



ROCKY MOUNTAIN TEAMSTER

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

SEPTEMBER-OCTOBER 2023
VOLUME 67 NO. 5



Spencer Hogue's Column

Mutual support among workers is critical

Supporting our brothers and sisters in the labor movement is vital to winning for the working class.

This year, labor has been more active, and it shows in the news every day, whether it be high-profile campaigns like UPS that resulted in the largest economic settlement in US history or the weeks and months-long strikes by WAG, SAG-AFTRA and, more recently, the United Auto Workers (UAW).

Supporting all workers to achieve a better quality of life is essential. The middle class had become unattainable for many in this country due to corporate greed and wealth distribution that disproportionately benefits the ruling class.

The tables are turning. Workers better understand collective action and its benefits and use that power to demand their fair share of the profits they create.

The Teamsters and organized labor are pushing harder than ever to ensure

the American worker is not left behind.

Supporting workers in these fights can be done by donating funds to help them, stopping by a picket line, holding a sign and talking with striking workers, or just acknowledging their plight through a "Like" on social media.

We can take these actions to show support, and there are many others. The workers' victory is ours. But, we all lose if we stand by and watch them fail.

It is also vitally important that we support political candidates who support the working class.

We must hold them accountable when they fail to address issues that affect the worker. There are candidates on both sides of the aisle who support workers, and we need to help them.

We can't afford to donate our time and resources to political candidates who fail us on these fundamental issues. It's simple. You are either for or against the worker; your votes won't go unnoticed.

Contract negotiations keeping Joint Council 3 unions at the table

—See Local Union News inside

Man in need gets UPS Teamster's help

—See page 5

IBT representing members in Yellow bankruptcy

The IBT has entered an appearance in Yellow Corporation's bankruptcy filing to represent Teamster members in the case and their claims for unpaid pension, health, and welfare fund contributions.

Each Teamster will receive by USPS mail an official bankruptcy form for proof of claim to the last known address in the union's database. Any Teamster can complete the form and file to ensure the court receives accurate up-to-date information.

At the same time, The Teamsters international office will file a comprehensive "omnibus" proof of claim form on behalf of all members to ensure that any member who has not filed will be included in the process.

Please note: The court's receipt of proof of claim deadline is Nov. 13, 2023. That means your documents should be completed and mailed in advance so that the documents are received no later than Nov. 13.

Though the process is long and complex, the IBT seeks redress for all its members.

Keep an eye on your mailbox for proof of claim documents, and, as always, contact Local 455 if you have questions.

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

NEW MEXICO

LOCAL UNION REPORTS

Local 492

Andrew Palmer
Secretary-Treasurer



“Best contract ever” between UPS and union

BY ANDREW PALMER
Secretary-Treasurer

ALBUQUERQUE—Congratulations to our UPS Teamsters on their new 5-year agreement. In all my years as a UPSer, this is the best contract I have seen negotiated between UPS and the Teamsters Union.

Because of the hard work of our negotiating teams at all levels, as well as the solidarity that all of you showed in the lead-up to the expiration of our agreement, Local 492 UPSers will enjoy record wage increases, air conditioning in all future package cars, an end to forced 6th-day punch.

Plus, a new streamlined grievance

procedure, a double to the 8-hour request penalty pay, an extra 10-minute break for all RPCDs, a \$250 tool allowance for all mechanics and maintenance mechanics, and many more improvements.

Remember that industry-leading contractual language means nothing if our members are unwilling to file a grievance when the company violates this agreement. If you feel that provisions of the contract have been violated, please talk to your union steward, or call your business agent at (505) 344-1925.

See more Local 492 news on page 5

Freight

BY TRACY McCARTY
Business Agent

ABF—Thanks to everyone who voted in the contract ratification election. We had one of the highest turnouts for the Master and the West.

Your participation in the process makes it work, from the clear proposal meetings to the ratification votes.

The transition over to the new contract language has been a little rough in the OTR. We have been working to get that smoothed out.

ABF has been expanding with hiring on the dock, road, and billing departments. When contract books become available, I will put out notices and get copies to the stewards, it will also be available to everyone through the website.

As everyone knows, Yellow closed its doors and filed for bankruptcy on July 31. It put a lot of good members out on the street, I have reached out to all union barns in the state to make sure that if a job is open and former Yellow employees apply they get first consideration.

A few dock and road drivers have

gotten on at ABF, and we hope they continue to expand. The local has filed on behalf of all members at Yellow to get paid for vacation, sickness, and any personnel days this will have to go to the bankruptcy court and will take quite a while to process.

If there is anything I can help you with, remember my door is still open, and I will help in any way I can.

Tforce—Thank to everyone at Tforce who turned out for the vote. I believe the new contract will help the members. The committee did a lot of hard work to get our strong contract, which should help us all in the future. When the books are out, I will let everyone know, it will also be on the website.

