



ROCKY MOUNTAIN TEAMSTER

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

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Spencer Hogue's Column

Meaningful benefits in union contracts

Union workers are likely to participate in health, welfare and pension plans that provide meaningful benefits.

While the rest of the workforce in our country has been asked to shoulder more and more of the cost of their benefits while watching coverages decline, unions have fought back and demanded that their members pay less and receive better benefits, either through employer-sponsored plans or those provided and sponsored by the unions.

The standard health plan now offered by Corporate America is what I refer to as a "Go Broke Plan."

I first heard this term from a labor attorney during bargaining. He was making a statement about the state of healthcare, but more specifically, he was tacitly endorsing the union's plan.

He followed that statement by saying that unions do a much better job addressing health care. When asked what he meant by a "Go Broke Plan," he said you go broke before any benefits get paid.

He was referring to the high deductible plans that have become the standard. The company plan that his client participated in was provided to employees at a cost to the employees of \$200.00 to \$800.00 per month, depending on the coverage selected.

The plan also paid nothing on medical until the employee had incurred \$3,000 per person of out-of-pocket expenses. Thus, the meaning of the term.

The employee must first spend all of their savings and more before their plan pays for any benefits. Ultimately, the employer agreed to the union-sponsored plan because it was a much better deal for the employees and freed up money they would have spent on benefits for other contractual needs.

Health benefits are not the only benefit that unions do better than their corporate adversaries. Unions provide better retirement benefits than the employer.

HOGUE>>PAGE 3

This Bud might not be for you

WASHINGTON—Teamsters General President Sean M. O'Brien delivered a stern message to Anheuser-Busch as contract negotiations resumed today in Washington, D.C.—agree to the demands of the workers or risk another brand boycott and national walkout.

Joined by Teamsters Brewery, Bakery, and Soft Drink Conference Director Jeff Padellaro and the Anheuser-Busch Teamsters National Negotiating Committee, O'Brien reminded AB InBev negotiators that Teamsters will not work a minute beyond the expiration of the current contract on Feb. 29, without a new deal.

O'Brien and Padellaro gave Anheuser-Busch a full copy of the model contract that Anheuser-Busch Teamsters across the country overwhelmingly pre-ratified last week. With 94 percent approval by workers, the model agreement includes language protecting jobs, recapturing lost union work, increasing retirement benefits, and boosting wages.

After telling Anheuser-Busch to respect the workers and sign the agreement, the Teamsters General President walked out of negotiations.

"Anheuser-Busch needs to check its moral compass," O'Brien said. "They've ignored workers for months. They make up excuses to not come to the bargaining table. They take our labor for granted while they pour millions into corporate advertising. It's a disgrace. The Teamsters are more united than ever at Anheuser-Busch, and we are prepared for a full-scale strike and nationwide boycott."

On Dec. 16, 5,000 Teamsters at 12 Anheuser-Busch breweries in the U.S. voted by 99 percent to authorize a strike. The Teamsters negotiating committee expects Anheuser-Busch to return to negotiations on Friday with a response to the members' pre-ratified model agreement.

"Anheuser-Busch has failed to address workers' issues, so our model contract does the heavy lifting for these executives. It's all laid out for them in black and white—what we need, what we've earned, what we expect," Padellaro said. "All Anheuser-Busch has to do is finally make a decision to respect its workforce. Let's get this thing done. There's no sense in Anheuser-Busch driving its brand into the ground by turning its back on the people who make the beer."

Teamsters at Anheuser-Busch brew, package, and ship Budweiser, Bud Light, and other products, maintain breweries and equipment, and care for the world-famous Clydesdales.

Founded in 1903, the International Brotherhood of Teamsters represents 1.3 million hardworking people in the U.S., Canada, and Puerto Rico. Visit Teamster.org for more information. Follow us on Twitter @Teamsters and "like" us on Facebook at [Facebook.com/teamsters](https://www.facebook.com/teamsters).



General President and future Teamster
Grayson Gonzales

TEAMSTERS JOINT COUNCIL NO. 3

10 Lakeside Lane — Suite 2B • Denver, Colorado 80212

other voices

Close the audit gap

BY SAM PIZZIGATI

In 2020, U.S. households annually making over \$1 million faced fewer tax audits than households with incomes low enough to qualify for the Earned Income Tax Credit. That had never happened before.

In part, you can blame the Trump administration. But conservatives in Congress gave Trump his tax-cutting playbook, as a new Americans for Tax Fairness report clarifies.

Ever since 2010, these right-wing lawmakers have been squeezing the IRS budget, forcing the agency “to drastically pull back on auditing the ultra-wealthy.” Between 2010 and 2020, audits on millionaires dropped a whopping 92 percent.

The super-rich have taken full advantage. Nearly a thousand taxpayers making over \$1 million a year, Senator Ron Wyden (D-OR) points out, haven’t even bothered “to file tax returns over multiple recent years.”

Thanks to the Inflation Reduction Act President Biden signed, the IRS

gained an \$80 billion increase in funding last year. Wyden, who chairs the Senate Finance Committee, wants to see the IRS use that money to increase the audit rate on America’s richest.

But Republicans are pushing to chop IRS funding by \$67 billion. That cut, Americans for Tax Fairness calculates, would leave the nation right back where the Trump gang left it: with millionaires getting audited less than 1 percent of the time.

We should be resisting those auditing cuts. And besides cracking down on tax cheats, we need to close the wide constellation of loopholes that help the richest Americans *legally* sidestep any significant tax bill.

One example? The abuse of non-profit donations.

