



# 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

### Members' organizing involvement is vital

With unions' unprecedented popularity at the moment, the need for additional resources is vital. Our 1.3 million members, the most valuable resource we have when organizing the unorganized, wield significant power in this movement.

Corporate America's excessive control over the economy, fueled by unlimited funds poured into political campaigns, is a stark reality. This unfair advantage, where money translates to influence, underscores the need for change and the importance of the labor movement.

They use that influence to squash worker rights. The profits that American workers generate for their employers continue to benefit the few at the top of the corporate structure and shareholders while the worker is left holding the bag.

The American worker has had enough and is demanding better, leading to the labor movement's current popularity. Workers see that belonging

to a union delivers better pay, benefits, and working conditions and levels the playing field with their employer.

Getting the membership involved and engaged in the movement is necessary. There is no better advocate for union membership than the member who sees the benefits of representation in their everyday life.

Being an advocate isn't a big commitment. It can be done without committing any additional time. Talking to nonunion workers at a competitor in the same industry as the one you work in is a great place to start.

Explaining to workers that they are doing the same job as you but for substantially less in pay and meaningful benefits.

Many of our members already interact with the nonunion workers in their industry. It could be an RSR for Bimbo talking to the other workers stocking the shelves in a grocery store, or a mixer driver washing out on a construction site.

HOGUE>>CONTINUED ON PAGE 8

## Denver City Council puts collective bargaining on the November ballot



DENVER—A ballot referendum that would grant collective bargaining rights to 15,000 Denver city public sector workers rights has been scheduled in November. That's when city voters will have an opportunity to achieve bargaining rights for nearly 15,000 city workers.

### and he should know

"This has been a long time coming," said Ed Bagwell, president of Local 17, who has been organizing in the public sector since he came to Denver in 2003

"Denver is the largest city in America without collective bargaining rights for public employees, but the tide is now shifting.

"For more than twenty years, Teamsters have worked alongside Den-

ver public employees to help them secure collective bargaining rights, and it's incredible to see this finally come to fruition."

"Thank you to all of the members of the Denver City Council for using their political and legislative power to expand the rights of working people," said Dean Modecker, secretary-treasurer of Local 455. We look forward to winning in November and securing these public servants firm Teamsters contracts in the coming years."

For public sector workers in Denver to have the right to organize a union, the city's charter must be changed, which the ballot referendum would do. If approved by voters in the general election, collective bargaining can begin in January 2026.

TEAMSTERS JOINT COUNCIL NO. 3

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

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# Ruan\Fry Teamsters win three-year pact

BY JOSH GRAVES  
Vice President

Teamsters Local 104 members recently ratified a new three-year agreement at Ruan Fry's by 87 percent. These were long, hard-fought negotiations that delivered a great new agreement.

Some contract highlights include significant wage increases, guaranteed driver and mechanic roster, 100 percent paid Teamster insurance, and an additional floating holiday.

Ruan members were the last piece to line up all three grocery contracts to expire in the same year. We look forward to 2027 and having the leverage to improve the working conditions and raise the wages of all grocery members of Local 104. Thanks to the negotiating committee members for all their time and efforts: Jim Martelli, Bob Sawyer, Johnny Cash, Walter Abraham, William Decker, and Steve Hoopingarner.

**Titus Transport**—Local 104 has been in a tough organizing campaign

with the workers at Titus Transport. Local 104 demanded recognition on June 24. These workers know their worth and are holding strong until we reach our goal. Please show these drivers your support when you see them out on the road and making their deliveries to Fry's stores.

**Reliance Metalcenter**—Members have ratified a new three-year agreement. The Union's negotiating committee successfully achieved the largest wage and pension increases ever received for the membership. Machine operators will receive \$3 in year one and \$1 in years two and three; the drivers will receive \$2 in year 1 and \$1 in years two and three, maintain 100 percent Teamster paid insurance, and \$0.25 per year in the pension.

Thanks to the union negotiating committee members, Business Representative Hector Rivas and Steward Randy Philip, for their efforts.

# ARIZONA LOCAL UNION REPORTS

## Local 104

Karla Schumann  
Secretary-Treasurer



Ruan/Fry Stewards celebrate ratifying a new 3-year agreement

*Right and below: Our sisters of Local 104 building solidarity and training at the 2024 Women's Conference*



Congratulations to Steve Martin, who retired from Ruan/Fry's after 48 years

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Hello, sisters and brothers. What a summer we've had, huge successes and a trip to Puerto Rico for the 2024 Women's Conference. Here's a summary of our summer.

HB2742 was passed in the Senate and was signed into law by our Governor Katie Hobbs. HB2742; aggravated assault; transit; airport; rail will protect our most vulnerable workers who, at times, deal with brutal attacks against them.

This bill had bipartisan support and was moved quickly without any changes. This was a huge win for Teamsters Local 104.

Thanks to our bill sponsor, Representative Consuelo Hernandez, LD21, for the hard work, endless hours, and conversations that ensured this bill moved as swiftly as it did. Also, thanks to those who came to testify, including SMART, ATU, BLET, BMWED, and other privately owned transit companies, who came to ensure this bill wasn't left on the floor.

To Sisters Amy Friauf, Barb Franco, and Brother Angel Torres, thank you for coming to the Capitol to put a face on this bill. This law is for all of us to protect all of us. We will have a signing ceremony soon at the Governor's Office.

I attended the Women's Conference with 16 other sisters from Teamsters Local 104 this summer. We attended classes, grew in solidarity, and met new friends. The Women's Conference is a time for sisters to come together and learn from one another how to become strong, independent women in our Teamsters Union.

I taught a class called "Sister, Fix your Crown, and Help Me Fix Mine." Over 400 women attended. The class was geared around coming together and being vulnerable while being the best version of ourselves. It was mixed with Teamster women's history and today's women leaders, and moving forward, we can change the world if we come together and work for the highest and best of ourselves, for ourselves. Sisters, every day I glean from you.

November 2, 2024, is our Teamsters Appreciation Day at Encanto Park in Phoenix, Arizona. Every year, this event gets bigger and better. Last year, over 3,000 people attended. We are

# Teamsters Local 104 PICNIC

FOOD - FUN - BEER - GAMES - RAFFLE

# 11-02-2024

TUG OF WAR - WHO WILL BE THE CHAMPION?

# ENCANTO PARK

BRING YOUR FAMILY FOR A BIG DAY OF FUN

# 11:00 - 4:00pm

TICKETS ON SALE NOW!



# 1 4



# 1 4

opening ticket sales on August 1, 2024, to attend our picnic. Get your teams ready early for the tug-of-war contest. Who will win this year? Our picnic is the best in the West! Plan to join us for a fun day with your union siblings.

The Arizona primary will be over when you receive this, and we will work on the general election. November 5, 2024, is an important day in our country. We will work together to ensure that labor-friendly candidates win so our issues will be heard and we will have a seat at the table. In Arizona, I am grateful when we can work with mem-

bers on both sides for the betterment of all.

My concern at the Capitol is ensuring the Teamsters have a seat at the table, that our concerns are not left behind, and that we work together. Building relationships is founded on trust and the ability to not agree on everything, yet to come together for Arizona workers.