Just a reminder, all the agents and staff at the local work hard to ensure all your issues are addressed promptly and efficiently. We try to visit all the barns but cannot always meet or see all the members there. We are at all the monthly membership meetings to address your concerns.

LOCAL 492

Retirees

Glenn Chupp (ABF)
John Chavez (ABF)
Richard Smith (ABF)
Ramon Shelton Jr. (LANL)
Randy Montoya (UPS)

Deceased members

Carlos Nunez (UPS)
Sylvia Bejarno Guerrero (Cremland)
Javier Cruz (YRC)
Chance Rhodes UPS)

UNITED STATES POSTAL SERVICE® (All Periodicals Publications Except Requester Publications)			UNITED STATES POSTAL SERVICE® (All Periodicals Publications Except Requester Publications)																																																		
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Transervice, ABF sign new contracts

BY RON BAIRD
Business Agent

Transervice— Teamsters Local 455 members here recently ratified a new 4-year contract, sealing a historic deal that includes dozens of major improvements for workers, including an agreement that protects drivers from the threat posed by autonomous trucks for the deal's life.

Dean Modecker, Local 455 secretary-treasurer, said members went through heated negotiations to get to a record deal for 150 Transervice drivers, hostlers, mechanics, and fuelers.

"Our Transervice members knew what they wanted, and they fought for it," Modecker said. "Hats off to these hard-working Teamsters—the negotiating committee, business agents, and the IBT Warehouse Division for ensuring this deal got done."

Among the dozens of major improvements:

- Language that allows a member to use sick leave without penalty if there is any time in the leave bank.

- The first increase in pension contributions in 12 years.

- Wage increases range from \$2.28 to \$4.49 per hour the first year and \$1.25 per hour each of the remaining three years.

- An increase from \$15,000 to \$35,000 property damage minimum for a dischargeable accident—a major goal for the bargaining committee.

- The ability to combine breaks when working more than 10 hours in a shift.

"You'd think the government would protect us, but it takes the Teamsters to do that," said negotiating committee member Anthony Stasse.

"It's industry-setting—the wages; increased amounts in the pension that's been frozen for years; increased health care benefits; and we've protected members from retaliatory management which has been using the contract to circumvent seniority," said Stasse.

Steward John Cho, Tony Armstrong, drivers, and bargaining commit-

tee members were united, saying, "This is probably the best contract we've ever had."

I would also like to thank Tim Hibberd and Matthew Tennien, shop stewards, for fighting very hard for our members.

DHL—The company has had a hiring freeze for some time, leaving management trying to fill the gaps. Steward Mark Lenzner took the opportunity to inform upper management while they were in the facility of the problem of excessive overtime and told them managers are only allowed to step in in an emergency.

A hiring freeze is a self-inflicted wound, not an emergency so no managers will be doing Teamster work. The executive told local management to lift the freeze.

Brother Mark, this local union could not do the amazing job we do without our front-line stewards. Thank you, brother. Keep up the good work.

ABF—This year IBT and ABF ratified the best freight contract I have ever seen as a 33-year Teamster.

Wages more than \$30 per hour in the first year; a total of \$6.50 over the life of the CBA. Mileage increases of 16 cents over the life of the agreement: \$4.46 increases to H&W, pension. That means the company increases the contract's total value by \$10.96 per hour overall.

In addition, there are 7 sick days, a COLA with no cap; wage rate adjustments for high-cost-of-living areas, added MLK Jr. birthday to holidays, a new profit-sharing bonus of up to 4 percent. The drivers in Denver passed a vote to start making semiannual bids.

Canteen—Stewards Leroy Roe and Rodney Waller stepped in when one of our brothers was falsely accused of absenteeism (no call/no show) and was fired. They confronted management and successfully got him back on the job.

COLORADO

LOCAL UNION REPORTS

Local 455

Dean Modecker
Secretary-Treasurer



Moving at top speed and not slowing down

DENVER—We are firing on all cylinders at Local 455, and we have some big wins to celebrate, but no one is taking a break.

Among the wins:

- Massive Local 455 turnout for the UPS contract: check.

- Major improvements: Transervice Logistics members in new four-year agreement: check.

- Appreciation events to celebrate Local 455 members with food and fun at virtually all Teamsters Local 455 worksites: check.

- Recognition of the Teamsters at Corazon Printing: check. Organizing win at Southern Glazer's Wine & Spirits: check.

- Mobilizing a squad of young members to organize new industries: check.

- Brand-spanking new and improved Teamsterslocal455.org website: Another check.

Instead, we are ensuring our stewards are armed with all the tools they need to enforce our contracts, holding

steward training in late September, and getting ready to celebrate them in December with the Steward's Banquet.

We are sending a team of highly motivated young members, The Young Regulators, to organize new industries, including cannabis workers.

