



ROCKY MOUNTAIN TEAMSTER

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

MARCH-APRIL 2024
VOLUME 68 NO. 2



Spencer Hogue's Column

Over the last several years the resurgence of the Labor Movement has been spectacular. This is especially true amongst the youth in this country. As they look to better their own lives, they look to Unions. Many of our youth are becoming first generation Union members. Think about that for a second. Union membership has slipped in this country to the point where few can even rely on positive Union experiences in their lives to develop their own opinion. Fortunately, these younger workers understand collective action, activism, and justice. All of which leads them to the most powerful of Labor Unions, the Teamsters.

Unions built the vibrant middle class that our parents and grandparents enjoyed during the period following the Second World War through the 1970's. The country thrived through most of that time because a fair day's work delivered a fair day's wage for a much larger segment of the population. Households could achieve middle class status with a single wage earner. The middle class was also in reach for many more of the working poor. The gap between the haves and have nots was no where near

as expansive as it is today.

We did not wake up one day to a new America. The downward pressure on the working class and the upward movement of wealth to the insanely rich happened slowly over time. The ruling class became an extension of corporations because the haves wanted more. The irony in this is that the working class is indirectly funding this behavior though providing our labor to corporate entities at a discount. The newest generation of workers sees this clearly as an injustice and they are hell bent on changing course. It's not just the youth energizing the movement. Older workers are fighting back as well. Many of these workers can no longer afford their employer sponsored health insurance.

They are also faced with the reality that there may be no retirement security for them. Corporations bailed on pensions because they didn't care if their workers could retire with dignity. Some corporations and politicians believe in eliminating or cutting Social Security as well furthering the indentured servitude of the worker. The working class may have differing needs by age or demographic, but they all have one thing in common. That's a desire to have a better quality of life. The Teamsters will deliver.

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

WCOT pension trustees announce improvements

The Western Conference of Teamsters Pension Trust recently approved major benefit improvements after a year of favorable investment returns in 2023.

In addition, there are negotiated increases in the pension trusts of national, regional, and local union labor agreements.

Accrual Rate

•Effective Jan. 1, 2024, the WCTPT trustees approved an extension of the 1.6 percent bonus accrual rate through Dec. 31, 2025.

•This accrual rate applies to all participants regardless of the years of service the participant has earned.

•The accrual rate will return to 1.2 percent as of Jan. 1, 2026.

•The accrual rate for earning non-contributory service remains at 1.2 percent.

Child Survivor Benefit

The trustees also expanded the child survivor benefit in three important ways:

1. Effective July 1, 2024, WCTPT

trustees will extend the survivor benefit to include dependent children up to age 22. Currently, the survivor benefit is payable to dependents up to age 18.

2. Also, the child survivor benefit is being expanded to cover units at a basic contribution rate of \$0.10 or higher so that the Teamster family of an eligible participant with an average contribution rate of \$0.10 through \$0.99 can qualify for a benefit of \$1,000 per month.

3. For units at an average contribution rate of \$1 or higher, an eligible participant's family can qualify for a child survivor benefit of \$2,000, double the current maximum monthly amount per family.

These changes all apply to families of participants who die on or after July 1, 2024.

The Western Teamster Trust is the largest union trust in the United States in size, type, and scope. It is secured by more than \$50 billion in assets and provides benefits to hundreds of thousands of active participants.



The 2024 Joint Council 3 Executive Board at a meeting in Arizona

Back—Spencer Hogue, president; Andrew Palmer, trustee;

Karla Schumann, secretary-treasurer; Duane Grove, vice president.

Front—Dean Modecker, trustee; Arizona Congressman Ruben Gallego;

Erin Foley, recording secretary; Jessica Prather, trustee



BY ROBERTA BRAZELL
Business Agent

It's the slow season at UPS, and I can imagine that everyone is feeling it, not only by the decrease in volume and hours but also by the increase in discipline letters. Employees are asking if they want the day off, and drivers are taking layoffs. . . *for the day.*

There have been layoffs around the country, and at first, the company said the 12,00 layoffs would mostly be management and subcontractors, but don't be fooled by their leaving out hourly employees.

If you've been paying attention to the news, they have shut down some facilities. I'm not writing this to scare anyone; I just want everyone to be aware of what's going on with the company that employs so many people. During this slow time, and well—I'll be frank during my time:

BY RON BAIRD
Business Agent

I want to remind all newer stewards with two years or less experience that we are holding a new steward's seminar at the union hall. Please let me know if you did not get the flyer to register. It's important that you attend.

ABF—We are in the process of renegotiating the work rules with the company.

Aramark—We held our first contract proposal meeting a few weeks ago and will set one more date to get together for further discussions.

Canteen—After prolonged discussions with the union, the company has agreed to remove all past warning letters for speeding. Moving forward, the company handbook will now define

Stop working off the clock! Drivers, I know you like to go in early and get to your truck, sort it out, and start loading packages, STOP! You are not helping anyone by doing this; you are helping the company. UPS believes the work is getting done with its workforce so the company should hire more part-time employees.

When you sort your truck exactly how you want it, you give the company your time for free. So, if I understand it correctly, you do this to make your day easier and to get off work earlier, but are you getting off earlier if you are going in earlier and working for free? Let the part-timers do it and show the company they need to hire more people.

We need to keep the work that we have as Teamsters. Take back our work. Stop watching the supervisors work. File a grievance. Let them know it is Teamsters work, and we will do it.

speeding. Management has agreed to review it with all drivers.

DHL—After the strike, the company sent upper management out to badmouth the union and try to divide us. That is not going to happen. So far, they haven't come to Denver. If they do, don't believe their BS. Call Ron Baird at the union hall to report what was said.

Linde—The company is upgrading to 2024 Tractors and has purchased newer Liquid bulk tankers for 2023 and 2024.

