretary-Treasurer



At the Capitol . . .

New attacks being planned on Labor

BUTTE — The year 2023 is off and running! Lots of contracts are opening this spring, which is keeping our business agents busy and on the go.

If your contract is opening, jot down things ahead of the proposal meeting so you remember to get your issues addressed.

The Montana Legislature is back in session and full of planned attacks on unions and the working people of Montana. We will be alerting people to take political action by way of text, email, rallies and on social media. Follow us for more information. Call the primary office

to get on the rapid response list for legislative updates and actions at 406-494-2747.

Local 2 rounded out the year negotiating for clerical staff at Community Hospital of Anaconda. This negotiation led to a reduced contract length from five to three years and a substantial raise across the board. Thanks to our stewards who pushed for a better and stronger contract.

UPS negotiations are being scheduled and rank-and-file members are receiving assignments for negotiation committees. Meetings have been held to consider all proposals submitted on every level. This

pr will be the key to getting the best contract for our members.

Congratulations to Bryan Jeszenka on retirement from Republic services on December 30 after 33 years of service. Job well done brother Bryan! Enjoy your next chapter.

RIGHT: Business Agent Ben Sharbono (left) congratulates Bryan Jeszenka



BELOW: UPS – Bozeman Local 2 members celebrate receiving grievance checks right before the New Year!



LOCAL UNION REPORTS: MONTANA

Local 190

Jim Soumas
Secretary-Treasurer



Santa Claus visits Local 190 in Billings

BILLINGS — Santa came to town and spent the day with the Teamsters. Local 190 kicked off the holiday season by hosting a celebration day with Santa. This year's turnout was fantastic, such a heart-warming day to spend with Teamsters' families.

It was wonderful to see the children's eyes light up while they sat on Santa's lap and shared their dreams of what gifts they want this year. Hosting this event is the best way to bring the members together while including their family.

Local 190 recognizes Rich Haider for being Santa Clause in 2022. We appreciate

his efforts and say thank you on behalf of all Local 190 children who shared their wish list with him. Rich did an excellent job and we hope that he will continue to be our Santa.

Local 190 has been busy this fall, our members ratified agreements with UNFI and Meadow Gold. The members at both companies voted for contracts with large wage increases.

We will continue to bargain for the best wage increases to keep our members leading in the job market. We have negotiations with several employers in 2023 and we will do

our best to continue increasing wages and benefits.

At the Local 190 December general membership meeting a petition was presented requesting the executive board consider holding the membership meetings on Saturday instead of Tuesday evening.

Initially, it was agreed to move the meetings to Saturdays. However, some members objected to the decision and have requested a compromise of some months on Tuesday and other months on Saturday.

We will continue to discuss this issue in hopes of finding the right mixture that best

suits all our members. Once a final decision is reached, we will post the new schedule on all the union bulletin boards and on the Local 190 web page.

Local 190 has started utilizing an app for your cell phone. We are trying to develop ways to provide an additional avenue to communicate with our members. The app has become very popular with other locals throughout the Teamsters' network. We have published a QR code on our Teamsters Web page for easy downloading and it will streamline the process for acquiring the

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Local 190 Teamster families celebrate

application.

In the West Region UPS contract negotiations began the last two days of January. Feeder driver Rich Haider from Local 190 was chosen by IBT as a rank-and-file member to participate in negotiations. Please congratulate Rich for representing Montana, and our local union and in negotiations.

JC3 UPS negotiations will start in February and Local 190 will have three rank-and-file members in attendance: Rich Haider from Feeders, Chris Waller from Package and Sara Clark from the Hub. It is important that these members participate in negotiations. They are stewards and should bring a lot to the table.

Business Representative Darren Davis will continue to address all UPS grievances. UPS members are encouraged to get the UPS/Teamsters app on their phones. There are updates to many issues.



