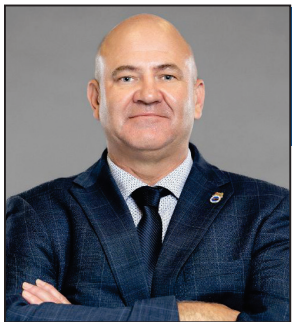




ROCKY MOUNTAIN TEAMSTER

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

SEPTEMBER-OCTOBER 2024
VOLUME 68 NO. 5



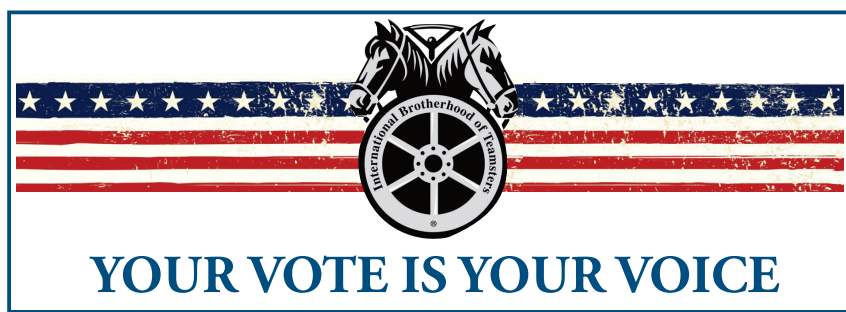
Spencer Hogue's Column



We do not have government by the majority. We have government by the majority who participate.

—Thomas Jefferson

Vote November 5



IBT silent on presidential political endorsement

WASHINGTON—The General Executive Board of the International Brotherhood of Teamsters has elected not to endorse any candidate for US president.

The board said after reviewing months of nationwide polling and a year of rank-and-file roundtable interviews with major candidates, the union had received few commitments on major issues.

The union's member polling showed no majority support for Vice President Kamala Harris and no universal support among the membership for former President Donald Trump.

"The Teamsters thank all candidates for meeting with members face-to-face during our unprecedented roundtables," said Teamsters General President Sean M. O'Brien. "Unfortunately, neither major candidate was able to make serious commitments to our union to ensure the interests of working people are always put before Big Business.

"We sought commitments from both Trump and Harris not to interfere in critical union campaigns or core

Teamsters industries—and to honor our members' right to strike—but were unable to secure those pledges.

"Our mission as union representatives is clear: to be honest and upfront, to be inclusive and, above all, to be transparent with our membership."

Although Harris pledged, if elected, to sign the PRO Act, an essential piece of labor legislation strengthening union protections, and criticized dangerous "right to work" laws that are enacted to bankrupt unions, Trump would not commit to vetoing national "right to work" legislation, if he returned to the White House.

"Right to work" laws only exist to try to kill labor unions," said Teamsters General Secretary-Treasurer Fred Zuckerman.

"It is a red line for the Teamsters and must be for any union when a candidate for elected office does not oppose such anti-worker legislation. It's too important an issue for the labor movement as a whole to be left up to state legislatures."

ELECTION SPECIAL 2024

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



L-R: Barb Franco; Amy Friauf; Local 104 Vice President Josh Graves; Governor Katie Hobbs; Representative Consuelo Hernandez; Kevin Onembo, BLET; Trish Muir; and Mike Sanchez witness signing of House bill 2742

BY DAWN SCHUMANN
Political Director

House bill 2742, aggravated assault, transit, airport, and rail, was recently signed into law by Governor Katie Hobbs. At the signing ceremony, members of Teamsters Local 104 and the BLET witnessed this important bill become law.

“We commend the efforts of Representative Consuelo Hernandez who worked tirelessly to bring this bill to fruition. We thank the bipartisan coalition in the Arizona Legislature who recognized and met the needs of workers and our community. Our thanks to Governor Hobbs for not only signing this bill but for her continued support for Arizona workers. By enacting stronger protections, we are not only safeguarding our members but also promoting a safer environment for all who use transportation services. This act sends a powerful message

Members from SunTran were in attendance to witness this historic day.

This is the only labor bill that passed and was signed into law this session. When we work together, we can see the fruits of our labor and continue to grow stronger. I am truly grateful for our team, which worked endless hours to see this come to fruition.

Let’s move forward into 2025 and write more legislation that can get moved through the chambers in Arizona.

Early ballots go out on October 9, 2024. All elections are important, and there is too much at stake to NOT vote. Our general election endorsements are also on our website. You can visit www.teamsterslocal104.com and click “Endorsements.” If you have any questions, please call the hall, and I will gladly speak with you.

November 2, 2024, is our Teamster Appreciation Day Picnic. We are honored that General President Sean O’Brien and General Secretary-Treasurer Fred Zuckerman will also attend. This year, as in years past, it will be a day of fun, friends, food, and free beer

(or soda) for all!

We look forward to seeing you. Psst... Start training for the tug-of-war contest. UPS has not yet won this title. Use the QR code to purchase your tickets today. November 9, 2024, is Veterans Appreciation Day at Phoenix Speedway. Please visit our Facebook Page, Teamsters Local 104, for more information.

To all our veterans, thank you for your service. I humbly acknowledge your commitment and dedication to our nation. I am grateful for each of you. To your families, thank you for being the backbone of the family when deployment takes your loved ones away to serve our country. To your children, your parents are our uncapped heroes.

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Covering Arizona, Colorado, Idaho, Montana, New Mexico, Utah, and Wyoming

**ROCKY MOUNTAIN
TEAMSTER**



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

KARLA SCHUMANN **JESSICA PRATHER**

DUANE GROVE **ANDREW PALMER**

ERIN FOLEY **DEAN MODECKER**

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Members at Mondelez celebrate ratifying a new 5-year contract

ARIZONA LOCAL UNION REPORTS

Local 104

Karla Schumann
Secretary-Treasurer



Congratulations to Kathleen Ferguson, who retired from UPS after 31 years

Big 5-year contract ratified at Mondelez

BY JOSH GRAVES
Vice President

Mondelez (Nabisco)—On August 24, Mondelez members ratified a new 5-year contract by 96 percent. The members voted unanimously to strike and stayed united throughout the negotiations.

We had Teamsters Locals 2, 89, 117, 174, 690, and 853 stand in solidarity by sending letters to the company notifying it of their intent to honor our strike if need be. This helped the union's negotiating committee deliver an average of a 24 percent wage increase, a \$1,500 ratification bonus, a

\$1 increase to the pension, adding MLK as a paid holiday, a 401(k) with company match, and much more.

