



ROCKY MOUNTAIN TEAMSTER

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



NOVEMBER/DECEMBER 2023
VOLUME 67 NO. 6



Spencer Hogue's Column

Labor on the move The public says OK

The labor movement is moving again, which is great news for all workers. The Teamsters set an example for organized labor that paved the way for all of Labor.

The revitalized labor movement is being met with fierce resistance from greedy corporations and the politicians whom they have paid off. They know that their best interests don't align with the average worker's.

UPSers knew it was a special day when the Teamsters and UPS settled their historic agreement covering 345,000 employees.

But they didn't know how special until the United Auto Workers (UAW) followed the Teamsters and came to terms with the Big Three automobile manufacturers—Ford, General Motors, and Stellantis (formerly Chrysler).

Thousands of Kaiser Permanente workers also have a new contract, as do the motion picture industry employees.

Earlier in the year, unions had conducted successful campaigns at Amazon

and Starbucks. The companies have been using a combination of legal and administrative tactics to postpone negotiating a labor agreement.

"The workers are stalled at Amazon and Starbucks," Nelson Lichtenstein, director of the Center for the Study of Work, Labor and Democracy at the University of California, Santa Barbara, told ABC News.

However, despite the challenges faced by headline-grabbing union campaigns, the surge of U.S. labor organizing will persist, he said.

"Inflation has created pressure on people and a sense of collective action," he said.

Finally, polls show that more Americans have favorable opinions of unions, which tells us it's time to set a new course.

This has been a year full of amazing victories for Teamsters, their families, and the working class in this country.

I hope that you and your family have a wonderful holiday season.



Organizers defeat RTW in Labor Peace Act vote

Southern Glazer's Wine & Spirits workers will head to the bargaining table as an all-union Teamsters Local 455-represented shop after winning their Colorado Peace Act vote 44-6.

"Coming together is a beginning, staying together is progress, and working together is a success," said warehouseman and steward Chris Carter on Friday.

"We are Teamsters!"

Southern Glazer's is a U.S. and Canadian beverage distributor.

Friday's vote came over a year after a staggering blow in the unit's first election.

"After a devastating loss by one vote, we did not give up," said Jeff Cornett, steward, and warehouseman. "We returned better, stronger, and more organized to win our next election by 88

percent."
In Colorado, the Labor Peace Act requires a union to win a representation election by 75 percent to become the exclusive bargaining agent for all workers employed by a company.

The union victory in Aurora set the negotiation process in motion and marks the third Teamster win nationally at Southern Glazer's in recent months. Previously, the union won in Phoenix and Houston, both in right-to-work states.

"I am proud of this group for sticking together. It's not easy to come back from a loss, and grasp victory the way they did," said Local 455 organizer Jake Kucera.

"They showed SGWS what it looks like to be union-strong!"

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



UTAH

LOCAL UNION REPORTS

Local 222

Red Cross workers choose Teamsters

BY ALEX ROJAS
Business Agent

American Red Cross—On behalf of the members, Local 222 would like to welcome the newest Teamsters from the American Red Cross. Wage increases and adjustments are being implemented. We will return to the table in less than a year to negotiate the national and local contracts.

American Airlines—We had a successful day of action for an “informational picket.” Thanks to everyone who attended. Much progress has been made in negotiations. Please follow them on Facebook and Instagram to stay updated with the latest news.

Hertz—We have two days of negotiations scheduled in November for the front counter and Gold department.

UTA—We have one more day scheduled for negotiations in November, and after that, we will go to the group for a ratification vote.

Forterra (Quikrete)—This new acquisition has been difficult and challenging in some areas. Please remember that you have seven calendar days to file a grievance if you want to dispute warning, suspension, and termination letters.

Once again, I thank the stewards for everything they do.

Teamsters Local 222 and its members working at Management Training Corps located in Clearfield, Utah, took the company out on an unfair labor practice strike on October 31 and November 1.

A major point of contention is the consistent and unacceptable short staffing levels and their related downfalls. This short staffing can then impact mandatory double shifting, vacation selection, vacation blackout dates, FMLA, mandatory force-ups, and student and residential advisor safety. With further negotiations scheduled at the end of November, we will keep our membership posted.

We will call upon all members for support if progress is not made. There were members from other Local 222 barns who joined the strike line in support of their MTC brothers and sisters, and on behalf of Local 222 and our MTC bargaining unit members, I thank you all personally.

Organizing

The Mx Technologies Q.A department is setting the stage for all web and software development workers by joining the Teamsters Union in the labor movement sweeping the nation.

These trailblazers are setting the industry standard for the tech industry. They chose the Teamsters as their bargaining representatives because they

know they offer the strongest representation and deliver the best contracts.

We are excited to welcome these individuals into the Teamster family and look forward to helping them and many more tech workers throughout the country secure the pay, benefits, and working conditions that they deserve.



Utah retirees

Winter has arrived and we hope everyone had a good fall and Thanksgiving. Thanksgiving is a time of family and friendship.