Standing, left to right: Darren Davis, Casey Greeno, Rhonda Johnson, Jim Soumas and seated, Santa aka Rich Haider



The French Family: Courtney (left) and Quentin (right) Seated with Santa – Carley French



The Dailey Family: left to right in back – Chris, Mike and Brandon in front – Jaycee, Alex, David, Santa and Jessica



... making his list and checking it twice – Santa heard Teamster kids' wish lists at Local 190's Annual Christmas Party

Vairma to retire . . . cont.

Continued from page 1

a Colorado statewide ballot issue in 2008 that would have legitimized right-to-work.

As president of Joint Council 3, which represents members in seven states from Canada to Mexico, Steve is a trustee of the Western Conference of Teamsters Pension Trust Fund.

As warehouse division director for 10 years, he has worked with Teamsters' local unions to successfully negotiate and ratify the Kroger national contract. Steve is widely known within organized labor

for negotiating skills and has represented the union in many national collective bargaining sessions.

Steve has fought to protect jobs in broad-line food service by opposing the merger of Sysco and US Foods; and actively engaged members in national campaigns at Sysco, US Foods, UNFI, and others.

He was elected and served as Western Region International vice president in 2011 and IBT vice president at-large in 2017.

VAIRMA: nonunion workers . . . cont.

Continued from page 1

On the state level, unions have always supported pro-worker legislation on workers' compensation, unemployment, safety and health issues, workplace discrimination, prison labor, training, and more.

Nonunion workers often work under the delusion that their employers are benevolent bosses who provide for their workforce out of the goodness of their hearts. If that were true, why do business lobbyists in all 50 states constantly fight to take these hard-fought-for gains from

working men and women? Ever hear a boss advocate for a statutory raise in the minimum wage?

The indisputable fact is that if they had their way, most employers would excise all workplace rights. After all, business is not in business to provide tender, loving care to the workforce, but to make a generous profit.

LOCAL UNION REPORTS: COLORADO

Local 455

Secretary-Treasurer
Steve Vairma



UPS talks generate rank-and-file interest

Scott Andersen
Business Agent

The year 2022 was a rough and wild year for UPS employees in the Commerce City building. In 2021, we started a campaign to build worker power, with a focus on educating members on the contractual language that is designed to keep UPS accountable for maintaining a sufficient work force.

The first step was adding additional alternate stewards to the package centers to spread out the work involved in investigating grievances and to further support our internal organizing efforts. The next step was holding multiple craft meetings and cookouts to speak directly with members.

The contractual language we have focused on is Article 3 NMA—supervisors working, Article 37 – 9.5 language and due consideration for age and condition, and Article 19 of the central supplemental – eight-hour request language.

As Teamster power began to grow, higher level management began retaliating against active members and stewards.

Teamsters Local 455 responded by filing grievances and ULP charges with the National Labor Relations Board (NLRB).

One such charge is against UPS Desert Mountain District President, Ryan Flynn. The board has issued a complaint and the hearing is currently scheduled on February 14. We will continue to file grievances and charges until they comply with our collective bargaining agreement and the NLRA.

Teamster power at UPS is growing. To date, UPS has paid

Teamsters Local 455 members more than \$1 million in grievance settlements for 2022.

Through this unified action, UPS acknowledged its insufficient workforce RPCDs and 22.4s in September 2022 for those locations.

I am so proud of my team of stewards for all the great work they have done for our members in 2022 and look forward to what we can accomplish together in 2023



Recent UPS retiree Steve Rosa, left, is congratulated by Local 455 Business Agent Scott Andersen

UPS negotiations: Time to be strong

Roberta Brazell
Business Agent

Five years surely have passed quickly, and here we are in 2023 getting ready to go into negotiations with UPS as the contract expires on July 31.

It is a time when we Teamsters must put our differences aside and unite stronger than ever to show the company that we will not be divided.

To be updated on contract negotiations, keep an eye on the bulletin boards in your building. Stay informed, be active, and download the UPS Teamsters app.

During the summer of 2022 the company failed to fulfill its obligation to hire vacation coverage drivers, causing drivers to work more days and longer hours. Then the company figured it would remedy the situation by having “ready teams” sent in to steal the work from the bargaining unit.