UDA—On August 28, the members of the United Dairymen of Arizona ratified a new five-year contract by 100 percent. This group of eight hostlers works hard to provide the community with milk and other dairy products. The new contract includes a 2-wage increase, a \$0.50 increase to pension, adding MLK as a paid holiday, maintaining 100 percent company-paid Teamster insurance, paid lunch, and much more. Thanks to Steward Kevin Moore for all his hard work during the negotiations.

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!



Genetal President Sean O'Brien visits Local 104 members at UPS, above, and at United Airlines, below



NEW MEXICO

LOCAL UNION REPORTS

Local 492

Andrew Palmer
Secretary-Treasurer



Our endorsements go to friends of labor

BY ANDREW PALMER

Secretary-Treasurer

ALBUQUERQUE—As the election is fast approaching, this local is releasing the list of candidates we endorse for this legislative session. I would first like to remind all our members that we endorse candidates who support organized labor.

I know that when our members go to the ballot box this November, many issues will be weighed before each of you cast your vote. I am asking each of you to please vote.

It is a much simpler process for me to decide who we endorse: Will this candidate be good for the members I represent?

When we as an organization try and pass legislation that will help our members, who are willing to help us? I know members have different political views and I respect all of them. This local union will always meet with any candidate willing to fill out a local questionnaire, helping us advance the issues that affect our members regardless of party affiliation.

You may notice that this local did not endorse any candidate for president of the United States. This endorsement is made at the International level. As of the due date for this article, no endorsement has been made by our International Union. Please continue to check periodically. I expect the presidential endorsement to be coming very soon.

To all the members who joined us on Labor Day: Thank you! We enjoyed the beautiful weather at Balloon Fiesta Park with the Central Labor Council, who did a great job as always. It was nice reconnecting with friends and making new ones!

In closing, I would like to remind all our members that you have entrusted me as secretary-treasurer of this local; that has been an honor of my life. I will always remember that it is the members of this local that I work for. If you are ever having a problem and feel it is not being addressed, please feel free to contact me at (505)-344-1925 ext.19.

BY DAVID TRUJILLO &
ROBERT FERNANDEZ

Business Agents

Greetings fellow Teamsters! If you are unaware, UPS Comanche is making big changes at its Albuquerque location. This project is expected to take a minimum of 18 months to complete.

The Hub is about to undergo major renovations, as UPS moves forward with automation. The facility is being moved to the east employee parking lot and west trailer lot. The "Hub in a Box" is starting to take shape. As for employee parking, it has been moved to a remote parking lot and UPS is providing shuttle service to and from the location. There is also a temporary parking lot

across the street from the Hub.

We have just about completed our tour of New Mexico, handing out contracts and meeting members to address their concerns. A huge problem that we have seen is a lack of water and working ice machines at remote facilities. Please let your local union officials know if there are issues like this in your centers. You are our eyes and ears out there. We will do our best to correct these kinds of issues and all other issues the contract protects.

Local 492 is now using a computer program called Salesforce. Utilizing this program will greatly improve the handling and tracking of grievances, phone calls, and many other critical components of what we do for the

BY TRACY MCCARTY

Business Agent - Freight/
Creamland Dairies/Tunista

ABF is hiring on the dock and city boards. The hiring seemed to be picking up since the new tracking system was implemented.

We have had a large number of disciplines for absenteeism. If you get a suspension and wish to have the case heard, be sure to file a grievance. I will automatically file a protest on all suspensions and terminations but will withdraw them at the local level if a grievance is not filed.

I have received calls about the road board being slow. ABF has shown the numbers are steady compared to the last few years' volume. We are getting suspensions for speeding; I have filed grievances for the company using electronic devices to monitor. I do not believe this is proper, and I am awaiting a decision from the national panel. The contract books were ordered last month, and I will let everyone know when they come in.

T-Force—As you know, T-Force changed its operation in the Farmington area. I filed a protest against the

change under Article 44, and it was heard.

T-Force chose not to keep the terminal open and gave up on that area. Please let me know if any shipments come across our dock and are shipped out on any other carriers. They are renting very little dock space. I have not been informed about why other than a lack of business.

Creamland Dairies—By the time this article is printed, I will have already attended a conference about bringing Creamland under the DFA master contract. I hope this will give us more negotiating leverage.

Tunisia has retained the contract and will continue to do business as usual. It was great to have as many of you as I did ask questions and participate in the meetings.

This is a reminder that all agents and staff at the local are working diligently to ensure all your concerns/issues are addressed in a timely and efficient manner. Unfortunately, while visiting all sites, we do not always meet or see all members. With that being said, we, the agents, are at all the monthly membership meetings to address any concerns you have.

BY JOE RUSSOM

Business Agent - White Paper

After several rounds of negotiations and a strike authorization vote, Teamsters Local 492 successfully reached an agreement and secured a 3-year contract for our members at Jacobs Rio Rancho.

Thank you to our stewards and to the rank-and-file for all of their help and support during this process.

The first rounds of negotiations for Hertz Albuquerque were held in San Diego, California, in mid-August with little progress. A second negotiation is scheduled for later this month.

Southwest Multi-Craft Incentive Trainings will begin this month for the 2024-2025 qualifying year. This is a reminder to all members to sign up at www.teamsters492.org for all information, including contracts, forms, and much more.

LOCAL 492

Retired

Deena Burnett-Albuquerque
Teachers Federation
Marshall Murphy-ABF
Stephen Galvin-ABF
Wesley Smith-ABF
Jeff Osusky-Creamland

Deceased

Robert Marquez-ABF
Patrick Saavedra-ABF
Jery Lanrz-UPS
Richard Salazar-LANL

LOCAL 492 >> CONTINUED ON PAGE 5

BY JESUS VIDACA
Organizer

Greetings everyone!

First, we have been able to increase our membership at the North Central Regional Transit District (NCRTD).

Next, we have received union recognition for two Package Center specialists in the Santa Fe Center and four aircraft load planners at the Albuquerque Gateway.

We also offer these workers pay increases, protections under a Teamsters contract, and paid health coverage! Congratulations to these new members!

We are still working with Southern Glazer's Wine & Spirits on getting a contract that provides higher wages, better working conditions, and other benefits that our members deserve. We are committed to growing our union and properly representing our membership.



