

# ROCKY MOUNTAIN TEAMSTER

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## ORGANIZING IS TOP PRIORITY

WORKERS SEEK OUT UNIONIZATION FOR THEIR SHARE OF THE AMERICAN DREAM

BY: SPENCER HOGUE

PRESIDENT JOINT COUNCIL 3 - SECRETARY-TREASURER LOCAL 222

Our Joint Council and the Teamsters more generally are incredibly active right now and it shows.

Organizing the unorganized is a top priority of the Teamsters and the good news is that the American worker is seeing that this is their best path forward. Interest from groups seeking representation is still coming in every day. All of the Local Unions in Joint Council #3 are answering those calls from workers that are seeking a fair share of the American Dream.

Ensuring the members that we represent is always my top priority. Through negotiations with employers, we are able to open the door to a better life for the 35,000 members of Joint Council #3 and the 1.3 million members of the Teamsters. There truly is strength in numbers and cooperation. We are seeing more coordinated bargaining between Local Unions and Joint Councils. The benefit of this approach is immea-

surable. Working together to get the best deal we can for the membership gets results. Employers fear our collaboration.

The employers know we are on offense. They know that we the Teamsters are willing to take them on at the bargaining table, on the shop floor or on the streets. We have leadership that is unafraid of the fight, we have members that are willing to withhold their labor, we have the public's support, and we are winning. Organizing victories and strong contracts are being delivered every day. An active Union with active members delivers amazing results.



**SPENCER HOGUE**  
**SECRETARY-TREASURER**

## FIGHTING FOR WORKERS SAFETY, SECURITY AND DIGNITY OF COLORADO'S WORKING FAMILIES.

BY: TAMMY MUNOZ

POLITICAL DIRECTOR LOCAL 455

This legislative session, Teamsters Local 455's Political Field Committee showed up in force—fighting for the safety, security and dignity of Colorado's working families. From day one, our team was at the Capitol, advocating for legislation that would protect workers and strengthen union rights.

One of our top priorities was Senate Bill 25-005, which aimed to eliminate the anti-worker, anti-union requirement of a second election with a supermajority just to negotiate a union security clause. This unnecessary hurdle has long been used to suppress the voices of workers seeking fair representation.

We also stood firm in support of House Bill 25-1122, a bipartisan effort to ensure that a qualified CDL driver remains in the cab of autonomous commercial vehicles. This bill addressed both public safety and job displacement concerns, issues that affect not just Teamsters, but all Coloradans.

Both bills passed through the Colorado House and Senate with strong support. But when they reached the desk of Governor Jared Polis, he chose to veto them, once again siding with big business over working people. His decision ignored the safety of our roads and the rights of workers, favoring the interests of tech giants and corporate donors.

We remember when "I stand with workers" meant something. It meant solidarity, action and accountability. Today, it too often rings hollow, just another campaign slogan used to win votes without delivering results.

In a state with a Democratic trifecta, we should be leading the nation in pro-worker legislation. Instead, we're left with disappointment. That's why we now refer to our Governor as "Governor Veto." His actions speak louder than his words and his actions have let workers down.

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# WE WON'T FORGET, GOVERNOR POLIS

## THE GOVERNOR SEEMS TO HAVE FORGOTTEN WHO PUT HIM IN OFFICE, AS HE VETOED THREE PRO-WORKER, PRO-LABOR BILLS

BY: DEAN MODECKER  
SECRETARY-TREASURER LOCAL 455

Fresh off the 2025 Colorado legislative session, where we successfully pushed three pro-worker, pro-labor bills through ready for the Governor Jared Polis' signature, we're extremely proud of the work our Political Liaison Tammy Munoz and the Political Field Committee have done to make workers' voices, Teamster voices, heard at the state Capitol. Our members showed up in force at rallies and hearings to push for legislation that would simplify the Colorado union election process; ensure a certified professional is in

any autonomous commercial truck over 26,000 pounds; and give workers a choice in their workers' compensation doctors.

Clearly, we're going to have to use a bigger megaphone, and maybe more Teamster trucks, to ensure Polis himself gets the message. Despite the fact Polis owes his governorship to working men and women who helped elect him, he showed his true technocrat colors by vetoing each of the three bills. We won't forget. And we won't let him, either.

As we plan our next moves at the



DEAN MODECKER  
SECRETARY-TREASURER

Capitol, we're going to spend this summer with our members. We've already kicked off our road show of Teamster Member Appreciation Days, where we fire up the grills, feed folks and get to spend quality time listening to what's happening in our Teamster workplaces. Most importantly, we get to tell our members face to face how much we value them and the work they do.

We're laser-focused on organizing Airport Employees at the City and County of Denver this year, with lost-time Teamsters on the ground

showing these men and women the value of a union contract, a massive project with huge support from the IBT. We're fighting for a DFA/Meadow Gold successor agreement, again, in coordination with the IBT and our sister Local Unions across the country. And we'll hold our first cannabis election in the next few weeks, another key focus of Local 455 and the IBT Cannabis Division.

Although we've paused our Monthly Membership Meetings for the summer months, we have a full calendar of events. We'll hold a Stewards' Training in July. We'll raise some money for our Education Fund at the Teamsters Local 455 Golf Tournament in August. And we'll hold our end-of-summer Lunatic Festival in September – a free, fun-for-all-ages event at the Hall.