We are preparing for 2024 contract fights with some of our key employers, including Seattle Fish, Sealy, White-water, Aramark, Sysco, Imerys/Perlite, Meadow Gold, and Windigo.

What is the key to victory? In every case, our wins come from our members' solidarity and hard work—whether at the bargaining table, grievance hearings, or organizing campaigns.

In short, we win because we have fierce, engaged, and passionate members who show up repeatedly and stand shoulder-to-shoulder to win good contracts, build our union, and fight for justice.

So, as we prepare ourselves for the fights ahead, we are counting on you standing with us.

Leaner, meaner, greener.

Congratulations to Local 455 scholarship winners

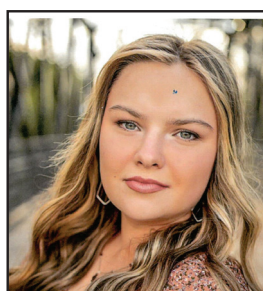
(shown below)



Karlee Bergman



Anthony Chui



Mackenzie Malone



Alysa Navarro



Josephine Nguyen



Kylie Prigmore

COLORADO

LOCAL UNION REPORTS

Local 455

BY ERIC SNODGRASS
Business Agent

The members of Local 455 turned out in record numbers with the Teamsters-UPS contact vote! And we passed the national by over 90 percent and the supplement by 87 percent. Be proud of that!

As a result of our collective efforts, we have this great contract now. We have increased penalties for payroll

shortages, more refined technological protection language, increased 9.5 penalty provisions, increased penalties for supervisors doing our work, guaranteed days off, no more 22.4 drivers, and more.

But...like any good contract, this one is only as good as the degree to which we enforce it! We must apply those words. When we do that, and we do that together, we are very powerful. This is very likely the best Teamsters UPS Agreement in history. Let's make the contract work for us and make our lives better!

Congrats to retirees Dino Dicarolo, Kim Hartman, and Marty Schoep!



Eric Snodgrass, second from left, business agent for Local 455 congratulates three retirees from UPS-Boulder. They are, from left to right, Dino DeCarlo, 34 years, Snodgrass, Kim Hartman, 34 years, and Marty Schoep, 37 years.

BY MARK MADSEN
Business Agent

Congratulations to UPS business agents and members for all the hours they spent preparing for and participating in contract negotiations, which ended with a great contract. Their hard work and efforts paid off.

USFoods—The stewards and I continue to monitor the productivity standards at USFoods, which have been an ongoing issue at the facility. Warehouse management has been cooperating with Local 455 to this point. Still, as the ski and holiday seasons approach, which are typically terribly busy in Foodservice, we will watch for any unjust discipline that the Company tries to enforce.

Safeway—DC has introduced new center-ride double-pallet jacks in the Grocery Department. Local 455 had just completed a time audit on the production standard in grocery, last spring, which now is void with the new pallet jacks. Local 455 will immediately file a

bargaining unit grievance, to protect all members from unjust discipline if any member is disciplined before a new valid audit is completed. Again, Local 455 will continue working hard to ensure fair and attainable standards.

Denver Post—The closure of the press in Pueblo, on August 1, 2023, has brought extra work back to the Denver Post plant, which is an economic plus for an industry in decline. Local 455, with the help of Chairmen Mike Porreco, George Shaffer, Tracy Belcher, and Steve Gold, prevented the company from hiring non-journey pressmen to fill the current void.

In protecting the jobs, it has left the members at the Post severely understaffed, because of the current pay scale, working extra shifts, and sometimes double shifts, to get the product out on the street. The company created this problem by not paying skilled pressmen a good industry standard wage.

Airline RLA contracts

BY DON RAMSEY
Business Agent

We recently memorialized 911, which changed America and the airline industry.

It was a day that affected us all. And 911, 2023, was a time to reflect on our many losses as a country and industry. I was a frequent visitor to the Twin Towers and will never feel normal or right on this anniversary date. Never Forget...

United Airlines—Local 455 is happy to announce a second business agent assigned to United Airlines. Please welcome Kathy Tiihonen as your aircraft maintenance and ground equipment maintenance representative.

Denver agreed to a full settlement agreement and withdrew the Arbitration case for per diem and mileage compensation for attending training classes at the TK facility if normally assigned to DIA. Moving forward, those requesting it will pay per diem for hours at the facility and the mileage difference between travel to DIA and the TK facility.

Three discharged technicians were recently reinstated.

The negotiating committee met the week of September 4 in Ontario, California, at Local 986 to review the survey results and continue dissecting the current CBA in preparation for negotiations.

Please welcome Allen Duff and Nate Trujillo as TMAP's newest volunteers!

Southwest Airlines—There is an agreement in principle for a three-year contract extension (amendable Oct 2026) with a six-month early opener

(April 2026).