US Senate -Martin Heinrich
U.S. House of Representatives

Melanie Stansbury District 1
 Gabe Vasquez District 2
 Teresa Leger Fernandez District 3

State Senate

Senate District 5 Leo Jaramillo
 Senate District 6 Robert Gonzales
 Senate District 9 Cindy Nava
 Senate District 10 Katy Duhigg
 Senate District 11 Linda N Lopez
 Senate District 12 Phillip Ramirez
 Senate District 13 Debbie O'Malley
 Senate District 14 Michael Padilla
 Senate District 15 Heather Berghmans
 Senate District 16 Antoinette Sedillo Lopez
 Senate District 17 Mimi Stewart
 Senate District 18 Natalie Figueroa
 Senate District 20 Martin Hickey
 Senate District 21 Athena Christodoulou
 Senate District 22 Benny Shendo, JR
 Senate District 23 Harold Pope, JR
 Senate District 24 Linda Trujillo
 Senate District 25 Peter Wirth
 Senate District 26 Antonio Maestas
 Senate District 28 Chris Ponce
 Senate District 29 Tina Garcia
 Senate District 30 Angel Charley

Teamsters Local 492 endorsements

Senate District 31 Joseph Cervantes
 Senate District 36 Jeff Steinborn
 Senate District 37 William Soules
 Senate District 38 Carrie Hamblen
 Senate District 39 Elizabeth Stefanics
State House
 House District 4 Joseph Hernandez
 House District 5 D. Wonda Johnson
 House District 6 Eliseo Alcon
 House District 9 Patricia Lundstrom
 House District 10 Andres Romero
 House District 11 Javier Martinez
 House District 12 Art De La Cruz
 House District 13 Patricia Roybal-Caballero
 House District 14 Miguel Garcia
 House District 15 Dayan Hochman-Vigil
 House District 16 Yanira Gurrola Valenzuela
 House District 17 Cynthia Borrego
 House District 18 Marianna Anaya
 House District 19 Janelle Anyanonu
 House District 20 Meredith Dixon
 House District 21 Debra Sarinana
 House District 23 Frank Smith, Jr
 House District 24 Elizabeth Thomson
 House District 25 Cristina Parajon
 House District 26 Eleanor Chavez
 House District 27 Marian Mathews

House District 28 Pameyla Herndon
 House District 29 Joy Garratt
 House District 30 Elizabeth Torres-Velasquez
 House District 31 Vicky Estrada-Bustillo
 House District 32 Linda Alvarez
 House District 35 Angelica Rubio
 House District 36 Nathan Small
 House District 37 Joanne Ferrary
 House District 38 Tara Jaramillo
 House District 39 Gabrielle Begay
 House District 40 Joseph Sanchez
 House District 41 Susan Herrera
 House District 42 Kristina Ortez
 House District 43 Christine Chandler
 House District 44 Kathleen Cates
 House District 45 Linda Serrato
 House District 46 Andrea Romero
 House District 47 Reena Szczepanski
 House District 48 Tara Lujan
 House District 50 Matthew McQueen
 House District 51 Ashlie Myers
 House District 52 Doreen Gallegos
 House District 57 Michelle Sandoval
 House District 60 Luke Jungmann
 House District 68 Charlotte Little
 House District 70 Anita Gonzales

Hansen's history

Before I get into a column I wrote about 15 years ago for Denver's greatest newspaper, the Rocky Mountain News, I want to express my thoughts about a more recent bit of history: the wonderful surprise birthday party given to me recently by many Teamster friends. It was a great occasion that I will never forget. Thanks to all of you, with special warm thoughts for Dean and Jill.

Labor wants to shield illegal workers

American workers shouldn't let themselves be used as scapegoats in the current debate over U.S. immigration policy.

Unless they are Native Americans, working men and women wouldn't be here if it weren't for their immigrant ancestors.

The old argument that immigrants steal the jobs of American workers is bogus. As one who helped organize migrant farm workers in California in the early 1970s, never saw U.S. citizens waiting in line for these jobs.

Rather, I saw industrious and hard-working Mexicans and Filipinos—some here legally, others illegally—who added tremendously to the California economy.

If it weren't for them, California's agricultural industry wouldn't be the most productive in the world. It

has created tens of thousands of jobs for American citizens in the many allied fields, such as canneries, food processing plants, transportation, etc.

These farm workers did jobs that Americans had no desire to do, even after the United Farm Workers and the Teamsters signed labor agreements with California growers that raised farm labor living standards to an unprecedented level at the time.

As for other immigrants who come here and find productive work in the non-agricultural sector, more power to them. They pay taxes and contribute to the gross domestic product, which is good for everyone. Actually, their entrepreneurial skill and the taxes they pay help to create jobs.

Organized labor ignited the debate over immigration policy last year by supporting amnesty for 6 million

illegal immigrants now working in the United States. That didn't sit too well with some union workers.

But labor's rank-and-file should remember that their heredity isn't in middle-class America. The American labor movement was born a century ago when unskilled workers, mostly immigrants—the great and great-great-grandparents of today's workers—were exploited unmercifully by unscrupulous employers.

But the labor movement changed all that.

After federal labor law reforms were enacted in the 1930s and '40s, workers made tremendous economic gains, and union membership reached an all-time high. Most unions then became protective of the high-paying jobs of their members and neglected to unionize low-wage workers who would, for a

time, be a drain on union treasuries.

Today, the global economy is causing the loss of too many of the high-paying jobs, either to Third World countries or to automation and robotics. Labor must go back to its roots and organize low-wage workers in order to survive.

Since 1986, 6 million immigrant workers have illegally crossed the U.S. border. Organized labor is working for a new immigration law that will protect these workers from firing or deportation if they try to join unions or try to complain to the government about their employers' violations of labor laws.

If such a law is special-interest legislation, so what? Sometimes special interests deserve special treatment. Your great-grandparents could probably tell you about that.

COLORADO

LOCAL UNION REPORTS

Local 455

Dean Modecker
Secretary-Treasurer



Member mobilization wins economic clout

BY DEAN MODECKER
Secretary-Treasurer

DENVER—We are barreling into fall focused on winning power for working families, sisters, and brothers, and we'll need our members to mobilize and use their voices—and their votes—to make it happen.

We have a big contract coming up: Sysco members will be at the table to bargain their new agreement. In 2019 these brave members hit the street to win the contract they wanted—and won.

But it's not just the 350 at Sysco who need to be prepared. We need all our members to stand together, ready for whatever unfolds at the bargaining table. We need you to be fired up and ready to provide support, whenever our sisters and brothers need it.

We're focused on November ballot issues that affect working men and women around our state.

We're supporting the "Stop the Ban" on slaughterhouse movement—working to reject a ballot measure that targets one single employer in Colorado but would be a slippery slope that could affect hundreds of our Teamster brothers and sisters.

We're fighting for Denver city and county employees' right to union representation.

We also bargain incredible contracts that provide fair wages and protection for our members at private companies—such as recent agreements at Southern Wine & Spirits, Aramark, and Windigo that raise industry stan-

dards for all our members. These men and women deserve the same.