Our members are the lifeblood of everything we do, and we're fired up to spend time with everyone over the next few months.

#LMG

CONTINUED FROM PAGE 1

From Denver Mayor Michael Johnston's anti-union campaign targeting city and county workers, to the Governor's repeated vetoes of worker-first legislation, we say this clearly: We are done being disappointed. We are ready to act.

We are no longer accepting vague promises and half-hearted commitments. We demand action. Our Political Committee, members and staff will ask the tough questions, and we will hold you accountable when you go back on your word.

### We Expect:

- Honesty and transparency
- Follow-through on commitments
- Real dialogue on complex issues

We may not always agree, but we must always know where you stand.

As we look ahead to the next campaign season, we welcome candidates who are ready to build real, lasting relationships with our union. If there's one thing Teamsters know, it's hard work—and we expect the same from those who seek our support.

ROCKY MOUNTAIN TEAMSTER

To the Teamsters Local 455 Political Committee—your dedication and advocacy have been essential to our efforts. Your commitment is unmatched.

To our bill sponsors: Thank You for standing with workers and doing the right thing.

- HB 25-1122: Reps. Sheila Lieder (D) & Chris Richardson (R); Sens. Tom Sullivan (D) & Larry Liston (R)
- SB 25-005: Reps. Jennifer Bacon (D) & Javier Mabrey (D); Sens. Robert Rodriguez (D) & Jessie Danielson (D)

Together, we will continue to fight for a safer, fairer and more just Colorado for all workers.

### GREG MARSHALL BUSINESS AGENT

**Ryerson Steel:** Congratulations to the "Strong as Steel" members at Ryerson that let the company know we will not be taking any concessions during negotiations this time around! The committee made it clear

that their hard work would be rewarded as such.

We strengthened their vacation entitlements, got the largest wages ever seen, the largest shift differentials in the country, and most importantly, added automation language for the entire group to ensure we will not be replaced by A.I. in the future.

**Penske Truck Leasing:** As many of you have heard through the grapevine, Penske has announced that they will be closing the Ironton box shop when the lease expires at the end of May 2026. At this time, the company does not plan on any layoffs. However, there will be some shift changes and bumping/bidding to correct schedules.

### RON BAIRD BUSINESS AGENT

**ABF:** The issue of write ups for using electronic surveillance for speeding was settled. All members that were written up, these letters have been removed from all personal

files. Anyone that was suspended has been made whole in every way.

**Canteen:** Several pay issues have been dealt with at all three locations. The issue, being told only to use the company shoe vendor to be reimbursed, is false. You can buy safety shoes wherever you choose and turn in a receipt to the company and be reimbursed on your next check.

**OHL:** The change of operations is done. The DIA location has been shut down and members have been moved to West Den.

**Univar:** We have finished negotiating the contract with great wages, new bereavement language and memorialized the sick language. We also got the first Automation Language in the nation.

**Transervice:** We are waiting to see when Local 7 will go out on strike again. This will have a direct effect on our drivers.

**BlueLinx:** The contract is up in February 2026. I will be holding proposal meetings with the members soon.



# STRONG ALLIANCE YIELDS RESULTS

## UNIONS JOIN TOGETHER IN DENVER AND SUCCEED IN ORGANIZING CITY AND COUNTY WORKERS FOR THE FIRST TIME

**BY: GARY COOK**  
**BUSINESS AGENT LOCAL 17**

**D**enver City Organizing: Local 17 and Local 455, as well as several other unions, including AFSCME, CWA and SEIU, joined together last year and created the coalition called Stronger Denver. This coalition successfully engaged with the Denver City Council, who unanimously voted to approve ballot measure 2U. Ballot measure 2U was placed on the ballot for the election that occurred last November. The measure passed with approximately 65% of the votes cast by the people of Denver.

The passage of the measure al-

lowed City and County of Denver employees to organize and have collective bargaining rights for the first time. The unions will be able to negotiate with the City and County of Denver starting on January 1, 2026, and if an agreement is reached, it will go into effect on January 1, 2027.

Currently, the IBT and Locals 17 and 455 have teams working to educate and organize city workers, so that we will become the recognized bargaining agent. This campaign started in January and positive results have already been seen in this short period of time.

**UPS Update:** Certain centers in Colorado still continue to violate article 37 in respect to 9.5 grievances. Our members have been paid on all 9.5s and will continue to be paid on future claims as long as necessary.

The volume has dropped at UPS but fortunately we are not experiencing any layoffs at this time. The COLA for UPS employees was not put in place this year. It did not meet the minimum requirements.

Our general membership meetings have been cancelled until September. We will meet again on September 14, 2025 at Local 17.



**WE WOULD LIKE TO CONGRATULATE SOME RECENT RETIREES FROM UPS (MONTROSE, CO). L-R GEORGE DIAZ (STEWARD), DAVE GALLEGOS (32 YEARS – RETIRING), ANTHONY THEODORE (STEWARD), DOUG COTTON (33 YEARS – RETIRING)**



**DUANE GROVE**  
**SECRETARY-TREASURER**

### COLORADO TEAMSTER RETIREE ASSOCIATION

We have suspended our monthly membership meetings for June, July and August.

We will reconvene on Friday, September 19 at 1 p.m.