Transervice—Driver work has slowed down recently, but the company has no plans to lay off. The shop is busy as usual and is offering overtime.

Whitewater—We will negotiate the new contract at the beginning of June.

Colorado Teamster Retiree Meeting

We did not have a March 2024 meeting due to inclement weather. Our next meeting will be Friday, April 19, 2024, at 1:00 p.m. Our meetings are held in the UFCW Hall at 7760 W. 38th Ave., Wheatridge, Colorado. Please join us for coffee, donuts and drawings of cash prizes.

Our next luncheon will be Thursday,

April 25, 11:30 a.m. at the Golden Corral: 9751 Grant Street, Thornton, Colorado. Lunch will be provided for dues-paying members and a guest.

Summer meetings will be suspended. We will not meet in June, July or August. We will re-convene meetings the third Friday of September.

BY DON RAMSEY
Business Agent

Frontier Airlines—Three of our four contracts are open for Section 6 Negotiations. The contracts are for Material Specialists, Aircraft Appearance Agents, and Maintenance Controllers. The union negotiation teams have been proactive, and almost all open articles have been submitted and await company response. We were scheduling future talks as this column was written.

With the influx of new employees, grievances, investigations, and hearings also increase. Please follow the company policies as they are watching and taking action.

We have been having weekly hearings and investigations. If you are to be questioned by management, bring your steward. If you are involved in a heated exchange with management, you have a five-minute cooling-down period. Please review your respective contracts. The Aircraft Technician and Related contract amendable date is May 12, 2025.

American Airlines-Customer Service—New updates on the implementation of the latest contract.

The 6 p.m. trade deadline is now in effect.

The 90-day window for trade for trades is now in effect.

Probationary employees can now shift trade after 90 days of employment.

The 64 drops in a 6-month window was in effect last month.

The programming for transfers is still in progress. We hope to have that done by April.

Mandatory overtime is still in programming mode. This is a new program being written for our group. No other

group at the airline has this, so they have started from scratch to complete it. We hope to have it complete before the busy summer storms.

Southwest Airlines Material Specialists—Last month's termination was reversed, and the employee is scheduled for return.

United Airlines—Business Agent Kathy Tiihonen has retired due to health reasons. Please welcome Roberta Brazell as the new business agent replacement.

The union and company met in Houston for System Board Hearings during the week of February 26. More than a dozen hearings were held during the week from around the system. Denver presented our case for point-shake-down procedure violation in inspection and awaits the final disposition.

Additionally, during the week, the negotiation team met to review the language and data from the agreement in principle, agreeing that the membership needs to review and vote on it as a tentative agreement. The package purports to be industry-leading, with the top scale being higher than SWA. This is an obligation enough that the 10,000 members need to decide, not the committee of nine.

If the membership turns it down, the committee remains ready to begin Section 6 negotiations if the members VOTE NO.

Craft meetings with T/A information are scheduled for March 27 and March 28 at the local union. The meeting start times are 8:30 and 11:00 am, and 5:00 pm. If you cannot attend the scheduled start times, we will be available throughout the day for drop-in Q&A.

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



JOINT COUNCIL #3 EXECUTIVE BOARD
SPENCER HOGUE — *Utah, president*

KARLA SCHUMANN JESSICA PRATHER

DUANE GROVE ANDREW PALMER

ERIN FOLEY DEAN MODECKER

Published bi-monthly as the editorial journal of Joint Council of Teamsters No. 3, 10 Lakeside Lane, Suite 2B, Denver, CO 80212. Subscriptions paid by membership dues. Rate \$4 per year. All address changes should be mailed or telephoned to local union office (the address and phone numbers appear in the local union columns). We must have the member's Social Security number in order to make an address change.

POSTMASTER: Send address change to Rocky Mountain Teamster, 10 Lakeside Lane, Suite 2E, Denver, CO 80212. We must have the complete reader identification number (top line of mailing label) in order to make an address change.

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

Address newspaper correspondence to Editor, Rocky Mountain Teamster, 10 Lakeside Lane, Suite 2E, Denver, CO 80212. Address all other union correspondence to the appropriate local union.

Periodicals postage paid at Denver, CO and at additional mailing offices. Printed in the U.S.A.

USPS 469-420 — ISSN 0888-9082

NOTICE
Local 455 is suspending the monthly general membership meetings for June, July, and August 2024.

BY MARK MADSEN
Business Agent

USFoods—A sincere thanks from to Local 455 Secretary-Treasurer Dean Modecker and our rank-and-file members at USFoods-Denver

They stood united, supporting their union brothers and sisters, a Local 705 in Chicago, who finally reached an agreement after rough negotiations.

The members' actions at USFoods Denver exemplify the true essence of union power, strength, determination, and, most importantly, union solidarity.

The hard-fought victory demonstrated what can be achieved when brothers and sisters unite for a common cause.

Local 705 and USFoods finally agreed on a proposal, which was voted on and ratified.

Safeway—The members of the Safeway Transportation Department secured bid runs that have been out of the bargaining unit for more than 20 years.

Due to an arbitration ruling, the "800" mile runs to Rapid City were previously being run by outside contractors.

The persistent efforts of the stew-

ards and the performance of the professional drivers/were changed on February 29 with the signing of an LOU.

Stewards Chris Knuth, Will Schulze, and Bill VanGundy deserve congratulations from the transportation group for their relentless work in helping secure the LOU that cements the runs into the current CBA. Congratulations to the Safeway transportation group.

Denver Post—As I have stated in previous editions, the print press industry continues to shrink with the closure of the press in Pueblo as of August 1, 2023.

Local 455, with the help of Chairmen Mike Porreco, George Shaffer, Tracy Belcher, and Steve Gold, after much hard work, have reached an agreement with the company to raise the current C Rate pressmen to the N Rate pressmen wages when an N Rate pressman, for any reason terminates employment.