The members stood strong, and through solidarity they let the company know that they weren’t going to take this blatant contractual violation lying down. Stewards and members held the company accountable by filing numerous supervisor-working grievances.

Through your efforts to enforce the contract, members in the Aurora building were paid out up to \$70,000.

Congratulations to the members and stewards for standing strong, for recognizing your rights under the contract and for enforcing those rights through the grievance procedure.

This is only the sum of the grievances that were filed between May and September. There were 9.5 grievances paid out, seniority violation grievances paid out, other supervisor-working grievances paid out, penalty paid on payroll shortages and backpay paid on wrongful terminations.

I’d like to send a big shout out to the stewards who spend endless, thankless hours enforcing the contract and representing the members. It is not an easy job and thank you for all that you do!

The company will continue to try to divide the membership, especially in a negotiation year when management knows there are many issues that need to be addressed.

I urge everyone to see through company tactics and not to fall for them. Show management that *you* are the *union*, and you will stand as one. Remember you *are* the

union and success is possible through your voice, your solidarity, and your unity!

Don Ramsey
Airline RLA contracts



Southwest Airlines — No current SBAs or arbitrations. SWA is expanding in Denver quickly and looking forward to new and exciting adventures at the new hangar.

American Airlines Customer Service Group — Latest negotiations were in Dallas in the first week of December. The contract has 36 articles. Our negotiation team has 38 proposals to improve the contract. Significant wage increases, more affordable health care, mandatory overtime limits, more safety including passenger assaults, transfers, overtime, and swap language improvements.

I sent out an update for personal emails and a Facebook.com/AmericanAgentsConnected link also hashtagAAFairpay. No new dates for negotiations have been announced yet.

We had one discharge hearing, and have appealed it to the arbitration level.

Frontier Material Specialists — We are currently negotiating with Frontier. We have 14 articles TA’d going into December negotiations. We discussed nine and TA’d three of those. The company said it would have money to present in December but didn’t. They are now saying they will have it at the next meeting.

We proposed improvements to sick, vacation, holidays, pension and pay rates.

Frontier Aircraft Appearance Agents — The company has not been paying shift diff or premiums on vacation or holidays. This is currently in the process of being resolved.

Frontier MX and related — There are a few unanswered grievances that need to be addressed. They are being elevated for resolution.

Frontier Pilot Cadet Program — Frontier has created a gateway to becoming a pilot for employees. We have a few members that will be entering the program. We are working with the company to develop a specific leave of absence.

United — We are meeting this month with the managing director of HR (and head negotiator for United) to meet with one of our attorneys for compliance of the HFWA CO Law.

Our current contract has a provision for
Continued on page 6

Vote set on summer meeting suspension

Teamsters Local 455 will be conducting a vote at the April 4, 2023 membership meeting to suspend the monthly summer meetings in June, July and August.

industry reset based on the average overall compensation of American and Delta. United must remain at 102 percent overall compensation of this average.

Teamsters hired independent actuaries and economists to do the evaluation and calculation. The determination was that a 2.2 percent overall increase is necessary. To achieve this, a 2.6 percent wage increase was determined and implemented at the beginning of December.

The negotiation team had our first face-to-face with the company during the week of December 12. The meeting started with the company offering a 24-month contract "extension."

The offer was eight percent plus license pay increases to extend the contract 24 months, but begin the negotiations in 12 months.

Additional language for guaranteed heavy maintenance going from two guaranteed lines to six. That allows the overage to go overseas.

In 2022 we arbitrated Airbus farm-out language. We won the arbitration, which amounted to nothing other than principal because the contract states the work is guaranteed to be done in the United States but doesn't guarantee the work to our bargaining unit. This new extension allows for the work to be done outside of the US but increased the guaranteed number of heavy maintenance lines to the bargaining unit.

The negotiation committee of nine rank-and-file members agreed the offer was too big a decision given the unexpected no-negotiation event. This scenario had not been discussed among the system members, so the committee voted this as a tentative agreement to let the members decide.