Immediate average hourly wage rate improvements of approximately 10 percent at the date of ratification.

A base rate increase of 8.5 percent at DOR and a 3 percent base rate increase at DOR anniversaries for 2024, 2025, and 2026.

Longevity pay increases to \$2.50/hr., at 23 years of service.

4 percent non-elective company 401k contribution with the additional matching of 5.3 percent (company max contribution 9.6 percent

Medical premium increase caps
This is an industry-leading all-in-top outrate for material specialists

Frontier Airlines—Local 455 has engaged with Frontier in Section 6 negotiations for the aircraft appearance agents, material specialists, and maintenance controller groups.

Many articles have been signed tentatively, but economic articles have not been addressed yet.

Your negotiators are excellently reviewing the current CBAs and proposing new language to address issues. They are very engaged and enthusiastic even during long negotiating sessions. Two discharged employees have been reinstated this month.

Nominations are posted for appearance agent steward this month.

American Airlines—Negotiations continue, and much progress has been made during the 10 rounds of meetings. We are down to just a few articles to complete. In addition to normal improvements to economic issues in negotiations, we are fighting to immediately improve working conditions, such as uniform and attendance policy changes, which may see changes implemented in the near future.

OFFICIAL JOURNAL OF JOINT COUNCIL OF TEAMSTERS #3
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ROCKY MOUNTAIN
TEAMSTER



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KARLA SCHUMANN JESSICA PRATHER

DUANE GROVE ANDREW PALMER

ERIN FOLEY DEAN MODECKER

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COLORADO

LOCAL UNION REPORTS

Local 455

BY GREG MARSHALL
Business Agent

Thanks to the members, especially the stewards, at T-Force Freight for taking the time to turn in their bargaining surveys,

I was informed that the clerical job positions were lacking on the bargaining surveys, which will be addressed.

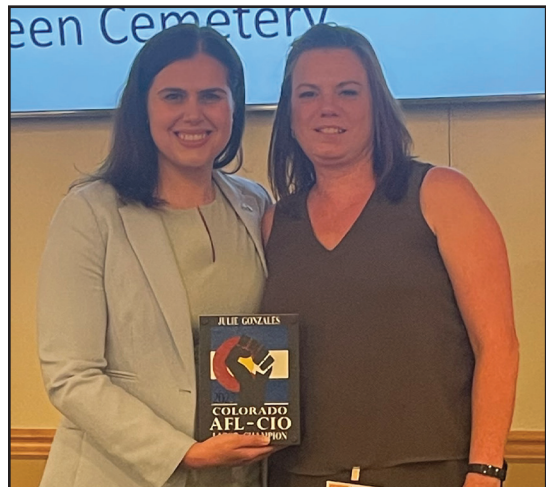
Your ADP pay stub issues, lacking certain details, should be fixed by the time this column is published. If it isn't, please let me or your stewards know.

Last, I am glad that T-Force freight will no longer seek to recoup certain overpayments with a payroll deduction due to payroll errors.

Please stay united as we enter the proposal stages of bargaining for a new contract.

UPS—I welcome Isaiah King, a new alternative steward on boxline 4. Isaiah has been continually active and doing a great job representing the members. Don't hesitate to see him if you need help with contractual language or workplace issues.

The company has confirmed that the hourly sleeper MRA has been reduced to \$30 an hour from \$37 for any worker still in progress. We are very disappointed in their decision to do this, especially when the company has been having difficulty covering these runs.



Colorado Secretary of State Jena Griswold, left, accepts the AFL-CIO's second annual State Labor Champion Award from Tammy Munoz, Teamster Local 455 legislative director.



Dean Modecker, new secretary-treasurer of Denver Teamsters Local 455, was recently sworn in as an executive board member of the Colorado AFL-CIO.

MORE FROM NEW MEXICO LOCAL 492

BY RICHARD RUSSOM
Business Agent

Whitepaper—Congratulations and best of luck to our new stewards, Brother Joseph Lingnau, and alternate Brother Alonzo Rivas, at Ameripride Services LLC. After two attempts at ratifying their contract, members stood in solidarity against the company's offers and ratified a new contract at Ameripride through August 2028.

I was proud to stand with them.

We are currently having steward elections at Hertz (mechanics) and Creamland (plant).

The Southwest Multi-Craft Incentive Award Program enrollment forms are now available for the 2023-2024 qualifying year, from September 1, 2023, through August 31, 2024. Forms are available through the SWMC website, or you can pick one up here at the local union.

After a nine-month grievance process with Sysco, resulting in an arbitrator's decision, a 492 member was awarded full back pay, all fringes, and a return to work. We have an arbitration scheduled regarding the Sysco 40-hour grievance in early January 2024, we will keep you posted.

Triad and N3B—the printout of your wage and contributions report should be out soon. NO-Calls/No-Shows and FMLA are huge issues lately. Remember to call in according to your attendance policy.