Finally, we all have decisions to make about the leaders who will represent us at the state and national level as we cast our ballots in November. We must take a very hard look at the people who want our votes and make choices on their records, not their rhetoric. We need people in elected office who truly understand working families and the struggles we all face. Choose wisely. And vote like your contract depends on it.

LMG

Safeway beverage, milk plant, distribution center

BY MARK MADSEN
Business Agent

Local 455 awaits the crucial court rulings on the Kroger/Albertsons "merger." These rulings will significantly influence the future of our jobs and the union.

In July, the companies released their "wish list" for post-merger restructuring of stores, distribution centers, and production plants (milk, beverage, etc.) to the public.

Unfortunately, all this created unrest among the two companies' members and loyal customers. So, there are more important announcements from the companies, but more importantly, from the IBT and Local 455.

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

USFoods—The Denver location is starting to implement a new loading standard at the facility, which has never been used before and will be close-

ly watched by Local 455. The company has put new "expectations" on the loaders, the first indication of things to come. The stewards and I will monitor any actions by the company closely and, if needed, bring in the IBT engineers to validate anything the company tries to implement. I will follow up with any information going forward.

Americold Brighton—The members and stewards, Steve Cochran and Ray Sena, are preparing for upcoming negotiations beginning in December. Local 455 has negotiated multiple contracts in the warehouse industry this year, with significant gains for our members. The stewards and I expect nothing less from this group. I will update everyone as we move forward.

Denver Post—The Denver Post facility members continue to be overworked due to the amount of work transferred from other locations. Local 455 and the chairmen continue to push management to raise wages for the entire press room to attract new journeymen to operate the presses. The outlook for upcoming negotiations next year is not good, and I believe it will be a pivotal point in the lifespan of the Denver Post, and its future in the Denver market.

YOUR VOTE MATTERS!

Teamster Local 455 Endorsements

CD 3 - Adam Frisch	HD 1 - Javier Mabrey	Adams County District 2 - Bernadette Tedesco
CD 4 - Trisha Calvarese	HD 16 - Stephanie Vigil	Adams County District 3 - Scott Brown
CD 8 - Yadir Caraveo	HD 28 - Sheila Lieder	El Paso County District 4 - Corey Applegate
	HD 36 - Michael Carter	Jefferson County District 1 - Rachel Zenzinger
SD 2 - Jennifer Brady	HD 38 - Gretchen Rydin	Morgan County District 1 - Jodi Walker
SD 13 - Matthew Johnston	HD 44 - Alyssa Nilemo	
SD 16 - Chris Kolker	HD 52 - Yara Zokaio	
	HD 56 - Alessandra Navette	Stay Tuned for More Endorsements

We are not telling you who to vote for - We are telling you who is voting for you!
Endorsements are made by Teamsters Local 455 Political Field Committee

BY ROBERTA BRAZELL
Business Agent

UPS—The chaos continues. I mean, c'mon, UPS, could you violate the contract any more than you have?

The company has been paying out 9.5 violations like they won the lotto. Good job, UPS. You have now inspired more drivers to opt into the 9.5 lists.

You may have gotten lucky with a handful of drivers coming off the 9.5 list by September 1, but they all haven't. So just continue to pay the penalties, some at quadruple time because we truly know that you can't manage the 9.5 language.

Here's a thought: How about hiring more full-time drivers and stop splitting routes out and killing the drivers you have? If you are a driver who has had more than four 9.5 violations paid out to you, then you might be entitled to compensation. Call your business agent today and ask about an escalation meeting.

I'd like to give a special shout-out to the stewards who continue to educate members about their contractual rights, help them file grievances and get them

paid.

United Airlines—UAL and Teamsters AMTs are in negotiations. To stay informed and updated, download the Teamsters Airline Division app.

There are many days of solidarity and days of action headed your way. I loved seeing the solidarity you guys have been displaying. There is a strong group of younger workers that I view as the leaders of tomorrow. Keep it up, keep it growing, and stay strong

The best thing you can do is be involved and participate in any actions that the IBT puts out there. The more workers United sees being involved, the more the company understands that this unit is united and a force to be reckoned with. Show United that you stand together. "United we stand, Divided we beg" and you guys are not beggars!

The Teamster Horsemen will be having their annual Trunk or Treat on October 26, 2024, from 4-7 p.m. and the Christmas party will be held on December 14, 2024, from 11 a.m.- p.m. Mark your calendars. We'll see you there!

BY DON RAMSEY
RLA Airline Contracts

Frontier Airlines—While visiting the new "digs" on the A concourse, we walked all the facilities and noted the improvements and deficiencies. Some will be addressed immediately, and some will be addressed in negotiations.

ACA Appearance Agents. Contract negotiations resumed on September 10. The more the company takes its time, the more issues are identified. Our list continues to grow, and our demands will increase. The new space is pretty but too small.

Material Specialists. Contract negotiations resumed on October 3.

MCC-Aircraft Maintenance Controllers. Contract negotiations resume on October 30.

MX Aircraft Technicians and related. Great space improvements in the new area. Our contract becomes amendable on May 12, 2025. We plan to include other stations for the next round and look forward to input. The union will be filing for Section 6 negotiations before March 12.

Southwest Material Specialists—We continue to process grievances with successful outcomes. We currently have no system board issues.

American Airlines—The new notification system for mandatory overtime is active now. We can track the constant need for mandatory overtime as a standard operating practice. This will be useful at the next negotiations when we demand less corporate latitude in supplementing the manpower shortage.

United Airlines—The company continues to utilize corporate investigators to isolate management from hands-on investigations. This is a highly flawed system in which the predetermined outcome is shrouded by layers of departmental curtains.

We are tackling Article 19 and 20

in negotiations to get relief from this bullshit system. The company advertises "confidential reporting." Do not believe this. If you report anything, your identity is not protected. That is for any type of reporting.

We currently have accusations toward management and the information has been directly provided to the perpetrator. The investigator is obviously trying to turn the accusation toward our members. Corporate security is NOT your friend.

We are scheduled for two weeks per month through December to continue negotiations. We will be holding most of these meetings in Denver and Chicago.

They are going very slowly with very little progress, and it is obvious they are slow walking. To help express our discontent, our leader, Sean O'Brien, has appointed VP Chris Griswold as director of the Airline Division and Bob Fisher as the underwing director with the directive to use all resources.

We have been having days of solidarity and action. These have included everything from wearing message buttons on the uniform to information picketing. The last day of solidarity was September 20.