### JOINT COUNCIL 3 EXECUTIVE BOARD

- SPENCER HOGUE**  
PRESIDENT-UTAH
- KARLA SCHUMANN**  
**DUANE GROVE**  
**ERIN FOLEY**  
**ANDREW PALMER**  
**DEAN MODECKER**  
**JIM SOUMAS**



# COMMUNITY ACTIVISM AND ORGANIZING TO GROW THE UNION

HELPING OUR CO-WORKERS, SUPPORTING THE COMMUNITY THROUGH VOLUNTEER WORK, AND ORGANIZING TO INCREASE MEMBERSHIP

BY: MICHAEL COVA  
SECRETARY-TREASURER LOCAL 267

As we steadily move through the summer months, we have seen a significant amount of forced overtime. While this is typical for the brewery this time of year, it may come as a bit of a shock for many of our newer employees, especially compared to the last couple of years. The company continues to hire weekenders, and we are keeping pressure on them to ensure consistent hiring and training.

If you are asked to train a seasonal or weekender employee, please do so, as this helps relieve some of the forced overtime once the new folks are up to speed. While overtime may be heavy during the summer, we can never predict what things will look like come fall or winter. Let us also take a moment to be thankful that our brewery remains busy, as many of our union brothers and sisters at other breweries across the system are still not seeing any overtime.

In May, a motion was passed to suspend general membership meet-

ings for June, July and August. When meetings resume in September, they will return to Saturday mornings. Times and dates for the remaining 2025 meetings will be posted on the union boards at the brewery and on the app.

In June, members of Local 267, led by Vice President Kenny Rodriguez, volunteered for the Sierra's Race Against Meningitis, an annual event that raises awareness about meningitis. The event features a 5K run and walk and offers a free meningitis vaccination clinic. Each year, in partnership with Joint Council 3, Local 267 sends volunteers and the JC3 semi-truck to the starting line. Thanks to their efforts, Sierra's Foundation has vaccinated thousands of people since the race began.

A big thank you to Kenny Rodriguez for coordinating the volunteers and to Jake Kucera for bringing the JC3 truck to the event. We also extend our sincere thanks to all who volunteered on behalf of Local 267.



MICHAEL COVA  
SECRETARY-TREASURER



ALLEGiant CARE VISIT TO THE FORT COLLINS BREWERY

In May, Local Union President Earth Lindsay and I traveled to Chicago to attend the Teamsters Organizing Bootcamp Conference. General President Sean O'Brien kicked things off with his usual fiery and motivating speech about the importance of growing our union through organizing. Organizers from around the country led highly informative workshops, which are valuable tools as we continue exploring expansion opportunities in Northern Colorado.

In June, we attended the Joint Council 3 meeting in Salt Lake City. The meeting was well attended and informative, with Locals across Joint Council 3 sharing updates on the challenges they are facing. Special thanks to Spencer Hogue and Local 222 for hosting.

If you or someone you know has not yet signed up for the Local 267 app, please contact the union hall or speak with a shop steward. They will help you download and register. We are proud to report that over 93 percent of our members are now signed up. The app is a one-stop shop for schedules, benefit contacts and push notifications with up-to-date brewery information.

Teamsters Local 267 would like to extend a big thank you to Allegiant Care for sending member representative Ben Padellaro to the Fort Collins Brewery on May 28, 2025, to assist members with their insurance questions.

On behalf of the Executive Board and office staff, we hope you all continue to stay safe and enjoy the rest of your summer.



SIERRA'S RACE: JAKE KUCERA, KENNY RODRIGUEZ,  
JOSHUA LARA, REED GARD, AND EARTH LINDSAY

# CONTRACT NEGOTIATIONS MEAN MORE MEMBER INVOLVEMENT

**PARTICIPATE IN YOUR UNION - STAY INVOLVED, ATTEND MEETINGS, AND TALK TO YOUR STEWARDS AND BUSINESS AGENTS**

**BY: LAWANDA ELLSWORTH  
SECRETARY-TREASURER  
LOCAL 983**

We have been working hard at increasing our Membership numbers and engagement, training new members and stewards, negotiating strong contracts, organizing internally, and fighting against corporate greed!

Solidarity is very important. 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! Remember there is power in numbers and working together is where our strength lies.

We continue to internally organize at all 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. If every current member could sign up at least one new member each month, we would have that much more power at the bargaining table to get what you all deserve.

If you are interested in being a volunteer organizer/activist or a steward, please let us know by calling the office at 208-232-6891.

## Local 983 Updates

We added a new Business Agent/Organizer in April. Robert Nelson has accepted this position. Robert comes from Idaho Falls UPS and was a driver there for five years. He was Lead Steward at his center and helped lead the way to change things there. He is overseeing the UPS contract, Construction contracts and Drivers at ABF, Albertson's, T-Force and Meadow Gold/Dean Dairy.

Wayne Hill has resigned his Presidency and Robert Nelson has been appointed as our new President per IBT Constitution and Local 983 By-laws. Please thank Wayne for his service and congratulate Robert on his new position.

## Contract Negotiations Update

**Great Western Malting (GWM)** secured a historic contract with a high economic package to include paid sick leave.

**Dean Dairy/Meadow Gold** opened February 28, 2025, and our next negotiation session was June 24 and 25, in Boise.

**INL Site Stabilization Agreement (SSA)** secured a 5% economic increase, with \$1.70 to wages, and added \$1.00 per hour to their Pension.

