



ROCKY MOUNTAIN TEAMSTER

OFFICIAL JOURNAL OF JOINT COUNCIL OF TEAMSTERS #3
Covering Arizona, Colorado, Idaho, Montana, New Mexico, Utah and Wyoming

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Spencer Hogue's Column

Organized labor's time is now



Times have never been better times for union workers across the country.

In a span of one month three national agreements—UPS, ABE, and F-Force—have been negotiated by the Teamsters Union that provide historic wage gains, improvements on pension and health care benefits, job security and improved working conditions.

Union workers showed solidarity and resolve in preparing for negotiations that would help shape the future of the American economy.

The strength of the union membership is vital when it comes to winning the contracts that our members deserve. Days of action, practice pickets, rallies and political action were deployed on these recent campaigns like never seen before.

The results of such action cannot be ignored. All three of the national agreements set the standard in their respective industries.

It is not just the national agreements that are proving to the working class the benefits of being in a union. Agreements from every local union in the Joint Council 3 set the standard in their respective industries.

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Member support was vital in achieving new UPS contract

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TEAMSTERS JOINT COUNCIL NO. 3
10 Lakeside Lane — Suite 2B • Denver, Colorado 80212



other voices

Extremism is bad for business

BY DAVID PEPPER

In the Disney movie *Frozen*, the snowman Olaf famously said: “Some people are worth melting for.”

But as Disney itself has discovered, extremist legislators are definitely *not*. All of corporate America needs to learn that lesson.

Like many companies, Disney made campaign contributions to lawmakers in its home state, Florida. For better or worse, that’s standard operating procedure for many businesses — they bank on those relationships coming in handy. And in the past, they have.

But in recent years, the “standard operating procedure” of these statehouses has become anything but standard. Some of the legislators Disney supported went on to pass extreme bills, including Florida’s “Don’t Say Gay” law.

When Disney’s employees and customers spoke out, the company eventually protested the law and suspended its political contributions. So, politicians punished the company, and now Disney has been forced to fight back.

What was Disney’s mistake? The company failed to see what America’s statehouses have become.

As I document in my books *Laboratories of Autocracy* and *Saving Democracy: A User’s Manual*, gerrymandering, uncontested elections, and the decline of local journalism have turned these institutions into bastions of unaccountable extremism.

Across the country, dozens of legislatures are attacking democratic rights and principles session after session. So, when companies give to the politicians in these decrepit state legislatures, their dollars attack democracy too.

And at some point, as Disney learned, that will come back to haunt them. When companies with a broad-based customer or employee base support politicians that attack their own constituents, companies end up funding attacks on their own workers and customers.

And when businesses try to walk it back, they’ll be attacked by the very extremists they helped empower.

Professional and trade associations also still engage in the same old political

As Disney learned, supporting statehouse extremists will come back to haunt you. Consumers must teach more businesses that lesson — and fast.

giving — including state Chambers of Commerce, Farm Bureaus, groups of realtors or accountants, and so on.

In my home state of Ohio, one adamantly anti-choice lawmaker proposed a bill that would force doctors to perform a physiologically impossible surgery to “fix” dangerous ectopic pregnancies. And he was endorsed by the Ohio State Medical Association!

As with Disney, this support inevitably backfires.

After the Supreme Court gutted *Roe*, for example, Ohio companies like Procter & Gamble and Kroger announced they would fly employees to other states for abortion care. These are two high-profile members of the Ohio Chamber of Commerce, which spent millions electing the very candidates who locked in Ohio’s abortion ban.

Meanwhile, many Ohio businesses complain that it’s hard to find educated workers who want to live in the state. Do they wonder why?

These are just a few examples of a big-picture truth: a healthy democracy is good for business, and a subverted democracy harms business. So how do we get businesses and business groups at all levels to see that investing in autocracy is bad?

As with everything else in American politics, it starts with you. Every day, we face a simple choice. We can spend and invest our dollars to lift democracy, or we can fund autocracy and extremism.

If you see that a business you frequent is propping up extremists, take your business elsewhere — and tell them why. In case this sounds quaint, the Disney example shows just how powerful that incentive can be when it’s used collectively.

And if you’re in a professional group of some type, be sure that the group hears from its own members about the stances they take.

We need to create a new normal: no more supporting anti-democracy extremists. Make it clear that customers, workers, and constituents are watching, acting, before spending their dollars accordingly.

OtherWords.org

HOGUE

FROM PAGE 1

We are winning the best contracts ever for our members. The American worker is winning because our members are stronger than they have ever been. The leadership of our union, from General President Sean O’Brien to our stewards on the shop floor, has never been stronger and more engaged.

Organized labor’s time is now.

Corporate America and the greedy CEO’s who have benefitted from decades of a rigged system are terrified of collective power. They know that their fleeing of the American worker is on the verge of collapse.

They know their multi-million-dollar salaries and all of the other perks that they gained from their unrelenting war on workers are at risk.

Meanwhile, multitudes of workers are desperate for a better way of life.

As trade unionists our efforts must be focused on bringing as many of these those workers into the middle class as possible

It’s time for labor to demand what it deserves. The American worker built the wealth of the top one percent.