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

Your dues are paid for the first year you retire thanks to Teamster Union 222. This includes you and a spouse or partner for the year. We have lunch, prizes, and sometimes games at every meeting at no cost to you. Dues are \$25 a year after the first year. This is a bargain for meals and prizes every month for a year.

At the November meeting, we honored our veterans with a gift. December

was our Christmas party at Chuck-a-Rama. Generous prizes were given. Our Teamster Union 222 donates the funds for the buffet.

Not only do they help fund our new retirees and the Christmas party, but they have been so helpful in assisting with the room setup and sending this letter to the *Rocky Mountain Teamster* newspaper. The BAs and the office staff, especially Andrea, are always happy to help. We want to thank them from all of us.

We hope to see everyone at our January 10 meeting.

Merry Christmas and a healthy Happy New Year to all.

Jim Chandler, 801-513-5402,
e-mail jchan5000@yahoo.com, text 801-689-9959

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.

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



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IBT seeks presidential roundtable with members

WASHINGTON—The Teamsters Union is calling on all declared candidates for U.S. President to join a roundtable of rank-and-file Teamsters to discuss the issues most important to workers in the 2024 election.

Teamsters General President Sean M. O'Brien extended the invitation recently to candidates to share their vision on issues impacting Teamsters and their families.

Candidates will be able to discuss how the next president and the Teamsters can work together to empower and protect workers, promote high labor standards, and strengthen the middle class to build a stronger America.

Candidates are asked to participate individually in a conversation with O'Brien and rank-and-file members on four issues of significant importance to Teamsters: the shrinking American

middle class, corporate bankruptcy reform, antitrust enforcement in the warehouse and package delivery industries; and the freedom to form and join a union.

"We are in a period where people are divided on so many topics, but hate and division aren't going to get anything done in this country

"We're looking forward to Republicans, Democrats, and Independents

from all different backgrounds sitting down to listen and talk about the issues that matter to workers," O'Brien said.

"Teamsters and their families will decide the outcome of this election. Our members want a straight answer to the question, 'As president, what are you going to do for working people?'"

The International Brotherhood of Teamsters has not yet endorsed in the 2024 race.

Teamster scholarship winner an inspiration

Three years ago, Paul Tate, a Local 17 member and resident of Loveland, applied for a Hoffa Scholarship for his daughter, Olivia. She eventually won a \$10,000 scholarship and began attending Pacific Lutheran University to pursue a Bachelor of Science Degree in nursing. We recently caught up with her and asked for an update on her progress. Here is what she had to say:

I am still enrolled at Pacific Lutheran University (PLU) in the Bachelor of Science Nursing program. Thus far, I have experienced a variety of clinical rotations in Medical/Surgical, Orthopedic Surgical, Geriatric, Oncology, Cath Lab, PACU, PCU, PICU, Pediatric Medical/Surgical, Psychiatric, Labor and Delivery, and Rehab units.

Providing care for children and birthing parents came quite naturally to me, and it might be a career path I pursue in the future.

I've also been contacting various nurse practitioners, Doctor of Nursing, and retired military nurses to grasp the concept of wilderness medicine better. I'm feeling quite called to assist people in communities with reduced access to adequate healthcare, including those living in rural areas or on Native American/Native Alaskan reservations.

Furthermore, PLU offered students enrolled full-time during the COVID-19 pandemic a free fifth year of study toward an undergraduate degree, and how could I not take advantage of such a generous opportunity?

I decided to declare a Bachelor of Arts in Religion due to the passion and curiosity I have for understanding global and traditional religious practices. I will fulfill all requirements for my nursing major this upcoming May and will graduate with both degrees by May 2025. The education from both will enhance the compassionate and holistic care I provide, especially to communities negatively affected by health disparities.

Graduation is now less than two years ahead, and in the meantime, I have and will continue to dedicate my energy to many clubs on campus. I am a leader in the environmental club and committees on campus, GrassRoots Environmental Action Now

(GREAN) and the Student Sustainability Committee (SSC). I also took on a leadership role as the Historian for Delta Iota Chi, a nationally recognized volunteer nursing club.

I additionally serve as the secretary for the PLU charter of the American Red Cross Club. With the time left to spare, I give it to the learning opportunistic goals held by the Center for Diversity, Justice, and Sustainability as a Rieke Scholar.

I am incredibly excited to continue my hobbies and studies and am forever grateful to the Teamsters. The James R. Hoffa Scholarship awarded to me by the union aids the financial stability that enables me to pursue clubs, volunteer organizations, and career paths committed to bettering the world around and beyond them.

I am endlessly grateful to Local 17 and wish all union members well.

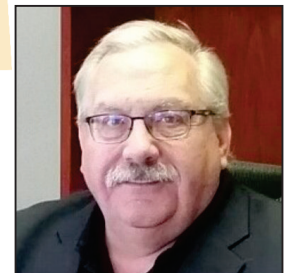
—Olivia Tate



Olivia Tate is congratulated by Gary Cook in 2020.

COLORADO LOCAL UNION REPORTS Local 17

Duane Grove Secretary-Treasurer



Our next membership meeting will be at:
Teamsters Local 17
7010 Broadway #200
Denver, CO 80221.