Most of us hear the word “nonprofit” and think of the Red Cross or some other familiar charity. These traditional charities fall under section 501(c)(3) of the U.S. tax code.

Other nonprofits—most nota-

Millionaires who skip their taxes should get audited, not the working poor. Closing that gap isn’t just fair — it’s essential to protect our democracy.

bly those that come under the tax code’s 501(c)(4)—can engage in activities that have next to nothing to do with providing charitable services. They can own companies indefinitely, as *Forbes* details, and benefit private individuals. They can lobby lawmakers as much as they want and “get directly involved in politics.”

This flexibility that C4s offer became particularly attractive to America’s deepest pockets in 2015.

Lobbyists bankrolled by the billionaire Koch family wiggled into the tax law that year a charming little loophole that lets the rich take shares of stock they own that have appreciated handsomely and pass them to C4s — without having to pay either a gift tax or a capital gains tax on the share transfer.

Forbes adds that the C4s receiving these hefty gifts of shares “can then sell the stock, capital gains tax-free, or hold

on to it indefinitely, reaping the dividends.”

Thanks to this loophole, note investigative journalists Judd Legum and Tesnim Zekeria, billionaires like Charles Koch can now use their allied C4s “to spend as much money as they want on political campaigns without disclosing their spending or paying taxes.”

Billionaires should be paying taxes like the rest of us to support schools, health care, and the like. Instead, this handy and inequitable loophole leaves billionaires with the wherewithal to buy still more private jets, trinkets, and mansions—and our democracy.

Blank political checks for billionaires like Charles Koch have no place in a country striving to become a more equal place. So let’s fund the IRS, close the loopholes, and conduct those audits. Now!

An answer to America’s truck driver shortage

BY JIM HIGHTOWER

Seemingly intractable problems sometimes have an obvious solution standing right in front of them. Our nation’s dire shortage of long-haul truck drivers, for example.

Wrangling big rigs across the country is difficult and dangerous work, and the corporate giants that dominate the industry have long been wailing that they can’t find people willing to do the job.

Their lobbyists have even pleaded with regulators to lower the age requirement so they can hire teenagers to drive these 18-wheel behemoths! What could go wrong with that?

Is there no better solution than child labor? How about us, asks the non-profit group Real Women in Trucking?

A little-known fact: Less than five percent of America’s long-haul drivers are women. And a lesser-known fact: Thousands of women are eager to do the job, are fully qualified, and hold

commercial licenses to drive the rigs. But they’re constantly rejected when they apply for openings at trucking companies.

This is because most of the industry imposes a discriminatory standard to reject qualified female applicants. The gimmick is an unwritten, unlawful corporate rule, mandating that female job candidates can only be trained by female driving instructors.

Obviously, since there are so few women drivers, very few female trainers are available, so women can’t get hired.

This is tooth-achingly stupid.

Major corporations are loudly crying “labor shortage” while the answer to the shortage is literally knocking on their doors. These are often well paying jobs, one of the few available to people without college degrees. So trucking corporations are literally slamming the door to the middle class in the face of enterprising women.

My words to the industry: Stop crying, answer the knock, and hire the women! To learn more about this story, go to RealWomenInTrucking.org.

Understaffed trucking companies are trying to roll back child labor rules. Why not just stop discriminating against women?

Contract talks still stalled with Anheuser-Busch

FORT COLLINS—As you all know, we are trying to negotiate a new labor agreement with Anheuser-Busch. In November, contract talks stopped as the company refused to address job security concerns. As the *Rocky Mountain Teamster* went to press, there had been no resolution.

Local 267 President Earth Lindsay and I attended a rally in Jacksonville, Florida, at the brewery. Members turned out in droves.



General President Sean O'Brien addresses the crowd

Teamsters General President Sean O'Brien and local politicians spoke to the crowd and promised we wouldn't settle for anything but a historic contract. In December, a strike authorization vote was held at all the breweries. The strike authorization passed with over 99 percent of our members voting yes to authorize a strike.

On January 5, Teamsters President O'Brien and Secretary-Treasurer Fred Zuckerman toured the Fort Col-

lins brewery and listened to Local 267 members recite their concerns regarding the ongoing contract dispute with AB.

After the brewery tour, Local 267 hosted a contract rally. The rally took place at the brewery and Local 267 members, retirees, and other local unions turned out in large numbers to show their support. It was a huge success thanks to the general president's attendance at the rally.

Members are encouraged to have the support of the international union. General President O'Brien made it clear that Anheuser-Busch will be striking themselves if a contract can't be reached.

Thanks to Teamsters Joint Council 3 for sending Big Mack, and to Teamsters Local 135 for sending theirs.

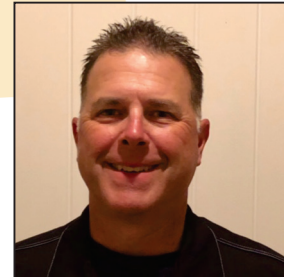
On December 15, Local 267 hosted a holiday party and food bank fundraiser at the union hall. The party was well attended by current members and retirees. Thank you to all those who attended and donated to the Larimer County Food Bank.

Members and retirees with high school seniors, please take advantage of the multiple opportunities for your seniors to apply for the following schol-

COLORADO LOCAL UNION REPORTS

Local 267

Mike Cova
Secretary-Treasurer



Great turnout in Fort Collins



O'Brien makes a point

deceased members in good standing. Details of the program and the applications will soon be available on the Local 267 app or at the office upon request.

2. The Teamster Brewery Conference and Anheuser-Busch will be offering 4/\$1000.00 college scholarships. The company will be providing applications and information.