It’s about time we took it back.

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ROCKY MOUNTAIN
TEAMSTER



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The opinions which appear in bylined articles in the newspaper are not necessarily the opinions of Teamster Joint Council 3 or the editorial staff. Letters, articles and photographs are welcomed, but they may be abridged to meet space requirements.

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Members big winners in UPS negotiations

Union observers can't remember a time when a labor-management collective bargaining session created as much public and private interest as recent negotiations between the Teamsters and UPS, the world's largest package delivery company.

It was historic, protecting and rewarding more than 340,000 UPS Teamsters nationwide.

The lucrative five-year contract raises wages for all workers, creates more full-time jobs, and includes dozens of workplace protections and improvements. The UPS Teamsters National Negotiating Committee unanimously endorsed the tentative agreement.

"Rank-and-file UPS Teamsters sacrificed everything to get this country through a pandemic and enabled UPS to reap record-setting profits. Teamster labor moves America," said Teamsters General President Sean M. O'Brien.

"The union went into this fight committed to winning for our members. We demanded the best contract in the history of UPS, and we got it.

"UPS has put \$30 billion in new money on the table as a direct result of these negotiations. We've changed the game, battling it out day and night to make sure our members won an agreement that pays strong wages, rewards their labor, and doesn't require a single concession.

"This contract sets a new standard in the labor movement and raises the bar for all workers."

Spencer Hogue, president of Teamster Joint Council 3, a member of the Teamsters-UPS negotiating team, said:

"Workers left behind because of corporate greed are sick and tired of the status quo and they are willing to fight like hell to get their share of the American Dream. When labor and the American worker are united in their efforts the middle class is affordable to all."

Teamsters General Secretary-Treasurer Fred Zuckerman added, "We stayed focused on our members and fought like hell to get everything that full-time and part-time UPS Teamsters deserve."

Highlights of the tentative 2023-2028 UPS Teamsters National Master Agreement include:

- Historic wage increases. Existing full- and part-time UPS Teamsters will get \$2.75 more per hour in 2023. Over the length of the contract, wage increases will total \$7.50 per hour.
- Existing part-timers will be raised up to no less than \$21 per hour immediately, and part-time seniority workers earning more under a market rate adjustment would still receive all new general wage increases.
- General wage increases for part-time workers will be double the amount obtained in the previous UPS Teamsters contract — and existing part-time workers will receive a 48 percent average total wage increase over the next five years.

- Wage increases for full-timers will keep UPS Teamsters the highest paid delivery drivers in the nation, improving their average top rate to \$49 per hour.

- Current UPS Teamsters working part-time would receive longevity wage increases of up to \$1.50 per hour on top of new hourly raises, compounding their earnings.

in all larger delivery vehicles, sprinter vans, and package cars purchased after Jan. 1, 2024. All cars get two fans and air induction vents in the cargo compartments.

- All UPS Teamsters would receive Martin Luther King Day as a full holiday for the first time.

- No more forced overtime on Teamster drivers' days off. Drivers would

keep one of two work-week schedules and could not be forced into overtime on scheduled off-days.

- UPS Teamster part-timers will have priority to perform all seasonal support work using their own vehicles with a locked-in eight-hour guarantee. For the first time, seasonal work will be contained to five weeks only from November-December.

- The creation of 7,500 new full-time Teamster jobs at UPS and the fulfillment

of 22,500 open positions establish more opportunities through the life of the agreement for part-timers to transition to full-time work.

- More than 60 total changes and improvements to the National Master Agreement — more than any other time in Teamsters history — and zero concessions from the rank-and-file make this contract exceptional.

EDITOR'S NOTE

To cover the UPS negotiations last month, we estimated the result would come much later than it actually did. Thus, we decided to extend the deadline. This enabled us to cover the union's campaign against the company's demands, and negotiations, right up until the announcement of the agreement.

Somewhat unorthodox? Yes, but now you can read about a very interesting, effective campaign, and the result at the same time. Good member photos, too.

A memento perhaps?

- New part-time hires at UPS would start at \$21 per hour and advance to \$23 per hour.

- All UPS Teamster drivers classified as 22.4s would be reclassified immediately to Regular Package Car Drivers and placed into seniority, ending the unfair two-tier wage system at UPS.

- Safety and health protections, include vehicle air conditioning and cargo ventilation. UPS will equip in-cab A/C

YOUR TEAMSTERS UNION

The International Brotherhood of Teamsters, with 1.4 million members, is one of the largest labor unions in the world. It is also the most diverse union in the United States.

Today, it would be hard to identify a Teamster on the streets because we are everywhere. The union represents everyone from A to Z — from airline pilots to zookeepers. One out of every ten union members is a Teamster.

ARIZONA

LOCAL UNION REPORTS

Local 104

Karla Schumann
Secretary-Treasurer



Local 104 wins huge contract at milk plant

BY JOSH GRAVES
Vice-President

Albertsons/Safeway Milk Plant

Congratulations to the members at Albertsons/Safeway Milk Plant who voted 100% yes to ratify a new 5-year contract. The contract includes \$6.80 over 5 years with \$3.00 in the first year, \$0.65 in pension increase, 100% Company paid Teamster insurance, an additional floating holiday, and 9th month roll off for discipline. I would like to thank the members for being patient and Steward Ray Montijo for his efforts on the negotiating committee.