**Lamb Weston** opened May 1, 2025 and expired July 3, 2025. We met May-July, to negotiate.

**Basic American Foods (BAF)** – all three facilities open September 1, 2025.

**Southern Idaho Master Labor Agreement (SIMLA) and De-gerstrom** both open November 1, 2025.

## General Membership Meetings

We are excited attendance has increased for our monthly general membership meetings. Meetings are held on the first Thursday of every even month at 7:30 p.m., and on the first Saturday of every odd month at 10:00 a.m., at the Local Union Hall, 456 N. Arthur, Pocatello, Idaho 83202.

### 2025 GMM Schedule:

- Saturday, Aug. 2, 2025 (10am)
- Thursday, Sept. 4, 2025 (730pm)
- Saturday, Oct. 4, 2025 (10am)
- Thursday, Nov. 1, 2025 (730pm)
- Saturday, Dec. 4, 2025 (10am)



**LAWANDA ELLSWORTH  
SECRETARY-TREASURER**

## Stay Connected

You can find us on Teamsters Local 983 App, our website ([www.teamsterslocal983.com](http://www.teamsterslocal983.com)), and our Facebook page ([www.facebook.com/teamsterslocal983](http://www.facebook.com/teamsterslocal983)), for the most up-to-date information.

Union members receive a \$4,000 life benefit. Make sure your beneficiary information is up-to-date.

If you are going to be off work for a month or more due to illness, leave of absence, layoff, etc., contact us to be placed on withdrawal until you return to work.

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

Together, we will navigate challenges, celebrate victories and create lasting change for all. Join us on this journey as we build a brighter tomorrow for our workforce!!

## LOCAL 222 HOSTS ANNUAL FUNDRAISER: HELPING TEAMSTER MEMBERS AND THEIR FAMILIES FOLLOW THEIR DREAMS

**BY: ANDREA MOORE  
EVENT COORDINATOR  
LOCAL 222**

We just held our annual Ralph J. Taurone Scholarship Fundraiser and Golf Tournament, raising over \$52,000 from sponsors and golfers. Thank you all for your support! We awarded 21 scholarships for \$42,000

this year. Next year we will look to award \$50,000 in scholarships with more applications from Teamster members continuing their education.

### Our Sponsors Include

Audax Private Debt, Segal, Southwest Service Admin, Alan Biller and Assoc, Miller Kaplan, OE3, Optum RX, Prudential, Utah First

Credit Union, William Blair, ULLICO, Cigna, TForce, Monarch Dental, JP Morgan, Locals 190, 986, 455, 162, 399 and Joint Councils 3 and 7.

### Congratulations to the Recipients of the 2025

**Ralph J. Taurone Scholarship**  
Tucker Mackenzie Drown  
Winner of the \$4,000 Scholarship

Gianmarco Garcia, Abaigael Langston, DaLery Arnold, Alexis McDonald, Penelope Faumuina, Lila Ashby, Makaeli Adams, Carter Morris, Carson Fish, Sariina Mariaha Tolenoa, Jordyn Oliver, Hillie Wybrow, Matthew White, Tylor Abel Martin, Brenna Arauzo, Zachariah Newland, Ella Quarnberg, Hayden Arauzo, Brandon Hinkle

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# THE WAR ON UTAH'S PUBLIC EMPLOYEES CONTINUES

## UNIONS STAND STRONG TO PROTECT UTAH WORKERS; COLLECTING OVER DOUBLE THE REQUIRED SIGNATURES TO GET THE BILL ON THE BALLOT

**BY: BRITT MILLER**  
**PRESIDENT LOCAL 222**

In the last edition, I reported on the Utah Legislature's attack on Public Employees with one of the nation's most anti-union bills to be signed into law. When I reported this, the Unions of Utah were working feverishly to collect the required 141,000 signatures across 15 of our 29 Senate districts in 30 days. A standard set high enough to make the task seemingly impossible.

To reach this lofty goal would require massive ground organizing efforts across the entire state of Utah. Of course, with Unions in charge, we made short work of this challenge. We launched our campaign at Salt Lake's St. Paddy's Day parade and blew our weekend goals out of the water. By the end of Week One we were four days ahead of schedule and we never slacked. In 30 days we gathered over 340,000 signatures, forcing the issue onto the next election's ballot.

The response from the groups funded by Americans for Prosperity and the anti-union Koch Family was to throw up their hands. A signature rescission campaign folded immediately. A follow-up campaign to pressure Gov. Cox to call a special election folded just as quickly due to lack of funding. We all know that AFP and the Koch Family have tons of money, so maybe they lacked the appetite? Original supporters of the bill have expressed remorse for supporting the bill, and several claim they were misled by Party Leadership.

While we wait to see what fate the Governor chooses for this legislative power grab, the Unions of Utah are organizing. We are prepar-

ing to quash any repeal-and-replace attempts during the interim, and to crush any election with this referendum on the ballot.

### **ALEX ROJAS** **BUSINESS AGENT**

**American Airlines:** The contract is now available on PDF on our website under American Airlines. We'll have a few paperback contracts for the members.

**American Red Cross:** The two new groups "rejected" the Company's last, best and final offer. We are in the process of using interest arbitration on both contracts.

I recommend that you donate blood, plasma, double red cells or platelets; they are in short supply of platelets and the demand is there. Make sure when you donate to let the workers know that you are a Teamster and what contract/tribe you come out of. Support your brothers and sisters.