Our meetings are scheduled for the 2nd Sunday of each month at 10 am. Please check our website at www.TeamstersLocal17.org for any changes that may be necessary. Our next scheduled meeting is December 10, 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 sort of leave, you can take a withdrawal card. You can call our office at 303-433-6496, ext. 18, to start the process if you need.

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



Longtime Teamster retires
UPS package driver Reada Kelley recently retired from the UPS center in Monument. Reada began working at UPS 36 years ago. Business Agent Gary Cook congratulates her.

COLORADO

LOCAL UNION REPORTS



Local 455

Dean Modecker
Secretary-Treasurer



DENVER—At last year’s steward’s banquet, an annual end-of-year event that celebrates our brothers and sisters who enforce contracts and stand up for our members, all our goals for the coming year were running through my brain:

The contract expirations and bargaining dates, organizing campaigns, a new website and communications plan, challenges from automation, and opportunities to engage in politics that protect our members.

As we’re nearing the end of a jam-packed year, I can proudly say Local 455 is on fire.

Contracts? Four major victories with more on the way before the ball drops on New Year’s Eve.

Agents, bargaining committees, and member strength netted big wins at Reyerson, Safeway, and Transervice. In addition, the historic victory at UPS was largely thanks to demonstrations of member power throughout all six of our UPS barns.

We’re fine-tuning those contracts, even signing language that protects our

members from automation – including an agreement with Transervice that ensures there will be no automated trucks in Local 455’s jurisdiction for the contract term.

And the organizing wins keep coming: We’ve won four campaigns this year (two graphics companies, Eagle Rock and, most recently, Southern Glazer’s Wine & Spirits. Success breeds success, and the calls from workers seeking justice in their workplaces keep rolling in, and our organizers are moving them.

Local 455 now has its own lobbyist in Tammy Munoz, who has built deep, productive relationships at the Capitol with elected officials who want to know how to help working men and women. We’ve launched a new website to highlight our successes and engage our members in the fights that matter—and the fun we have along the way.

We’re fighting. We’re winning. We’re leaner, meaner and greener.

LOCAL 455 >> PAGE 12



IBT President O’Brien meets JC 3’s rank-and-file

Teamsters Local 455 members welcomed International Brotherhood of Teamsters General President Sean O’Brien to Colorado Oct. 23-25 as he visited 19 Teamster-represented airline, warehouse, bakery/laundry, brewery/soft drink, dairy and UPS shops throughout the region.

“We are deeply proud that General President O’Brien was able to see the union our members built with their hard work and dedication,” said Dean Modecker, Local 455 secretary-treasurer. “We already know what a talented, motivated, mobilized membership we represent every single day and we were honored to show the IBT what we are building together. Leaner, meaner, greener!”

Warehouse Division Director Tom Erickson and Division Representative Josh Graves joined O’Brien’s delegation. In addition to the flurry of site visits, O’Brien met with the Local 455’s Young Regulators to walk through their plans to organize cannabis and other industries in our area at a local hangout for UPS members, Tedz Place.

Shea Mohnhaupt, a pre-loader at UPS and member of the Young Regu-



Teamster General President Sean O’Brien and Local 455 Secretary-Treasurer Dean Modecker discuss issues in Denver

lators, was inspired by the delegation’s visit. “It’s an honor to be able to meet with General President O’Brien and talk with him about all the work we’re doing.”

O’Brien shook hands and spoke with hundreds of Teamster members from Windigo, Safeway, Meadow Gold, US Foods, AlSCO, UPS, Ryder, Penske, Sysco, Hertz, DHL, Breakthru Beverage and Transervice in a span of roughly 48 hours.

Said Modecker: “It is a privilege to have the IBT spend time with our members here on the ground to let them know how important they are to our great union.”



O’Brien chats with local Teamsters at UPS in Denver

BY SCOTT ANDERSEN
Business Agent

Local 455 union steward Marc Compean, a UPS package car driver, was making a delivery to a Metro PCS Store when he saw a group of people crowded around a car where a man inside the vehicle was clearly in distress – struggling to breathe and turning blue. Compean, 25, a six-year-UPS driver, knew immediately the man was having a seizure.

Seeing that he needed help, Com-

pean heard his mother’s words through the years:

“My mom always told me you have the ability to not overreact,” Compean said. “I have, through God, the ability not to panic. I’ll gladly help when I can.

“When I got to the car, the man’s head was facing up, he was still seizing, and his lips were turning purple,” Compean said. He tilted the man’s head to clear his airway and allow him to breathe again. Compean stayed until

EMTs arrived, then moved on to the next stop on his route.

For Compean, a steward for one year, helping someone in crisis is completely familiar.

Union stewards, the backbone of the Teamsters Union, run to fires to extinguish them, not away. Compean is one of nearly 400 Teamsters Local 455 stewards—sisters and brothers committed to entering the most difficult situations to enforce our contracts.