This will increase by almost \$5.40 per hour for approximately a dozen members. The pressmen at the Denver plant have been working extra shifts, and sometimes double shifts, to get the product on the street.

Again, thanks to the chairmen and members for not giving up on the fight for fair wages.

COLORADO

LOCAL UNION REPORTS

Local 455

Dean Modecker
Secretary-Treasurer



Eagle Rock workers vote Teamster

Budweiser distribution center employees at Eagle Rock of Colorado Springs won their Colorado Peace Act vote and are set to start negotiations on their first contract soon.

The Colorado Peace Act vote allows for a closed shop and takes place after the employees vote yes on joining the union.

It was a long process, and the State of Colorado Labor and Employment division took more than

five weeks to announce the election results, but the bargaining unit held strong!

Elwood Sterling works in the warehouse, and Matt Mercer is a route driver. They both reflected that this whole process had its ups and downs dealing with the National Labor Board and the State of Colorado. They held strong, and the members knew what they wanted: full union representation!



Teamster Organizer Jake Kucera, right, with key participants in the successful organizing drive at Eagle Rock Distributing. They are left to right: Ian Mahar, Jeremiah Cook, and Elwood Sterling.

ARIZONA

LOCAL UNION REPORTS

Local 104

Karla Schumann
Secretary-Treasurer



Republic Service members ratify first contract

BY JOSH GRAVES
Business Agent

After a strong organizing campaign that started almost a year ago, Republic Services north and east yards workers ratified their first contracts on March 10.

The company fought us daily to delay and prolong the negotiations, but these workers stayed strong.

Their first contract highlights include wage increases of 19 percent over the duration, a \$1,000 bonus, all vacation, sick pay, and holidays paid at 135 percent of their hourly rate, the same expiration date for both yards, seniority for routes and trucks, and strong new language protections for safety.

We welcome our new brothers and sisters as members of Local 104.

Windigo

The union settled a grievance submitted to arbitration regarding the company's change to its COVID-19 policy. Any person disciplined or charged with attendance points will have that discipline removed, and we will revert to the previous COVID-19 policy. The settlement agreement will be posted on the union boards. If you have any questions, please ask a steward or contact me directly.

Ruan/Fry's

Local 104 was successful in arbitration, winning the full reinstatement of 16-year member Kris Hogan. We welcome him back to work and congratulate him on this victory.

The union's negotiating committee met with the company on March 6 and 7 for two productive days of negotiations. Local 104 and the company are scheduled to meet for negotiations on April/10, 12, 17-19, and May 1 and 2. We will update the membership as negotiations progress.



BY RAYMOND PENA
Business Agent

My name is Raymond Pena, and I am the newest UPS business agent. I am a native of Phoenix, Arizona, and I look forward to representing the members. I attended Mountain High School and briefly attended GCU for a year and a half before starting my working career.

I've had four career stops while working at UPS. I started my UPS career as a part-timer at Gateway Airport. Then, I was promoted to a driver for four years.

Now, I'm a Teamsters business agent representing union members at UPS.

When not working, I enjoy spending time with my kids and traveling.



Congratulations to Louie Villareal, who retired from Windigo Warehouse



Congratulations to Jose Vasquez, who retired from Windigo Warehouse



Congratulations to Eric Seckler, who retired from Windigo Warehouse



Congratulations to our newly organized Republic Services' two yards, who ratified their first contracts

History of Colorado Teamsters

Compiled from various historical sources by Carole A. Salter

On of the original Teamster Local Unions in the Denver area was Bakery Wagon Drivers and Salesmen Local Union No. 219, chartered by the International Union on Nov. 8, 1928. R.L. "Sam" Voorhees was elected president and business agent. In December 1933 Mr. Voorhees was elected secretary-treasurer \ principal officer.

In the 1930s, there were five local unions: Bakery and Wagon Drivers Local 219, Taxi and Grocery Warehousemen Local 435, Milk Drivers Local 537, Local Freight and Delivery Local 444, and Construction Local 678.

Local No. 678, chartered around 1923, consisted of 10 paid-up members working for the Rocky Mountain Fuel Company when in c in 1935 a group of about 25 construction dump truck owner-operators working on the Table Mountain near Golden and other WPA projects in the metropolitan area, became actively interested in unionization and went to Sam Voorhees. He suggest-

ed Local No. 678 would be the proper Local for them to join.

The officers of Local 678 were William Raily, president, and Cecil Miller, secretary-treasurer. In December 1936, Francis H. Salter, one of the original construction truck owner-operators, ran for and was elected president, and Cecil Miller was elected secretary-treasurer.

An extremely active organization program was started late in 1935, and the Local Union grew from less than 50 members to over 1,000 in the next three years.

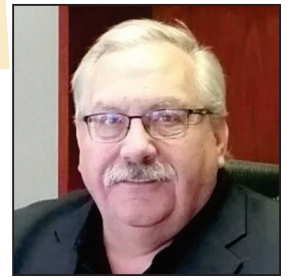
In 1938, it was decided that it was in the best interests of all concerned to consolidate Local No. 678 (construction) with Local Union 444 (local freight and warehousemen). Pete Churchill and Ray Keigley were the officers of Local No. 444. This consolidation affected both Local Union 678 and 444, and they turned in their charters to the International Union and request-

COLORADO

LOCAL UNION REPORTS

Local 17

Duane Grove
Secretary-Treasurer



ed a new charter. This new charter was issued as Teamsters Local Union No. 13.

The Local Union continued to grow and, in about 1942, reached approximately 5,000 members. At this time, it became apparent that the two major groups in this union had considerable diversity of interests and problems.

After careful study, it was decided to divide the Local into two locals, with the construction and building material group retaining the charter of Local 13, and the freight and warehousemen became Local No. 17 on April 1, 1943.