**Hertz:** The Company has cracked down across the board on attendance. Please do not create a pattern of abuse. We have a new HR manager based out of Nevada; she has done an excellent job fixing multiple issues at the counter.

**(Contech):** The contract was ratified in February. The CBA is available on the Teamsters website under Contech. Contact me for a paperback copy.

**Meadow Gold:** We had a second round of negotiations in the first week of June. I suggest that everyone start saving money in case negotiations get ugly and we end up taking them out. Put away at least 2 months' worth of needed expenses. A reminder to everyone: It is IMPORTANT that we all stand together as one, in solidarity. Do not let

the Company/managers try and divide us. Now is the time to STAND TALL and demand what is owed to everyone.

### **JOSH IKOLA** **ORGANIZER**

Marathon Petroleum crude oil transport drivers at two separate locations in Salt Lake City and Roosevelt, Utah have successfully voted back-to-back to be represented by Teamsters Local 222. We have dates set up to begin negotiations for their first Teamsters contract.

If you know anybody interested in organizing their workplace, please have them give me a call. Josh Ikola (801) 304-3444

### **UPCOMING EVENTS**

**Benefits Fair** - Saturday, September 13 - Get flu shots, speak with reps from benefits groups, hot dogs, raffle drawing, games and bounce house for the kids and more.

**Lagoon Day** - Saturday, September 27 - Local 222 Teamsters get tickets and lunch for half the ticket price (up to 6 tickets). On sale July 7-September 5. Call the Union Hall at 801-972-1898 for details.

### **LOCAL 222** **RETIREES CLUB**

The Teamsters Retirees Club is excited to share our recently elected officers: Ryan Ju, President; Kathy DeLuca, Vice-President; Ron Zander, Secretary; Doris Chandler, Treasurer; Rhonda Jones, Mike Templin, and Greg Ingoldsby, Trustees. We also want to Thank Jim Chandler for his years of service and support to the Retirees Club.

Come and enjoy a great lunch on the second Wednesday of each month at 1:00 pm at the Teamsters Hall located at 2641 S. 3270 W. in West Valley City. New retirees have their dues of \$25 annually paid for their first year by the local Teamsters Union. This includes monthly meals, prizes, games for you and a guest.

If you have any questions, feel free to reach out to Ryan Ju at 801-597-6618 or Kathy DeLuca at 801-707-4062. We look forward to seeing you each month at the Teamsters Hall.

### **THE TAURONES CAME OUT TO SUPPORT THEIR FAMILY'S SCHOLARSHIP FUNDRAISER WITH LOCAL 222**



# HUGE CONTRACT VICTORY AT FINLEY DISTRIBUTING

A LANDMARK VICTORY REINFORCES THE IMPORTANCE OF STEADFAST SOLIDARITY IN OUR TEAMSTER MEMBERS

BY: JOSH GRAVES  
VICE-PRESIDENT LOCAL 104

We are proud to announce that on May 17, 2025, the members employed at Finley Distributing in Tucson voted by an overwhelming 98% to ratify a transformative new three-year collective bargaining agreement.

This landmark victory was achieved through strategic planning and the unwavering collective solidarity of our members, successfully averting a potential strike. This contract is truly life-changing, a testament to what can be accomplished when Teamsters stand united and fight for what they deserve.

## Finley Distributing Contract Highlights

Some of the contract highlights are:

- 33% increase over the life of the agreement

- Additional \$1.00 increase to members with 15 years or more
- Added pension at \$2.00 with \$0.25 increases per year,
- Added an additional personal holiday
- Reduced health insurance cost at 95/5 cost share

The gains made here will significantly improve the lives of our members and their families.

I want to extend our profound gratitude to Business Representative Mike Sanchez and our dedicated Stewards Josh Bacoccini, Mike Killion and Troy Genzman. Their tireless efforts and leadership at the bargaining table were instrumental in achieving this outstanding outcome.

Teamsters Local 104 also extends a special thanks to our brothers and sisters at Teamster Locals 653 and 125, and SMART Local 807, who stood with us in solidarity throughout this fight.



**SOUTHERN GLAZER'S WINE AND SPIRITS MEMBERS CELEBRATE RATIFYING A STRONG NEW THREE-YEAR CONTRACT**



**KARLA SCHUMANN  
SECRETARY-TREASURER**



**FINLEY DISTRIBUTING MEMBERS CELEBRATE RATIFYING A HUGE NEW THREE-YEAR CONTRACT**

## Congratulations Lou Bautista Sr.

On behalf of the Executive Board and Staff we congratulate our Recording Secretary Lou Bautista Sr. on his retirement. Lou has spent his career of 42 years as a proud Teamster and served this Local for many years. We wish him nothing but the best in retirement and deeply thank him for all he has done for the members of Local 104.

## RUSSELL MEDIGOVICH BUSINESS REPRESENTATIVE

Massive win for the members at Southern Glazer's Wine and Spirits who secured a major victory on a new collective bargaining agreement with a unanimous 100% YES vote.

The new agreement delivers sweeping improvements in wages, job protections and benefits, marking significant achievements.

## Southern Glazer's Wine and Spirits Contract Highlights

Key highlights include:

- \$6.00 over the three-year agreement with \$3.00 retroactive to April 1
- Daily overtime and double time for hours worked beyond 60 hours per week
- Juneteenth holiday added
- Technology protections
- Pension for all compensable hours
- Paid CDL training
- Boosted health care stipends

The contract proves the power of unity. It reflects the dedication of our bargaining committee. Teamsters Local 104 continues to set the standard for STRONG representation.