Ballot Point mailed out credentials for electronic voting with a ballot count on January 30. If the extension agreement doesn't pass, the negotiation team is at the ready to continue traditional section 6 negotiations.

Eric Snodgrass Business Agent

UPS management is trying to intimidate employees who report injuries by issuing discipline. They are arguing that it's a method to report any injury *immediately*.

So, what if an employee isn't sure if he/she is injured? What if someone wants to wait a day to see if the body heals itself?

Well, I suppose now we just need to report everything. Any pain, or any blood, bruise, or ache. Report it. This is the corner the company has decided to back itself into.

Make sure we are keeping things at home that need to stay home. Marijuana is legal in Colorado but bringing it onto UPS property will get you terminated.

Security personnel are rumored to be

given bonuses for any contraband they find. You will be terminated. Even if it was an accident. Even if you are sorry.

Please double check your backpacks, purses and pockets before you come to work. Did you look through everything? Check it one more time.

There are people whose pay rates are jumping around, people who aren't getting

checks at all, vacations going unpaid. Please get with your stewards as soon as you identify the error and get it documented right away.

Present safety issues to your safety committee members. If the issues aren't getting resolved in a timely manner, please file grievances under Article 18 of the National Master Agreement.

Colorado Retirees Retiree meetings underway again

DENVER — The holidays are over, and the Teamsters Retirees Association held its first meeting of 2023. As always, the meeting was held at the UFCW Hall 7760 W. 38th Ave., Wheatridge. The February meeting will on the third Friday, which will be February 17 at 1:30 p.m. Come early for coffee, doughnuts and great fellowship. Stay for the meeting with timely topics, entertainment and drawings for cash prizes.



quite successful, and we have scheduled a spring luncheon for April 27 at the Thornton Golden Corral. The luncheon will be from 11:30 – 1:30.

We have a complete board again, after John Holzwarth's resignation and move to Arizona. Maury Rivard has volunteered to serve as a trustee.

We hope to see some fresh faces to go with our regulars in February. Please stay safe and healthy. See you next month.

Our fall membership luncheon was

Yep! Santa is a Teamster

Every year Teamsters Local 455 lends its hall to the Teamsters Horsemen Motorcycle Association for the club's annual Christmas Party for Teamster families. Each child is given a gift and lunch, and they participate in arts and craft activities. Thank you, Santa, for being there for the children. And thanks to Local 455 for being there for the Horsemen.

Teamster Horsemen Motorcycle Association CH3 would like to thank Teamster Local Union 455 for their on-going support. Because of your kind donation of the Waterfront we have been successfully hosting a Christmas Party for Teamster families.



LOCAL UNION REPORTS: COLORADO

Local 267

Secretary-Treasurer
Mike Cova



Party proceeds assist food bank

Happy New Year!

I hope everyone had a memorable holiday season and enjoyed some quality time with family and friends.

On December 16, Local 267 hosted a holiday party and food bank fundraiser at the union hall. The party was well attended by current members and retirees.

Our local's annual food drive was able to contribute \$3500 to the Food Bank of Larimer County, which was greatly appreciated. Thank you to all who contributed to such a worthy cause.

If you have a proposal that you would like to see addressed in the upcoming contract, please submit it via email to contracts@lu267.org. The deadline to submit proposals is March 1, 2023.

Local bargaining will most likely begin in August 2023. National bargaining will follow once local issues have been settled. Our current contract expires February 28, 2024.

The *Colorado Public Health Emergency Leave* is still in effect until April 11, 2023. Unfortunately, PHE no longer includes RSV and the flu, but will continue to cover COVID.

It also includes coverage for absences if your child or spouse is sick and you must care for them. It's important if you're not feeling well, please call the company so employee relations can guide you on the steps to take before reporting back to work.

In January, Colorado began collecting the FAMILI tax, which will cover paid FAMILI leave in 2024. Many of the details are still being worked out, but you will notice an additional Colorado tax on your paystubs.