There were approximately 900 members, consisting of over-the-road drivers, local dock workers, city pick-up drivers, and van and storage employees. The charter for Local 17 was signed by M.H. Churchill, P. Galabaugh, R.R. Keigley, Ralph Bartle, Guy E. Downing, Ed Wilson, and Al Vagher.

Line Drivers Local No. 961 was formed and chartered from Local No. 17 on January 1, 1948.

We would like to thank Carol Salter for her time and effort in compiling all of this research for our article. We could not have done it without her.

UTAH

LOCAL UNION REPORTS

Local 222

BY ALEX ROJAS
Business Agent

American Red Cross—Contract negotiations for the national agreement have begun. Dates are set for May as well. If possible, we recommend donating blood, plasma, or platelets.

Hertz—We will be gearing up for contract negotiations most likely in the early fall. There has always been a fight with this company. I suggest you put away at least two months of living expenses if we must take them out.

Forterra (Quikrete)—The company has begun enforcing the attendance policy. Beware of your starting time and

you must be on time.

Bimbo—The union will take the "et all" grievance to arbitration.

Meadow Gold—We are having many issues with employees and their attendance. It is important to stay on top of your points. If you have any disputes, reach out to me.

Ryder—We have a proposal meeting scheduled for March. We are working on scheduling dates for contract negotiations.

Once again, I would like to thank all the stewards for everything they do.



BY JEFF STEFFON
Business Agent

UPS HUB—The volume is now down. Layoffs in feeders and package are affecting the hub. The company has been laying off 40 members a day. The company has to call you two hours be-

fore the start time if they are laying you off.

The company is also giving out a lot of discipline. Make sure you protest your discipline. It is the members' responsibility to file the grievance to protest.

Retirees — Don't miss out on friendship, lunches

SALT LAKE CITY—We have had a very snowy, cold winter this year. We hope that by the time you read this, the weather will be looking like spring. I am excited about the new members joining our club.

Don't miss out on our friendship and lunches.

We had soup for our March lunch, and Café Rio catered to our April lunch. May 8 is our club's 47th birthday party. Please join us for a potluck lunch to honor our club. The club provides fried chicken, so bring a side dish and enjoy the day. Drawings are held for cash prizes and sometimes we have guessing games.

New retirees have their \$25 dues paid by the union for their first year. This includes great lunches and reminiscing for you and one guest every month for the entire year. Don't miss out! Meetings and lunch are held every second Wednesday of the month at 1 p.m. at the Teamster Union Hall at 2641 So. 3270 W. SLC.

Any questions call Jim Chandler at 801-513-5402. Please leave a message if we are not home.



MONTANA

LOCAL UNION REPORTS

Local 2

Erin Foley
Secretary-Treasurer



Local 2 Executive Board

Driving forward together

Celebrating unity and resilience

As the proud leader of Teamsters Local 2, I am thrilled to share some exciting news with our hardworking members. Our union's commitment to solidarity and progress has never been stronger, and recent events underscore this truth.

JC3 semi at Butte's St. Patrick's Day celebration

First and foremost, I extend my heartfelt gratitude to the **Joint Council** for allowing the magnificent JC3 semi, Big 2, to grace Butte during the St. Patrick's Day festivities. The sight of that powerful rig rolling through our streets was a testament to the strength of our labor movement. It symbolized unity, determination, and the unwavering spirit of Teamsters across Montana.

Teamsters Local 455: A shout-out

Next, I want to recognize our brothers and sisters at **Teamsters Local 455**. Their generosity and camaraderie exemplify the essence of our union. Thanks to their cooperation, the JC3 driver could make a pit stop at Local 2 and beat the impending storms. Solidarity knows no boundaries; this collaboration is a shining example of that truth.

A time of transformation

Indeed, these are exhilarating times to be part of the labor movement. We are witnessing a surge in organizing efforts and an unwavering commitment to worker protection. As Teamsters, we stand shoulder to shoulder, advocating for fair wages, safe working conditions,

and dignity on the job. Our collective voice reverberates across industries, reminding employers we are a force to be reckoned with.

Welcoming Mackenzie Keltner

As we prepare for upcoming retirements within our local, I am pleased to announce the addition of **Mackenzie Keltner** to our ranks. Mackenzie, a seasoned package car driver from the Bozeman Center and a former board member, brings invaluable experience. We prioritize comprehensive training to ensure Mackenzie hits the ground running, armed with the tools and knowledge needed to serve our members effectively.

Tracy Olson's retirement

In the spirit of honoring our dedicated members, I want to acknowledge **Tracy Olson**, our esteemed UPS business agent. Tracy has tirelessly advocated for our union, and his retirement marks the end of an era. We wish him well in this new chapter of life and express our deepest gratitude for his unwavering service.

Opportunities ahead

As Tracy enters retirement, we encourage all members to look for other upcoming position vacancies within our local. Your involvement matters, and we rely on your commitment to continue driving our union forward.