Compean still doesn’t know the name of the man he helped, where he lives, or anything more about him. He speaks humbly about the experience

“I was at the right place at the right time.”

It takes a special person to put themselves aside and stand up for others. Marc is one of those special people. I thank Marc and every other Teamster steward who stands up for their brothers and sisters daily.

BUY UNION-MADE AMERICAN PRODUCTS



Local 455 maps negotiating plan



Western Sugar Teamsters

Capping off a marathon day in Scottsbluff, Neb., Teamsters Local 455 Secretary-Treasurer Dean Modecker and Business Agent Kevin Potter held morning and evening general member-

ship meetings for Western Sugar Teamsters, sharing plans to build and engage the bargaining unit in advance of their 2025 contract negotiations.

Those plans include monthly meetings for Western Sugar members. Mark your calendars for December's membership meetings. They'll be held

at 8:30 a.m. and 8:30 p.m., Dec. 12, at the Hampton Inn, 301 West Highway 26, in the Black Mesa Conference Room.

BY ROBERTA BRAZELL
Business Agent

UPS' contract enforcement campaign is in full swing. As we move into a new contract mode next year, enforcing the contract and educating ourselves and others on it is just as important.

There have been more than 60 changes and what we know may have changed. As Teamsters, we must reach out to our young and old brothers and sisters, new and established, and educate one another on our contractual rights, not just those rights but policies and being the best Teamsters and UPSers while at work.

We even need to educate each other when we are wrong about something in the contract or something we may think is right but may not necessarily be right. We need to learn to reach out

to the new hires, embrace them, take them under our wing, and help them be successful.

After all, when you retire, the younger generation will keep this company rolling so that your retirement check keeps coming. I challenge you to introduce yourself to the new hires, take them under your wing, and help them grow.

If you are covered under the 9.5 provisions and want the 9.5 protection in the new year make sure to get with the steward and get your name on the list as that list needs to be turned in to the company on January 5, 2024. Stewards, it is important that you get with your BA and get the 9.5 lists started in plenty of time to be turned in effective January 15, 2024.



Secretary-Treasurer Dean Modecker awards Kelly Duma a 50-year Teamster pin



Windigo Perishable—Herb Whitaker, Joe Smith, Kris Hernandez, IBT President Sean O'Brien, Scott Nilsson, Chris Suazo, Dean Modecker and Alan Frisbee

Colorado Retirees

Happy Holidays! Summer is over, and retiree meetings have resumed. We have had excellent turnouts for the Fall meetings and our Fall luncheon at the Golden Corral. Meetings are always held at the UFCW Hall at 7760 West 38th Ave, Wheat Ridge, on the third Friday of the month at 1 p.m.

The next meeting will be Friday, December 20. You can enjoy good fellowship, coffee, doughnuts, and drawings for cash prizes. Retirees and guests are always welcome, and we look forward to seeing you before Christmas. —Ed Stratman

COLORADO

LOCAL UNION REPORTS

Local 267

Mike Cova
Secretary-Treasurer



“Merry Christmas & Happy Holidays from Local 267!”

National bargaining began in September between the Teamsters and Anheuser-Busch. Myself and Local 267 President Earth Lindsay are representing our local and have been heavily involved in the negotiations. The Union is fighting to end the two-tiered health insurance so new hires and retirees enjoy equal benefits. We are also fighting for increased pension contributions to ensure members can retire with dignity and earn a competitive wage for themselves and their families.

General President Sean O’Brien came out to support the team during the first round of bargaining and put

the company on notice that we will not be taking no for an answer. The days of the union giving the company concessions are over. Thus far, the negotiations have had bumps in the road. However, we are making progress. We will continue to meet until we have secured a new contract or the current contract expires in February of 2024. Stay informed by visiting the Teamster’s Facebook page or download the Local 267 Linked Union app where we will share important information regarding the contract as it becomes available.

The Local 267 Linked Union app and website are a one-stop shop for

members of the local to find schedules, benefits information and local contracts. Currently, 84 percent of our members are registered for the app. Members are encouraged to download the app, and can also sign up for push notifications that inform them of breaking news and events happening at the local or in the brewery. Please contact the union office at 970-482-2749 or through the website, www.lu267.org and we will get you set up with a log-in and password.

The local will be hosting our annual holiday gathering for each shift on December 15. Keep an eye on the app or web page as there will be more details to follow. Remember, the Christmas holiday period is typically the hardest

time for charitable organizations like food banks to raise money in helping feed those in need. Please continue to give generously as we have done for the last dozen or so years. We will be collecting donations at the holiday party and will continue to accept donations at the hall or in the care of your shop stewards until the end of the year.

From the e-board to all the shop stewards, active members, and retirees of the Local 267—we wish you a Merry Christmas and a Happy New Year! Hoping you all have a chance to celebrate this holiday season with family and friends.

In solidarity,
Michael Cova, Secretary Treasurer



Teamster General President Sean O’Brien meets with Fort Collins Local 267 members

Local 2 overcomes challenges, uncertainties in successful year

In a year marked by challenges and uncertainties, Local 2 is wrapping up negotiations with successful contract ratifications. The union, representing a diverse range of workers in Montana, has navigated complex negotiations to secure agreements that benefit its members.