In January, our vision benefit changed from VSP to EyeMed Vision Care. Members should have been sent information in the mail. If you have yet to receive anything, check the Local 267 app for contact information regarding Allegiant Care and EyeMed.

Members and retirees with high school seniors: Please consider taking advantage of the multiple opportunities available to them in applying for the following scholarships:

- Local 267 will be offering five



Local 267 Holiday Party / Food Bank Fundraiser was well attended, big success.

\$1,000 college scholarships for graduating high school seniors of regular, weekend relief, retired, and deceased members in good standing.

Details on the program and application process will soon be accessible on the Local 267 app and applications made available at the office upon request.

- The Teamster Brewery Conference and Anheuser Busch will be offering four, \$1,000 college scholarships. The company will provide applications; information will be forthcoming.

- The James R. Hoffa Memorial Scholarship application process is now open. The system can be accessed at the following address: www.jrhmsf.org. Please note that the application deadline is March 1, 2023.

The Local 267 app is now live and more than 74 percent of our membership has registered. We are encouraging all members to go on the App Store or Google Play and register.

If you are experiencing issues getting logged in, call the hall at 970-482-2749 or contact one of your shop stewards who can put you in touch with someone that can assist you in getting registered.

This app is a valuable and comprehensive resource for us to review our contract, benefits contacts, and schedules.

**In solidarity,
Michael Cova
Secretary-Treasurer**

Local 17

Secretary-Treasurer
Duane Grove



Make sure insurance information is correct

DENVER — Our next membership meeting will be February 12 at Teamsters Local 17, 7010 Broadway #200, Denver, CO 80221

Our meetings are scheduled for the second Sunday of each month at 10 a.m. Please check our website at www.TeamstersLocal17.org for any changes that may be necessary.

Our "Life With Dues" is a life insurance policy that is payable directly to the beneficiary of our members in the event they pass. As a member, please make sure that your beneficiary is up to date.

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.

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.

**Easy access
to the new
ACME Warehouse
contract:**

Go to
www.TeamstersLocal17.org
Click on **CONTRACTS**
Scroll down to
Acme Warehouse

Lots of other good info, too.

LOCAL UNION REPORTS: UTAH

Local 222

Secretary-Treasurer
Spencer Hogue



Local 222 offering \$30,000 in scholarships this year

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Amanda Story – ext. 20
Carly Lunt – ext. 21
Cora Lucero – ext. 1

SALT LAKE CITY — Teamsters Local 222 is awarding a total of \$30,000 for up to twenty scholarships this year. We can continue this program due to the success in fundraising through the annual Ralph J. Taurone Golf Tournament. Applications are available at the Union Hall or online at <https://teamsterslocal222.org>. The application deadline is March 31, 2023.

The IBT also offers a scholarship program. The James R. Hoffa Scholarship Fund awards scholarships to Teamster children across the U.S. and Canada. Apply online at <http://www.jrhmsf.org>.

The deadline is March 1, 2023

Jeff Kendall
Business Agent

I have been offered and have accepted an appointment as trade division representative for the Western Region of the National Freight Division of the International Brotherhood of Teamsters. I look forward to working with the Western Freight Division and for the members.

Local 222 Annual Holiday Party for the kids

Lots of fun, games and treats for the little ones, and good times for the grown-ups, too!



Utah Retirees

Old and new friends welcome in the New Year

SALT LAKE CITY — We are now in the middle of winter with the holidays behind us facing a new year with old and new friends. As president, I find joy in connecting with my fellow Teamsters, reminiscing with other retirees about our experiences and mishaps is fun and keeps our brains active.



Jim Chandler
President

Come and enjoy a great lunch on the second Wednesday of the month at the Teamster Hall located at 2641 S. 3270 E in Salt Lake City. New retirees have their dues of \$25 paid by Teamster Local 222. This includes monthly meals, prizes, games for you and a guest for one year. Our local union has been very

supportive by helping set-up and supporting our successful Christmas party.