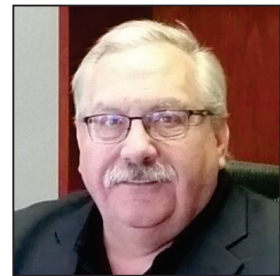
And finally, to all members: Your calls and emails are very important to all of us and will be returned as soon as possible.

COLORADO

LOCAL UNION REPORTS

Local 17

Duane Grove
Secretary-Treasurer



UPS driver gives vital aid to a man in need

BY GARY COOK
Business Agent

DENVER—One of our UPS package drivers recently found herself in an emergency. While making a routine delivery, UPS driver Melissa Kaufman came across an older man who was having trouble breathing and clutching his chest. He was suffering from a heart attack.

Melissa acted quickly, contacted 911, and stayed with the man until help arrived. It wasn't until later that Melissa discovered that the man's defibrillator had malfunctioned, which was the heart attack's source.

The next day, Melissa was greeted by the man's neighbors, who thanked her for her quick actions and for looking out for their community.

Melissa Kaufman is a UPS package driver from Jackson Hole, Wyoming. Excellent job, sister!

Our next membership meeting will be at Teamsters Local 17, 7010 Broadway, No. 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 October 8, 2023.

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 any 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 leave, you can take a withdrawal card. You can call our office at 303-433-6496 extension 18 to start the process if you need.

Please watch your bulletin boards at work for the latest updates.



Melissa Kaufman



A recent retiree and former UPS package driver, Mike Williamson of the UPS Center in Loveland, is congratulated by Steward Jesse Weber and Gary Cook, Local 17 business agent.

This is our contract year; national talks underway

FORT COLLINS—Fall is here, and I hope everyone is well. As most of you may know, we are in a contract year.

The current labor agreement is set to expire on February 29, 2024. In August, members of Local 267, the executive board, and I concluded local negotiations with the company. National bargaining commenced in September.

We will update you at the general membership meetings if we have anything to share. These general membership meetings, which were suspended for the months of July and August, will resume in September. Check the union board in the brewery or the *LinkedUnion* app for times and dates.

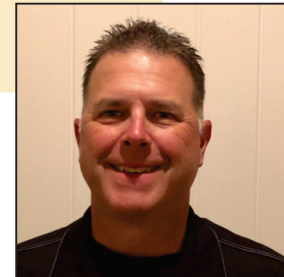
If you or someone you know has not signed up for the Local 267 app, please contact the hall or a shop steward to help you download the app and get signed up. This app provides members with a one-stop shop for schedules, benefits, contacts, and push notifications about current brewery information.

We were recently informed that Anthem Blue Cross Blue Shield has another app available to our members called Sydney Health. The two apps work in tandem. The Sydney app gives members quick access to ID cards, claims, coverage, and deductibles. The folks at Allegiant Care highly recommend the app.

COLORADO LOCAL UNION REPORTS

Local 267

Mike Cova
Secretary-Treasurer



In July, four of our brewery employees' college-bound children were awarded the AB-InBev/Teamsters Brewery Conference scholarship, and seven were awarded our Local 267 scholarship.

Congratulations to the AB-InBev/Teamsters scholarship winners: Maia Davis, Phoenix Letera, Olivia Culbertson, and Aiden Juhl—along with the Local 267 Scholarship winners: Dacoda Schedelbauer, Maia Davis, Brayden Mendoza, Phoenix Letera, Olivia Culbertson, Noah Juhl and Aiden Juhl.

Open enrollment this year will begin in October. A letter will be mailed before the starting date with important news on how to participate. As always, if members have questions about their policy or changes they want to make as part of a qualifying event outside of open enrollment, they can contact Allegiant Care and work with them one-on-one.

In solidarity,
Michael Cova



L-R: Tim Sietz, Anheuser Busch plant manager; Olivia Culbertson with her parents, Rosario and Eric Culbertson; Mike Cova of Local 267



Aiden Juhl with parent Blane and twin brother Noah



Maia Davis with parent Diane and sibling



Not pictured:
Phoenix Letera, parent Jason Letera
(out of town)

Member's daughter wins \$10,000 scholarship



BILLINGS—Teamsters Local 190 is excited and proud to announce that Jenna Wagner has been selected to receive a \$10,000 James R. Hoffa Memorial Scholarship.

Jenna's father, Robert Wagner, has been a member of Local 190 for 31 years, working for Sysco Montana.

Jenna was born in Billings and enjoyed playing soccer, basketball, tennis, and swimming. She will attend college in Oregon and intends to receive a degree in Education. She wants to be a history teacher.

Congratulations Jenna!

Jenna's father, Robert Wagner, started working at Sysco in December 1992 and hasn't missed a beat in 31 years. He is a native of Billings and enjoyed raising his family while experiencing the negotiated benefits of being a Teamster.