# A YEAR OF PROGRESS AND PROMISE

## CITY EMPLOYEES OF BELGRADE JOIN TEAMSTERS LOCAL 2 AS MANY OTHER GROUPS PREPARE FOR NEGOTIATIONS

BY: ERIN FOLEY  
SECRETARY-TREASURER LOCAL 2

As the leader of Teamsters Local 2, I am proud to announce a series of significant achievements and ongoing efforts made by our members and business agents that underscore our commitment to securing fair and equitable contracts for our members. This year has been marked by successful negotiations and ratifications, as well as the initiation of new discussions that promise to further strengthen our union.

### New Members and Ratified Contracts

We are thrilled to welcome the City of Belgrade as new members of Teamsters Local 2. Their inclusion marks a significant expansion of our union, and we are excited to support them in their journey towards better working conditions and fair wages.

In addition to this, we have successfully negotiated and ratified contracts with several key employers, including:

- Schillinger Construction
- Port of Montana
- Anaconda Deer Lodge County Road and Clerical
- Butte Silver Bow Road (wage opener)

- Cascade County Juvenile Detention Center
- Mondelez

These agreements reflect our unwavering dedication to ensuring that our members receive the recognition and compensation they deserve.

### Ongoing Negotiations

Our work is far from over. We are currently in the midst of negotiations with several important entities, including:

- Montana Department of Transportation
- Great Falls Pre-Release
- City of Great Falls
- Fergus County Sheriff Office
- Broadwater County Road and Bridge
- St. James Hospital Dietary and Environmental Services
- Blaine County
- Montana State Prison
- Montana State Hospital
- Montana State University
- Anaconda Deer Lodge County Detention
- Town of Eureka



CITY OF BELGRADE EMPLOYEES JOIN TEAMSTERS LOCAL 2



ERIN FOLEY  
SECRETARY-TREASURER



MONTANA STATE HOSPITAL EMPLOYEES STAND STRONG

These negotiations are crucial as we strive to secure better terms and conditions for our members. We are committed to achieving outcomes that reflect the hard work and dedication of our members.

### UPS Grievance Panel and Contract Enforcement

In April, the Northwest UPS Grievance panel was held in Bozeman, MT, where we achieved successful outcomes for several members. We continue to visit UPS barns around the state to enforce the contract and ensure that our members' rights are upheld.

### General Membership Meetings

Our commitment to reaching all members across this great state remains strong. In April, we held a General Membership meeting in Lewistown, and in May, we met in

Kalispell, Montana, which saw a significant turnout. It is the goal of this executive board to connect with and support our members wherever they are.

### Looking Ahead

As we move forward, we remain focused on bringing more contracts to the table this year. Our goal is to continue expanding our reach and influence, ensuring that every member of Teamsters Local 2 benefits from our collective strength.

We are grateful for the trust and support of our members, and we pledge to continue fighting for their rights and interests. Together, we will build a stronger, more united workforce that stands as a testament to the power of solidarity.



# CONTINUING TO FIGHT FOR EMPLOYEES' RIGHTS

## LEGISLATIVE SETBACKS ONLY STOKE THE FIRE AT LOCAL 492

**BY: ANDREW PALMER**  
**SECRETARY-TREASURER**  
**LOCAL 492**

I was extremely disappointed we were not able to get any of our legislative priorities passed. Despite our near success regarding employees' free speech, we encountered obstacles in the Senate Judiciary and ultimately ran out of time.

While it may seem simple to throw our hands up and abandon our efforts, the implications of these bills not passing would significantly affect all our members. I cannot allow this to happen! I will be working during the interim to rally the support we will need.

For those of you who signed up for our membership appreciation days at Isotope's Park, thank you! The level of interest from our members exceeded our expectations, resulting in the maximum number of guests we could host on both days.

I sincerely hope that most of those who expressed interest were able to reserve tickets. I look forward to seeing you all on Saturday, July 5th, and Sunday, July 6th. It will be fun!

I would like to congratulate all the Teamsters who competed in the recent truck rodeo. Congratulations to: Shaun Hale 5 AXLE, Aaron Trujillo FLTBED, Robert Zamora TNKTRK and Jeff Reed TWINS.

I have decided to bring back the long-standing tradition of awarding buckles to the winners of the division. I will personally deliver each buckle to its new owner. There are no better drivers than Teamster drivers!

**TRACY MCCARTY**  
**BA: FREIGHT AGENT**

**ABF:** OTR freight is still below level. Numerous grievances have been filed regarding the fueling during transit with 110 gallons being the

trigger for ½ hour. The decision from the panel was we must follow the work rules that only allows for ¼ hour.

There are still grievances regarding the Wichita laydowns coming into New Mexico; I will be at Nationals in June to hear that. For Dock P&D, the straight eights are now in effect. If there are issues with pay, let me know ASAP. As for the Shop ABF, it is still in the process of repairing the fuel lines, attributing to the slow progress to the city.

**T-Force:** We have encountered several issues with the new manager. If there is anything that requires attention, please contact your Union Steward or Tracy McCarty.