We are there to encourage and help each other. Each meeting I leave with a note of gratitude for my fellow retirees, guests and the union. Please come to experience this yourself. I welcome all new members.

It is sad that medical problems are keeping some of our members from attending. We wish them well.

As always, you can call me at 801-513-5402.

Jim Chandler

RECENT RETIREES NOVEMBER

Alphonso Martinez DFA

Nancy Hacking UPS
Tei Lokeni Dean Dairy
Eddy Turpin UPS
Richard Cresce RTS
Duane De Spain UPS
Curtis Tafoya UPS
Greg Lindsay IBC
Stanly Steward

Consolidated Freightway
Shawn Wakley UPS
Dennison Dolato ABF
Tanya Jolley
Ccream Of Weber

DECEMBER
Robert Durrans YRC

LOCAL UNION REPORTS: NEW MEXICO

Local 492

Secretary-Treasurer
Andrew Palmer



Help appreciated on contract enforcement

ABUQUERQUE — As we transition from peak season at UPS, I ask that all UPS'ers help us with contract enforcement. All members scheduled for the week are guaranteed eight hours a day and a five-day schedule. If the company is not giving you these guarantees, please let us know.

It's also the time of year that 9.5 becomes an issue. If you opted into 9.5 and are violated by the company, please file on it. If you did not opt-in and wish to, your steward has a copy of the add/cut form that can be filled out throughout the year.

Sixth day force-ins for RPCD drivers seem like they are starting up again as I write this column. Under article 22.4 the company can force-in Monday through Friday drivers in reverse order of seniority, if the need arises. At the local union we understand that working six days a week is not what most of our members want, and I'm sure this, among many other issues, will be addressed in upcoming UPS negotiations.

In closing, I hope all enjoyed good times during the recent holiday season. I know how challenging peak season can be

and what kind of commitment it takes.

Have a Happy and Prosperous New Year.

Tracy McCarty Business Agent (Freight)

I am hoping that this column finds everyone well, the new year has started and hopefully it will be great for all members.

The transition here at the local is progressing. Brother Russom is stepping up in taking over the white paperwork. In freight news we have filled out and filed all of the proposal forms to the IBT for both T-Force and ABF. Currently I don't have solid dates for the start of negotiations.

I have been told that ABF will start passing proposals across to the company in mid-February. I have not been told anything concerning T-Force. YRC and Reddaway are still trying to work out the issues with the merging of the two companies. We have had a number of issues here with the new Holbrook turns and the red circle pay.

I have been communicating with YRC

concerning dispatch times and total number of turns. They are considering adjustments. Hopefully, by the time this article is published, some things will have changed.

A reminder to the agents and staff at the local union: Work hard to make sure all your issues are addressed in a timely and efficient manner. We try to visit all the barns, but don't always have an opportunity to meet or see all the members while there. However, we agents are present at all monthly membership meetings to address any concerns you have.

Stay safe and have a great New Year

Joe Russom Business Agent (White Paper)

We began contract negotiations this week with Tunista Services. Hopefully, by our next issue we will have negotiated a fair contract. Best of luck to our new steward, Angel Vital at Ameripride/Aramark.

Printed contracts for our members at Penske should be out shortly as final proof-

ing is nearing completion. We all share the frustration over the delay. Everybody involved has been working diligently to get these out.

Several companies are offering and willing to discuss incentives to both attract and retain employees. There is still a shortage of drivers and warehouse help, so if you know anyone interested in a "union" job, give me a call.

Finally, in closing, remembering Martin Luther King Jr. and brother and sister Teamsters, and Teamster leaders who came before us, and the sacrifices that were made so that our lives could be better, we should all honor them by simply doing our part.

Retirees

Jerry Garcia	UPS
Wilfred Lovato	Sysco

Deceased

Adam Lerma	UPS
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LOCAL UNION REPORTS: ARIZONA

Local 104

Secretary-Treasurer
Karla Schumann



Organizing win for Local 104 at Republic Services



Happy Holidays and Happy New Year from Teamsters Local 104 Executive Board!