We can work together for hard-working union members in Arizona. LD7 Senate candidate David Cook is the son of an electrician and a rancher in his district and will continue to fight

for Arizonans. Representative Cook is a Republican who has been an asset for standing up for labor in Arizona. I mention him because, at times, he goes against the grain and votes with labor.

The point is that we can work together if we set aside disagreements and listen to one another. The full list of our endorsed candidates can be found at our website: [www.teamsterslocal104.com](http://www.teamsterslocal104.com). Please take the time to look them over. If you have any questions, please reach out to me. Let's have those hard conversations.

# NEW MEXICO

## LOCAL UNION REPORTS

### Local 492

Andrew Palmer  
Secretary-Treasurer



## DRIVE is excellent investment for members

BY ANDREW PALMER  
*Secretary-Treasurer*

ALBUQUERQUE—Teamsters Local 492 traveled through New Mexico recently with an IBT DRIVE representative. DRIVE (Democratic, Republican-Independent Voter-Education) is a program that supports politicians who support labor.

All members should consider joining DRIVE. Remember, the companies are signatories to our contracts. We should make sure they hold politicians accountable. Help your union do the same!

We hope our members and their families are having a good summer! With summer comes warmer weather and the increased possibility of heat-related injuries. Please ensure you have plenty of water while at work and are aware of signs of heat-related illness. Please notify your supervisors immediately if you see any signs of heat injuries!

At Local 492, we are always here to advocate on your behalf, especially during these challenging times. For those members who work for UPS, the Teamsters negotiated heat-related injury and illness prevention language into the National Master Agreement in your new contract. Please familiarize yourselves with Article 18 Section 27. Although we negotiate the language that best represents our members' needs, we need our members to stay vigilant. When your employers violate the terms of your contract, file a grievance!

When I took over as secretary-treasurer of Teamsters Local 492, one of my priorities was to resume monthly pension meetings. Please schedule a meeting if you participate in the Western Conference of Teamsters Pension plan. We have a pension representative in town once a month for your convenience. If you want to schedule a meeting, please call Brittney Gutierrez at (505) 344-1925 Extension 11.

BY TRACY MCCARTY

*Freight/Creamland Dairies/Tunista*

ABF—As expected, volume has picked up for the summer months.

During most election years, freight volumes tend to drop off. ABF has rehired all the laid-off OTR drivers and hired five new drivers who were being used as casuals. Several accidents in the last few months have resulted in suspension. Please be careful out there. Dock, City P&D: with the scorching weather, stay hydrated.

I am not receiving many warning letters, but we have a new OMI on the dock. Everyone will have to acclimate operations in New Mexico. For the shop, a tool allowance was paid improperly. I have taken the stance that

ABF can come after the overpayment but only to the net funds paid to the member, not the total gross of the issuance.

If anyone has questions, please get in touch with me. Also, 960, we have had a few grievances regarding managers working and work done by California Clerks. Stay vigilant and protect what is our work! I am still awaiting the contract books and will let everyone know when they are printed. An electronic version is available on the website.

TForce—As this article is being written, we have not settled the closing of the Farmington, NM terminal. I have had local and MSC hearings with the company and will be in Dallas for

BY DAVID TRUJILLO  
AND ROBERT FERNANDEZ  
*UPS*

Hello, Brothers and Sisters,

I hope you and your families are well. The heat has been a big issue, as it is every summer. We have been working on enforcing all aspects of Article 18 Section 27 regarding heat-related illness and prevention. You are your best judge of how you feel in the heat, so please let management know if you are feeling any negative symptoms of heat-related illness, and in the event of an emergency, please call 911. Your health always comes first! Ultimately, we rely on your communication to keep the company compliant with this and all aspects of the contract. Remember, this is a contract that the company agreed to follow, so we should be more than willing to hold them accountable for adhering to it!

Rural deferment is a program UPS is attempting to try to save money. The problem lies in the day after rural deferment; the affected driver(s) have a much longer than necessary planned day. We are also fighting these long days and need your continued input on our drivers' effectiveness. This will continue to pressure the company to reduce those days as much as possible. We have successfully reduced days like these for a few affected drivers previously. Still, it takes a significant amount of input from us at the union, along with the drivers, when we speak with management. It's prolonged, but we are making progress.

The 9.5—and 8-hour penalty pay increases seem to not dissuade the com-

pany from continuing to violate the provisions of Article 37. Know your rights under the 9.5—and 8-hour language and enforce the contract if this happens to you. Contact your union stewards if you have questions about your contract.

Supervisors taking on union members' work roles have constantly threatened unions and the core of our ideals, keeping our members working. When we allow supervisors to work at any time, especially when we have brothers and sisters on layoff, they are saving money out of our pockets and depriving those on layoff of contributing to their healthcare and pension. If you see supervisors working, ask them to stop, but if they continue, keep a record of the times (hours/minutes) they worked and file a grievance.

Supervisors do bargaining unit work by advising packages, rerunning missorts/misloads, and retaping packages. These supervisors are not "just helping out"; they're cheating you on all the money you and your fellow Teamsters deserve. Don't let it happen!

Lastly, the automation of the Commanche Hub seems to be underway. We have asked many questions but are still waiting for answers because the company doesn't know the answers yet. If you have any questions or concerns, please get in touch with us, and we will do our best to provide the answers. Remember, we will only give you answers based on facts. Rumors are constantly springing up, but it wouldn't be right for us to speculate. If we have answers, you will get them.

Stay strong and stay united. Together, we are unbeatable!

the Nationals. Contract books are available at the terminal if you want one. Be safe, and call if you have any questions.

Creamland Dairies—I have not received the final version of the contract. The company negotiator has been involved in many other contract discussions and has not given us the final version to sign. When I obtain it, I will print and distribute it to everyone. It continues to be very busy, and the company is still short-handed. In the

event of overtime and how it is applied, please contact your stewards, or you can call me at the office.

As a reminder, all agents and staff at the local are working diligently to ensure all your concerns/issues are addressed promptly and efficiently. Unfortunately, while visiting all sites, we do not always meet or see all members. However, we, the agents, are at all the monthly membership meetings to address any concerns you have.

LOCAL 492>>CONTINUED ON PAGE 10



### LOCAL 492

**Deceased** — Matthew Vega (UPS)

#### **Retired**

Eleno Moya (ABF)      Andrew Hall (Jacob's)  
Robert Rhodes (ABF)      John Madrid (UPS)  
John Montes (ABF)      Luis Lucero (Sandia Corp.)





## Cooling off at Sierra's Race



# COLORADO

## LOCAL UNION REPORTS

### Local 267

Mike Cova  
Secretary-Treasurer



## Heat is up; so is production

FORT COLLINS—Greetings brothers and sisters:

Summer is here, and so is the heat.

Ensure you know when the bump cap waivers are in effect. This can help you stay cool on especially hot days. We have seen an uptick in production this summer.

While some are glad to see the increase in overtime, others are not. Forced overtime is common in the brewery in the summer months.