Kenneth Nelson, Broadwater County Road Department member, running loads of water

After months of discussions and collaborative efforts, Local 2 is proud to announce that many contracts have been ratified, reflecting a commitment to fair labor practices and the well-being of its members. The negotiations focused on addressing various concerns raised by the workforce, including wages, scheduling, working conditions, and benefits.

As the year draws closer, the union is gearing up for its annual “Santa is a

Teamster” event on December 9. This festive tradition brings union members and their families together for celebration and solidarity at the Teamsters Union Hall in Butte.

The “Santa is a Teamster” event has become a cherished tradition, allowing union members to

come together in a joyous atmosphere and get a free picture with Santa and some union-made cookies and milk! The Teamsters Union Hall will be transformed into a winter wonderland, complete with holiday decorations, festive music, and activities for children.

We believe in advocating for our members in the workplace and fostering a sense of community and camaraderie outside of work. The ‘Santa is a Teamster’ event is a wonderful way

to celebrate the holiday season and strengthen the bonds within our union family.”

The event will feature a visit from Santa Claus himself, who will be on hand to spread holiday cheer and hand out gifts to the children of union members. In addition to the festive activities, there will be refreshments, entertainment, and a chance for members to connect with each other in a relaxed and enjoyable setting.

As Local 2 concludes negotiations for the year and looks ahead to the holiday festivities, the union remains committed to advocating for the rights and well-being of its members.

The successful contract ratifications and the upcoming “Santa is a Teamster” event testify to the strength and unity of Local 2. As always, please contact the Butte office if you need to update your contact information or beneficiaries.

MONTANA

LOCAL UNION REPORTS

Local 2

Erin Foley
Secretary-Treasurer



MONTANA

LOCAL UNION REPORTS

Local 190

Jim Soumas
Secretary-Treasurer



Jim Soumas presents 2023 Steward of the Year Award to Danya-Dee Webb

Local 190 honors retirees and stewards

BY JIM SOUMAS

Thanks to our old “friend” COVID, it has been several years since our last IBT stewards training at Local 190.

While we prepared for the training, Casey Greeno, president of the Local 190 executive board, suggested a celebration to honor members who put in 30-plus years of service as Teamsters.

With President Greeno’s leadership and enthusiasm for honoring our retirees, in September 2023, we scheduled the stewards’ training. We decided to include the retirees as our guests of honor for the steward and retiree appreciation banquet that evening.

The steward’s training day was a success. The International sent Claudia Rowe and Karin Jones to Montana for the all-day event.

As always, Karin did an amazing job reviewing the Teamsters’ history. Claudia provided excellent training materials and interaction for our stewards. With about half of the Local 190 stewards in attendance, everyone felt the day was very educational.

More than 20 long-term Teamster retirees were invited to the banquet that evening. Local 190 celebrated their years of service with gift baskets filled with goodies and nice jackets embroidered with their name and years.

At the banquet, Local 190 named Pat Kittson, City of Billings, was selected Steward of the Year for 2021, Rich Haider (a.k.a. Santa Claus) from UPS, the Steward of the Year for 2022, and Danya-Dee Webb, Yellowstone County Detention Facility, the 2023 Steward of the Year.

All three stewards played important roles in representing the members at their shops, including being instrumental in negotiating successor contracts.

In addition, Officer Danya-Dee Webb worked tirelessly in 2023, leading the charge for a much-needed wage adjustment for the Yellowstone County Detention Facility officers, even doing a news interview with a local television station to seek community support for the wage adjustment.

Local 190 recognizes Heather Greeno, wife of Local 190 President Casey Greeno, for the effort and time she put into creating the gift baskets for the retirees and the decorations for the banquet.

Mrs. Greeno brought everything together for a memorable evening in 2023. She is now focusing on our annual Christmas pictures with Santa Claus event scheduled for December. Local 190 appreciates everything Mrs. Greeno is doing for our members and families.



Local 190 President Casey Greeno presents retiree basket to his father, Al Greeno



Jim Soumas presents retiree basket to retiree Jeff Grove (43 years with Supervalu and long-time steward)

Karin Jones, left, and Claudia Rowe, right, gave presentations at stewards’ training



Stewards’ training attendees, left, included Cynthia Black, Jocelyn Rodd, Grandon Gores, Jason Ives, and Casey Greeno

Local 190 retirees at 2023 banquet



ARIZONA

LOCAL UNION REPORTS

Local 104

Karla Schumann
Secretary-Treasurer



Members at Martin Brower ratify a huge new four-year contract

Martin Brower Wins Huge New Contract

BY JOSH GRAVES
Vice-President

MARTIN BROWER—Local 104 members at Martin Brower recently ratified a new four-four-year contract by 97 percent yes vote.

The new contract includes an \$8 increase to wages over the four years, \$1 to the pension, 100 percent Teamster insurance paid by the employer, direct

dealing and pay shortage penalties, and numerous new language protections.