This is your contract and your future. Please participate in any action possible as it becomes leverage at the bargaining table to show we have solidarity.

With an 85 percent no vote from Denver on the last contract extension proposal, we strongly opposed that concessionary offer. Let's keep that momentum going. Please participate when we advertise a day of wearing a hat or pin or a protest. Remind your coworkers. This is a show.

LOCAL 455 >> CONTINUED ON PAGE 8



Windigo Logistics member, Steward and 455 Political coordinator Arthur Hale at the 2024 IBT Political Conference snapping a selfie with US Senator Elizabeth Warren

**BUY UNION-MADE
AMERICAN PRODUCTS**

COLORADO

LOCAL UNION REPORTS

Local 267

Mike Cova
Secretary-Treasurer



Summer's gone, and meetings are back

FORT COLLINS—Summer has gone, and with that, the general membership meetings, which were suspended for the months of June, July, and August, will resume in September. For the time being, the meetings will be moved back to Saturday mornings. Check the union board in the brewery or the Linked Union app for times and dates.

In July, Local 267 sent a team to play in the Local 455 Annual Golf

Tournament at Fox Hollow Course in Denver. This event, which we proudly participated in, is a significant opportunity to support the Local 455 education fund. We thank Local 455 for organizing such a meaningful event and our members who contributed to its success.

In September, executive board members and I had the privilege of attending the Teamsters regional meet-

ings. Our regional meeting in Phoenix was a rich source of information and discussion. It brought together members from joint councils throughout the West to delve into the priorities of the International Teamsters Union, keeping us all well-informed and engaged.

The political season is upon us, and with that, I would like to discuss DRIVE. Democratic, Republican, Independent Voter Education (DRIVE), the Teamsters' political action committee, is a powerful tool for change.

Your membership and a small weekly or monthly contribution can significantly impact you.

By supporting DRIVE, you contribute to the Teamsters' fight against corporate power and helping to elect leaders who put workers first. Your contributions support many Teamsters activities, including rallies, voter education, advertisements, and financial support for political candidates who will stand up for working families.

If you or someone you know has not signed up for the Local 267 app, please contact the hall or a shop steward so they can help you download it

and sign up. The app provides members with a one-stop shop for schedules, benefit contacts, and push notifications about current brewery information.

Open enrollment will begin in October. Letters with important news on how to participate will be mailed prior to that date. This will be the time to update beneficiaries, make an FSA contribution, and sign up for long-term disability insurance.

As always, if a member has questions about their policy or changes they want to make as part of a qualifying event outside of open enrollment, they can always reach out to Allegiant Care, and they will work with you one-on-one.

On a personal note, I would like to congratulate our members who took the early incentive buyout. It has been a pleasure working with you all and growing Teamsters Local 267 together all these years. I wish each of you many great years ahead to spend with your families and enjoy the fruits of your labor.

In solidarity,
Michael Cova

Local 267 endorsements

Local 267 endorses these candidates running for office in Larimer County—**Larimer County Commissioner incumbent:** Jody Shaddock McNally; **Larimer County Commissioner incumbent:** Kristin Stephens; **Larimer County Clerk and Recorder candidate:** Wyatt Schwendeman-Curtis

COLORADO

LOCAL UNION REPORTS

Local 455

FROM PAGE 7

On the political front

BY TAMMY MUNOZ
Political Director

You cannot escape the fact that 2024 is huge election year for our country. Between the phone calls, emails, text messages, and conversations at the water cooler, the 2024 Presidential election is top of everyone's mind and fingertips, and for good reason.

President Biden has been on the side of working people his whole career, standing up for the working class and showing up on strike lines. Our members expect a President who will follow his lead, a President who will not stand behind Teamsters but with Teamsters on the front lines, and a President who is not afraid to say the word "UNION" and uplifts the strength

and power that word embodies. A President who will stand up to corporate greed and hold bad actors accountable, but we must also give the same attention and activism to the issues that are hitting us in our own backyards.

On the 2024 ballot in the City and County of Denver are two such issues needing our attention.

Passing 2U will grant all Denver city employees the right to collective bargain. Currently, only Denver firefighters, police officers, and sheriff's deputies have this right. As Teamsters, we must not forget that there are those who do not have the right to unionize and collectively bargain their contracts and working conditions. As Teamsters, we fight wholeheartedly to

keep this right; we must also fight with the same intensity to help others obtain it.

Should proposed Ordinance 309 pass, it would ban slaughterhouses in the City of Denver. While this would affect "only one" lamb slaughterhouse in Denver, the immediate impact will be felt across the country with the loss of jobs being the first casualty, followed by higher grocery and restaurant prices. Not to mention the impact on the environment caused by the need to purchase product out of state and have it shipped in.

Brothers and Sisters, this is my ask. Please make sure you are registered to vote, make a plan to vote and most of all, please vote not just the top of the ballot but the full length of the ballot.

Colorado Teamster Retirees

Summer has passed and membership meetings have resumed. The next meeting will be Friday, October 18, 2024, at the UFCW Hall, 7760 W. 38th Ave., Wheatridge, Colorado. Join us at 1:00 for donuts and coffee, the meeting begins at 1:30 p.m.

The Fall Luncheon will be held on Wednesday, December 4th at the Golden Corral: 9751 Grant Street, Thornton, Colorado.

As always, we welcome new members for good fellowship, coffee, donuts cash drawings, etc.

Usually there are Kaiser reps available to answer insurance benefit questions. For Teamster retirees without insurance, we have a reasonably priced health plan available through the Teamster Retiree Assoc. Join us at our meetings the third Friday of every month, through May, for a cup of coffee and a donut and check us out. All retirees and spouses from any Teamster Local are welcome. And **PLEASE GET OUT AND VOTE!!!**

EVERY BALLOT COUNTS — VOTE NOVEMBER 5



UTAH

LOCAL UNION REPORTS

Local 222

Good improvements in Red Cross pact

BY ALEX ROJAS

Business Agent

SALT LAKE CITY—**American Red Cross**—The national agreement has been completed. The members will receive excellent wages and benefit increases. We are scheduled late this month (September) for an entire week of negotiations for the five new departments that voted to be represented by us. We are getting close to having a first contract with those groups.

I recommend that you donate blood, plasma, or platelets; they are in short supply, and the demand is there.

Hertz—We had a productive week of contract negotiations here at the local level in August. The first round of contract negotiations for the master agreement did not go well. The IBT instructed all the local unions to return and get the strike vote. Here in SLC the results were 96 percent in favor of striking if need be.

We had an entire week of negotiations in late September to finish the local addendum and master agreement. By the time the Rocky Mountain Teamster is published, we will know if a tentative agreement was reached or if everyone within the master agreement will be striking.