We continue to hold the company's feet to the fire regarding training, so if you are interested in more overtime, be sure to fill out the training request form and send emails letting management know of your interest. While the overtime may have picked up over the summer, we could be in for another slow winter, so the more skills you have, the more work opportunities you will receive.

In May, a motion was passed to suspend the general membership meetings for June, July, and August. When the meetings resume in September, we will move them back to Saturday mornings. Times and dates for the remaining 2024 meetings will be posted on the brewery and app union boards.

In June, members of Local 267, headed up by Kenny Rodriguez, volunteered for Sierra's Race Against Meningitis, an annual event to raise meningitis awareness. The event is a 5K run/walk and a free meningitis vaccination clinic. It is held in honor of Sierra Krizman, who passed away suddenly from bacterial meningitis on April 10, 2007. On October 11, 2010, long-time Local 267 member Bill Jubert also passed away from bacterial meningitis.

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

I would like to personally thank Kenny Rodriguez for coordinating the volunteers, and Jake Kucera for bringing up the JC3 truck to the starting line. Thanks also to those who volunteered on behalf of Local 267.

As you may have seen, time clocks have been installed around the brewery. The clocks and the company's new scheduling software are tentatively scheduled to go live by September. The company has assured us that training will be given before the go-live date, but we expect some bumps in the road. If you have an issue, get a shop steward involved to help you with problems.

If you or someone you know has not signed up for the Local 267 app, please contact the hall or a shop steward to help you download it and sign up. Over 93 percent of our membership has downloaded and signed up for the app, providing members with a one-stop shop for schedules, benefit contacts, and push notifications about current brewery information.

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

In solidarity,  
Michael Cova



# COLORADO

## LOCAL UNION REPORTS

### Local 455

Dean Modecker  
Secretary-Treasurer



## Union opposes so-called King-Albertson merger

BY MARK MADSEN  
*Business Agent*

In a previous edition of the paper, I mentioned a Zoom call with Colorado A.G. Phil Weiser and Teamsters Local 455's executive officers regarding the Kroger/Albertsons "merger."

During the call, we reaffirmed our unity and strength in opposing the Kroger-Albertsons "merger." The week of July 12, the companies unveiled their "wish list" of post-merger restructuring, which could significantly impact our stores, distribution centers, and production plants (milk, beverage, etc.).

The "wish list" term is because these changes can only occur "If" Kroger is successful in the two Tate lawsuits and the FTC case. These cases are not set for hearing until mid- to end-August, with decisions to be rendered well afterward.

So, there is still a long road ahead with more announcements, I am sure, to come from the company, but more importantly, from IBT and Local 455.

The entire Teamsters Union is committed to protecting the jobs of every member that could be affected by the merger, and the business agents will update their respective membership at each facility as information becomes available. Every member from the affected facilities can receive updates by contacting Local 455 and updating their email and contact information.

**Denver Post**—As I have stated in previous editions, the print press industry continues to shrink with the closure of more presses in Colorado. Our members at the Denver Post facility continue to be overworked due to the amount of work transferred in from other locations. Local 455, along with the help of the chairmen, continued to press management to raise wages for the entire press room to attract new journeymen to operate the presses. The upcoming negotiations next year will be a pivotal turning point in the lifespan of the Denver Post, and we must address the pay structure now.

## Feeder drivers happy to be back at the wheel

BY GREGG MARSHALL  
*Business Agent*

**UPS**—Vacation coverage during summer months at UPS has helped get a lot of the feeder drivers who were laid off back into the seat of a tractor-trailer, and I couldn't be happier

As many of you know, the case regarding laid-off feeder drivers who have successfully worked 30 in 90 days inside the hub to qualify for an RPCD job was deadlocked at the Rocky Mountain state panels last month.

The next J.A.C. should set that straight at the end of July, just in time to get the interested members qualified before the end of summer. The union heard and won this case 20 years ago, and I am confident we will prevail again.

**T-Force**—We ask the company, "What are you thinking?" when it eliminates the coverage board. That case is heading to the regionals for some real answers! We will have that decision in early August.

For the clerical workers at TFF, when you see a supervisor doing Teamster work, FILE, FILE, FILE, FILE. That company took forever to hire enough clerical workers and finally had enough coverage that you weren't working 12-hour day six days a week to turn around and lay people off. We will only get their attention again by filing grievances to protect our work

**Penske**—With a new labor relations manager and a new DSM, I have had to explain the intent of the strong language we won at the bargaining table in December 2023.

Please make sure you record your apron pay and higher Tech pay correctly when you complete that work. I will continue to hold the company accountable, and you should also. You all stood together for strong contact, and do not forget that.

**Ryder**—I am sure you were all shocked when the company announced the close of the Bryant Steet location later this year. Thankfully, the company has said there will not be any job loss and will incorporate everyone into Holly St and Montebello with a city-wide shift bid. I have also recommended that the company create more off-site positions to reduce the possibility of crowding

**Merigold Brighton**—Get ready for your contract proposal meeting coming real soon. Your active participation and input are crucial for shaping the future of our union. Start talking to your fellow co-workers and stewards about what positive changes you want to see in the future. I hope everyone is enjoying their summer and look forward to seeing all the smiling familiar faces at Teamsters Day at the Zoo plus the Local 455 annual golf tournament. Let's make this meeting a success!

## Teamsters watching United situation closely

BY DON RAMSEY  
*Business Agent*  
*Airline RLA contracts*

**United Airlines**—After the membership gave an overwhelming message to United by voting a resounding NO to the contract extension T/A, General President Sean O'Brien appointed International Vice President Chris Griswold as the new director of the Airline Division. Bob Fisher was appointed director for below-wing operations. Clacy Griswold was called out of retirement to be head negotiator.

Mr. O'Brien allocated all resources necessary to achieve the best contract

possible. This included increasing the rank-and-file negotiation team from nine to 24 members. Denver was allocated a flight simulator negotiation member to represent Denver as a whole, but they had to be from the FST and related group for specialty knowledge. The pier vote was conducted at TK and Jim Prout was decidedly voted to fill the position.

The negotiation team met in Las Vegas the week of July 8. This was the first meeting with the increased members, so introductions were in order. Industry economist Dan Akins spoke on economics and industry trends, and Kaitlyn Long from Teamsters' Strategic

Initiative Department spoke on campaign strategy.

The committee worked through the week and evaluated all non-economic proposals submitted by members last month to prepare our first proposal to the company. Discussions took place about several economic issues, but the priority was to prepare for engagement with United.

Our first meeting with United in Chicago is set for the week of August 5, and our package is ready. Denver presented two discharge system board hearings in late June and we await the decisions.

Local 455 won the termination ar-

bitration for Angel Zamarripa and he is back in position as Grievance Committee Chairman.

Teamsters General President Sean O'Brien gave a powerful speech at the Republican National Convention on July 15 and is scheduled to visit the Technicians at DIA on July 24. We are looking forward to his engagement with the membership.

**Frontier Airlines**—Local 455 has requested dates for ongoing negotiations for the controllers, appearance agents, and material specialists. The company is evaluating the union's last proposals, and we await the scheduling for re-engaging with the company.