3. The James R. Hoffa scholarship application process is now OPEN. Please use this address to access the system: www.jrhmsf.org The deadline is March 1, 2024.

The Local 267 app is live; over 85 percent of our members have registered. We encourage all members to register on the App Store or Google Play. If you have issues getting logged in, please call the hall at 970-482-2749 or contact a shop steward to contact someone who will help you register. The app is a great resource where you can find your contract, benefits contacts, schedules, and bargaining updates.

We sincerely hope our members had a great holiday season and enjoyed time with family and friends. Have a wonderful New Year.

arships.

1. Local 267 will be offering 4/\$1000.00 college scholarships for graduating high school seniors of regular, weekend relief, and retired or

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**ROCKY MOUNTAIN
TEAMSTER**



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HOGUE

FROM PAGE 1

Union members are much more likely to participate in a defined benefit plan like the Western Conference of Teamsters Pension. Corporate America prefers the defined contribution model.

The 401 (K)'s is the employers' preferred program for retirement savings under this model. This is mainly because it shifts all liability to the employee. Also, employers tend to contribute paltry amounts to these plans.

Typically, an employer only matches a certain percentage of wages or contributions up to a maximum amount each year. The savings to employers come mainly from participation being voluntary, meaning it costs them nothing if an employee can't afford to participate or doesn't understand how the plan works. Union pensions offer members lifetime benefits something most people cannot achieve through a 401(K).

Pension and health benefits are cornerstones of the labor movement. These benefits ensure a better quality of life for our members and their families.

COLORADO

LOCAL UNION REPORTS

Local 455

Dean Modecker
Secretary-Treasurer



Tami Munoz heads Teamo Capitol corps

DENVER—As the political season heats up, some people's eyes are on Washington, D.C. But at Teamsters Local 455, we're focused on the Colorado State Capitol, where lawmakers are increasingly interested in labor's opinions on issues that matter most to working families.

Local 455 members are part of that dialogue, thanks to Tammy Munoz, who kicked off 2024 in her new role as Teamsters Local 455's lobbyist. She's making sure men and women elected to represent us know what matters to union members, their families, their children and their communities.

Munoz, a YRC veteran, has served in multiple positions at the local union, including office manager. She knows organizing builds worker power and we need the law to help—not stymie—workers who want dignity and respect.

She will keep a Teamster eye on the happenings at the Capitol, Industry and will voice our opinions on legislative issues, good and bad.

We will support unionization of the cannabis industry, job protection and other labor friendly issues while opposing onerous so-called "right to work" laws and other anti-worker legislation.

She's our voice at the Capitol, and we know elected officials are listening because they're showing up at Teamster events, attending member appreciation days, and asking to sit down with us as elections approach to understand our needs as union members.

We're lucky to have her in this position and we hope you'll keep an eye on our achievements in coming months and years.

Be sure to join us for our general membership meetings at 6 p.m. the second Tuesday of each month.

This month's meeting is at 6 p.m. February 13.

the debut of "Teamster Talk." If you have trouble coming to the hall, we'll bring the hall to you. If your work schedule conflicts with membership meetings, remember that we've got a new website where you can find the latest news, read your contracts and—coming soon—a new podcast produced by Teamsters Local 455. Stay tuned for the debut of "Teamster Talk." If you have trouble coming to the Hall, we'll bring the Hall to you!

Leaner, Meaner, Greener
Dean Modecker
Secretary-Treasurer
Teamsters Local 455

BY ERIC SNODGRASS
Business Agent

The 9.5 list is in effect at UPS for 2024. Drivers let's hold the company accountable for the excessive overtime. Remember, simply being on the list probably isn't getting management to reduce your dispatch. It's going to take frequent communication and utilizing the grievance procedure as necessary.

Also, for UPS drivers, if you are scheduled and report to work as scheduled but are sent home for "no work", contractually, "the company owes you six hours. It may not hurt to grab a steward and let the company know you will be filing if not paid appropriately.

To all UPS members, keep an eye on your paychecks and keep an eye on those supervisors trying to do our work. The new contract has harsher penalties for the company violating the language.

Congrats to Tim Williams from UPS in Boulder on his retirement after 21 years!

Special thanks to General President Sean O'Brien, General Secretary-Treasurer Fred Zuckerman, and the rest of the IBT crew for the several recent visits to the Denver area. It has been very impactful and moving for the members to see you here!

Stay strong and stay brothers and sisters!



Local 455 retirees with Business Agent Eric Snodgrass
Top—Roberta Brazell, Business Agent, with Cynthia Meyers, 28 years
Center—Tammy Eubanks, 25 years; Barry Glantz, 22 years
Bottom—Tim Williams, 21 years



MORE LOCAL 455 NEWS >>PAGE 11

Colorado Retirees

The year 2024 has arrived and it has brought cold, snowy weather with it. We always want our retirees to be safe and warm, but if the weather allows, we always have a warm, friendly place where you can come and enjoy good conversation, a cup of coffee, doughnuts, and drawings for prizes.

The Teamster Retiree Association meets on the third Friday of every month at the UFCW Hall: 7760 W. 38th Ave., Wheatridge. Meetings begin at 1:30 p.m. We look forward to seeing all our current members and meeting new ones.



—ED STRATMAN

Local 2 celebrates '23 success, forecasts a strong 2024

BUTTE—In a triumphant year marked by significant victories, Teamsters Local 2 celebrated record-breaking achievements and played a crucial role in defeating right-to-work legislation and other detrimental anti-union bills.

This success served as the cornerstone for the union's momentum in 2023 and set the stage for a promising 2024.