Meadow Gold—I attended a Master Dairy Conference in September to determine whether the local union would be a good fit to adopt the Master Dairy Agreement.

We will use the hotdog wagon twice in October to rally the members, sign up the non-members, and prepare for next year's contract negotiations. In January 2025, we will most likely have a proposal meeting at the union hall to see what the members would like improved, changed, added, etc. I suggest that everyone start saving \$\$\$ in case

negotiations get ugly and we take them out. **Put away at least two months' worth of needed expenses.**

Forterra (Contech)—We started contract negotiations early, and recently, the union and the company drafted a side letter that implemented wage increases of \$2.25 per hour across the board for all current employees. In the middle of January 2025, we will have a proposal meeting to see what improvements, changes, additions, etc. the group would like.

American Airlines—We have a new general manager at the SLC airport. We had our first JLM in August. The meeting was productive. The new GM has been very responsive to the stewards and me. This should be a positive change for the members and the entire group.

Ryder—We had one day of negotiations in August. The company offered more money for the job classifications if the group withdrew their last proposal. The entire committee agreed, and we had a tentative agreement scheduled for ratification in early September.

This contract is one of this local union's highest wage increases ever. Ryder Teamsters from Local 455 (Colorado) and Local 104 (Arizona) backed Teamsters Local 222 members.

Thank you for your support and for standing tall in the event of a strike. This agreement will expire in three years and will coincide with the expiration date of Local 104. Two contracts expiring simultaneously and having to be negotiated simultaneously will give both local unions enormous power at the table.

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

Organizing report

BY JOSH IKOLA

Business Agent

It's exciting to be part of the labor movement sweeping the nation. There has never been a better time to organize.

If anyone has family or friends employed at jobs without the benefits of Teamster representation, share with them the positive impacts that a union contract brings to their workplace and their personal lives.

Give them the contact information for the Teamster local union in their area. The local unions can assist them with the tools and resources needed to organize their workplace successfully.

We have a lot of organizing going on here at Local 222. We are trying to set up an election with UTA, a group of public-sector employees, and we are also trying to schedule an election with a group of Biomedical Techs at ARC.

We have overwhelming support from both these groups and are excited to get them to an election. I want to thank everyone for the work they do every day in making the Teamsters Union the strongest union in the world.

Reliable retiree meetings to start

Fall is upon us, and the weather is unpredictable, but one predictable thing is our retirees' club meetings. They are held every second Wednesday at the Salt Lake City Union Hall at 1 p.m. Every union retiree can attend our meeting and bring a spouse or friend (included with your membership). This is free for first-year retirees and only \$25 a year afterward.

In September, we had a potluck with the club, providing chicken and chips.

October will be pulled pork sandwiches. In November, we celebrate our veterans with chili dogs, and in December we have lunch at Chuck-a-Rama. These are provided free with your membership, a real bargain.

The union sponsors an accidental death loss of life, eye, foot or hand.

Our friendships within the club have been valuable. Sharing life's experiences, welcoming new friends, and bonding with existing friends. Come and join us.



Teamsters Local 222 endorsements

- | | |
|---|--|
| Caroline Gleich US Senate (D) | Verona Mauga UT HD 31 (D) |
| Rudy Bautista AG (D) | Sahara Hayes UT HD 32 (D) |
| Stacy Bernal UT Senate 3 (D) | Doug Owens UT HD 33 (D) |
| Alisa Cox Van Langeveld UT Senate 8 (I) | Carol Spackman Moss UT HD 34 (D) |
| Luz Escamilla UT Senate 10 (D) | Rosalba Dominguez UT HD 35 (D) |
| Karen Kwan UT Senate 12 (D) | Jim Dunnigan UT HD 36 (R) |
| Wayne A. Harper UT Senate 16 (R) | Ashlee Ann Matthews UT HD 37 (D) |
| Patrick Belmont UT HD 3 (U) | Steven Laude Jr. UT HD 38 (D) |
| Angela Choberka UT HD 9 (D) | Greg Green UT HD 44 (D) |
| Rosemary Lesser UT HD 10 (D) | Samual Winkler UT HD 49 (D) |
| Raymond Ward UT HD 19 (R) | Tyler James Clancy UT HD 60 (R) |
| Sandra Hollins UT HD 21 (D) | Davina Smith UT HD 69 (D) |
| Jennifer L. Dailey-Provost UT HD 22 (D) | Jenny Wilson SL County Mayor (D) |
| Hoang Nguyen UT HD 23 (D) | Ross Romero SL Council 4 (D) |
| Grant Amjad Miller UT HD 24 (D) | Zach Robinson SL Council 6 (D) |
| Angela Romero UT HD 25 (D) | Natalie Pinkney SL Council At-large (D) |
| Jeanetta Williams UT HD 26 (D) | Joel Frost SL County Assessor (D) |
| Anthony Edward Loubet UT HD 27 (R) | Sheila Srivastava SL County Treasurer (D) |
| Jake Fitisemanu UT HD 30 (D) | Deborah L. Gatrell State School Board 10 (D) |



YOUR VOICE IS YOUR VOTE

MONTANA

LOCAL UNION REPORTS

Local 2

Erin Foley
Secretary-Treasurer



The power of your vote and exciting new beginnings

HELENA—As members of Teamsters Local 2, your election participation is not just a right—it's a crucial responsibility that safeguards your rights and strengthens our union. Voting is the cornerstone of our democratic process, ensuring that your voice is heard and your interests are represented. By casting your vote, you help shape the future of our union and protect the hard-won benefits and protections we all rely on.

We are thrilled to announce the successful elections at the American Red Cross at three sites across Montana so far. This marks a significant milestone, and we look forward to representing our new members with the dedication and commitment that Teamsters Local 2 is known for. Your support and participation have been instrumental in achieving this success, and we are excited about the positive changes and opportunities.

In the last few months, Local 2 has worked hard to negotiate contracts, host member appreciation BBQs, and represent our members. We believe that education is the best way to ensure that Local 2 employees are well-versed in the labor field, enabling us to provide the best representation to our members. Our agents and staff attend at least one, if not more, trainings on all labor issues and how to deal with them.