# High praise for the late Kathy Tiihonen

In a 2014 letter to a *New York Times* reporter, Bernadette Kelly, a 30-year Teamster, was concise: “I have a seasoned, skilled rank-and-file organizer who wins...She basically wins through the NLRB, one of the few organizers who can successfully do it. Bargaining orders, 10(j)s, she wins,” wrote Kelly, now executive vice president of CWE.

“Her name is Kathy Tiihonen. She is a former bus driver and a long-time local union organizer. She wins.”

As Teamsters Local 455 members mourn Tiihonen’s passing on June 2, 2024, Teamsters and trade unionists across the country are celebrating her work over the decades—lauding her skill in navigating workers through the Railway Labor and National Labor Relations Acts and organizing victories at some of the country’s most difficult employers—US Foods, America West, Sysco, and countless others.

“She’s a bad-ass Teamster,” said Dean Modecker, Teamsters Local 455 secretary-treasurer. “She found a way to beat companies at their own game. She showed us we can stand toe-to-toe with employers on their own game board. She showed us how to win.”

Tiihonen’s Teamster career began in 1993 as a city bus driver in Tucson, Arizona. Hired by Teamsters Local 104 in Phoenix as an organizer in 2000, Tiihonen set herself apart by studying the National Labor Relations Board (NLRB) and its rulings and using the law to help workers win no matter what companies threw at them.

Ryan Proctor, now a Teamsters Local 104 business agent, was a US Foods warehouse worker in 2007 in Phoenix when he and his coworkers began their union organizing at the food distributor.

Though the unit lost its representation election, Tiihonen was unfazed. During the organizing campaign, she helped workers log every company violation of workers’ rights and filed charges with the NLRB.

Said Proctor: “Because of Kathy, we filed something like 270 charges that led to the Gissel Bargaining Order,” an NLRB order issued when an organizing campaign is so tainted by an employer’s unfair labor practices that a fair rerun election is unlikely. Such orders are extremely rare.

“We would not be a union if it weren’t for Kathy,” Proctor said. “She took on the fight and made it happen.”

Karla Schumann, Teamsters Local 104 secretary-treasurer, said she and Tiihonen were virtually inseparable for more than a decade in Arizona.

“For 10 years, we were truly Lucy and Ethel, and I was Ethel,” Schumann said. “We used to say, ‘two chicks and a 12-pack and we can do anything.’”

It was an attitude that defined Tiihonen, Schumann said, and part of her Finnish heritage. Tiihonen believed in the Finnish concept of “*sisu*,” loosely defined as sustained courage, strength of will, and perseverance.

“Her passion, determination, her drive—it’s a game changer,” said Schumann. “The work of one woman,

you can literally see the ripples across our union. She changed so many people’s lives. That’s literally what she’s all about. How is the earth still turning without Kathy in it?”

In 2016, Tiihonen moved to Denver, joining Teamsters Local 455 as an organizer and later as a business agent. There, she continued to touch lives through support for national union organizing campaigns, building a Local Union Women’s Committee, training volunteer organizers, and making inroads with young, vibrant, active Teamster members.

“There will never be another Kathy,” Modecker said. “She broke a lot of glass for the young people entering this movement. She broke all the glass doors, windows, and ceilings. You can see the mark she left, and it’s powerful.”

Shea Champion-Logan, a Local 455 UPS-er, and activist, is among the original members of The Young Regulators, a group of young Teamsters dedicated to educating young people about the union movement and bridging the gap between senior and new members.

“She had this fighting spirit that few people have,” Champion-Logan said. “In every aspect of her life, she was always a warrior, from when she was a kid up until her very last days.”

Champion-Logan spent multiple hours with Tiihonen, soaking up lessons in trade unionism. “She shared with me a playlist of songs which I will keep private, except one song that just screams Kathy: It’s called ‘Girl on Fire,’ by Alicia Keys.”

Jake Kucera, Tiihonen’s mentee and successor as Local 455 organizer, describes her as “a very well-organized, hard-ass Teamster,” who “told you straight up what she expected from you.” But Kucera said there was much more beneath the Teamster exterior.

“If you only knew her as Teamster organizer...you probably thought she was a machine for the union. But we all have our other side as humans with dreams and emotions,” Kucera said. “She had a love for the ocean and deep-sea fishing. She said she felt more at peace by the ocean and would like to be sent to sea if something ever happened to her. Hopefully, she will find herself with that last wish.”

Tiihonen shared love of the ocean, sand and sun with her son Erik Sellers, his wife Jessie, and her grandchildren Zoey and Colten, taking them on annual retreats to her beloved San Diego.

“She definitely liked the outdoors,” said Sellers. “She liked the heat, getting toasted out in the sun, getting what she called her ‘Arizona tan’.”

“She gave me the hard treatment growing up, as a single mom. We had to push through a lot,” Sellers continued. “She made some sacrifices when I was little. She’d take me to fancy restaurants we really couldn’t afford. She did everything to bring me up good—or better than she was. I was never lacking.”

His most poignant descriptions are of his mother’s strength: “She’s just full of life. If she was going to do something, she was doing it. She’s just a strong woman.”

## 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.



## App and website have come alive!

POCATELLO—Brothers and sisters! We hope your summer has been great and filled with adventures shared with your family and friends!

The Dean Dairy contract has been ratified and we are waiting for signatures. Several contract negotiations will be underway next year so make sure your co-workers are part of the union!

Our app and website ([www.teamsterslocal983.com](http://www.teamsterslocal983.com)) are now live! Scan the QR code to download and register! We are still working on adding more information, but hopefully, this will be a helpful tool. You can view your contract and important contact information, file a grievance, and even sign up new members.

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

look around and remember that there is power in numbers and working together is where our strength lies.

We are continually internally organizing our shops and centers. The more members we have 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 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 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 our recent retirees! We wish you the best in your retirement! If you are starting

## IDAHO LOCAL UNION REPORTS

### Local 983



Jessica Prather  
Secretary-Treasurer

to think about retiring, please call our office to schedule an appointment with our WCOT Pension representative.

In-person interviews are back every other month, but you can always call them over the phone! The application process can take several months, so plan ahead if possible. We will be happy to help you fill out your application! To contact the Pension office directly, call 1-800-531-1489 or create an account at [www.wcotpension.org](http://www.wcotpension.org).

Please contact us for any address or phone number changes. Also, if you will be off work for a month or more due to illness, leave of absence, layoff,

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



SCAN HERE TO  
DOWNLOAD THE APP



SEATTLE  
LOCAL 983

## UTAH LOCAL UNION REPORTS

### Local 222

## Local 222 negotiators busy in Utah

BY ALEX ROJAS  
Business Agent

SALT LAKE CITY—In June, we had a productive week of contract negotiations with the American Red Cross. We have two weeks scheduled in August. Before we go into economics, we have a few open items left.

**Hertz**—The opener letter was sent out in early July. We will send out questionnaires to determine what improvements and changes the group would like to see.

**Meadow Gold**—The company has asked the union for a list of volunteers (stewards) who would spend 15 minutes talking to new hires during the new employee orientation about the

benefits and reasons why working for the company is a great idea. I will reach out to stewards to see if they would like to participate in these meetings.