Josh Graves Vice-President

Workers at Republic Services in Phoenix recently won the right to be represented by Teamsters Local Union 104. The unit consists of more than 100 workers who perform residential and commercial solid waste pick up, clerks, shop welders, and shop painters.

We started negotiations in January and have met three days for bargaining, with future dates scheduled. We have been able to slowly reach tentative agreements on six articles.

We are excited that these workers stood up and fought to be in the union and we look forward to reaching an agreement on a first-time contract sometime this year.

Windigo — During ratification meetings on a new contract with Windigo in October last year, the membership raised the issue of a medical marijuana policy. We met with the CEO and HR representatives for Windigo and were able to negotiate a new policy to allow medical marijuana, for those

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Secretary Treasurer Karla Schumann congratulating Maurice Nelson on his retirement from UPS

employees who possess the card. If you have questions, feel free to give me a call or get with one of your stewards.

US Foods — The union held proposal meetings on January 14 and 15, and I appreciate all the members who attended.

We have negotiation dates set for January 31 and February 2. We are gearing up for another fight, so please stay patient during the process. **When We Fight, We Win.**

On behalf of the Local 104 Executive Board and staff, we congratulate Recording

Secretary Maurice Nelson, a 47-year Teamster who recently retired after a 50-year career at UPS.

**Russell Medigovich II
Business Representative**

Holsum Bakery — We wrapped up negotiations for Holsum Bakery at the end of 2022. The membership at Holsum stuck together and fought for a great contract with the largest wage increases they have ever had. They were also able to add additional language to their contract that secures their working conditions. They received solid increases in their pension and locked in the insurance rates for the term of the contract.

Breakthru Beverage — We are gearing up for contract negotiations with Breakthru

Beverage. The shop stewards have been holding parking lot meetings to keep the membership informed and engaged. Please stay involved and check the union boards for updates.

Albertsons — In the Trucking Department the stewards filed a grievance about the company overusing subcontractors. The result of the grievance was the company was forced to pay \$70,000 settlement divided among the drivers.

In the warehouse, stewards have been doing an excellent job at enforcing the contract. In the truck shop, the newly organized group of mechanics rejected the company offer, and we will be going back to the table to renegotiate.

Congratulations to Teamsters Local 104 recent retirees!



Judith McNeil — 21 years at Transdev



Randal Whittington — 27 years at Sysco



Relando Davis — 28 years at Transdev

**LOCAL UNION REPORTS:
IDAHO**

Local 983

Jessica Prather
Secretary-Treasurer



Yep, 2023 is here and we're busy

POCATELLO — Hello brothers and sisters and a happy New Year. It's hard to believe we are already in 2023.

But, of course, winter is still underway here in Southeast Idaho so please do your best to stay warm and safe when out on the roads and partaking in all of Idaho's fun winter activities.

The year 2023 has started off very busy. We have ratified the Basic American Foods contracts in Blackfoot and Shelley and are working to finish in Idaho Falls.

UPS negotiations will begin in February and go through most of the summer. We are still in the process of mediation with Pocatello Ready Mix, but hopefully by the next issue of the *Rocky Mountain Teamster* we will have an agreement. 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 person. We encourage you to look around and remember that there is power in numbers and working together is our strength. If you are interested in being a volunteer organizer/activist, please let us know!

We continue to organize internally at all our shops and centers. The more members who 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 much more power at the bargaining table to negotiate for what you deserve. Thank you for your membership and solidarity and as always, if you have an issue or question, please don't hesitate to contact us.

Congratulations to our recent retirees. We wish them the best of luck in retirement!

If you are starting to think about retiring, call our office to schedule an appointment with our WCOT Pension representative. In-person interviews are back every other month, but you can also always reach 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.

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, Local 983 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 meetings. 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!

Other Voices . . .

On first 2023 workday, CEOs made more than average annual pay for all workers

Before happy hour, the typical CEO pocketed more than home health aides, firefighters, pre-K teachers, and other workers will make the whole year

By Sarah Anderson

If the typical CEO of a large U.S. corporation clocked in at 9 a.m. on January 2, by 3:37 p.m. that afternoon he would have earned \$58,260 — the average annual salary for all U.S. occupations.