Albertson/Safeway Milk Plant ratify new 5-year contract

Republic Services

The Republic Services workers at the South Yard have voted 99% to authorize a strike. Republic Service continues to delay and propose insulting proposals. These workers sent a strong message by voting to strike overwhelmingly. The next negotiation dates are scheduled for 8/2 and 8/3, stay tuned.

Martin Brower

The Union's committee has started negotiations and as things are moving slowly, please be patient and prepared. The next negotiation dates are 8/21, 8/22, 8/24, 8/28, and 9/1. We hope to hear soon on the off bid arbitration.

RETIREES.....



Congratulations to Delores Aguila, who retired from UPS after 36 years

Congratulations to Mike Eshleman, who retired from UPS after 33 years



UPS members rally for a fair contract



ELECTION NOTICE

Teamsters Local 104

Notice of Nomination Meeting and Election of Officers

A Special Membership Meeting of Local 104 will be held for the sole purpose of nominating candidates for the Offices of Secretary-Treasurer, President, Vice President, Recording Secretary, and three (3) Trustees of Local 104, IBT. The terms of office for these officers will begin on January 1, 2024, and end on December 31, 2026. Merriman River Group, an independent election management firm, will conduct the nomination meeting and subsequent election. The nomination meeting will be held on:

Sunday, October 1, 2023, 10:00 a.m. Meeting Hall of Local 104 1450 S. 27th Avenue Phoenix AZ 85009

Proper identification is required to be admitted to the meeting.

Nominations

Nominations and seconds may be made orally from the floor at this special meeting by members in good standing other than the nominee. Members may also nominate, second, and accept nominations by mail or email. Any such written nomination or second must include the name of the candidate and the specific office sought, as well as the name of the member making the nomination or second. All written nominations must be received by the Local Union Secretary-Treasurer no later than 5:00 pm on Friday, September 29, 2023. Candidates must accept nomination for the specific office for which nominated no later than the close of nomination for that office.

No member may accept nomination for more than one position. To nominate or second a candidate or otherwise participate in the nomination meeting, a member must have his/her dues paid up through the month of September 2023 and must be an active member on the day of the nomination meeting. Prospective nominees are advised to verify, in advance of the nomination meeting, the eligibility of their nominators and seconders. Dues and arrearages must be paid no later than

5:00 p.m. on Friday, September 29, 2023, at Local 104, 1450 S. 27th Avenue, Phoenix, Arizona 85009

To be eligible to be elected for any office in Local 104, a member must be in continuous good standing in and actively employed in a craft within the jurisdiction of Local 104 for a period of 24 consecutive months prior to October 2023, and must be eligible to hold office if elected. This requirement includes the timely payment of dues for the 24-month period together with no interruption in active membership in Local 104 because of suspension, expulsions, withdrawals, transfers, or failure to pay fines or assessments. Prospective nominees are advised to verify their eligibility in advance of the nomination meeting. Candidates shall have the right to campaign and appear on the ballot as members of a slate. Election rules are set forth in the Local 104 Bylaws and the International Constitution, copies of which are available upon request.

Election of Officers

Election of officers will be held by secret mail ballot in accordance with the procedures established by the Local Union Executive Board, which include the following: Ballots

will be mailed to active members on or about October 10, 2023, to the most recent address contained in the Local Union's records. All ballots must be received at the designated Post Office Box by 10:00 a.m. on October 31, 2023, in order to be counted. Ballots will be retrieved from the Post Office on October 31 at 10:00 a.m. and counted immediately thereafter at Teamsters Local Union No. 104 located at 1450 South 27th Avenue, Phoenix, Arizona 85009. The candidate receiving a plurality of the votes cast is the winner with the exception of Trustee, in which case the three (3) candidates with the highest number of votes win. In the event of a tie vote, the candidates shall resolve the tie by lot except in the case of the office of Secretary-Treasurer in which case there shall be a re-election between the candidates who have tied for office.

To be eligible to have your ballot counted, you must be a member in good standing of Local 104 with your full initiation fee and dues paid through September 2023. Members have until 5:00 p.m. on October 30, 2023, to pay their fees and dues at the Local 104 office in order to have their ballots counted. A member on dues check-off shall not lose

good standing as a result of failure by the employer to make a proper deduction for any month in which the member had earnings.

Instructions for completing the ballot will be enclosed in the ballot package. This is a secret ballot vote. You should mark your ballot in private and mail your ballot, enclosed in the secrecy sleeve, to the designated Post Office Box in the envelope provided. Do not give your ballot to anyone.

Members who have not received their ballot in the mail, or who need a duplicate ballot, should call Merriman River Group, the election contractor for Local 104, at 877-324-7655 to request a ballot. You will be required to provide identifying information. It is your responsibility to ensure that the Local Union has your current address on file.