**Creamland Daries:** The negotiations are progressing slowly, not only for us but across the division. I would like to thank everyone who participated in our day of action. It is your support that will help us secure the contract you rightfully deserve.

**Tunista:** We have yet to receive any updates regarding the government contract at this time.

**Jacobs:** I was happy to see all of you during my visit for the safety committee meetings. Typically, we do not have many issues; however, please keep me informed if I am needed out there.

All agents and staff here at the local work hard to make sure any issues and concerns are addressed in a timely and efficient manner. Should any members wish to discuss any questions with business agents, you are encouraged to attend our monthly membership meetings.

**DAVID TRUJILLO & ROBERT FERNANDEZ**  
**BAS: UPS**

The Comanche Hub is midway through the process of being automated, along with significant progress being made on the building.

This includes the building being expanded into the automotive shop.

A portion of the automotive section has been relocated to the Aspen building. Three technicians are available to perform repairs on-site at Comanche.

The employee parking area has been shifted once more, this time from a remote lot to the Carpenters Union parking lot that's adjacent to the hub. The tentative reopening of the hub is set for November or December 2025.

Recently, we have covered the entire State of New Mexico promoting "D.R.I.V.E." (Democratic, Republican, Independent Voter Education). Your D.R.I.V.E. membership supports the Teamsters fight against corporate power and will help elect leaders who put workers first.

If you would like more information and to be a part of D.R.I.V.E., please contact your local Union Steward or Business Agent.

Also, there have been rumors of centers closing. They are just that... rumors. As of June 6, 2025, there have been no closures in New Mexico. If the Union is notified of any closures, our members will be the first to know.

Please take note of the increasing temperatures as we approach the summer season. Higher temperatures mean your body works harder to stay cool. Stay hydrated! If there is any shortage of water or ice in any center, please let your Business Agent know.

**JESSICA VIDACA**  
**BA: WHITE PAPER**

I would like to congratulate all our New Mexico Sysco members for securing their new three-year contract, which not only provides you with protection against automation but also includes language for a safe



**ANDREW PALMER**  
**SECRETARY-TREASURER**

space on the trailers to unload safely.

This contract includes a wage increase of 35% for our drivers and 23% for our warehouse, with double time pay after 60 hours. Southwest Multi-craft Insurance will be effective as of January 2026.

This contract is the most lucrative agreement that Sysco New Mexico workers have ever received. A significant factor in accomplishing this contract was the overwhelming approval of a strike by over 98% of the members.

**Triad:** We recently held a Steward election and I would like to congratulate our new Steward, Derrick Aragon!

**Estancia Valley:** We are currently in the process of negotiating the wage re-opener for the year 2025-2026.

**NCRTD:** We are actively negotiating with the Northern Central Region Transit District and we hope to have a contract before the current CBA expires.

Wishing the following retirees the best of luck in their future endeavors:

Anne Mowrer-UPS, Ernesto Sanchez-UPS, Allen Lucero-UPS, Karl Whaley-UPS, Sebastian Gonzales-ABF, Scott Ellison-Estancia Valley Solid Waste, Leonel Franco-UPS

Teamsters Local 492 would like to express our condolences to the families of:

Marcus Washington-UPS, Philip Tuff-ABF, James Hansen-ABF, Nicholas Carrera-ABF, Kurt Perri-go-YRC, Charles Gonzales-Creamland

# A DAY OF EDUCATION AND GRATITUDE

## STEWARD TRAINING AND RETIREE CELEBRATION DINNER

BY: JIM SOUMAS  
SECRETARY-TREASURER LOCAL 190

Teamsters Union Local 190 recently brought its members together for a remarkable event featuring Stewards Training coupled with a Retiree Celebration Dinner. This dual-purpose gathering served not only as an educational opportunity but also as a heartfelt expression of appreciation for the union's dedicated retirees.

The first segment of the event fo-

### Empowering Stewards Through Training

cused on Stewards Training, an initiative designed to equip union stewards with the skills and knowledge necessary to effectively advocate for their fellow members. Topics covered during the training included contract negotiation, grievance handling, workplace rights, and effective communication strategies. Trainers emphasized the importance of leadership and fostering unity within the workplace to ensure fair treatment and adherence to union principles.

This training was a vital component for both seasoned stewards and newcomers, providing practical tools to navigate the challenges of representing union members in di-

verse settings. Participants appreciated the interactive sessions, which included role-playing scenarios and group discussions to enhance their understanding and confidence in their roles.

Following the training, the event

### Celebrating the Pillars of Local 190

transitioned into a celebratory Retiree Dinner, where union leaders and members came together to honor the contributions of those who had dedicated their careers to the Teamsters Union. The atmosphere was one of camaraderie and nostalgia, with heartfelt speeches and shared memories highlighting the evening.

The retirees were recognized with new Local 190 vests and tokens of appreciation, symbolizing their years of commitment and service. Stories of their accomplishments and leadership served as an inspiration to the younger members. The dinner provided an opportunity for attendees to express gratitude to these individuals who had laid the groundwork for the union's ongoing success.

The combination of Stewards Train-



**JIM SOUMAS**  
**SECRETARY-TREASURER**



**LOCAL 190 CELEBRATES THE RETIREES**

### A Unified Vision for the Future

ing and the Retiree Celebration Dinner exemplified Local 190's dedication to its members at all stages of their journey. From empowering current union leaders to celebrating the legacies of retirees, the event underscored the union's commitment to its core values of solidarity, education, and acknowledgment.