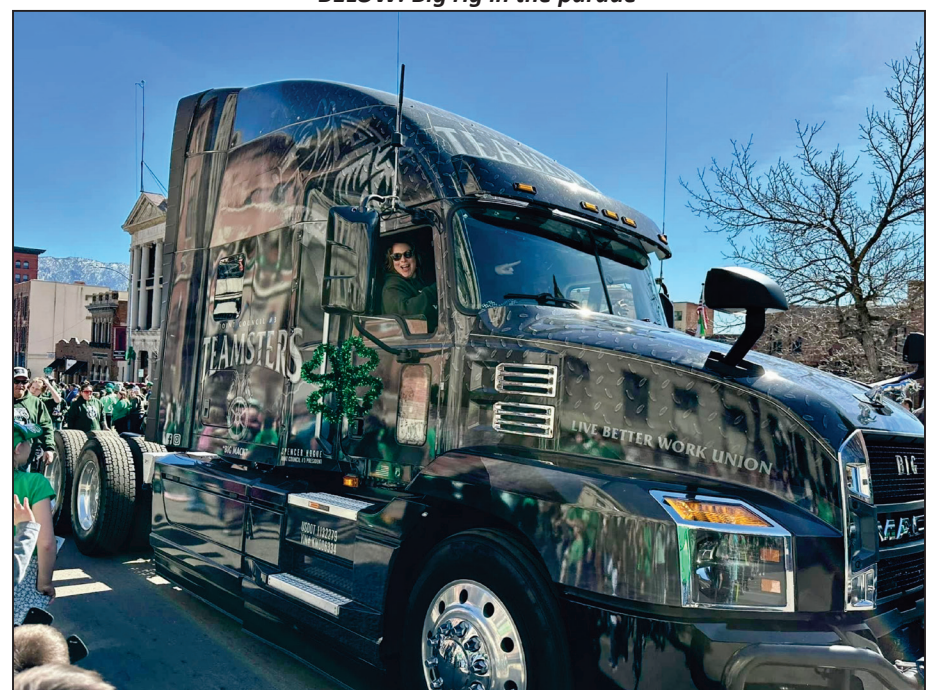
Stay connected

Finally, a friendly reminder to all our members: **Keep us informed!** If you experience any changes—a new address, phone number, beneficiary, or a transfer to a different job—please



ABOVE: Titan operator Michelee Ralph, Recording Secretary Ray Schonsberg, PO Erin Foley, Organizer Jason Thompson

BELOW: Big rig in the parade



notify the local promptly. Your well-being matters to us; accurate records are essential for seamless communication and support.

In unity and solidarity,
Erin Foley
Principal Officer Teamsters Local 2



Local 2 Union St. Patrick's parade participants



Micki Bosch, 2nd generation Teamster with her future Teamsters

Employer captive meetings targeted

DENVER—The Worker Freedom Act, legislation that would stop employers from forcing workers to attend captive audience meetings has been introduced here in the State House of Representatives.

Employers often use captive audience meetings often use such meetings to disseminate anti-union propaganda designed to prevent workers from organizing. The legislation, House Bill 1260, will safeguard workers' rights

"The Worker Freedom Act is crucial to ensuring that workers across Colorado can exercise their rights without fear of reprisal," said Dean Modecker, secretary-treasurer of Teamsters Local 455.

"We thank our allies in the state legislature for introducing legislation

that will uplift the rights of working-class people in our state."

"This is excellent legislation that addresses the rampant bully culture that exists in corporate America," said Spencer Hogue, Teamsters Joint Council 3 president.

"Every worker in Colorado should be allowed to work without fear and without their employer forcing them to sit through meetings, with the sole intent of persuading them to agree with the employer's views."

Local 455 lobbyist Tami Munoz said the bill is assigned to the Colorado House Business Affairs & Labor Committee, and the first hearing is scheduled for March 20.

Remember, Teamsters, our strength lies in our collective resolve. Let's continue to drive forward together, advocating for the rights and well-being of every hardworking individual in our union.

MONTANA

LOCAL UNION REPORTS

Local 190

Jim Soumas
Secretary-Treasurer



Are the cameras safe?

In the fall of 2023, Local190 UPS driver Eric Johnson filed a grievance claiming that the onboard cameras in the UPS feeder tractors were unsafe.

Brother Johnson did in-depth research and discovered that the cameras might pose a health risk for the drivers at UPS. The cameras utilize infrared lighting that allows the cameras to capture images when the lighting within the tractor cab is not bright enough to record or for the artificial intelligence to see what the driver is doing. Exposure to infrared lights can cause health risks

for drivers sitting for long hours doing their jobs.

The research that Brother Johnson has done appears to conclude that the basic operation of the cameras requires infrared lights. Lytx cameras used by UPS have NIGHT VISION ILLUMINATION using 8 high-lumen infrared LED lights, (<https://www.lytx.com/drivecam-event-recorder-specifications>), and these LED lights operate at a minimum range of 700nm – 1400nm.

Health experts warn of ocular

health risks with exposure to infrared light above 700nm. Drivers driving for long periods of exposure to infrared are at increasing risk of retina damage, cataracts, and overall eye health deterioration.

As the human body cannot determine that infrared lighting is focused on them when operating at lower levels, this prevents the individual from taking natural steps to avoid exposure to damaging infrared lights.

The driver is sitting in close proximity to the camera, less than 3 feet, with 8 high-lumen infrared LED lights continually shining in their eyes. Long periods of exposure to 8 infrared lights are the problem. At night, a driver actu-

ally opens their eyes wider than during natural daylight, and the pupil increases in size to allow what light is available to be captured. This is exposing the eye even more to possible infrared damage.

Because damage to the eye will occur over long periods, an individual cannot detect the damage until it is too late. Some early indications include tired and achy eyes at the end of the driving shift, and dry and scratchy eyes may also occur.

The United States Navy discovered this health issue years ago and took steps to prevent its pilots from direct exposure to infrared lights. The trucking industry must examine the onboard driver-facing cameras more closely to ensure driver safety.

The grievance requests that UPS take action to cover the inward-facing cameras or remove the onboard ones. UPS is putting its employees at risk of future ocular issues and opening up a highway of lawsuits for forcing them to be exposed to possible eye damage as a part of their job.



Eric Johnson



Our local'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 read your contract, 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 individual. Remember, there is power in numbers and working together is where our strength lies.

Upcoming Trainings—Please mark your calendar and call (208) 232-6891 to RSVP.

Sunday, April 14—Member mobilization (volunteer organizing), open to all members.

Saturday, April 20—Steward 101 training, current stewards (open to others if room permits).

Saturday, May 18—UPS contract enforcement, open to all UPS members.