Contact information for written nominations, seconds, and acceptances:

By mail and E-mail:
Secretary-Treasurer
Karla Schumann
IBT Local 104
1450 S. 27th Avenue
Phoenix AZ 85009

Combined Notice of Nominations and Election of Teamsters Local Union No. 455 Officers

TO ALL MEMBERS OF LOCAL UNION 455: Teamsters Local Union 455 will conduct nominations and election for the offices of Secretary-Treasurer, President, Vice President, Recording Secretary, and three Trustees for a three (3) year term commencing January 1, 2024 and expiring on December 31, 2026.

Nominations

Nominations Meeting:

TUESDAY, OCTOBER 3, 2023, 6:00 P.M.

TEAMSTERS LOCAL UNION 455 HALL, 10 LAKESIDE LANE, DENVER, CO 80212

To be eligible to nominate and/or second and otherwise participate in the nomination meeting, a member in good standing must have his/her dues paid up through the month of September 2023. Dues arrearage must be paid by the close of business, 5:00 p.m., Tuesday, October 3, 2023, at the Teamsters Local 455 hall at 10 Lakeside Lane, Denver, CO 80212. Any member in good standing can nominate more than one (1) candidate or second the nomination of more than one (1) candidate, but only one (1) for each office open. More than one (1) member in good standing may nominate any candidate or second the nomination of any candidate.

To be eligible for nomination and/or election, a member (a) must be in good standing with his/her dues paid through September 2023, (b) must have been in "continuous good standing" of the Local Union, with one's dues paid to Local Union 455 for a period of twenty-four (24) consecutive months prior to the month of nomination with no interruptions in active membership due to suspensions, expulsions, withdrawals, transfers, or failure to pay fines or assessments, (c) must be actively employed at the craft within the jurisdiction of this Local Union for a period of twenty-four (24) consecutive months prior to the month of nominations with no interruptions in active membership due to suspensions, expulsions, withdrawals, transfers, or failure to pay fines or assessments, and (d) must be eligible to hold office if elected. A member on dues check off will not lose good standing as a result of a delay or default in an employer's transmittal of dues to the Local Union or because of an employer's failure to make the proper deductions

in any month in which the member has earnings from which deductions could have been made.

Nominations shall be made at the meeting from the floor by a member in good standing, other than the nominee, and seconded by a member in good standing, other than the nominee. Nominations may also be submitted by mail petition, specifying the name and signature of the nominator and seconded, the position sought and signature of a witness. Candidates must accept nominations at time made, either in person or, if absent, in writing to the Secretary-Treasurer. No member may accept nominations for more than one (1) elected office.

Section 16(E)(5) of the Local Union Bylaws provides that if a nominee is unopposed at the Nominations Meeting, there shall be no necessity for an election of such nominee, and he or she shall be declared duly elected at the Nominations Meeting, effective as of the expiration of the term of office of the previous incumbent. Delegates to the International Brotherhood of Teamsters International Convention are elected separately from the Local Union officers.

It is strongly recommended that each candidate request a review of his/her eligibility to be elected to the position in question. Further, it is strongly recommended that each member who intends to nominate or second the nomination of a candidate for any office request a review of his/her eligibility to nominate or second.

Election

To be eligible to vote in the election, a member must have his/her dues

paid through the month of October 2023 and must still be an active member on the day of the election. Dues arrearage must be paid by the close of business, 5:00 p.m., on Thursday, November 9, 2023 at the Teamsters Local Union 455 hall, 10 Lakeside Lane, Suite 3-A, Denver, CO 80212. Members are encouraged to check their dues so that they will be eligible to vote. Members on checkoff shall be eligible to vote if they had sufficient money owed to them by their employer from which dues for the month or months in question could have been deducted. **DO NOT SEND DUES PAYMENTS IN THE RETURN ENVELOPE.**

Voting shall be conducted by mail ballot. Mail ballot packages will be sent on or about October 19, 2023. Each member in good standing shall be entitled to one (1) vote. Only those ballots which are returned to the post office box designated on the return envelope will be counted. Any eligible member not receiving a mail ballot package by October 27, 2023 should contact Tammy Munoz at Local Union 455, at (303) 458-1600, Ext. 304 and request a duplicate ballot. To be valid and counted, ballots must be received at the U.S. Post Office box by 10:00 A.M. Friday, November 10, 2023. The postmark or mailing date of the ballot will not be considered in determining the timely casting of the ballot.

The ballots will be counted at the Teamsters Local Union 455 hall at 10 Lakeside Lane, Denver, CO, 80212, at approximately 10:30 a.m., on Friday, November 10, 2023. The Local Union has engaged an independent ballot agency, True Ballot, Inc., to mail and retrieve the ballots, register and tabulate

them, and certify the results of the election. Certification of the results shall be provided within twenty-four (24) hours of the election and available via telephone message at the Local Union hall at (303) 458-1600. Elected officers shall be delegates to any Joint Council with which the Local is affiliated and subordinate bodies of the IBT as well as any convention of any subordinate body which may take place during their term of office in accordance with the provisions of the International Constitution and the Bylaws of such other subordinate bodies. Copies of the International Constitution, Local Union Bylaws and rules governing nominations and this election will be available upon request at the Local Union office.

It is strongly recommended that all interested parties consult relevant portions of the International Constitution and Local Union Bylaws. If you have any questions regarding this notice or for more information concerning nominations and/or the election, please contact the Local Union 455 office at (303) 458-1600.