**Ryder**—We took the company's Last, Best, and Final offer to the group. It was unanimously rejected. I pulled a strike vote, and we also had a unanimous vote in favor of striking. I notified the company immediately of the results as well as our intention to cancel the contract extension. There are four open items left. The company has already agreed to three of them. The last issue is health and welfare. We have asked the IBT for "enhanced strike benefits" for this group, waiting for their response.

Once again, I would like to thank all the stewards for everything you do!

## Pride Parade 2024

As Teamsters, we support ALL our members. This June, more than 100 people from seven different local unions marched in the Salt Lake City Pride Parade in conjunction with the LGBTQ group, Pride At Work. Marchers shouted chants and held pro-union signs, while navigating the streets of downtown Salt Lake City.

"It was so empowering," said participant Andrea Moore, "to be part of such a solid group supporting those in the LGBTQ community."

The Teamsters semi, "Big Mac," made a guest appearance as well. We are looking forward to an even bigger group to join us next year.

## Ralph J. Taurone Golf Tournament

This year's golf tournament was a huge success! With generous sponsors and participants, we raised more than \$45,000! We raised enough that we are looking for ways of including both members' children and members as recipients of our scholarships for college and trade schools. We will announce these changes in 2025



## HOGUE

FROM PAGE 1

UPS and freight drivers interact with the nonunion employees daily as well. We should all take advantage of those connections to talk positively about the union and encourage them to take steps to bring a union into their workplace.

Every successful movement depends on the rank-and-file. Every organizing success starts with workers talking to each other and using their collective voice to make change. We need the 1.3 million members, the union's voice, to continue being the backbone of the strongest union in the world.

In solidarity, there is strength.



## AFL-CIO Convention: Platform for Labor advocacy

Recently, Local 2 had the privilege of participating in the Montana AFL-CIO convention held in Helena. This gathering brought together unions from across the state to discuss critical labor and political issues affecting working people. Our four delegates passionately voiced Teamsters' concerns, reinforcing our commitment to strengthening our membership in Montana.

### Key Issues on Our Radar

**Fighting Bad Bills:** We remain vigilant against harmful legislation such as "Right to Work" and the proposed "Elimination of Required Certifications." These bills impact tradespeople and healthcare workers statewide. Our union stands firm in opposing any measures that undermine workers' rights.

**Medicare Expansion:** As the de-

bate over Medicare expansion continues, we recognize its significance for Montanans. Failure to expand this vital program would disproportionately affect rural communities, where healthcare access is already limited.

**Property Taxes:** The burden of increased property taxes has been felt by hardworking Montanans. Our state's citizens deserve better. We urge voters to consider this issue when heading to the November polls. As you cast your vote, research candidates thoroughly and choose those who prioritize your well-being.

In conclusion, Teamsters Local 2 remains steadfast in our mission to empower workers, advocate for their rights, and create a fairer Montana. Together, we can build a stronger future for all.

# MONTANA

## LOCAL UNION REPORTS

### Local 2

Erin Foley  
Secretary-Treasurer



## Worker empowerment is labor goal

BUTTE—Teamsters Local 2 has been crisscrossing our great state, engaging with members and addressing worksite issues head-on in our tireless pursuit of justice and fair treatment for workers. Our commitment to visibility

and accessibility ensures that every member's voice is heard. If you haven't yet met with one of our agents, don't hesitate to contact our main office – we're here for you.

## New addition: City of Belgrade Public Works

We're thrilled to announce that the City of Belgrade Public Works has successfully elected to join Local 2 Teamsters! Our dedicated organizer has worked tirelessly with various interested groups, and we encourage anyone who

knows potential members to connect them with our office. Every working person deserves protection, safe conditions, and a voice—principles that resonate with all of us Teamsters.

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

— Martin Luther King

# MONTANA

## LOCAL UNION REPORTS

### Local 190

Jim Soumas  
Secretary-Treasurer



## 450 public sector workers get historic wage increases

BILLINGS—Members of Teamsters Local 190 have voted overwhelmingly to ratify a new three-year collective bargaining agreement.

The contract preserves longevity pay for current bargaining unit members and includes time-and-a-half pay for all hours worked on holidays, \$200 stipends for safety shoes, and the largest monetary increase in the history of City of Billings Teamsters contracts.

"Congratulations to the hundreds of Billings Teamsters on this historic contract," said Jim Soumas, secretary-treasurer of Local 190. "These public servants are essential to the City of Billings. We could not be more excited to have helped them secure an agree-

ment that reflects the important nature of their work."

The 450 Teamsters work in a variety of jobs across the city, including public works department, which includes cemetery, parks, streets, solid waste, water, and wastewater, the public library, 911 call center, police records and evidence, animal control, airport operations and police, and MET transit.

"It was a hard-fought negotiation with the city," said Doug Studiner, a lead maintenance technician at the wastewater treatment plant and 30-year member of Local 190

"I am glad we were able to obtain a fair and reasonable agreement for our



Big Mac and Local 190 Teamsters celebrate the Fourth

members and maintain labor peace."

The contract now goes to the 10-member city council and mayor for a vote.

Teamsters Local 190 represents working people in Billings and across eastern Montana. For more information, visit [teamsters190.com](http://teamsters190.com).

The 4th of July parade in Laurel MT turned out to be a wonderful event. Local 190 brought up the Joint Council 3 truck "Big Mack" for the parade. We had about 40 members and family members participate in walking with "Big Mack" in the parade. Local 190 provided t-shirts for anyone that



wanted to walk in the parade, it was great to see everyone who came out to demonstrate Union unity.

Local 190 is now putting together the plans for the 2024 Labor Day picnic. Keep an eye out for the posting on the Union boards in your shops.



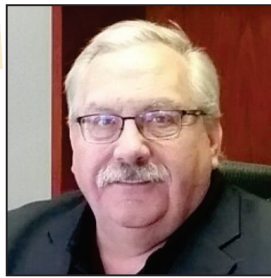
# COLORADO

## LOCAL UNION REPORTS

### Local 17



Duane Grove  
Secretary-Treasurer



## Local 17 improves information flow

DENVER—Local 17 has updated its website at [www.TeamstersLocal17.org](http://www.TeamstersLocal17.org) to provide a convenient and easy-to-use platform for informative and timely communication among our members. Please visit our website to find updated information on the following topics.

We started using Zoom Webinars in May to broadcast our general membership meetings. We will continue offering our members the opportunity to attend virtually when our meetings resume in September.

We have been working with Local 455, CWA, SEIU, the City Council of Denver, and Mayor Mike Johnston to put an initiative on the Denver Ballot in November to allow for collective bargaining for city employees.

The International Brotherhood of Teamsters organized the Denver driv-

ers at 10 Roads Trucking, and we are in the process of bargaining their first contract. Our next negotiating sessions are on September 24 and 25.

Ed Bagwell has been working on organizing Denver Transit Operators and is close to requesting an election for representation.

Thank you to our members who volunteered their time to help us successfully accomplish these organizing campaigns.

Our next project is to create a program that allows members to sign up to receive important Local 17 information directly through Email and text communications.

Remember to call Local 17 for a withdrawal card if you will be off work for a full calendar month or longer.