One of the highlights of the season was the Teamsters' Santa event, which saw an incredible turnout, making it the biggest gathering to date.

Some 174 children from the local community flocked to the festive celebration, eagerly awaiting their moment with Santa Claus. The event spread joy and holiday cheer and showcased the union's commitment to fostering community connections.

In addition to the successful Santa event, Teamsters Local has expanded its reach by organizing a new group of members at the Southwest Veterans Home in Butte.

This endeavor reflects the union's dedication to supporting workers in various sectors, ensuring their rights and interests are protected. As the union moves forward, negotiations are underway to secure a robust contract for the newly organized members, emphasizing our commitment to fair and equitable workplace conditions.

The union's dedication to safeguarding the rights of workers was evident as it actively engaged in the battle against anti-union legislation.

By defeating right-to-work measures and thwarting other harmful bills, Local 2 demonstrated its commitment to preserving the collective strength of its members.

The momentum gained from these victories propels the union into 2024 with a renewed sense of purpose. Teamsters Local 2 plans to build on this success by continuing to engage and educate elected officials and voters across the state.

The union recognizes the importance of actively shaping the legislative landscape to protect the rights and interests of all union members.

Looking back at 2023, the year proved to be a record-breaking one for unions across the nation, and Teamsters Local 2 played a significant role in contributing to this success. With a focus on solidarity and advocacy, the union achieved milestones that resonate with its longstanding values.

As the union looks ahead, a key focus will be addressing issues impacting union members statewide. Local 2 is committed to providing a voice for its members and ensuring that their concerns are heard by policymakers.

Through ongoing engagement and

MONTANA LOCAL UNION REPORTS

Local 2

Erin Foley
Secretary-Treasurer



Long-time steward Ron Hendrickson with Santa. Ron donated over 100 hot wheels to help out with the event!

education efforts, the union aims to foster a deeper understanding of the challenges faced by workers and the vital role that unions play in advocating for fair treatment and just workplace conditions.

The year 2023 was a nationwide banner year for unions; Teamsters Local 2 is poised to carry this momentum into 2024. By actively participating in

the democratic process, the union remains steadfast in its commitment to creating positive change for workers and upholding the principles of solidarity that define its mission.

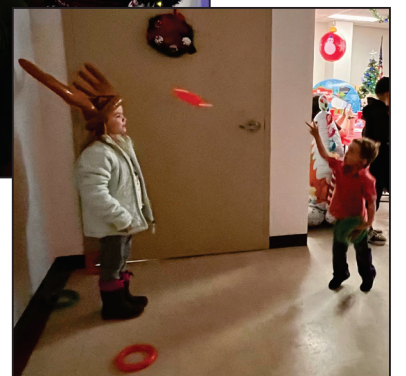
As the new year unfolds, Teamsters Local 2 invites members, elected officials, and the community to join in shaping a future where workers' rights are protected and celebrated.



Newly organized Certified Nurse Assistants at Southwest Veterans Home



The crowd enjoyed milk and cookies and reindeer games



Children played ring toss

NEW MEXICO

LOCAL UNION REPORTS

Local 492

Andrew Palmer
Secretary-Treasurer



Don't surrender your Weingarten Rights

ALBUQUERQUE—Some UPS supervisors believe they can decide whether our members' Weingarten Rights will be followed by UPS.

The federal Weingarten Rights are administered by the National Labor Relations Board as a safeguard for workers in conversations with management.

Let me make it clear to all our members. You have the legal right to ask for representation if you believe that a conversation with any supervisors could in any way lead to disciplinary action.

Management may not offer you representation, that is why it is so important that you know your rights and ask.

For members who participated in the Southwest Multi-craft trading incentive, Local 492 will continue to make training a priority in 2024. As of now, we have OSHA 10 training scheduled for February 17 and 18 in Pojaque, New Mexico.

We have also scheduled an 8-hour CPR class which will be held on March 23 in Pojaque, and another 8-hour CPR class on March 24.

We are hoping to schedule one more OSHA 10 class as well as other skills upgrade classes in the Albuquerque area contingent on trainer availability. Please don't procrastinate when it comes to utilizing the training classes we schedule. If we don't get enough participation for these classes, they may have to be canceled, as there is a minimum number for all of them.

Please don't procrastinate when it comes to utilizing the training classes we schedule. If we don't get enough participation in these classes, they may be canceled as there is a minimum number for all of them.

Our sincere thanks go to those members who work on those contracts, which require a lot of time and hard work to negotiate.

But they are only paper if you and your coworkers don't enforce them.

BY TRACY MCCARTY
Freight Agent

ABF—Hopefully we will have the contract books out by mid-year. I will post notices for members who want hard copies, and they will be available online through the Local 492 website.

ABF does not generally hear cases at the multi-state level unless it is a discharge. From now on, unless it is a discharge case, suspension and general cases will not be heard monthly, but quarterly.

So, if you have an outstanding grievance, be aware that settlement may take longer.

Tforce—I am being told that it is somewhat slow at this point. The new contract should be in full force.

If anyone is having issues, contact your steward or me and we will handle them. I have contacted the Western Director concerning the contract books.

I was told they are sending them to the printers. When I get them, I will let everyone know. It will also be available on the website.

Just a reminder that all the agents and staff at the local work hard to make sure all your issues are addressed in a timely and efficient manner. We try to visit all the barns but cannot always meet or see all of the members while there. However, the agents are at all monthly membership meetings to address any concerns you have.