Robert has seen Sysco grow significantly in the past 31 years, and he knows every inch of the warehouse. He says the best benefits are the Teamster retirement and health insurance.

MONTANA

LOCAL UNION REPORTS

Local 190

Jim Soumas
Secretary-Treasurer



Cooperative effort marks successful Labor Day



Teamster Local 190 and several other unions hosted the Labor Day Picnic at Rose Park. The Teamsters customarily handle all logistics for the picnic. We work with Sysco Montana, Franz Bakery, Pepsi, and Meadow Gold to provide supplies for this special event.

We served hamburgers and hot

dogs from Sysco, locally prepared fried chicken, Pepsi products to drink, and Meadow Gold ice cream for dessert.

Franz Bakery donated the hamburger and hot dog buns this year, while Meadow Gold donated the ice cream. Local 190 cooked the burgers and dogs, distributed all the cold drinks and ice cream and kept the food supplied to the chow line.

Sysco allows us to store all the food, drink, and ice cream at the warehouse over the weekend. The items are then loaded on a trailer and delivered to the park. We use the trailer for cold storage during the picnic.

Putting everything together like this allows for a smoother operation to feed thousands of people.

NOTICE**NOTICE**NOTICE

ALL MEMBERS, TEAMSTERS LOCAL 222

****SPECIAL ORDER OF BUSINESS**** GENERAL MEMBERSHIP MEETING

DATE:	SATURDAY, NOVEMBER 4TH, 2023
TIME:	9:00 AM
PLACE:	TEAMSTERS LOCAL 222 2641 S. 3270 W. WVC, UT. 84106

West Valley City has submitted an offer to purchase approximately .18 acres of our vacant lot. The offer will be reviewed with the membership in attendance and a vote to accept or reject the offer will be taken.

Please make every effort to attend this very important meeting.

UTAH

LOCAL UNION REPORTS

Local 222

ARIZONA

LOCAL UNION REPORTS

Local 104

Karla Schumann
Secretary-Treasurer



BY DAWN SCHUMANN
Special Projects

PHOENIX—Arizona Teamsters Local 104 sent wonderful women to the 2023 Women's Conference in Nashville, Tennessee.

We went to classes for four days, traded pins, met sisters from around the USA and Canada, line danced, stopped traffic, and rallied in front of Yellow Headquarters.

When thousands of women demand justice against a company as horrid as Yellow, people stop and pay attention. We are those ladies who will fight for our Teamster family. I want to thank Briana Cruz, Fran Mesa, Latisha Nelson, Rosa Tenorio, Jackie Pimentel, Rebecca Hepburn, Trish Muir, Kichi Hernandez, Amanda Kodumal, Elizabeth Staton, Carla Duff and Leona Nelson for attending.

As my first time attending, I am truly grateful for standing with the ladies representing Teamsters Local 104.

Labor Day is always a day of reflection. We must remember the ones who came before us, to stand where we are today—as the teachers to the next generation of leaders.

The AFL-CIO hosts a Labor Day lunch every year where we gather with our union siblings for a few hours to catch up and continue the fight,

Governor Hobbs was in attendance to speak on labor in Arizona. We have a governor willing to fight for labor, gave us a seat at the table, continues to listen, and strives to improve working conditions in Arizona.

November 4, 2023, is Teamsters Appreciation Day at Encanto Park. Teamsters Local 104 rented the park for a day of fun. Last year, General President O'Brien brought a few of his friends, and you may know them—the Drop Kick Murphys, who played a mini set, which was amazing!

What may have been bigger than that is the winner of the tug of war... Windigo/Frys. If you are a member or retiree, please click the QR code to purchase your tickets today!

November 11, 2023, we are hosting the first annual Veterans Day Appreciation Breakfast for our military and retired members. The executive board and staff will cook breakfast and serve that day. Please RSVP to me at dawn.schumann@teamsterslocal104.com. The event will be from 8 a.m. and go through 10 a.m. All gave some, and some gave all. We truly hope to see you at breakfast!

On a personal note, this year, we took our youngest son to college, the baby of 7, who, at 7, talked about his favorite holiday, Labor Day. The one



Teamsters Local 104

PICNIC

FOOD - FUN - BEER - GAMES - RAFFLE

11-04-2023

TUG OF WAR - WHO WILL BE THE CHAMPION?

ENCANTO PARK

BRING YOUR FAMILY FOR A BIG DAY OF FUN

11:00 - 4:00pm

TICKETS ON SALE NOW!

104

Veterans Day Appreciation Breakfast

Teamsters Local 104 invites our Military Union Members, active and retired to our first annual Veterans Day Appreciation Breakfast.