**BUY UNION-MADE  
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## LOCAL 492

FROM PAGE 4

BY JOE RUSSOM  
*White Paper*

A thank you to Kimberly Barboro from CWA/IBT Local 104 for her recent visit to Albuquerque for American Airlines to explain and answer questions regarding changes to the new contract. Several members were present.

Jesus Leo is our newest steward at the Sysco warehouse (nights). Best of luck. I'm looking forward to working

with you. The Hertz contract opener has been sent, and survey forms should soon be returned to the hall for review. The Jacobs/El Dorado contract has been ratified and is now in effect, while the Jacobs/Rio Rancho and ATF contracts are nearing completion.

This is a reminder to all members to sign up at [www.teamsters492.org](http://www.teamsters492.org) for all information, including contracts, forms, and more. I would like to thank the Local 492 members who have participated in the trainings over the past two years, as they have proven to be effective in representing members and contracts.

### NOTICE OF NOMINATION & ELECTION OF OFFICERS OF TEAMSTERS LOCAL UNION NO. 2

Notice is hereby given of the nomination and election of the following Officers of Teamsters Local Union 2: Secretary-Treasurer (Principal Officer), President, Vice-President, Recording Secretary, and three (3) Trustees. The terms of office for each Local Union position will commence January 1, 2025, and conclude on December 31, 2027.

#### Nominations

Nominations will be accepted at a Special Membership Meeting of Local Union 2 to be held on **Tuesday, September 24, 2024, at 6:00 p.m. (MT)** at the Local Union 2 Hall, 3345 Harrison Avenue, Butte, Montana 59701.

Nominations must be made and seconded orally from the floor by members in good standing with dues paid through August, 2024. Any back dues or fees may be paid at the Local Union office through 5:00 p.m. on **Tuesday, September 24, 2024**. Article XXII, Section 4(a) of the International Constitution requires that the nominations be made at the nominations meeting by a member in good standing other than the nominee. Nominees must accept the nomination either in person or, if absent, in writing and accept nomination for only one (1) office. Written acceptances must be submitted to the Local Union Secretary-Treasurer.

#### Eligibility to Run for Office

To be eligible to be nominated for Local Union office, a member must satisfy the requirements of Article II, Section 4 of the amended and restated Constitution of the International Brotherhood of Teamsters and this Local Union's Bylaws. An eligible candidate must be a member in continuous good standing of Local Union 2 and be actively employed at the craft within the jurisdiction of this Local Union for a period of twenty-four (24) consecutive months prior to the month of nomination for said office, and be eligible to hold the office if elected. "Continuous good standing" is defined as compliance with the requirements regarding the timely payment of dues, together with no interruptions in active membership in this Local Union because of suspension, expulsion, withdrawals, transfer, or any failure to pay fines or assessments. A member on dues check-off will not lose good standing as a result of a delay or default in an employer's transmittal of dues to the Local or because of an employer's failure to make the proper deductions in any month in which the member has earnings from which deductions could have been made. Members in a reserve component of the military or National Guard who are called to active service lasting more than thirty (30) days, but not more than twenty-four (24) consecutive months, shall be considered to be on Union approved leave of absence without any further action by the Local Union Executive Board. During such leave, the member shall not be obligated to pay dues beginning with the month in which the member commences his active duty and the Secretary-Treasurer shall mark the member as exempt, notwithstanding the requirements of Section 20 of the Local's Bylaws. The member shall notify the Local Union that he has been released from active service within thirty (30) days and will be responsible for paying his dues beginning with the month following the month of release. In the event the member remains in active service after twenty-four (24) months, the member must pay dues for the month following the expiration of the twenty-four (24) month period in order to remain in good standing. During the period of approved leave or for a maximum of twenty-four (24) months of active service, the Local Union may not issue a withdrawal card without the member's request, notwithstanding any provision of Bylaws Section 20, B and C.

Potential candidates are encouraged to check their eligibility, and the eligibility of their nominators and seconders, prior to the nominations meeting by submitting a written request to the Local Union Secretary Treasurer.

#### Election

The election will be conducted by mail ballot. Ballots to be mailed to all active members and new applicants eligible for membership in Local Union 2 on or about **Monday, October 7, 2024**. All ballots must be received at the designated Post Office Box by **10:30 a.m. (MT) on Monday, October 28, 2024**, to be counted. Members who have not received a ballot by **Thursday, October 17, 2024**, should contact The Merriman River Group at (877) 324-7655, and request a duplicate ballot. Duplicate ballots may be requested through the close of business (5:00 p.m.) on **Friday, October 25, 2024**. The postmark or mailing date of the ballot will not be considered in determining the timely casting of the ballot.

Instructions for the completion of the ballot will be enclosed in the ballot package. This is a secret ballot vote. You should mark your ballot in private and mail your ballot, sealed in the secret ballot envelope, to the designated post office box in the postage paid Business Reply Envelope provided. Do not give your ballot to anyone. The Local Union has engaged an independent ballot agency, The Merriman River Group, to mail and retrieve the ballots, register and tabulate them, and certify the results of the election.

#### Eligibility to Vote

To be eligible to vote in this election, a member of Local Union 2 must be in good standing with initiation fees and dues paid through **September 2024**. Members have until 10:00 a.m. (MT) on **Monday, October 28, 2024**, to pay their initiation fees or dues at the Local Union office in order to have their votes counted. Under the International Constitution, any member on dues check-off shall not lose good standing as a result of a failure by an employer to send deducted dues to the Local or to make a proper deduction from the member's pay in any month in which a member has any earnings from which dues could have been deducted. The ballots will be counted on **Monday, October 28, 2024, commencing at 11:00 a.m. (MT)**, at the Local Union 2 Hall, 3345 Harrison Avenue, Butte, Montana, 59701.

Elected officers of the Local Union shall, by virtue of such election, be delegates to any Joint Council with which the Local is affiliated, as well as to any convention of any subordinate body which may take place during their term of office. Elected Local Union Officers shall be delegates to such bodies in the priority set forth in the Local Union Bylaws. Copies of the Articles of the International Constitution, the Local Union 2 Bylaws and the Rules governing the conduct of this election are available, upon request, from the Local Union.

Fraternally yours,

**EXECUTIVE BOARD,**

**TEAMSTERS LOCAL UNION NO. 2**

**Published: July 2024**



**NOTICE OF NOMINATION & ELECTION  
OF OFFICERS OF TEAMSTERS LOCAL UNION NO. 190**

Notice is hereby given of the nomination and election of the following Officers of Teamsters Local Union 190: Secretary-Treasurer (Principal Officer), President, Vice-President, Recording Secretary, and three (3) Trustees. The terms of office for each Local Union position will commence January 1, 2025, and conclude on December 31, 2027.

**Nominations**

Nominations will be accepted at a Special Membership Meeting of Local Union 190 to be held on **Tuesday, November 5, 2024, at 7:00 p.m.** (MT) at the Teamsters Local Union 190 Hall, 437 Kuhlman Drive, Billings, MT 59105.