BY JOE RUSSOM
White Paper Agent

Congratulations to members at American Airlines. The contract passed 74.5 percent YES with 11,379 members voting. We are currently awaiting the scheduling of an in-person visit with Kimberly Barboro, co-chair of, CWA-IBT Passenger Service Association for a contract review.

We are currently engaged in a contract interpretation grievance with Hertz Albuquerque, regarding contractual raises and steward elections at Penske West and Sysco Farmington.

Be sure and watch for postings. We have a new contract in place with Greetings, Inc., one of our printing shops, and near completion with First Impressions. I had a chance to visit several barns since the holidays and it is always a pleasure to visit with members and talk business.

BY DAVID TRUJILLO
UPS Agent

What a strange peak season we had this year. Volume was up and down and seemed to hit some centers hard while others ran smoothly.

I was very happy to see our part-timers working extra hours and making more money as SSDs instead of having off-the-street PVDs taking our work.

That is one of the many things we worked hard to negotiate for this current contract.

Those changes helped our hard-working part-timers get their share of peak season work. So far, the biggest challenges I have faced are educating management and enforcing the new changes in the contract.

We currently don't have hard-copy contract books, but digital copies are available on our website, *Teamsters492.org*.

This year we are planning to step up training for business agents, stewards, and members. The IBT provides resources for each local to utilize, and we will take advantage of as many as possible.

We recently conducted Contract Enforcement Training; It was an intense 8-hour training course for agents. It was followed by a 5-hour training course for stewards. Then came a 3-hour training for UPS members.

We'd like to thank everyone who participated.

This year expect to see a big cost-cutting effort by UPS. Supervisors will try to cut hours and do the work themselves. Article 3, Section 7 and Article 37, Section 1(b), includes new language that increases penalties for violating these protections.

Enforcing Article 17 paid-for-time protections must be a major focus as management puts pressure on members to work off the clock.

This is a strong contract but will need all of us to enforce it. When our new contracts arrive, we will distribute them throughout the state and visit all of you.

I look forward to it. Thank you for your support and for allowing us to continue to represent you



LOCAL 492

Retirees

Chad Sullins (ABF)

Kelen Kimbrel (UPS)

Deceased

John Salazar (UPS)

Bert Lovato (YRC)

Steve Romero (CFI)

ARIZONA

LOCAL UNION REPORTS

Local 104

Karla Schumann
Secretary-Treasurer



USFoods organizing win spurs optimism

BY JOSH GRAVES
Vice President

PHOENIX—Teamsters Local 104 won a representation election recently for clerks, routers, truck builders, and dispatchers at USFoods.

The union was able to negotiate an amendment to the current contract to have all bargaining unit employees covered under the same contract.

On day one, these new members will receive Teamster insurance, wage increases, a \$500.00 bonus, and a Teamster pension during the duration of the agreement.

This group might be small with only 15 members in the unit, but they have chosen to be Teamsters and will join the Teamsters' 265-member driver, warehouse, and mechanic's contract.

We were called to honor a picket line extended by Chicago Local 705 as its members fought for a successor contract. Our USFoods members honored the picket line for two days and sent a strong message to USFoods. We will always stand for our brothers and sisters across the country.

Windigo—The FTC has announced they pushed back the Kroger and Albertsons merger decision date to August 2024. Also, on January 18, 2024, the attorney general of Washington filed a lawsuit to block the deal.

We hope more attorney generals throughout the United States will follow suit. The union will be hanging three Teamster banners in each department breakroom.

Congratulations to Louie Villarreal, who retired after 29 years, and Eric Seckler, who retired after 30 years. Both members are true Teamsters to the core.

Ruan/Fry's—The union has scheduled negotiation dates to begin negotiating for a new contract with Ruan.

The scheduled dates are March 5-7 and April 10-12. Please pay attention to the union boards for scheduled proposal meetings.

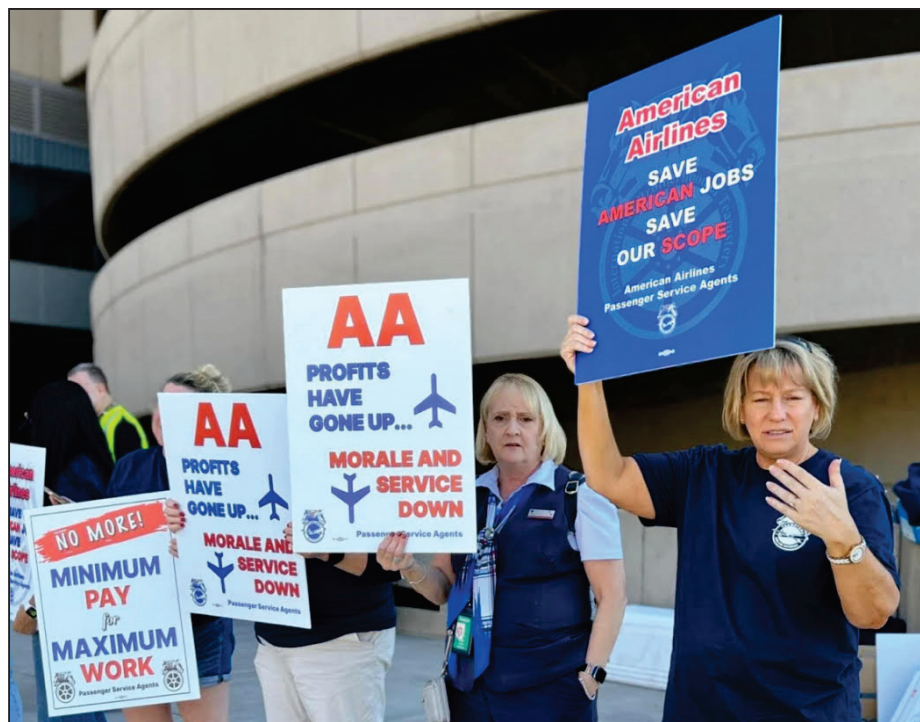
As contract negotiations are becoming more difficult, we face major hurdles. Please stay with us. If you have any questions, feel free to contact me.