Saturday, November 11, 2023
8:00am - 10:00am
Teamsters Local 104
1450 South 27th Avenue
Phoenix, Arizona 85009

Please RSVP to:
Dawn Schumann
dawn.schumann@teamsterslocal104.com
602-300-5680 (C)

Please include the branch you served in and your t-shirt size

Teamsters Local 104

Breakthru Beverage members win new contract

BY RUSSELL MEDIGOVICH
Business Representative

Breakthru Beverage—Local 104 members ratified a 5-year agreement that leads the industry in economic gains and new language protections.

The Teamsters rejected the company's first offer but remained patient as the union's committee continued to negotiate.

The new agreement includes the largest wage and pension increases ever received. The union's negotiating com-

mittee also achieved 100 percent paid Teamster insurance by putting more than \$150 back in every member's pocket monthly.

After winning an organizing campaign for the drivers in Tucson, the company refused to accrete them in the main agreement in Phoenix.

The Teamsters held strong and were able to achieve an accretion agreement. The members ratified the agreement by a 100 percent yes vote. Now, Teamsters throughout Arizona will deliver all alcohol.



who will go to Detroit to walk the picket line and represent his Teamster family. The one who won third place in the nation for his presentation for Educators Rising in Orlando last Summer. His topic of choice: "Unionism in

America." We are proud of you, Jack.

To the graduates: Congratulations, be the best you can be wherever life takes you. To the parents: The nest may be empty, but you showed your children how to fly.

Above, Local 104 attendees at the 2023 Women's Conference in Nashville, Tennessee: Briana Cruz, Fran Mesa, Latisha Nelson, Rosa Tenorio, Jackie Pimentel, Rebecca Hepburn, Trish Muir, Kichi Hernandez, Amanda Kodumal, Elizabeth Staton, Carla Duff, Leona Nelson, and Dawn Schumann..



Winter is on the way

POCATELLO—Fall is here, and cooler weather has arrived. Spring was good for us, but now it's time to ensure we stay 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.

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 making proposals and voting on contracts. Please communicate openly with your co-workers about the importance of union membership.

If every current member could sign up one new member each month, we would have 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 want to congratulate our recent retirees: James Kelly, Larry Jones, and Lori Crystal, all from Basic American Foods, along with Mike Tripp and Jim Maupin, two construction members. We wish you the best of luck in your retirement!

If you are considering 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 always call them over the phone! The application process can take several months, so plan 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-

IDAHO

LOCAL UNION REPORTS

Local 983

Jessica Prather
Secretary-Treasurer



531-1489 or create an account at www.wcptension.org.

Please remember to contact us for any address or phone number changes. Also, if you will be off work for a month or more due to illness, leave of absence, layoff, etc., please get in touch with us regarding being placed on withdrawal until you return to work. As a dues-paying union member, the local union provides you with a \$4,000 life benefit. Please make sure your benefi-

ciary 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!

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

— Martin Luther King

BY JOSH GRAVES
Vice President

Windigo—The union processed a grievance for reserve pay for floaters who became full-time. We changed the language after implementing the new contract to correct this issue.

The company failed to follow it, but we successfully resolved the grievance, and 27 members received their reserve hours.

The union arbitrated the grievance regarding the off-system work and the ability to bump by seniority. We are hopeful we will receive a victorious decision by the end of the year.

There are many questions regarding the potential merger with Albertsons, but nothing has been approved yet. They are expecting a decision from the FTC in the early part of next year.

Republic Services—The Republic

Services workers at the East Yard have voted to authorize a strike. They join their fellow brothers and sisters in the South Yard who voted to strike last month.

Republic Service continues to delay and propose insulting proposals. The clock is ticking on Republic Services, and the North Yard will be next to conduct a strike authorization vote.

Ruan/Holsum—Members at Ruan/Holsum ratified a new 4-year agreement that includes major improvements. The members' activity pay package average is equivalent to a \$2.05 increase in year one, a \$1.70 increase in year two, a \$1.70 increase in year three, and a \$1.70 increase in year four, improvements to vacation, attendance bonus, and \$0.20 pension increases per year. A special thanks to Steward Scott Hogan for his efforts on the negotiating committee.

BY RYAN PROCTOR
Business Representative

Sysco—In March 2022, Sysco notified Teamsters Local 104 that the company would be moving some of our work to another operating company. On April 23, 2022, Sysco closed the Kingman domicile, resulting in the layoff of two members. Teamsters Local 104 filed an all-affected grievance, which the company denied, and we submitted the grievance to arbitration.

On August 14, 2023, we received the arbitrator's award. The remedy was that Sysco Arizona employees represented by Teamsters Local 104 shall be assigned to perform work they would have been assigned had Sysco Arizona not acted.

ARIZONA

LOCAL UNION REPORTS

Local 104

The employees laid off shall be made whole for any lost wages, seniority, and benefits. The union shall be paid any union dues it would have received had Sysco Arizona not acted. The union shall be paid any pension contributions it would have received if Sysco Arizona had not worked.