We are continually organizing internally at all of our shops and centers. The more members we have who know 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 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 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 also always call them over the phone! The application process can take several months, so plan ahead if possible. We'll be happy to help you fill out your application! If you want to contact the pension office directly, call 1-800-531-1489 or create an account at www.wctpension.org.

Please remember to contact us for any address or phone number changes. Also, if you are going to be off work for a month or more due to illness, leave of absence, layoff, etc., contact us regarding being placed on withdrawal until

you return to work.

As a dues paying union member, Local 983 provides you a \$4,000 life benefit. Please make sure your beneficiary information is up to date by contacting us.

We hope to see you at our upcoming general membership meetings at the Local Union Hall: **April 4, 7 p.m., May 4, 10 a.m., June 6, 7 p.m., no July meeting.** You can also find us on Facebook to stay up to date!



SCAN HERE TO
DOWNLOAD THE APP



Teamsters, AB ratify new contract

A new national 5-year contract between the Teamsters Brewery Conference and Anheuser-Busch was ratified by union members in March by 85 percent nationally and more than 94 percent by Local 267 members

The agreement provides job security, ends the two-tiered health care plan, and helps restore pre-65 retirees' health care coverage.

It also includes an \$8-an-hour wage increase and a \$4-an-hour increase starting March 1, 2024.

Other contract highlights were record yearly pension increases, a \$2,500 ratification bonus to all full-time members, and restoration of the seventh and eighth week of vacation to members who have more than 25 and 30 years respectively.

Thanks to all who came out and supported us by attending the rally, practice picketing, and strike preparation meetings. This could not have been achieved without you.

A special thanks to members of Joint Council 3, Local 455, and Local 17, who showed up in force to support us. We truly appreciate the information and time they provided.

Sierra's Race Against Meningitis, a 5K walk/run, will be held on June 15 at Foundations Church, in, Loveland. The race helps raise awareness of meningitis and saves lives. Executive Board officer Kenny Rodriguez will be the contact for the local this year.

If you'd like to volunteer, don't hesitate to contact Local 267 at 970-482-2749, and we will connect you with Kenny.

As in years past, Joint Council 3 and Local 267 support SRAM by contributing \$1,500 to the program and using the JC3 parade truck "BIG" proudly serving as the starting line stage for the 5K walk/run. We encourage members and their families to support SRAM on race day.

Please visit sierrasraceagainstmeningitis.com if you are running or walking.

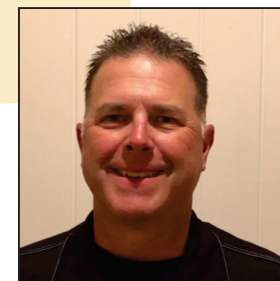
SRAM continues the work of saving lives and needs our support. Sierra's Race attracts thousands of participants yearly, raising hundreds of thousands of dollars to raise awareness of bacterial meningitis

It has provided thousands of free vaccinations to protect families from

COLORADO LOCAL UNION REPORTS

Local 267

Mike Cova
Secretary-Treasurer



the heartbreaking loss of a loved one. Members and retirees with high school seniors should take advantage of the multiple opportunities for your seniors to apply for scholarships.

Local 267 will offer four \$1,000 college scholarships to graduating high school seniors of regular, weekend relief, retired, and deceased members in good standing. Details on the program and the applications will be available soon on the Local 267 app and at the office upon request.

The Teamster Brewery Conference and Anheuser-Busch will offer four \$1,000 college scholarships. The company will provide applications and information. (active members only).

More than 92 percent of our members are registered for the Local 267 app. We encourage members to go to the App Store or Google Play and register.

If you have issues logging in, call the hall at 970-482-2749 or contact one of your shop stewards, who can put you in touch with someone who will help you register.

The app is a great resource for finding your contract, benefits contacts, and schedules and receiving important push notifications about Local 267 events.

In solidarity,
Michael Cova
Secretary Treasurer



Local 267 members in Fort Collins listen as negotiators explain the new A-B national contract over a closed circuit

NEW MEXICO

LOCAL UNION REPORTS

Local 492

Andrew Palmer
Secretary-Treasurer



An over-the-top schedule in New Mexico

To the members of Teamsters Local 492 who attended our March 9 general membership meeting in Las Cruces: Thank you! We had many people travel to attend from as far as Alamogordo and Albuquerque. We continue to schedule training for our members at the Southwest Multi-Craft training incentive. As our training dates are set, we will send them out to each of you through an email blast or our app. If you have not yet signed up on our website, please do. Otherwise, the locals will have no way to communicate with you.

Local 495 has embarked on an ambitious organizing initiative by hiring a full-time organizer. First and foremost, I would like to thank Jesus R. Vidaca for agreeing to assume this challenge with me.

Thanks to Chris Rosell and Matt Lundy from the International Organizing Department, who have been helpful and eager to give us the tools and training needed to be successful.

We are in the final stages of an organizing campaign with Southern Glazers Wine and Spirits to represent the warehouse and drivers in that unit. We look forward to completing this stage of the campaign and starting negotiations for a contract each new member deserves!

If you have family or friends who work for a nonunion company and would like union representation, call Jesus at (505) 344-19, ext. 21 or go to our website and click the "Organize Your Workplace" tab. A warning to all nonunion companies: *You may be next!*

BY JOE RUSSOM

Business Agent - White Paper

We are preparing for upcoming contract negotiations with Creamland (DFA) in mid-April. Members' proposals have come in, and we are reviewing and sorting them. If any members have not submitted a proposal form, please do so as soon as possible.

This is your contract, and your input is crucial. The Sysco Production Standards Study (warehouse) was completed and implemented in late January. I have been in communication with the IBT and our steward regarding the

study, and so far, it seems to be working out.

Jacobs El Dorado—Contract proposal forms have been delivered to our members for their upcoming contract negotiations.