This year, the UDA contract expires in August, and the union has offered to open the contract early to address inflation and contract concerns. We will keep you updated if the company agrees and please look for contract proposal meetings on the union board.

Congratulations to Grant Carroll, who retired after 12 years with Local 104 and 26 years with Local 299. Grant has served the members as a steward for the past 10 years, and I wish him nothing but the best as he starts his journey into retirement.



Tucson Red Cross workers vote to join Teamsters Local 104



American Airlines members ratified a new huge contract that covers 16,000 workers across the US



IDAHO

LOCAL UNION REPORTS

Local 983



Jessica Prather
Secretary-Treasurer

Local 983 app, website now up, running

POCATELLO—Hello brothers and sisters! Happy New Year. We hope you are staying safe and warm.

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 will be able to view your contract, and important contact information, file a grievance, and even sign up new members. Please continue com-

municating the importance of being a union member, especially in a right-to-work state.

The union isn't the business agent, it is the workers standing strong and as one! We are in this together and it should never be about one man for himself. We encourage you to look around and remember that there is power in numbers and working together is where our strength lies.

If you are interested in being a volunteer organizing member for new

contracts, please call Jake at (208) 234-7242. We have some exciting campaigns coming up and could use your help!

We are continually internally organizing at all of our shops and centers. The more members who are informed of the contract language, the more grievances we file to make the company abide by the agreement.

Non-members do not have a say when it comes to making proposals and voting on contracts. Please communicate and have open discussions with your co-workers about the importance of being a union member.

If every current member could sign up at least one new member each month, we would have that much more power at the bargaining table to get what you all deserve. Thank you for your membership and solidarity and as always, if you have an issue or question, please don't hesitate to contact us.

We would like to congratulate all of our recent retirees! We wish you the best of luck in your retirement!

If you are starting to think about retiring, please call our office to schedule an appointment with our WCOT Pension representative. In-person inter-

views are back every other month, but you can also always call them over the phone!

The application process can take several months so make sure to plan 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 are going to be off work for a month or more due to illness, leave of absence, layoff, etc., please contact us regarding being placed on withdrawal until you return to work.

As a dues-paying union member, the Local provides you a \$4,000 life benefit. Please make sure your beneficiary information is up to date by contacting us.

We hope to see you at our upcoming general membership meetings at the local union hall: February at 7 p.m., March 2 at 10 a.m., April 4 at 7 p.m., May 4 at 10 a.m., June 6 at 7 p.m. You can also find us on Facebook to stay up to date.



Build Back Stronger UNIONS

Strong unions are a 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>.

Union's Christmas party a hit with kids and parents

MONTANA LOCAL UNION REPORTS

Local 190

Jim Soumas
Secretary-Treasurer



BILLINGS—Local 190 held its annual Christmas party for members and their families during the past holiday season, and it might have been the best ever.

A night to remember for sure, especially for the many children who attended.

Thanks to Heather Greeno, wife of Local 190 President Casey Greeno, for transforming our union hall into a Christmas wonderland and creating an amazing party for the kids to see Santa.

Heather volunteered to create an

amazing vision for a day the children and our members will remember.

Heather made unique, one-of-a-kind ornaments for each child to take home and cherish for years. She hopes Local 190 will continue the tradition, making an ornament each year and creating a unique collection for the children as they grow up.

She also provided children with cookies, hot cider, cocoa, crafts, and games as they waited for their turn on Santa's lap.

Once again, UPS feeder driver Rich

Haider wore the classic Santa suit and warmly welcomed the kids. We appreciate Rich's efforts and thank him on behalf of the Local 190 children who shared their wish lists with Santa.

Rich was excellent, and we hope to see him at the 2024 Christmas Party. It is always heart-warming to see the children's eyes light up when they sit on Santa's lap and share their dreams and wishes.

This year, Lorrie Stewart, pipeline steward for Local 190, dressed in all her elfin finery, the perfect complement

to our Santa. Lorrie was invaluable during the photo sessions, handing out goody bags to all the children with her goody cheer.

All in all, it was a day we won't soon forget.

In other news, Local 190 is starting to schedule proposal meetings with each division and department to prepare for 2024 contract negotiations with the City of Billings.

Local 190 has multiple contracts up for renegotiation in 2024, with the contract with the City of Billings

being our largest of the year. All members should participate in preparing proposals for their contract negotiations—your voice matters!



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Kids meet Santa





UTAH

LOCAL UNION REPORTS

Local 222

Red Cross contract talks to start early

BY ALEX ROJAS
Business Agent

SALT LAKE CITY—
American Red Cross: The IBT has instructed us to submit the contract opener early. We have submitted the letters and are asking for dates in February and March to begin negotiations. We are putting a committee together. The questionnaire has been sent out to everyone. please fill that out when possible.

American Airlines: The membership has voted on a tentative agreement that will be decided in January. This is one of the best agreements in the history of this group.

Hertz: The company is having issues implementing new wage increases. The company is working on it along with retro-pay for the front counter gold. Should be done by the end of January.

UTA: Local 222 would like to welcome the newest group of Teamsters. In November 2023 we ratified their very

New Year's resolution

Get busy with the retiree club!