Fraternally yours,
Executive Board,
Teamsters Local Union No. 455



COLORADO

LOCAL UNION REPORTS

Local 455

Dean Modecker
Secretary-Treasurer



Teamsters say, “Bring it on UPS”

BY DEAN MODECKER

Secretary-Treasurer

When Teamsters Local 455 UPS members gathered for practice picketing at the UPS Commerce City hub this month, hundreds of our brothers and sisters turned out in force to walk the line, chant, cheer and let UPS management know we're united, we're prepared and we're ready to fight for a fair contract.

Just to be sure everyone heard, members rallied for justice at all six Local 455-represented UPS facilities in Colorado.

But UPS has heard a lot from Local 455 over the past year. Local 455 UPS members have been on the front lines in the fight for justice at the global shipping giant's Colorado facilities, returning wrongly terminated members to their jobs and more than \$1.2 million in contract violation settlements to Teamster members' pockets.

As the July 31 contract expiration nears and the threat of a strike increases, Local 455 is prepared to walk that picket line morning, noon, and night

until our UPS members have a contract that protects their livelihoods and reflects their true value to our economy.

That means we'll need all our Teamster brothers and sisters ready to stand shoulder-to-shoulder because this battle for fairness will touch all our industries. A win at UPS is a win for all of us; our support will be critical.

Even as we're gearing up for victory at UPS, Local 455 members from all our employers have joined us for mem-

ber appreciation days at their facilities – from Cargill in Fort Morgan to Western Sugar Scottsbluff, Neb.

These events will continue throughout the summer, so if we haven't seen you yet, stay tuned. We have multiple events on the calendar. Can't wait to see you there.

Until then, remember:
Leaner Meaner Greener

BY MARK MADSEN

Business Agent

As this edition of the Rocky Mountain Teamster goes to press, I want to give the UPS business agents, and members, props for all the hours that they have spent preparing for contract negotiations, and consequently, any possible work action that may result from stalled negotiations.

The Local 455's UPS team, led by Secretary-Treasurer Dean Modecker, President Alan Frisbee, Vice-President Herb Whitaker, have at times worked around the clock preparing for any situation that may occur.

The BAs for UPS are Roberta Brazzell, Scott Anderson, AJ Sessions, Eric Snodgrass, Greg Marshall, and Joe Smith. I am in awe of their tireless work for their members at UPS and hope their efforts pay off with a great contract.

USFoods—Local 455, and Secretary-Treasurer Dean Modecker, have been monitoring the productivity standards at USFoods, which were audited by an independent Engineer.

Still, USFoods warehouse management continues to push back on the numbers. The facility had not been audited in more than five years, and

there have been significant changes to the location during that time. The local union wanted to make sure that the standard is fair and attainable, so I will continue to monitor, with the help of Steward Harry Martinez, any unjust discipline that the company tries to enforce.

Safeway—The production standard audit in the frozen and produce departments at the DC has been completed, and some changes have already been noticed by the members.

Local 455 is working hard ensure the standards are fair and attainable. I have held meetings with the stewards, company, and our Engineer to make sure that everyone agrees with the results.

Once the results are finalized, we will meet again to go over the fine print to ensure our members' interests are protected.

Also, with the help of transportation stewards Chris Knuth, Will Schulze, Bill VanGundy and all the drivers at Safeway, and their hard work, we are regaining long milage loads that have not been dispatched to our members in more than 20 years. This is a huge victory for all of the members at Safeway DC.

Denver Post—The print press industry continues to shrink with the closure of the press in Pueblo, as of August 13. The work, from that press, is slated to be moved to the Denver Post plant which is already severely understaffed.

The pressmen at the plant are working extra shifts, and sometimes double shifts, just to get the product on the street. Local 455, with the help of Chairmen Mike Porreco, George Shaffer, Tracy Belcher, and Steve Gold have been talking to the company about wage increases for the entire membership, and a single wage tier for all pressmen.

With the additional work coming to the Denver plant, there are concerns the company will try to bring in non-journeyman pressmen to fill the void that currently exists

This is a problem created solely by the company by not paying skilled pressmen a good industry standard wage.

Finally, Secretary-Treasurer Dean Modecker, and Local 455 are committed to use all measures, to make sure that only Local 455 Teamsters, journeyman pressmen, will be running the presses at the Denver Post in the future.

BY KEVIN POTTER

Business Agent

Tennis ball sized hail and multiple tornadoes that touched down the night before, didn't stop the members at Western Sugar from turning out for the first annual Teamster Member Appreciation Day on June 24 in Scottsbluff. There was plenty of good food, games for the kids, give aways and Big Mac the Teamster truck made an appearance.

Members of the Teamsters Local 45 Executive Board came out to join the festivities and greet the membership.

Special thanks to the stewards who worked tirelessly to ensure the event was a success, including the launch of their internal organizing campaign to build unity and strength for their upcoming contract which expires May 31, 2025.