The drivers and warehouse employees will be the top-paid in Arizona by year two of the contract and have the second-highest pension rate in our local excluding UPS.

This huge victory has set the industry standard for the country. Thanks to the union's negotiating committee members Business Agent Jason Kim-

ley, Stewards Gustavo Molina, Bill Jahrmarkt, and Steven Hernandez for all their hard work. Unfortunately, we were unsuccessful in the off-bid arbitration but have solidified off-bid in the contract and guaranteed the majority of the extra work to be performed by seniority.

On behalf of Teamsters Local 104 Executive Board and staff, we would like to thank everyone who attended

the annual Teamster Picnic. It was a great event, and we hope everyone had a blast. We would like to thank Joint Council 3 President Spencer Hogue for attending as well.



HOLIDAY PARTY & CAR SHOW

DECEMBER 9, 2023

11AM - 2PM

TEAMSTERS LOCAL 104

1450 SOUTH 27TH AVE - PHOENIX AZ 85009

FOOD - GAMES - CRAFTS - SANTA CLAUS





Local 104 veterans who served in the military attended our first Veterans Day breakfast



Fun games at the Teamsters picnic as kids sack race

Local 104



Secretary-Treasurer Karla Schumann and Arizona Governor Katie Hobbs call raffle ticket numbers at the Teamsters picnic



Breakthru Beverage wins the tug of war competition

Local 983's app and website now operational

Hello, brothers and sisters! The holidays and winter are fast approaching here in SE Idaho.

Local 983's app and website (www.teamsterslocal983.com) are now live! Scan the QR code to download and register!

We are still working on adding more information, but hopefully, this will be a helpful tool. You can view your contract, and important contact information, file a grievance, and even sign-up new members.

Please continue communicating the importance of being a union member, especially in a right-to-work state. The union isn't the business agent, it is the workers standing strong and as one! We are in this together, and it should never be about one man for himself.

We encourage you to look around and remember that there is power in numbers; 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



SCAN HERE TO
DOWNLOAD THE APP



are informed of the contract language, the more grievances we file to make the company abide by the agreement.

Non-members don't have a say when making proposals and voting on contracts. Please communicate openly 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 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! We wish you the best of luck in your retirement!

If you are considering retiring, please call our office to schedule an ap-

IDAHO

LOCAL UNION REPORTS

Local 983

Jessica Prather
Secretary-Treasurer



pointment 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 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.

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 contact us regarding being placed on withdrawal until you return to work. As a dues-paying union member, Local 983 provides you with a \$4,000 life benefit. Please make sure your beneficiary information is up to date by contacting us.

Our upcoming general membership meeting is at the Local Union Hall, December 7 at 7 p.m. You can also find us on Facebook to stay up to date!



NEW MEXICO

LOCAL UNION REPORTS

Local 492

Andrew Palmer
Secretary-Treasurer



Thanks, members, for support during 2023

ALBUQUERQUE—As I write this article, the leaves turn colors and fall off the trees. This reminds me that winter is fast approaching, and the holiday season has arrived.

Thank you to our members for their continued support over the last year, I look forward to 2024 and all the many goals and contract enforcement oppor-

tunities that will present themselves in the new year.

Remember that this local exists only to serve its membership, Should you need to contact us please feel free to call us at (505) 344-1925. On behalf of Teamsters Local 492, I wish our members and their families a Merry Christmas and a Happy New Year.

UPS North

BY ERNEST ORTEGA
Business Agent

Another year is over, and another peak season will be in our past.

We wish everyone and their families a safe and happy holiday season.

Now that all the dust has settled from the ratification of the new con-

tract, there is a lot of anticipation for the new UPS contract books, and we will distribute them as soon as they arrive.

Thanks to the stewards around the state for asking all the important questions and helping with enforcing the new language in the contract.

UPS South

BY DAVID TRUJILLO
Business Agent

Happy Holidays and blessings to you and your loved ones. The southern part of the state has been quiet for the most part.

There has been some confusion by management at this peak due to significant changes in the contract that were made to give our senior Teamsters the work they deserve. I have been doing my best to educate management on the changes and how to implement them fairly, which doesn't always happen.

This leads me to my next change point in the contract which is on us as employees. The first step of the grievance procedure is now a provision, not a guideline, which means that we are to speak with management if we have a problem before we file a grievance.

Your grievance may be invalid if you have an issue and don't speak with

management first. Most issues can be fixed with clear communication. If not, move into the next step and file a grievance and let me do my best to get a positive resolution in your favor.

Congratulations to our newly elected stewards in the Sawmill center, Tomas Candelaria and Gabe Gonzales, and alternates Jacob Baca and Joseph Galaviz. Thank you for your hard work and dedication to resolving most of our members' issues and successfully enforcing our contract.

Congratulations to our Rio Rancho center elected stewards John Pettit and John Pennington and alternates Amanda Kimbrell and Lupe Ibarra. You all have had your hands full with the changes and lack of management in your center. Thank you all for your hard work in successfully dealing with such a difficult situation.