Nominations must be made and seconded orally from the floor by members in good standing with dues paid through October, 2024. Any back dues or fees may be paid at the Local Union office through 4:30 p.m. on **Tuesday, November 5, 2024**. Article XXII, Section 4(a) of the International Constitution requires that the nominations be made at the nominations meeting by a member in good standing other than the nominee. Nominees must accept the nomination either in person or, if absent, in writing and accept nomination for only one (1) office. Written acceptances must be submitted to the Local Union Secretary-Treasurer.

**Eligibility to Run for Office**

To be eligible to be nominated for Local Union office, a member must satisfy the requirements of Article II, Section 4 of the amended and restated Constitution of the International Brotherhood of Teamsters and this Local Union's Bylaws. An eligible candidate must be a member in continuous good standing of Local Union 190 and be actively employed at the craft within the jurisdiction of this Local Union for a period of twenty-four (24) consecutive months prior to the month of nomination for said office, and be eligible to hold the office if elected. "Continuous good standing" is defined as compliance with the requirements regarding the timely payment of dues, together with no interruptions in active membership in this Local Union because of suspension, expulsion, withdrawals, transfer, or any failure to pay fines or assessments. A member on dues check-off will not lose good standing as a result of a delay or default in an employer's transmittal of dues to the Local or because of an employer's failure to make the proper deductions in any month in which the member has earnings from which deductions could have been made. Members in a reserve component of the military or National Guard who are called to active service lasting more than thirty (30) days, but not more than twenty-four (24) consecutive months, shall be considered to be on Union approved leave of absence without any further action by the Local Union Executive Board. During such leave, the member shall not be obligated to pay dues beginning with the month in which the member commences his active duty and the Secretary-Treasurer shall mark the member as exempt, notwithstanding the requirements of Section 20 of the Local's Bylaws. The member shall notify the Local Union that he has been released from active service within thirty (30) days and will be responsible for paying his dues beginning with the month following the month of release. In the event the member remains in active service after twenty-four (24) months, the member must pay dues for the month following the expiration of the twenty-four (24) month period in order to remain in good standing. During the period of approved leave or for a maximum of twenty-four (24) months of active service, the Local Union may not issue a withdrawal card without the member's request, notwithstanding any provision of Bylaws Section 20, B and C..

Potential candidates are encouraged to check their eligibility, and the eligibility of their nominators and seconders, prior to the nominations meeting by submitting a written request to the Local Union Secretary Treasurer.

**Election**

The election will be conducted by mail ballot. Ballots to be mailed to all active members and new applicants eligible for membership in Local Union 190 on or about **Thursday, November 14, 2024**. All ballots must be received at the designated Post Office Box by **10:30 a.m. (MT) on Thursday, December 5, 2024**, to be counted. Members who have not received a ballot by **Friday, November 22, 2024**, should contact the Local Union at (406) 248-2658, and request a duplicate ballot. Duplicate ballots may be requested through the close of business (4:30 p.m. (MT)) on **Monday, December 2, 2024**. The postmark or mailing date of the ballot will not be considered in determining the timely casting of the ballot.

Instructions for the completion of the ballot will be enclosed in the ballot package. This is a secret ballot vote. You should mark your ballot in private and mail your ballot, sealed in the secret ballot envelope, to the designated post office box in the postage paid Business Reply Envelope provided. Do not give your ballot to anyone.

**Eligibility to Vote**

To be eligible to vote in this election, a member of Local Union 190 must be in good standing with initiation fees and dues paid through **November 2024**. Members have until 10:00 a.m. (MT) on **Thursday, December 5, 2024**, to pay their initiation fees or dues at the Local Union office in order to have their votes counted. Under the International Constitution, any member on dues check-off shall not lose good standing as a result of a failure by an employer to send deducted dues to the Local or to make a proper deduction from the member's pay in any month in which a member has any earnings from which dues could have been deducted. The ballots will be counted on **Thursday, December 5, 2024, commencing at 11:00 a.m.** (MT), at the Local Union 190 Hall, 437 Kuhlman Drive, Billings, MT 59105.

Elected officers of the Local Union shall, by virtue of such election, be delegates to any Joint Council with which the Local is affiliated, as well as to any convention of any subordinate body which may take place during their term of office. Elected Local Union Officers shall be delegates to such bodies in the priority set forth in the Local Union Bylaws. Copies of the Articles of the International Constitution, the Local Union 190 Bylaws and the Rules governing the conduct of this election are available, upon request, from the Local Union.

Fraternally yours,

**EXECUTIVE BOARD,**

**TEAMSTERS LOCAL UNION NO. 190**

Published: July 2024



**NOTICE OF NOMINATION & ELECTION  
OF OFFICERS OF TEAMSTERS LOCAL UNION NO. 983**

Notice is hereby given of the nomination and election of the following Officers of Teamsters Local Union 983: Secretary-Treasurer (Principal Officer), President, Vice-President, Recording Secretary, and three (3) Trustees. The terms of office for each Local Union position will commence January 1, 2025, and conclude on December 31, 2027.

**Nominations**

Nominations will be accepted at a Special Membership Meeting of Local Union 983 to be held on **Saturday, November 2, 2024, at 10:00 a.m.** (MT) at the Teamsters Local Union 983 Hall, 456 N. Arthur Avenue, Pocatello, ID 83204

Nominations must be made and seconded orally from the floor by members in good standing with dues paid through October, 2024. Any back dues or fees may be paid at the Local Union office through 4:30 p.m. on **Friday, November 1, 2024**. Article XXII, Section 4(a) of the International Constitution requires that the nominations be made at the nominations meeting by a member in good standing other than the nominee. Nominees must accept the nomination either in person or, if absent, in writing and accept nomination for only one (1) office. Written acceptances must be submitted to the Local Union Secretary-Treasurer.

**Eligibility to Run for Office**

To be eligible to be nominated for Local Union office, a member must satisfy the requirements of Article II, Section 4 of the amended and restated Constitution of the International Brotherhood of Teamsters and this Local Union's Bylaws. An eligible candidate must be a member in continuous good standing of Local Union 983 and be actively employed at the craft within the jurisdiction of this Local Union for a period of twenty-four (24) consecutive months prior to the month of nomination for said office, and be eligible to hold the office if elected. "Continuous good standing" is defined as compliance with the requirements regarding the timely payment of dues, together with no interruptions in active membership in this Local Union because of suspension, expulsion, withdrawals, transfer, or any failure to pay fines or assessments. A member on dues check-off will not lose good standing as a result of a delay or default in an employer's transmittal of dues to the Local or because of an employer's failure to make the proper deductions in any month in which the member has earnings from which deductions could have been made. Members in a reserve component of the military or National Guard who are called to active service lasting more than thirty (30) days, but not more than twenty-four (24) consecutive months, shall be considered to be on Union approved leave of absence without any further action by the Local Union Executive Board. During such leave, the member shall not be obligated to pay dues beginning with the month in which the member commences his active duty and the Secretary-Treasurer shall mark the member as exempt, notwithstanding the requirements of Article V of the Local's Bylaws. The member shall notify the Local Union that he has been released from active service within thirty (30) days and will be responsible for paying his dues beginning with the month following the month of release. In the event the member remains in active service after twenty-four (24) months, the member must pay dues for the month following the expiration of the twenty-four (24) month period in order to remain in good standing. During the period of approved leave or for a maximum of twenty-four (24) months of active service, the Local Union may not issue a withdrawal card without the member's request, notwithstanding any provision of Bylaws Article V. The 50% meeting attendance requirement shall not be enforced as a condition of eligibility to run for office in this election.