COLORADO

LOCAL UNION REPORTS

Local 455

BY DON RAMSEY
Business Agent

United Airlines—Local 455 is excited to announce Kathy Tiihonen will be representing United Airlines aircraft technicians and ground support equipment technicians beginning August 1. I will continue to represent DIA and TK facilities and light simulator department for United Airlines.

Principal officers from around the system met June 26 to discuss items and strategies pertaining to moving forward with upcoming United negotiations. Growth predictions of our UA members and training concerns were also discussed for this unprecedented growth.

The rank-and-file negotiating team met in Boston the week of July 10 to debrief the PO meeting outcome items and continue review of the contract and build upon the many proposals and formulate improved language.

I recently passed along a fundraising link created by another station for

a current Denver technician. We have other technicians in Denver in need. If you want me to pass along similar links and brief descriptions for these members, please send them to the committee or to me so we may forward the information.

On May 12, the pilots held a national informational picket. Local 455 business agents “walked the line” in support of facing off with United Airlines.

Frontier—The announcement has been made and posted; beginning August 1, I will again be representing all four contracts at Frontier Airlines. I am looking forward to reengaging with the members and beginning negotiations for continued contract improvement.

American Airlines—The announcement has been made and posted, beginning on August 1, I will again be representing the customer service groups at American Airlines. I am looking forward to reengaging with the members and rejoining the negotiating efforts.

BY ROBERTA BRAZELL
Business Agent

I must admit that it is one of the best feelings to get out in front of the UPS buildings with the membership at your side, showing them our unity and strength. Watching our brothers and sisters standing shoulder-to-shoulder, having each other's back is how it's done!

Thank you to all the members for showing up and for sending a message to the company, a message that we work hard for UPS and deserve a fair and just contract!

The energy our members are giving off is a new, invigorating vitality that generate high powered momentum. That's what it's all about, you are the union, and we must have each other's backs.

So far, it has been a long year, and the fight continues. We have had many rallies, appreciation day, practice picketing events.

And, the energy must continue, not just because we are at the end of a contract and are negotiating a new one, but because it takes that energy to stand up for our rights and to see that the company honors the contract.

We must stay vigilant during every contract cycle and continue fighting for our rights in our contracts! It takes all of us, the union, to make those checks and balances.

When this article is published, I'm not sure where we will be. We will either have a TA, or we will be on strike. Whichever it is, we all stand strong, shoulder-to-shoulder doing our part. We all must contribute to the effort, so that we have the best contract when it is all said and done.

Local 267

Mike Cova
Secretary-Treasurer



Union, company work on vacation schedules

BY MIKE COVA
Secretary-Treasurer

Summer is here and, although we are feeling the ill effects regarding production inside the brewery, I hope everyone is enjoying their extra time with their friends and families.

We have been working closely with brewing management in trying to offer solutions to allow as many people time off as possible and find work for those who would like to be there.

The bottom line is that no matter how much production we have there will always be a few of us that are working too little or too often. The company and the local union agreed to keep the seasonal employees working throughout the summer to provide regular employees with more time off if they choose to take it.

General memberships meetings have been moved to Tuesdays going forward. You can see meeting times and dates posted on the union boards inside the brewery or on the app.

In June, a motion was passed to suspend the general membership meetings for July and August. The meetings will resume in September. Times and dates will be posted on the union boards at the brewery as well as the app for the remaining 2023 meetings.

race is held in honor of Sierra Krizman who passed away unexpectedly from bacterial meningitis, on April 10, 2007.

On October 11, long time Local 267 member Bill Jubert also passed away from bacterial meningitis. The cause has been near and dear to our local ever since.

Each year in conjunction with Joint Council 3, Local 267 sends volunteers and the Joint Council 3 semi-truck to the starting line of the race. Sierra's foundation has vaccinated thousands of people since the inception of the race through their free vaccination clinics, which are made possible through volunteers and donations from the annual 5k run/walk.

I would like to personally thank Kenny Rodriguez for coordinating the volunteers and arranging for the JC3 truck. I also would like to thank those who volunteered on behalf of Local 267.

As most of you know we are in a contract year. The current contract is set to expire on February 29 of 2024. Local negotiations are set to begin in August. National negotiations are tentatively scheduled to begin in early September. Any information that can be shared about negotiations will be posted on the App.



Volunteers set up for Sierra's Race

In June, members of Local 267, headed up by Kenny Rodriguez, volunteered for the Sierra's Race Against Meningitis which is an annual event to raise meningitis awareness.

The event is a 5K run/walk and a free meningitis vaccination clinic. The

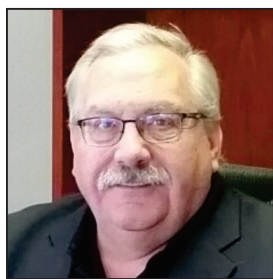
If you or someone you know has not signed up for the Local 267 App., please contact the hall or a shop steward so they can help you download the App. and get signed up. We are now at over 83 percent of people that have downloaded and signed up for the app, which provides our members with a one stop shop for schedules, benefit contacts, and push notifications about current brewery information.

With this update, the executive board and office staff hope you all continue to stay safe and enjoy the rest of your summer.