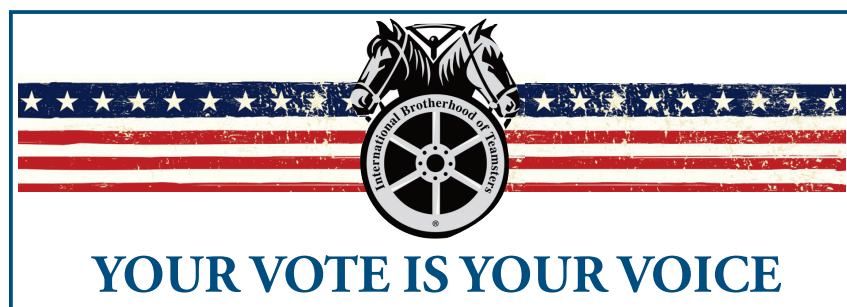
I was recently honored to be invited to Cornell University in Ithaca, New York, to participate in a labor session on Artificial Intelligence and the Future of Work. The IBT is steadfast in learning about AI and its impact on workers. Attending on behalf of the IBT UPS Technological Change Committee and Local 2 was a privilege. Staying up-to-date on all information is crucial to ensure we are involved in discussions and can keep our members employed and safe at work.

In addition to our new members at the American Red Cross, we are delighted to welcome Lolo Sewer and Water and the City of Belgrade to the Teamsters Local 2 family. These new additions reflect our growing strength and unity, and we are eager to work together to ensure that all our members receive the representation and support they deserve.

Remember, your vote is your voice. By participating in our elections, you help maintain the integrity and effectiveness of our union. Let's continue to stand together, support one another, and build a brighter future for all members of Teamsters Local 2.

Stay strong, stay united, and keep making your voice heard!

In Solidarity,
Erin Foley – Principal Officer



Montana Locals 2 and 190 endorse candidates

Teamsters Union Locals 2 and 190 working with the Montana AFL-CI, have endorsed a full slate of candidates for the general election in November

These endorsements were ratified by union members from across Montana at the convention based on recommendations by the state AFL-CIO Committee on Political Education following in-depth interviews and questionnaires completed by candidates.

U.S. Senate - Jon Tester
Western Congressional District (MT 01) - Monica Tranel
Governor & Lieutenant Governor - Ryan Busse & Raph Graybill
Superintendent of Public Instruction - Shannon O'Brien (MFPE)
Auditor - John Repke
Attorney General - Ben Alke
Chief Justice, Montana Supreme Court - Jerry Lynch
Montana Supreme Court Justice - Katherine Bidegaray
Clerk of Supreme Court - Erin Farris-Olsen
PSC District 2 - Brad Molnar (LiUNA)
PSC District 3 - Lenny Williams (IBEW) & Jeff Welborn
PSC District 4 - Elena Evans (MFPE)
Ballot Measures - CI-126 & CI-127
State House
 HD 3 - Debo Powers (MFPE)
 HD 4 - Lindsey Jordan
 HD 8 - Beth Sibert
 HD 11 - Jennifer Allen
 HD 13 - Shirley Azzopardi
 HD 15 - Thedis Crowe
 HD 16 - Tyson Running Wolf
 HD 17 - Leonard Bates
 HD 18 - Llew Jones
 HD 19 - Jane Weber
 HD 20 - Melissa Nikolakakos (MFPE) & Rina Moore
 HD 21 - Ed Buttrey
 HD 22 - George Nikolakakos
 HD 23 - Eric Tilleman (MFPE)
 HD 27 - Paul Tuss
 HD 31 - Frank Smith
 HD 32 - Mike Fox
 HD 35 - Gary Parry
 HD 36 - Stan Taylor
 HD 37 - Andrea Payne (MFPE)
 HD 39 - Melissa Smith
 HD 41 - Jade Sootkis
 HD 42 - Sidney Fitzpatrick
 HD 43 - Larry Brewster
 HD 45 - Denise Baum (MFPE)
 HD 46 - Emma Kerr-Carpenter
 HD 47 - James Reavis (AFSCME)
 HD 48 - Curtis Schomer (USW)
 HD 49 - Rudolf Haden
 HD 50 - Shawn Giesick
 HD 51 - Janna Hafer
 HD 55 - Brad Barker
 HD 57 - Scott Rosenzweig
 HD 58 - Jamie Isaly (MFPE)

Together, we will hold candidates accountable to our communities during elections and during the legislative process. This is part of an ongoing conversation between working Montanans and our elected officials.

Visit votemt.gov for more information on voting in your community, including how to register to vote and how to find your House and Senate district.

HD 59 - Ed Stafman
 HD 60 - Alanah Griffith
 HD 61 - Becky Edwards
 HD 62 - Josh Seckinger
 HD 63 - Peter Strand (MFPE)
 HD 64 - Kelly Kortum
 HD 65 - Brian Close
 HD 66 - Eric Matthews (MFPE)
 HD 67 - Carl Anderson
 HD 68 - Alex Colafrecencso
 HD 71 - Scott DeMarois (IAFF)
 HD 72 - Donavon Hawk
 HD 73 - Jennifer Lynch (MFPE)
 HD 74 - Marc Lee (IAFF)
 HD 76 - John Fitzpatrick
 HD 79 - Luke Muszkiewicz
 HD 80 - Melissa Romano (MFPE)
 HD 81 - Mary Caferro (IBEW)
 HD 82 - Pete Elverum
 HD 83 - Jill Cohenour (MFPE)
 HD 84 - Julie Dooling
 HD 86 - David Bedey
 HD 88 - Evan Schroedel (BLET)
 HD 89 - Mark Thane (MFPE)
 HD 90 - Curtis Cochran
 HD 91 - Shelly Fyant
 HD 92 - Connie Keogh (MFPE)
 HD 93 - Katie Sullivan
 HD 94 - Marliyn Marler (MFPE)
 HD 95 - Zooey Zephyr (MFPE)
 HD 96 - Bob Carter
 HD 97 - Melody Cunningham (MFPE)
 HD 98 - Jonathan Karlen
 HD 99 - Tom France
 HD 100 - SJ Howell
State Senate
 SD 2 - Dave Fern
 SD 3 - Angela Kennedy
 SD 5 - Link Neimark
 SD 16 - Jonathan Windy Boy
 SD 20 - Linda Auch
 SD 21 - Sharon Stewart Peregoy
 SD 24 - Mark Nicholson (SEIU)
 SD 26 - Karen Lyncoln
 SD 30 - Cora Neumann
 SD 33 - Chris Pope
 SD 36 - Sara Novak (MFPE)
 SD 37 - Derek Harvey (IAFF)
 SD 38 - Jeffrey Benson
 SD 39 - Bruce Schultz (USW)
 SD 40 - Laura Smith
 SD 45 - Denley Loge (AFSCME)
 SD 46 - Jaina Morigeau
 SD 47 - Ellie Boldman
 For more info on voting in your community visit: votemt.gov.