Jacobs Rio Rancho—We are currently in the process of a steward election due to Brother Andy Hall's retirement after a 27-year career. Best wishes Andy, from all of us here at Local

Hertz—As of today, still no scheduling for a BOA. We have a couple of issues that still need to be addressed.

Penske—Congratulations go to

BY DAVID TRUJILLO

Business Agent - UPS

As you read in Brother Palmer's report, there's been a lot of activity at Local 492.

UPS has been keeping us busy. The company has seen a 15-18 percent volume loss, resulting in layoffs in many centers. If you are affected, please familiarize yourself with the layoff language in section 26 of the Southwest package rider (blue section).

This language explains how both full-time and part-time employees are affected. Ask your steward or contact us at the hall if you have any questions. Your stewards are the first line of defense so utilize their knowledge and experience.

I have conversations with our stewards weekly regarding issues at UPS. I know we have differences sometimes, but I honestly believe in and have faith in every single one of our stewards in every center throughout the state.

The company is putting up a fight about 9.5s and especially 8-hour requests. I am currently working on several cases to take to the panel in one big push to get decisions on areas the company argues are "ineligible" for

those protections. These cases are complex and take a lot of work, but I am willing to put the best case together to best represent our members' interests in battling the company on these issues. I will keep those affected in the loop as I gather information.

Remember, communication is key. If you have questions about anything from missing business deliveries to accidents, inform ODS at your center. We have had multiple terminations due to unreported accidents. Honesty is always best. Most accidents result in a warning letter or suspension. An unreported accident always results in a termination. Those are hard to argue and win, so let your center manager or supervisor know if in doubt.

Contract books have been ordered and should arrive in the hall soon. I will visit each center in my jurisdiction and deliver the contracts to each center personally. If I don't see some of you while there, I will leave some for you with your stewards. As always, we are here for you, so if you have any questions call us. Please register on our website, get our app, and follow us on social media. Thank you for supporting us and allowing us to work for you.

LOCAL 492

Deceased

Joseph Archibeque -
Creamland
Leon Reynolds - ABF
Amado Baca - ABF
James Bingham - LANL

Retired

Ignacia Rivera - ABF
Andrew Gurule - ABF

Brother Miguel Martinez, our new steward on the West Side. We wish him the best and look forward to working with him.

Public Sector, EVSWA—We finally ratified a contract after several attempts. Thank you to Steward David Martinez and our members out there. Local 492 organizer Jesus Vidaca, Will Arevalo (IBT), and I drove to NCRTD in early March to address members and increase membership in this Public Sector unit. It proved successful, but we still have work to do.

Thank you, Shelly and Tracy, for

helping put this together. Franklin's Earthmoving—We are near the finalization of a new contract. Thank you to our Steward Myron Sidell for all your help

LANL—Condolences to Brother James Bingham's family.

In closing, please remember that if anything at the job site feels unsafe, it probably is. Stop and contact management before it is too late.



other voices

It's not inflation; we're just getting ripped off

BY LINDSAY OWENS, ELIZABETH PIZZIGATI

January 31, 2024

Many Americans are still experiencing the sticker shock they first faced two years ago when inflation hit its peak. But if inflation is down now, why are families still feeling the pinch?

The answer lies in corporate profits — and we have the data to prove it.

Our new report for the Groundwork Collaborative finds that corporate profits accounted for *more than half* — 53 percent — of inflation from April to September 2023. That's an astronomical percentage. Corporate profits drove just 11 percent of price growth in the *four decades* prior to the pandemic.

Businesses have been quick to blame rising costs on supply chain shocks from the pandemic and the war in Ukraine. But two years later, our economy has mostly returned to normal. In some cases, companies' costs to make things and stock shelves have actually decreased.

Let's demonstrate with one glaring example: diapers.

The hyper-consolidated diaper industry is dominated by just two companies, Procter & Gamble and Kimberly-Clark, which own well-known

diaper brands like Pampers, Huggies, and Luvs. The cost of wood pulp, a key ingredient for making diapers absorbent, did spike during the pandemic, increasing by more than 50 percent between 2020 and 2021.

But last year it *declined* by 25 percent. Did that drop in costs lead Procter & Gamble and Kimberly-Clark to lower their prices? Far from it. Diaper prices have increased to nearly \$22 on average.

These corporate giants have no plans to bring prices down anytime soon. In fact, their own executives are openly bragging about how they're going to "expand margins" on earnings calls. Procter & Gamble predicted \$800 million in windfall profits as input costs decline. Kimberly-Clark's CEO said the company has "a lot of opportunity" to expand margins over time.

It's not just diapers. While many corporations were quick to pass along rising costs, they've been in no hurry to pass along their savings. A recent survey from the Richmond Fed and Duke University revealed that 60 percent of companies plan to hike prices this year by more than they did before the pan-

Corporate profits accounted for more than half of recent price increases. To stamp out inflation once and for all, we need to crack down on price gouging.

demic, even though their costs have moderated.

Corporations across industries, from housing to groceries and used cars, are juicing their profit margins even as the cost of doing business goes down. And they're not hiding the ball. Since the summer of 2021, G Groundwork began listening in on hundreds of corporate earnings calls where we heard CEO after CEO boasting about their ability to raise prices on consumers. Now we hear something slightly different: CEOs crowing about keeping their prices high while their costs go down.

PepsiCo raised its prices on snacks and beverages by roughly 15 percent twice in the last year while bragging to shareholders that their profit margins will grow as input costs come down. Tyson's earnings report flaunted how their higher prices have "more than offset" their higher costs. The CFO of Hershey said last quarter that pricing

gains more than offset inflation and higher costs.

So what can we do about it?

The Biden administration has taken important steps to rein in corporate profiteering and address the longstanding affordability crisis, from eliminating junk fees to strengthening global supply chains and cracking down on corporate concentration.