In Solidarity

COLORADO

LOCAL UNION REPORTS



Local 17

Duane Grove
Secretary-Treasurer

BY GARY COOK
Business Agent

Congratulations to Paul Chowanec who recently retired from UPS/Monument. Paul began his career at UPS in 1992 as a part-time employee. He became a full-time driver in June of 1996 and worked in the capacity until last week. We wish him all the best in his retirement.

Our next membership meeting will be at: Teamsters Local 17, 7010 Broadway room 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 next scheduled meeting is August 13.

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. If you have questions about this policy, please call our office.

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 extension 15, to start the process if you need.

Please keep an eye on your bulletin boards at work for the latest updates and information on UPS, ABF and other companies.



Retiree Paul Chowanec

NEW MEXICO

LOCAL UNION REPORTS

Local 492

Andrew Palmer
Secretary-Treasurer



New contract for ABF members

BY ANDREW PALMER
Secretary-Treasurer

Congratulations to our members at ABF on their new contract. I would also like to acknowledge Tracy McCarty for his hard work, dedication and, most importantly, the time he spent away from his family helping negotiate this agreement.

As I write this article, our union and UPS are at crossroads.

During Covid, the company asked a lot of our members. Our UPS Teamsters have given this company so much of themselves to make UPS successful. In return we ask UPS to give our mem-

bers a contract that reflects the hard work and sacrifices our people have made.

But it will only be through unity and solidarity that this union will be able to deliver our members the contract you all deserve. I am hopeful that as the month rolls by UPS and the Teamsters will come to an agreement, but should they not, Teamsters Local 492 will be fighting alongside every one of you, every step of the way.

Should any of you have any questions please feel free to call your business agent or me and we will be happy to assist you in any way that we can.

BY ERNEST ORTEGA
Business Agent

UPS Teamsters—Here's to all of you that have been working through these long HOT summer days. All your hard work through this time of year is second to none and everybody knows it!

I have much respect for all Teamsters during this contract year and all the challenges we've all been through. Thanks to all those that have tried to remain positive and united.

It was much appreciated that our members participated in the strike authorization vote and/or the DRIVE campaign.

Recently the internal organizing and steward seminars were held at the hall Both had a good turn out and we hope that our members who attended received important and useful information.

Also, I'd like to stress again how important it is that everyone has downloaded our Local 492 and the IBT apps.

BY JOE RUSSOM
Business Agent

Congratulations and best of luck to our two new stewards, David Morales at Sysco-Las Cruces, and Sergio Morales at Sysco-Albuquerque.

A big thanks to all members who participated in both our internal organizing and stewards' seminars presented by the IBT. This year's presentation by IBT historian Karen Jones was especially interesting with some history behind Local 492.

A shout-out to our public sector members who choose to be Teamsters. To all our stewards who participate and engage in negotiating white paper contracts: Your hard work is appreciated.

And last but certainly not least, a huge thank you to our bookkeeper/Titan operator, Monique Montoya, who answers everybody's questions and makes the agents' jobs a lot easier.

Our brothers and sisters at UPS need all our support right now in their efforts to secure a good contract that will benefit all of us.

In closing, cell phone use, and the use of electronic devices while driving, are becoming more and more difficult to defend, so please read and understand your contracts regarding this issue.

LOCAL 492

Retirees

- Bruce Fairres (UPS)
- Timothy Yearington (ABF)
- Ronnie Sanchez (UPS)
- Frankie Baca (UPS)
- Roberto Caze (ABF)

Deceased members

- Frank Zamora (ABF)
- Margarito Marquez (YRC)
- Richard Montoya (UPS)
- Lawrence Arguello (UPS)



UTAH

LOCAL UNION REPORTS

Local 222



“When management sees us. . .”

During negotiations for a new UPS contract, Local 222's UPS Teamsters held parking lot rallies at the two largest buildings in Utah.

“We're here to make sure we get a strong contract for part-timers, combos, package car drivers, feeders and every UPS Teamster.

“Today we are showing our strength, when management sees us,

they will see that we are not backing down until we get the contract we deserve.” said Nancy Bashor, shop steward.

Retirees—Welcome to all new retirees to our club. This is your club. Please come and enjoy your first year free for you and one extra person, which includes a luncheon once a month, prizes, and socialization.

It is a great place to reminisce with new and old friends. Dues are paid the first year of your retirement and only \$25 a year after that. On August 19 we will have pizza and play bingo with cash prizes

A big thank you to our Teamster Local 222 for all the help they give us setting up, printing cards, paying first year dues, and sending this letter to the

Rocky Mountain Teamster plus many other things. They encourage us in our effort to have these meetings.

Have a great summer. Our meetings are always on the second Wednesday of the month at 1p.m. The location is the Teamster Union Hall at 2641 So. 3200 W. Salt Lake City. Any questions call Jim Chandler at 801-513-5402. Please leave a message if we don't answer.]

IDAHO

LOCAL UNION REPORTS

Local 983

Jessica Prather
Secretary-Treasurer



Sweating out UPS in the Idaho heat

BY JESSICA PRATHER
Secretary-Treasurer

Summer is here, and hot weather has arrived. Spring was good for us but now it's time to make sure we are staying safe while adventuring and paying attention to all the construction workers out and about.