In other words, in less than seven hours on the first workday of the New Year, that CEO will have made as much as the average U.S. worker will make all year.

I took a look at the even wider disparities for various types of essential workers. My calculations are based on average S&P 500 CEO pay of **\$18.3 million** in 2021 (the most recent figure available), which works out to \$8,798 per hour, or \$147 per minute.

I started by looking at the fast-food workers who often toil straight through the holidays. Most McDonald's restaurants are open even on Christmas Day. Average pay for this labor force is just \$26,060 for the whole year. A typical CEO would bank that by noon on his first day back in the corner office suite.

Then I thought of the home care aides who may

be the only people around to cheer up their home-bound elderly and disabled clients over the holidays. They earned an average of just \$29,260 in 2021. The typical CEO of a big U.S. corporation would pocket that much by lunchtime on his first workday of the year. He'd have to work less than an hour more to make \$36,460, the average annual pay for a pre-K teacher.

CEOs would have to put in a couple more hours to earn as much as the annual pay for roofers, many of whom are swamped helping families by taking on the treacherous job of repairing winter storm damage. For this dangerous work, the average roofer made \$48,890 in 2021.

Auto mechanics who rescue stranded travelers from roadsides and help them get where they need to make about the same as roofers, with an average annual paycheck of \$47,990.

By afternoon teatime — or perhaps early Happy Hour — on January 2, CEOs will have earned as much as the annual pay for another dangerous occupation on which we all depend: firefighters. Their average annual pay of \$55,290 is the equivalent of about six hours and 20 minutes of CEO pay time.

These figures are disturbing, but the good news is that Americans increasingly reject the old myth that CEOs make so much money because they're just that much smarter and harder-working than the rest of us.

Public outrage over these extreme pay gaps is now so high that a **majority of Americans** across the political spectrum favor a cap on CEO pay relative to worker pay, regardless of company performance.

We are seeing broadening support for an array of strategies to address these obscene pay gaps, including proposals to use tax and contracting policies to rein in executive excess. In the New Year, let's commit to building on this momentum towards a more equitable economy.

Sarah Anderson directs the Global Economy Project and co-directs Inequality.org at the Institute for Policy Studies. This op-ed was distributed by OtherWords.org.



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



Build Back Stronger

UNIONS

Strong unions are key to a better America. Now more than ever, America needs strong unions to demand better wages and benefits and safer working conditions. Strong unions hold employers and governments accountable to the workers who keep America strong.

The Teamsters Union agenda is to Build Back Stronger Unions. By rolling back the numerous attempts by anti-worker forces to weaken unions, we can rebuild an economy where workers win. First, dangerous policies that put workers' rights and their unions at risk should be rolled back. Then we can establish policies that not only protect unions but promote workers' ability to organize and collectively bargain for better wages and benefits, and a safer working environment.

PROTECT AND PROMOTE UNION ORGANIZING AND REPRESENTATION

Workers should have an unfettered right to organize to form their union and those unions should be empowered to represent their members. Any regulations that hinder those opportunities should be removed and replaced with pro-worker and pro-union policies.

Public sector workers are facing increasing challenges. Their rights to organize and have representation should be protected as we also fight to maintain necessary funding for their work.

WORKER MISCLASSIFICATION

Intentional misclassification of employees as independent contractors is a growing problem. Employers should be held accountable for their responsibilities to their workers. With the growth of the gig economy, it is more important than ever that employers are not allowed to shift costs and responsibility to their employees by wrongly classifying them as contractors.

JOINT EMPLOYER STATUS

Similarly, employers should not be able to avoid accountability when the right to control work is shared jointly. Workers need accurate definitions and enforceable standards on joint employer status to hold employers accountable.

For more information on these issues, or to see other key elements of the Teamsters Unions Build Back Stronger agenda go to <http://ibt.io/BBS>.