Potential candidates are encouraged to check their eligibility, and the eligibility of their nominators and seconders, prior to the nominations meeting by submitting a written request to the Local Union Secretary Treasurer.

**Election**

The election will be conducted by mail ballot. Ballots to be mailed to all active members and new applicants eligible for membership in Local Union 983 on or about **Wednesday, November 13, 2024**. All ballots must be received at the designated Post Office Box by **10:30 a.m. (MT) on Wednesday, December 4, 2024**, to be counted. Members who have not received a ballot by **Thursday, November 21, 2024**, should contact the Local Union at (208) 232-6891, and request a duplicate ballot. Duplicate ballots may be requested through the close of business (4:30 p.m. (MT)) on **Monday, December 2, 2024**. The postmark or mailing date of the ballot will not be considered in determining the timely casting of the ballot.

Instructions for the completion of the ballot will be enclosed in the ballot package. This is a secret ballot vote. You should mark your ballot in private and mail your ballot, sealed in the secret ballot envelope, to the designated post office box in the postage paid Business Reply Envelope provided. Do not give your ballot to anyone. The Local Union has engaged an independent ballot agency.

**Eligibility to Vote**

To be eligible to vote in this election, a member of Local Union 983 must be in good standing with initiation fees and dues paid through **November 2024**. Members have until 10:00 a.m. (MT) on **Wednesday, December 4, 2024**, to pay their initiation fees or dues at the Local Union office in order to have their votes counted. Under the International Constitution, any member on dues check-off shall not lose good standing as a result of a failure by an employer to send deducted dues to the Local or to make a proper deduction from the member's pay in any month in which a member has any earnings from which dues could have been deducted. The ballots will be counted on **Wednesday, December 4, 2024, commencing at 11:00 a.m.** (MT), at the Local Union 983 Hall, 456 N. Arthur Avenue, Pocatello, ID 83204.

Elected officers of the Local Union shall, by virtue of such election, be delegates to any Joint Council with which the Local is affiliated, as well as to any convention of any subordinate body which may take place during their term of office. Elected Local Union Officers shall be delegates to such bodies in the priority set forth in the Local Union Bylaws. Copies of the Articles of the International Constitution, the Local Union 983 Bylaws and the Rules governing the conduct of this election are available, upon request, from the Local Union.

Fraternally yours,

**EXECUTIVE BOARD,**

**TEAMSTERS LOCAL UNION NO. 983**

Published: July 2024





# Unionization rates up slightly, but organizing still top survival need

In 2023, 16.2 million U.S. workers were represented by a union—an increase of 191,000 from 2022, according to a new report from the U.S. Bureau of Labor Statistics. That’s the good news.

The bad news is that although more jobs were unionized, the share of workers represented by a union declined from 11.3 to 11.2 percent because unionization efforts could not keep pace with strong job growth in the overall labor market.

After decades of attacks on the right to organize, the current unionization rate is well under half what it was roughly 45 years ago.

These statistics don’t capture the number of workers who want to join unions—surveys show that tens of millions of nonunion workers wanted to join unions but couldn’t.

The numbers illustrate a broken system that thwarts workers’ ability to form unions and secure contracts.

For instance, employer refusals to

follow labor law have blocked workers at more than 370 newly unionized Starbucks stores from reaching a first contract after two years of organizing.

Other key data analyzed by the Economic Policy Institute include:

There were gains in private-sector unionization, but the public sector experienced losses.

In the private sector, the unionization level increased by over a quarter million (261,000) as the unionization rate grew from 6.8 percent to 6.9 percent.

The number of workers covered by a union contract in the public sector dropped by 70,000 as the unionization rate fell from 3.8 to 3.6 percent. Workers of color accounted for the entire increase in unionization levels in 2023.

Black workers had the highest unionization rates at 13.1 percent compared with 11.1 percent for white workers, 10 percent for Hispanic workers, and nine percent for Asian workers.

The gender gap in unionization

is small, but it widened somewhat in 2023. With women disproportionately concentrated in public-sector unions, the increase in the gender gap in unionization is a predictable result of public-sector unionization declining while private-sector unionization increased.

Workers of color saw an increase of 309,000, while white non-Hispanic workers saw a decrease of 119,000.

Younger workers are driving the increase in unionization levels. Unionization among workers younger than 45 grew by 229,000 in 2023, while unionization declined by 38,000 among workers age 45 and over.

The unionization rate for men held steady at 11.6 percent; while the rate for women declined from 11 to 10.7 percent.

The share of nonunion workers who want to have a union at their workplace is far higher than the share with union representation.

Studies show that nearly half of nonunion workers (48 percent) would

vote to unionize their workplace if they could. That means more than 60 million workers wanted to join a union but couldn’t.

The Protecting the Right to Organize (PRO) Act and the Public Service Freedom to Negotiate Act provide crucial reforms at the federal level to strengthen rights for private-and public-sector workers.

“Workers want unions, but a broken system is undermining their efforts to organize at every turn,” said Heidi Shierholz, EPI president.

“Decades of efforts to block union access have taken a heavy toll on workers’ rights. Employers have exploited weaknesses in U.S. labor law, and federal and state policymakers have failed to prevent this from happening.

“Dismantling existing barriers to union organizing and collective bargaining is crucial to generating a more prosperous, equitable economy.”

# Privatizers want to kill our postal service

BY JIM HIGHTOWER

Before there was the United States of America—before our Constitution was adopted, and even before our 1776 Declaration of Independence, one of America’s best democratic institutions was already delivering for the people: the Postal Service.

For 250 years, this invaluable public service has delivered more than mail. It was—and is—a core element of our national unity. Its network of local employees goes door-to-door, coast-to-coast, six days a week, in every zip code, physically linking America’s widely dispersed, wildly diverse people into one country.

It is a universally popular and essential government service that works. Yet as we’ve seen with such other valued public assets as our schools and parks, no flower is so beneficial to the common good that selfish corporate opportunists won’t try to pluck it for their private gain.

For years, corporate profiteers and laissez-faire ideologues have been tearing apart the Post Office’s budget, staff, branches, and historic mission.

They scheme to shrivel service, foment public dissatisfaction with the agency, demand evermore cuts in staff and branches—then push for a corporate takeover and downsizing of this universal, nationwide delivery network.

It’s not just a piece of government they’re trying to eliminate. It’s the core idea of America itself, namely our people’s can-do democratic spirit and commitment to the common good. Rather than meekly accepting this corporate retreat from our egalitarian ideals, let’s reassert our rebellious spirit.

For starters, we can help the

feisty American Postal Workers Union push a “People’s Postal Agenda.” It outlines ways to reinvent and *expand* the public services that this grassroots

network of employees and local branches is uniquely able to provide. For info and action, go to [www.apwu.org](http://www.apwu.org).

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