Our local union app and website are being built and hopefully by the time this goes to press, it will be ready to be downloaded and will help communicate with you all. Stay tuned for more information on that, but in the meantime, if we don't have it already, please send us your email address to teamsterslocal983@yahoo.com.

As I write this column, there is not currently a national tentative agreement with UPS. Our stewards and members have been actively participating in prac-

tice picket lines and showing solidarity among each other.

Don't allow the company tactics to lead you astray and divide you. As always, solidarity is going to be especially important. Please continue communicating the importance of being a union member, especially in a right-to-work state.

The union isn't the business agent. The union is 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 internally organizing at all of 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. Thank you for your membership and solidarity and as always, if you have an issue or question, please don't hesitate to contact us.

We would like to congratulate all of our recent retirees: James Kelly, Larry Jones, and Lori Crystal, all from Basic American Foods, along with Mike Tripp and Jim Maupin, two construc-

tion members. 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 every other month, 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 or create an account at www.wctpension.org.

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. The union provides dues-paying members with 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 at the Local Union Hall: August through September will be suspended; October 5 at 7 p.m.; November 4 at 10 a.m.; December 7 at 7 p.m. You can find us on Facebook to stay up to date!

Local 190

Jim Soumas
Secretary-Treasurer



MONTANA

LOCAL UNION REPORTS

UPS negotiations taking precedence

BY JIM SOUMAS
Secretary-Treasurer

UPS is front and center at all the Teamsters Local unions this year!

Local 190 held a practice picket on the morning of July 3. Business Representative Darren Davis led a group of members in the practice picket out front of the Billings UPS Center to illustrate the Teamsters brother- and sisterhood. As national negotiations grind to a standstill, the Teamsters have drawn a line in the sand to demand United Parcel Service meet the expectations of our brothers and sisters.

By the time that this article is published and circulated we may not know the fate of 2023 negotiations for a new collective bargaining agreement at UPS. The members will either have a new collective bargaining agreement in

place, or they will be walking the line, fighting for much-needed improvements.

This year several local unions in Joint Council 3 were brought together to bargain for a new contract with Albertsons in Salt Lake City. Albertsons has expanded the delivery fleet to now include drivers in Utah, Idaho, and Montana covering five different local unions.

Marty Cowin from Local 222 chaired the negotiations that started in January. Business representatives from all five locals participated in the bargaining that took place in Salt Lake City.

The primary goal was to bargain higher wages, but most importantly, get our members included in the Western Conference of Teamsters Pension Trust.

With Marty's leadership we made significant improvements to the contract that includes the pension.

Members from all five locals voted to ratify the agreement. We were able to sit down together and fight for our Teamsters members. The process was successful, and all the locals should continue to come together throughout the Joint Council to bargain for better contracts.

Local 190 is currently negotiating contracts with Western Sugar, Dawson County Road and Bridge, Dawson County deputy sheriffs, and Dawson County corrections nurses. The local union has also approached Yellowstone County, City of Billings, and Cenex Harvest States about making a cost-of-living adjustment to the already bargained wage increases in our current

contracts.

The concern is if we wait until the expiration of the current agreements the members will be behind on wages. Employers need to make a significant adjustment this year to be competitive in the tough labor market.

Local 190 will be hosting an IBT stewards' training on September 23, in Billings. This will be a busy week as Bob Trappe from DRIVE will be in our territory visiting all the shops talking to members about the effectiveness and importance of donating to DRIVE.

On the evening of the stewards' training, we will also host a dinner to celebrate the retirees from Local 190 with 25+ years of Teamsters service. We are looking forward to commemorating the years of service for our retirees.

“UPS has a choice”

The UPS Teamsters National Negotiating Team has been at the table with UPS trying to reach agreement on a five-year contract since April but, despite progress, contract negotiations

with UPS broke down on July 5, when management walked away from the table after telling workers they had nothing more to give.

"Just as it seemed we were mak-

ing lasting progress at the bargaining table, UPS decided it wanted to leave part-time workers out in the cold," said Teamsters Local 2 Secretary Treasurer Erin Foley, a member of the national negotiating team.

"UPS has a choice. They can set an industry standard, raise wages for everyone, and send a message that they respect the Teamsters who make their company run. Or UPS can act like Amazon, treat workers like we are disposable, and put profits ahead of people."

More than 50 percent of UPS Teamsters are part-time workers and perform critical duties that keep our economy moving. Part-time UPSers perform demanding work that requires repetitive, physical labor, but because they receive lower pay many

Local 2

Erin Foley
Secretary-Treasurer



of these workers need second or third jobs to make ends meet.

"Whatever they choose," said Foley. "The Teamsters have told UPS that our members will accept no more concessions. Corporate CEOs and Wall Street executives have taken enough of our money. We deserve what we've earned, and we demand our fair share. UPS has a once-in-a-generation opportunity to do the right thing."

Last month UPS Teamsters across the country voted 97 percent in favor of authorizing a strike. The national UPS master agreement covers 340,000 workers across the United States and Canada and is the largest collective bargaining agreement in North America.



JOINT COUNCIL 3 TEAMSTERS SHOW SUPPORT IN UPS CONTRACT NEGOTIATIONS



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