We hope you had a happy holiday season. As we start the new year, make a new resolution to come to our luncheons and enjoy the friendships and food.

New retirees: Remember, your dues are paid for a year. By supporting our club, it is a way to be proud and honor our union.

Our pensions have allowed us to have a great retirement. It's been wonderful not to have to go to work and deal with the snow and cold while enjoying the opportunity to pursue our hobbies, interests, and friendships

At our February 14th meeting, we will have a variety of soups. March 13 a potato bar is on the menu. And on April 10 Café Rio will cater at the hall.

As always, our meetings are on the second Wednesday of the month at 1 p.m. at the Teamster Union hall at 2641 So. 3270 W., SLC.

We have cash drawings at all meetings. Come, and find out about our great club.

Any questions contact Jim Chandler at 801-513-5402, text 801-698-9959 or e-mail jchan5000@yahoo.com

first contract. As I write this, the board should have passed it in January. Wage increases and retro-pay will be next. Dues will start in February.

Forterra (Quikrete): The company has agreed not to implement the attendance policy. We will be setting up a meeting in January to negotiate the terms of these changes.

Bimb: We met with management in early January to discuss black-out dates for using a personal holiday, and they agreed to continue the status quo for this year. We agreed to address it in

the Fall for the next year.
Meadow Gold: We are having many issues with employees and their attendance. It is important to stay on top of your pain Any disputes. contact me.

Ryder: We will be putting together a questionnaire in early Spring to see what the group would like changed in their next contract.

Once again, I would like to thank all the stewards for their great help.

BUY UNION-MADE AMERICAN PRODUCTS

Local 17 reminders for the New Year

DENVER—Welcome to the year 2024! We would like to remind you of the following important information:

Our general meetings are held every second Sunday of the month at 10 a.m.

During the May meeting, we will vote on whether to cancel the meetings scheduled for June, July, and August 2024.

Please visit our website at www.TeamstersLocal17.org for any up-

dates or changes in the meeting schedule.

Our office is located at:
Teamsters Local 17
7010 Broadway #200
Denver, CO 80221
Office hours:

Tuesday-Friday, 8:30 a.m.-4:30 p.m.
Phone: 303-433-6496
Fax: 303-433-5950

As a member, you have a "Life with Dues" life insurance policy that

COLORADO

LOCAL UNION REPORTS

Local 17




Duane Grove
Secretary-Treasurer

will be paid to your beneficiary in the event of your passing. Please ensure that your beneficiary information is up to date. If you have any questions about this policy, please contact our office.

If you are laid off, on worker's comp, disability, or taking any

leave, you can take a withdrawal card. Please call our office at 303-433-6496, extension 18 to begin the process.

Stay informed with the latest updates by visiting Teamsters Local 17.org.

BY DON RAMSEY
Business Agent

Airline RLA contracts

United Airlines—We demanded that United Airlines comply with the Colorado HFWA law. The company agreed to meet with us and discuss implementation. Three days before the meeting they cancelled and filed for injunctive relief.

Additionally, SWA appealed the \$1.3 million fine. The state made an agreement with the airlines and decided the HFWA does not apply to CBA-covered airline workers. They will not take or process complaints. Disposition letters were sent to grievants.

The contract negotiating committee met in Miami in December. We continued to strategize and were given a benefits presentation to evaluate. The committee is fully committed and prepared to go into full section 6 negotiations.

The company continues to find new reasons to terminate employees. Denver is overstaffed by about 100 technicians. Please continue to comply with the Working Together Guidelines.

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

Southwest Airlines—The material specialists voted for their three-year contract extension (amendable October 2026) with a six-month early opener (April 2026).

It also includes an immediate average all-in hourly wage rate improvement of approximately 10 percent at the date of ratification.

Also included were 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 up to \$2.50 an hour at 23 years of service.

Four percent non-elective company 401k contribution with additional matching of 5.3 percent (company max contribution 9.6 percent).

Medical premium increase caps. This is an industry-leading all in top out rate 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. January we are

meeting for all three.

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

Your negotiators are doing an excellent job reviewing the current CBAs and proposing new language to address issues. They are engaged and enthusiastic, even during long negotiation sessions.

Please welcome Amber Harbin as a new steward

Local 455 entered a new LOA to open Las Vegas as the newest Teamster-represented technician station. If you want to transfer look for the announcement and bid! The initial openings are for 75 technicians and will go to current employees before hiring off the street.

American Airlines--Customer service, with 15,600 members, on January 8 voted in their tentative agreement by a 75 percent margin.

Improvements in the 5-year contract include:

- 10 percent to 42 percent pay raises. Wages top scale from \$32.00 to \$35.65
- Date of signing. May 2024, it goes to \$36.72, and the last raise (2027) is \$40.12.

- A 6th week of vacation after 29 years
- No layoff clause for every member

- 401k—A 5 percent company contribution with no requirement and up to an additional 4 percent match if you put in percent or more

- Profit sharing doubled. (Was 5.5 percent in the pool shared with other groups? Now 10 percent up to 2.5 billion profits. Over 2.5 billion profit jumps to 20 percent into the pool) Mando OT is auto 1.5x. Second day 2x minimum.

- No mando on shifts or hours.

- New language to impose financial penalties for bypasses. OT bypasses will be paid instead of having to work it within two weeks.

- 200 more sick hours to accumulate. Went from 1400 to 1600 sick bank.

- Retirees get \$9.20 per sick hour not used at retirement or one-half of the full sick bank paid into an HRA.

- 10-year recall (in case of force majeure)

- Healthcare stayed at 21percent split.