This is a huge win for our members. It shows Sysco cannot just take our work at any time. We will fight Sysco every step of the way and fight for our members' work.

The Statehouse was poisoned before the crash

The company plied state lawmakers with cash and lobbied against rail safety measures.

BY JIM HIGHTOWER

“The Wreck of the Old 97” is a classic bluegrass song recounting a spectacular train crash in 1903, caused by the company’s demand that the engineer speed down a dangerous track to deliver cargo on time.

Fully 120 years later we have the “Wreck of the Norfolk Southern” — a devastating crash caused by the company’s demand that it be allowed to run an ill-equipped, understaffed, largely unregulated, 1.7 mile train carrying flammable, cancer-causing toxins through communities, putting profit

over people and public safety.

This rolling bomb of a train was hardly unique, for the handful of multibillion-dollar railroad giants that control the industry also control lawmakers and regulators who are supposed to protect the public from profiteers.

A measure of their arrogance came just two years ago, when an Ohio legislative committee dared to consider a modest proposal for just a bit more rail safety. Norfolk Southern executives squawked like Chicken Little, asserting a plutocratic doctrine of corporate su-

premacy on such decisions. They even imperiously proclaimed that state lawmakers have no right to interfere in safety matters.

Ohio’s Chamber of Commerce dutifully echoed Norfolk’s concern for profit over people, testifying that “Ohio’s business climate would be negatively impacted” by the bill. Never mind that Ohio’s public safety climate can literally be “negatively impacted” by train wrecks!

Plunging deeper down the autocratic rabbit hole, the Chamber insist-

ed that corporate control over workers is sacrosanct. It postulated that a crew-safety provision in the Ohio bill was illegal because it “would interfere with the employment relationship between employers and their employees.”

Yes, that’s a corporate claim that executives have an inalienable right to endanger workers.

Sure enough, bowing to the corporate powers, Ohio lawmakers rejected the 2021 safety bill. And that is why, 120 years after the wreck of the old 97, train catastrophes keep happening.

Extremism is bad for business

BY DAVID PEPPER

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

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 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



Don't blame workers for poor service; it's the CEOs

New data shows big retailers have the cash to hire more workers and pay them well. But they spend it on stocks and CEOs instead

BY FELIX ALLEN

What changed? I worked for two years at a company with the kind of chronic understaffing that plagues many of America's largest retailers and fast-food corporations.

Such understaffing leads to customer frustration and burnout for employees who have to hustle like mad for a paycheck that barely covers their bills. CEOs argue they just don't have the money to hire more workers or pay family-supporting wages. But their actions say something else.

A new report by the Institute for Policy Studies shows that Lowe's spent nearly \$35 billion over the past three and a half years on stock buybacks. This is when a company takes money that could go towards worker wages or other productive investments and uses it to artificially inflate the value of their

stock — and the value of their CEO's stock-based pay.

In 2022 alone, Lowe's spent \$14.1 billion on buybacks. That would've been enough to give every one of the company's 301,000 U.S. employees a \$46,923 bonus. Instead, a typical Lowe's worker made less than \$30,000.

And the CEO? He's sitting on company stock worth about \$108 million.

Other big retailers aren't much different. Walmart, Home Depot, Target, Dollar General, and Best Buy all spent more than \$5 billion on stock buybacks over the past few years.

CEOs say buybacks are a good way to return "excess cash" to shareholders. I'm pretty sure frontline workers could come up with far better ideas for investing those billions. But nobody's asking them. None of these big retailers are unionized, meaning their workers have no voice in major decisions affecting their lives.

That's why a few co-workers and I started organizing at our Lowe's store in New Orleans in 2022.

We wanted a way to address understaffing, unfair pay, and a lack of grievance protections. We were tired of seeing employees have no recourse after getting fired for showing up a few minutes late for reasons beyond their control, like a broken-down bus or a childcare crisis.

Not surprisingly, the road to organizing the first big box store union has been bumpy. We're proud that we overcame intense management opposition and gathered enough signatures on a petition to form a union. We also helped pressure Lowe's to give out some modest raises and bonuses.

But due to a technicality, we had to withdraw our petition. And then, a couple of months ago, I was fired in what I believe was retaliation for my pro-union activities. The National La-

bor Relations Board has already ruled against Starbucks and Amazon for illegally firing union organizers. They are now investigating my firing and several other complaints about Lowe's labor practices.

The deck is clearly stacked against ordinary workers at big, powerful corporations. But we know that every employee contributes to the value of a company — not just the CEO. And we will keep fighting for the respect we deserve.



Felix Allen

Felix Allen is a former Lowe's employee and musician based in New Orleans.

This op-ed was distributed by OtherWords.org.



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>.