Thank you for putting your trust in me as your business agent. Be safe, and God bless you all.

LOCAL 492

Retirees

Douglas Ligare (UPS)
Joey Padilla (ABF)
Margaret Lindh (UPS)

Deceased

Ron Thompson (Roadway)
Darrel Mielke (ABF)

Union muscle leads to pivotal election victories

Never bet against America's workers. The recent general election results showed the power working people have in electing pro-worker candidates, up and down the ballot, who will fight for working men and women and stand up to wealthy corporate interests and extremists.

In communities across the country earlier this month, thousands of union volunteers engaged in deep discussions with fellow workers about the economic issues and freedoms that matter most, including reproductive rights.

That's the heart and soul of the labor movement's political mobilization: one-on-one, face-to-face engagement on the issues that matter most to working people. As a result of those conversations, union member enthusiasm and engagement helped deliver key victories in critical races.

Working people pushed pro-worker candidates over the finish line, even in historically deep red states.

Union voters powered Gov. Andy Beshear's victory on election in Kentucky, delivering another term for a

leader who stood shoulder to shoulder with workers throughout his first four years in office.

Across the country, workers fueled scores of victories from the top of the ballot on down. In Virginia, union volunteers knocked on thousands of doors to provide the foundation of voter support needed to create a pro-worker majority in the House of Delegates and keep the majority in the state Senate.

Union members also led the way to historic wins in races in New Jersey, Pennsylvania, Ohio, and many other

states, with close to 400 of our union member candidates winning their races, including an astounding 82 percent who ran in New Jersey.

The election is over, but that doesn't mean the conversations stop. Labor is just getting started. Unions are committed to a 365-day-a-year mobilization that engages workers every year in our communities on issues we care about.

As we head into 2024, the most consequential election in history, working people are poised to be the difference makers in state after state.



Jimmy Hoffa's 1962 remarks still relevant

BY JIM HANSEN

Excerpts from July 1962 Rocky Mountain Teamster

The ballroom was packed that night with more than 1,000 cheering rank-and-file Teamster members, union stewards, spouses, and guests.

Most men wore dark suits with ties tied in strange knots. They didn't practice much at tying ties. Hanging in the closets of most blue-collar workers in 1962 was a single lonely business suit. It was black, brown, or navy blue and was available for rare occasions—funerals, weddings, and special dinners in winter or summer.

To these rank-and-file members, the Hoffa dinner was an extraordinary occasion.

The Teamster leader quickly strode into the sweltering summer night ballroom, smiling and waving to more than 1,000 cheering rank-and-file union stewards and spouses. Hoffa had a presence. There was no question about it. He was only about two inches above 5-and-a-half feet tall but stocky and muscular. You would want him on your side in a barroom brawl.

If he had walked into a roomful of huge 250-pound professional football players, they would immediately recognize the union leader as their coach. He had presence.

Hoffa wore a dark suit and tie (I never saw him wear anything different). He sat at the head table with seven executive board members of Teamsters Joint Council 54.

Hoffa was blessed with perfect white teeth, a rare endowment for a man who had grown up poor during the Depression. He was smiling as Charles Lindsay introduced him after dinner. He continued to smile as the applause continued for several moments.

As the clapping subsided, he abruptly switched off the happy face and became serious. Hoffa was concerned that business and industry were waging an attack against organized labor that began after Congress enacted the Wagner Act in 1935.

First 1947, Congress passed the anti-worker Taft-Hartley law over President

Truman's veto. The law imposed new limits on labor's ability to organize.

It allowed states to pass so-called "right-to-work" laws, which limit unions' ability to negotiate for better wages, hours, and working conditions. Hoffa said the Taft-Hartley debate was the first test since the Wagner Act was passed for the Democratic Party to support the labor movement.

But instead, enough Democrats voted with Republicans to override Truman's veto.

In 1959, Congress struck again, with significant Democratic support, Republicans passed the Landrum-Griffin Act, which imposed strict reporting rules on unions.

Hoffa believed labor would be forced to fight for survival in the coming years, and he knew the rank-and-file membership would be the essential weapon in labor's arsenal.

The union leader said the labor must become involved in politics at the grassroots level. That night, he instructed his rapt Denver audience to put their organizing and negotiating skills to a new task—precinct-level politics.

Hoffa was continually interrupted by applause during his 45-minute talk. He told Colorado and Wyoming Teamsters the anti-labor element in America "never sleeps."

And, he said, "If we fail to recognize what we have today, what we gained by the sweat of our brow, by the picket line, if we fail to recognize what we have today, the union gave us, we can lose everything tomorrow."

Hoffa stayed overnight in Denver to accompany local Teamsters conducting an organizing campaign at the Coors porcelain plant, a subsidiary of the Coors brewery in Golden, Colorado, a Denver suburb with a local government sycophantic toward the brewery and 600 nonunion brewery workers.

The schedule at the porcelain plant was Hoffa joining a group of Teamsters passing out literature to workers during a shift change and then going to the Golden Community Center, where he would address Coors workers coming off shift.