- Better shift trading rules

- 9-hour minimum rest period

- First-ever signing bonus of \$200 per year of service; no limit of 50 years is \$10k. Minimum bonus is \$1000.

BY ROBERTA BRAZELL
Business Agent

What do union members say when our supervisor says, "Come into my office, we need to review a few things"?

I hope you say, "Okay, but I want my union steward there with me." Also, remember that you have the right to the steward of your choice as long as that steward is present and available. As union members, you must invoke that right and educate your co-workers to do the same

I don't know why someone in the bargaining unit would have a conversation with management without a union steward present (unless you are a company suck ass or scab), especially if there is going to be discipline.

Some say discipline happens this time of the year. Who are they trying to kid? Discipline happens all year long! It seems to happen a little more with the start of a new year.

Be careful If you hear or read things like "Failure to follow methods, procedures, and prior management instructions" and their personal favorite, "Failure to work as directed."

When they are out observing drivers, it is "You have been properly trained in UPS safe work/safe driving methods".

Have your steward present and be prepared to file a grievance. There is language in your union contract about having the right to file a grievance. A grievance is any controversy, complaint,

misunderstanding, or dispute arising from the interpretation of any of the provisions of your contract.

Warning letters are automatically protested by the local union, so you don't really need to file a grievance on a warning letter unless the company is in the wrong.

After you file a grievance for a suspension or a termination, you don't serve any time until the grievance procedure is completed unless it is a cardinal sin; then, you will be out of work until there is a resolution on your grievance. Method infractions or attendance are a few examples of suspension/termination letters that you continue to work until the grievance is heard in its entirety.

"Due to your continued unreliability and failure to maintain an acceptable attendance record", is a suspension or termination letter you do not want to get.

Getting out of that hole is difficult when you start to dig. It is very hard for the union to protect your job if you are going to have attendance discrepancies.

Discrepancies are defined as late, call in, leave early, and no call, no show. Local 455's UPS members are lucky to have a generous attendance policy, so keep track of your days and don't get in harm's way of termination "due to your continued unreliability and failure to maintain an acceptable attendance record."

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.

Despite recent gains, broken system still undermines labor

The recent surge in labor actions has not translated into higher unionization rates in the latest government data.

Despite workers' desire for unions, their efforts to organize are being undermined by a broken system that has failed them, according to a recent report by the Economic Policy Institute

In 2023, 16.2 million workers were represented by a union—an increase of 191,000. At the same time, the *percentage* of workers represented by a union decreased

from 11.3 percent to 11.2 percent as unionization efforts were unable to keep pace with 2023's strong job growth.

When workers join unions, their wages rise, and working conditions improve. But more than 50 years of efforts to block access to unions have taken a heavy toll on workers' rights. Employers have been exploiting weaknesses in U.S. labor law for decades, and federal and state policy

When workers join unions, their wages rise, and working conditions improve.

have failed to prevent this.

Congress should reform a broken system that allows employers to drag their feet

on recognizing employee-supported unions and negotiating in good faith. Passing legislation that protects workers is crucial.

On the federal level, the Protecting the Right to Organize (PRO) Act and the Public Service Freedom to Negotiate Act would strengthen

rights for private- and public-sector workers.

At the state level, policymakers should ensure that all public-sector, domestic, and agricultural workers have full collective bargaining rights. And states with so-called "right-to-work" laws should follow Michigan's lead in repealing these anti-union laws. It is a testament to the efforts of organizers and the enthusiasm of young workers that unionization increased in the private sector by 261,000.

Hansen's history

Teamsters Union setting fast organizing pace in U.S.



Reprinted from the May 1969

Rocky Mountain Teamster

by Jim Hansen

WASHINGTON—Representation election results across the nation in the first quarter of 1964 showed Teamster Union organizing campaigns setting a torrid pace.

Three big National Labor Relations Board election victories in particular brought the International Brotherhood of Teamsters 2,500 new members.

The biggest victory came in Cleveland, Ohio, where Teamster Local 73 gained nearly 1,600 new members in a runoff election at the Hupp Corp., manufacturers of washing machines and components for electrical appliances.

The Hupp vote was 623 in favor of the Teamsters and 589 for the Company.

In an earlier election at Hupp, the count was 574 for the company and, 562 for the IBT, and 124 for the International Association of Machinists.

Only 1,400 workers were eligible to cast ballots in the Hupp election although there are almost 1,600 employed at the plant.

Another NLRB representation election win of large proportions occurred in the southland.

Teamster Local 270 of New Orleans won a victory involving nearly 600 refinery workers at the Continental Oil Co., plant in nearby Lake Charles, Louisiana.

The ballot was split in the following manner: Teamsters Union 308, Independent Refinery Workers 210, Oil, Chemical & Atomic Workers 14, and the United Mine Workers gained a single vote.

Union Organization of a plant in Gering, Nebraska, recently ended a 10-year campaign by Teamster representatives to organize all

the plants in the complex operated by the Great Western Sugar Co.

The GW sugar workers at Gering voted 91 to 45 in favor of the IBT. They previously had been represented by the American Federation of Grain Millers.

Altogether, some 300 workers will be covered by a Teamster contract at the Gering plant during the height of the beet sugar season.

Most of the various GW sugar plants in Colorado and Nebraska were first organized in 1954. The Mitchell, Nebraska, plant went Teamster early this year by a 118 to 5 vote, and the Gering victory wrapped up the lengthy campaign.

In an Airline Division election recently, flight engineers employed by Capitol Air Lines voted 32 to 3 in a National Mediation Board election in favor of Teamsters Union representation.