With the 2017 Trump tax cuts set to expire, Congress should also take this opportunity to raise taxes on corporations. Taxing profits helps disincentivize price gouging and profiteering because large corporations will have to send a greater share of their windfall to Uncle Sam.

We've come a long way in bringing inflation down since its peak in 2022. But stamping out inflation once and for all will require a concerted effort to rein in the corporate profiteering.

Where did our local newspapers go?

BY JIM HIGHTOWER

Non-local, profit-chasing hedge funders have gutted America's newspapers. But reporters aren't giving up that easily.

I no longer receive my local newspaper, the *Austin-American Statesman*.

Oh, the *paper* still comes, but it's just paper, minus the news part news that our community once counted on to keep up with local government doings, corporate shenanigans, citizen actions, and other critical features of our city's democratic life.

What happened? Wall Street profiteers swept in a few years ago to conglomerate, homogenize, and financialize the *Statesman*.

It's now a money cog in the Gannett/USA Today chain of some 200 major dailies that the syndicate seized. Indeed, Gannett itself is wholly owned by SoftBank, a Japanese hedge fund.

Those distant bankers are not interested in local news, but in slashing news staffs to fatten their profits. In Austin alone, Softbank has cut two-thirds of the paper's journalists since taking over—and coverage of local stories has also plunged by two-thirds.

Interestingly, the *Statesman* recent-

ly ran a front-page piece about a local union protest by flight attendants demanding fair wages. On that same day, the paper also reported that Uber and Lyft drivers were striking in Austin.

But at the same time, the *Statesman* journalists were picketing right in front of the paper's office, protesting the greed of SoftBank/Gannett and the demise of local news. Curiously, *Statesman* editors did not consider this local news about our newspaper to be news, so they cravenly kept this important in-

formation from the people.

Austin was not alone in this news blackout by the chain's managers. Journalists at a dozen other Gannett papers—from Akron, Ohio to South Bend, Indiana—were picketing, yet, none of those papers ran a peep about their journalists' defense of local news. Nor did Gannett's flagship paper, *USA Today*, mention this nationwide union rebellion by its own journalists.

To support journalists and real journalism, go to newsguild.org.

Welcome Idaho, Montana, Utah!

Joint Councils 2, 3 complete historic merger agreement

(Reprinted from August 1989 Rocky Mountain Teamster)

DENVER—Teamster local unions in Montana, Utah and Idaho have become affiliated with Denver-based Teamster Joint Council 3 through a merger agreement that has been approved by the general executive board of the International Union.

The new members of Joint Council 3 were formerly affiliated with Joint Council 2, which was dissolved under the merger agreement. Local unions moving under the jurisdiction of Joint Council 3 are Local 2, Butte, Mont.; Local 45, Great Falls, Mont.; Local 190, Billings, Mont.; Local 222, Salt Lake City; Local 976, Ogden, Utah; Local 483, Boise, Idaho, and Local 983,

Pocatello, Idaho.

Jack Parker, president of Joint Council 3, said the merger will be economically beneficial to the local unions and their memberships. He noted that all of the states now under the jurisdiction of Joint Council 3 have common interests. Most have been hard hit by tough economic times and have high unemployment rates.

“We believe this new Teamster entity will lend itself to the negotiation of more protective area wide-labor agreements, will make us more effective politically and, in general, allow us to serve our memberships more efficiently.”

By adding the three new states, Joint Council 3 becomes the largest Teamster Joint Council in the continental United States from a geographic standpoint.

“We believe this will add to our stature in the Western Conference and in the International Union. It will add prestige both within and outside of the Teamsters Union.” Parker said.

The merger has been in the planning stage for about three months. It was approved in June by Joint Council 2 delegates and in July at a meeting of Joint Council 3 delegates.

Attending both councils' delegate meetings was Arnie Weinmeister, direc-

tor of the Western Conference of Teamsters in Seattle, who urged approval. It was unanimously approved by both councils.

Weinmeister pledged support of the Western Conference during the transitional stages of the merger.

“A merger is like a marriage, you have a few hurdles at first, but we (the conference) will be there to help in any way we can,” he said.

The conference director said the merger will provide a broader base and give more opportunity for the local unions to provide better service.

Who are the Teamsters?

The Teamsters are America's largest, most diverse union. In 1903, the Teamsters started as a merger of the two leading team driver associations. These drivers were the backbone of America's robust economic growth, but they needed to organize to wrest their fair share from greedy corporations. Today, the union's task is exactly the same.

The Teamsters are known as the champion of freight drivers and warehouse workers, but have organized workers in virtually every occupation imaginable, both professional and non-professional, private sector and public sector.

Our 1.3 million members are pub-

lic defenders in Minnesota; vegetable workers in California; sanitation workers in New York; brewers in St. Louis; newspaper workers in Seattle; construction workers in Las Vegas; zoo keepers in Pennsylvania; health care workers in Rhode Island; bakery workers in Maine; airline pilots, secretaries and police officers. Name the occupation and chances are we represent those workers



somewhere. There are nearly 1,900 Teamster affiliates throughout the United States, Canada and Puerto Rico.

Teamsters stand ready to organize workers who want to bargain collectively. Once a contract is negotiated and signed, the union works to enforce it—holding management's feet to the fire and invoking contract grievance procedures if management

chooses not to. Wages and benefits under Teamster contracts are markedly better than those of non-union employees in similar jobs. Teamster contracts are the guarantors of decent wages, fair promotion, health coverage, job security, paid time-off, and retirement income.

The Teamsters Union also performs vital tasks in such areas as pension management, safety & health, community outreach, governmental affairs and communications. For more than a century, the Teamsters have been a public voice for the rights and aspirations of working men and women and a key player in securing them.

For more than a century, the Teamsters have been a public voice for the rights and aspirations of working men and women and a key player in securing them.