Organizing heating up as the weather cools

POCATELLO—Hello brothers and sisters! The weather is finally cooling down but union organizing is heating up!

Several contract negotiations will start next year so make sure your co-workers are part of the union! It is an election year and we want to express how important it is to vote, especially at the state and local level. Make sure to check out the list of Idaho AFL-CIO-endorsed candidates and research those running in your district. Sometimes we vote for someone solely based on the party they affiliate with when they go against workers and families.

Educate yourself, register to vote, and GO VOTE! You can also request an absentee ballot if you can't go to the polls on November 5. Check your registration and make your request at www.voteidaho.gov.

Our local app and website (www.teamsterslocal983.com) are now live! Scan the QR code to download and register. We are still working on adding more information, but hopefully, this will be a helpful tool. You can view your contract and important contract 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, a powerful collective, and it should never be about one person for themselves. 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 at all of our shops and centers. The more members we have that are informed of the contract language, the more grievances we file to make the company abide by the agreement. Non-members do not have a say when it comes to making proposals and voting on contracts. Please communicate openly with your co-workers about the importance of being a union member and staying informed about our contracts. Remember, the union is here to protect your rights and ensure fair treatment.

If every current member could sign up at least one new member each month, we would have much more

IDAHO LOCAL UNION REPORTS

Local 983



Jessica Prather
Secretary-Treasurer

power at the bargaining table to get what you all deserve. This is a responsibility we all share. Thank you for your membership and solidarity. 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 and wish them the best of luck in their retirement. If you are considering retiring, please call our office to schedule an appointment with our WCOT Pension representative.

In-person interviews are back every other month but you can also always call them over the phone. The application process can take several months so make sure to plan ahead if possible. We will be more than happy to help you fill out your application. If you want to contact the Pension office directly, call 1-800-531-1489 or create an account at www.wcotpension.org.

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

As a dues-paying union member, you receive a \$4,000 life benefit. Please contact us to ensure your beneficiary information is up to date.

Upcoming General Membership Meetings: October 3 (7:00 p.m.), November 2 (10:00 a.m.), December 5 (7:00 p.m.). You can also find us on Facebook to stay up to date!



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Member of the
United Union

SEPT 2024

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.

Idaho AFL-CIO endorsements

US House District 1	Kaylee Peterson (D)
State SD 1	Jim Woodward (R)
State SD 28	Jim Guthrie (R)
State HD 28A	Rick Cheatum (R)
State HD 28B	Dan Garner (R)
State SD 29	James Ruchti (D)
State HD 29A	Mary Shea (D)
State HD 29B	Nate Roberts (IBEW member) (D)
State SD 30	Julie VanOrden (R)
State HD 30B	Ben Fuhriman (R)
State HD 31A	Jerald Raymond (R)
State HD 31B	Rod Furniss (R)
State SD 32	Kevin Cook (R)
State HD 32A	Stephanie Mickelson (R)
State SD 33	Dave Lent (R)
State HD 33A	Marco Erickson (R)
State HD 34A	Jon O. Weber (R)
State HD 34B	Britt Raybould (R)
State SD 35	Mark Harris (R)
State HD 35A	Joseph Messerly (D)
State HD 35B	Joshua Wheeler (R)

Low-wage corporations spent a half trillion inflating CEO pay

BY SARAH ANDERSON

Most of us believe in fair pay for honest work. So why aren't low-wage workers better paid?

After 30 years of research, I can tell you it's not because employers don't have the cash. It's because profitable corporations spend that money on their stock prices and CEOs instead.

Lowe's, for example, spent \$43 billion buying back its own stock over the past five years. With that sum, the chain could've given each of its 285,000 employees a \$30,000 bonus *yearly*.

Instead, half of Lowe's workers make less than \$33,000. Meanwhile, CEO Marvin Ellison raked in \$18 million in 2023.

The company also plowed nearly five times as much cash into buybacks as it invested in long-term capital expenditures like store improvements and technology upgrades over the past five years.

Lowe's ranks as an extreme example, but pumping up CEO pay at the expense of workers and long-term investment is actually the norm among America's leading low-wage corporations.

Why don't low-wage workers earn more? Because their bosses plowed \$522 billion into manipulating their stock price — and CEO paychecks

In my latest "Executive Excess" report for the Institute for Policy Studies, I found that the 100 S&P 500 firms with the lowest median wages — the "Low-Wage 100" — blew \$522 billion on buybacks over the past five years. Nearly half of these companies spent more on this once-illegal maneuver than they spent investing in their long-term competitiveness.

This is a scam to inflate CEO pay, pure and simple.

When companies repurchase their own shares, they artificially boost share prices and the value of the stock-based compensation that makes up about 80 percent of CEO pay. The SEC found that CEOs regularly time the sale of their personal stock holdings to cash in on the price surge that typically follows a buyback announcement.

I also looked into what these corporations contribute to employee retirement—it's peanuts, compared to their buyback outlays. The 20 largest low-wage employers spent nine times

more on buybacks than on worker retirement contributions over the past five years.

Many of these firms boast of their "generous" matching benefits, typically a dollar-for-dollar match of 401(k) contributions up to 4 percent of salary. But matching is meaningless for workers who earn so little they can't afford to set anything aside.

Chipotle, for example, spent over \$2 billion on stock buybacks over the past five years—48 times more than it contributed to employee retirement plans. Meanwhile, 92 percent of eligible Chipotle workers have zero balances in their 401(k)s. That's hardly surprising, since the chain's median annual pay is just \$16,595. The conclusion is unmistakable: CEOs are focused on short-term windfalls for themselves and wealthy shareholders rather than on long-term prosperity for their workers—or their companies.

As United Auto Workers President Shawn Fain put it in his Demo-

cratic convention speech: "Corporate greed turns blue-collar blood, sweat, and tears into Wall Street stock buybacks and CEO jackpots." Public outrage over CEO shakedowns helped the UAW win strong new contracts last year with the Big Three automakers.

Support for policy solutions is growing as well. The Democratic Party platform calls for quadrupling the 1 percent federal tax on stock buybacks. And a recent poll shows strong majority support among Democrats, Republicans, and Independents alike for proposed tax hikes on corporations with huge CEO-worker pay gaps.

Extreme inequality isn't inevitable—and it can be reversed.

Forty years ago, CEO pay was only about 40 times higher than worker pay—not several hundreds of times higher, as is typical today. And just 20 years ago, most big companies spent very little on stock buybacks. At Lowe's, for example, buyback outlays between 2000 and 2004 were exactly zero.

Corporate America's perverse fixation on enriching those at the top is bad for workers and bad for the economy. With pressure from below, we can change that.



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