When I arrived at the plant, about

300 students from grade school to college were carrying anti-Hoffa, anti-Teamster placards when Hoffa arrived. "Keep Golden Clean, Go Home Hoffa" was a prominent slogan.

The students—jeering and shouting taunts and insults—followed Hoffa and the Teamster organizers to the community center. Near the center, Coors beer was being distributed free to Colorado School of Mines students who came to boo, hiss, and otherwise interrupt Hoffa's remarks.

The Colorado School of Mines is a top-notch research university with excellent academic programs in engineering and applied science. However, it isn't a school that draws more than a handful of liberal student activists, and they were not to be seen that day at the community center.

The students, all males, wore their hair short, and many had slide rules attached to their belts. They were conservative students who, I believe, were mostly burdened by the political bias of their parents.

Hoffa was still a brilliant speaker and an outstanding impromptu orator. Allen Biggs, who wrote speeches for the Teamster chief, said Hoffa rarely looked at them. Still, he could enthrall an audience, especially an audience of workers who agreed with everything he said.

Hoffa: "I will let you in, but..."

Hoffa was surprisingly good with students, too, as I learned that day. A handful of rugged local Teamsters would have been happy to prevent the kids from entering the center, but Hoffa ordered them to allow them into the community center. The force of his personality immediately controlled the room.

"I will let you in," Hoffa told the students, "but I want you to be courteous. Let me talk to these workers first, and then I'll answer your questions."

He invited them in, and they crowded into the community center. He first lectured them on interference in labor matters. While recognizing

their right to have fun, Hoffa admonished them for refusing to respect the rights of others.

He then defended the role of labor unions in the workforce and explained the contributions unions had made to society. Within minutes, it was apparent that the union leader had captivated the students, and they were quietly listening to him.

In a question-and-answer session, Hoffa explained the goals of labor unions, the investigations by the federal government, too much government interference in collective bargaining, President Kennedy's forced rollback of steel prices, and socialism, a subject on which both Hoffa and the students probably agreed.

When I saw the students waiting for Hoffa to show up at the Community Center, I thought they would be a rowdy crowd—but just a noisy bunch of kids, nothing like a tough crowd of pissed-off Teamsters or a government committee investigating unions.

I knew Hoffa could manage it, and he did—quite well. He made them think, which was always half the battle in facing a hostile audience.

The eyes of the students were drawn to him, staring intently. He was all business. His gift of presence came to the fore, as it does when all great leaders speak. He was straightforward and honest with the students.

When the crowd finally left the building, a forgotten peddler of free beer gathered his cooler and pouring apparatus. He left a high stack of unused cups.

As they were leaving, I asked a student with a slide rule attached to his belt what he thought.

He smiled and whispered: "I kind of liked him."

We were never successful in organizing the Coors porcelain plant. Still, Hoffa's message that day undoubtedly penetrated some engineering students' closed minds, which made it worthwhile.

The next day, a headline in the *Denver Post* got it right: "Hoffa Quiets Hecklers."

BY HERB WHITAKER

Vice-President
Business Agent

In 2023, The Young Regulators (TYR) hit the ground running. Local 455 organized the special unit to organize cannabis workers. They started the year by attending rallies for those workers and heading out to dispensaries to talk to the workers about unionizing. They've visited the Denver metro area, Fort Collins, and smaller towns.

In June four Young Regulators attended a three-day AFL-CIO training session. Not only did they learn about organizing, but they also connected with union members from Colorado and other states. TYR was present at most of the membership appreciation barbecues, helping business agents and talking to members of the companies, encouraging them to become more involved with local union events and meetings.

TYR members have worked many volunteer hours helping organizers, attending meetings, union votes, and Colorado Peace Act elections. One member drove to Eagle Rock in Colorado Springs to catch a union buster in action and successfully shut him down!

Another member self-funded a trip to Nashville to attend the women's con-

TYR targets cannabis workers for unionization

ference and met several strong, empowered women.

Solidarity is important to all workers, so we went to the United Auto Workers picket line and stood with them. The UAW members appreciated us and all the other Teamsters who came to show solidarity.

The Young Regulators have gone to schools and talked to students about union jobs. One was a lower-income

school for students who had to work to make money for their households. Some students were working two or three jobs in addition to attending school just to help their parents out. One student took the time to look at union jobs and applied for a few.

TYR members are working towards making 2024 the year of organizing. They want to bridge the gap between the younger and older generations be-

cause the older members have built a strong local union. The younger generation must continue to build, keeping the young and older members involved is important because that keeps the union strong at all levels.

We intend to build one of the strongest locals in the country, and we aren't backing down. We're going to be LEANER, MEANER, AND GREENER!



**HOLIDAY GREETINGS
FROM
JOINT COUNCIL
OF TEAMSTERS NO. 3
EXECUTIVE BOARD**

Spencer Hogue, Utah
Karla Schumann, Arizona
Duane Grove, Colorado
Erin Foley, Montana
Jessica Prather, Idaho
Andrew Palmer, New Mexico
Dean Modecker, Colorado