As attendees left the event, there was a renewed sense of purpose and community. The lessons learned during the training and the inspiration drawn from retirees' stories will undoubtedly guide Local 190 as it continues to advocate for the rights and well-being of its members.

Karl Boltz, a dedicated member and

### Steward of the Year Karl Boltz

Steward of Teamsters Union Local 190, has been honored as the 2024 Steward of the Year in recognition

of his exceptional service and commitment for excellence in representing the members at Pepsi. Known for his unwavering advocacy and leadership, Karl has set a high standard for his peers, embodying the qualities that make union stewards so vital to the workplace.

In addition to this prestigious honor, Karl has also been selected to fill the open Executive Board Trustee position. This new role reflects the trust and respect he has earned within the union, as well as his ability to contribute to Local 190's strategic direction and goals. His experience and dedication will undoubtedly strengthen the Executive Board as it continues to champion the rights and interests of all members.

Karl's achievements serve as an inspiration to both seasoned leaders and rising stewards, reminding everyone of the power of unity and tireless advocacy.



**GREAT TURNOUT FOR THE STEWARDS TRAINING**



# COMBINED NOTICE OF NOMINATIONS & ELECTION OF TEAMSTERS LOCAL UNION 267 OFFICERS

Teamsters Local Union 267 will conduct nominations and an election for the offices of Secretary-Treasurer, President, Vice President, Recording Secretary, and three Trustees for the three (3) year term commencing January 1, 2026 and expiring on December 31, 2028.

## **NOMINATIONS MEETING: SATURDAY, SEPTEMBER 13, 2025, 7:30 A.M. (M.T.) TEAMSTERS LOCAL UNION 267 HALL 434 South Link Lane Fort Collins, CO 80524**

To be eligible to nominate and/or second and otherwise participate in the nominations meeting, a member in good standing must have his/her dues paid up through the month of August, 2025. Dues arrearage must be paid by the close of business, 5:00 p.m., Friday, September 12, 2025, at the Teamsters Local 267 Hall, at 434 South Link Lane, Fort Collins, CO 80524. Any member in good standing can nominate more than one (1) candidate or second the nomination of more than one (1) candidate, but only one (1) for each office open. More than one (1) member in good standing may nominate any candidate or second the nomination of any candidate.

To be eligible for nomination and/or election, a member (a) must be in good standing with his/her dues paid through August, 2025, (b) must have been in "continuous good standing" of the Local Union, with one's dues paid to Local Union 267 for a period of twenty-four (24) consecutive months prior to the month of nomination with no interruptions in active membership due to suspensions, expulsions, withdrawals, transfers, or failure to pay fines or assessments, (c) must 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 nominations with no interruptions in active membership due to suspensions, expulsions, withdrawals, transfers, or failure to pay fines or assessments, and (d) must be eligible

to hold office if elected. 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 Union 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.

Nominations shall be made at the meeting from the floor by a member in good standing, other than the nominee, and seconded by a member in good standing, other than the nominee. Nominations may also be submitted by mail petition, specifying the name and signature of the nominator and seconder, the position sought and signature of a witness. Candidates must accept nominations at time made, either in person or, if absent, in writing to the Secretary-Treasurer. No member may accept nominations for more than one (1) elected office.

Article XIX, Section D of the Local Union Bylaws provides that if a nominee is unopposed at the Nominations Meeting, there shall be no necessity for an election of such nominee, and he or she shall be declared duly elected at the Nominations Meeting, effective as of the expiration of the term of office of the previous incumbent. Delegates to the International Brotherhood of Teamsters International Convention are elected separately from the Local Union officers.

It is strongly recommended that each candidate request a review of

his/her eligibility to be elected to the position in question. Further, it is strongly recommended that each member who intends to nominate or second the nomination of a candidate for any office request a review of his/her eligibility to nominate or second a nomination. 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, may have their eligibility determined in accordance with Article II, Section 4(a)(4) of the International Constitution.

### **ELECTION**

To be eligible to vote in this election, a member must have his/her dues paid through September of 2025 and must still be an active member on the day of the election. Dues arrearages must be paid by the close of business, 5:00 p.m., on Tuesday, October 14, 2025, at the Teamsters Local Union 267 Hall, 434 South Link Lane, Fort Collins, CO 80524. Members are encouraged to check their dues so that they will be eligible to vote in this election. Members on checkoff shall be eligible to vote if they had sufficient money owed to them by their employer from which dues for the month or months in question could have been deducted.

Voting shall be conducted by in-person balloting, by secret ballot, which will be held on Wednesday, October 15, 2025, at the Teamsters Local Union 267 Hall, at 434 South Link Lane, Fort Collins, CO 80524, from 6:00 a.m. to 5:00 p.m. (MT). Each member in good standing shall be entitled to one (1) vote.

The ballots will be counted at the Teamsters Local Union 267 Hall at 434 South Link Lane, Fort Collins,

CO 80524, on Wednesday, October 15, 2025, at approximately 5:30 p.m. (M.T.). Elected officers shall be delegates to any Joint Council with which the Local is affiliated and subordinate bodies of the IBT as well as any convention of any subordinate body which may take place during their term of office in accordance with the provisions of the International Constitution and the Bylaws of such other subordinate bodies. Copies of the International Constitution, Local Union Bylaws and rules governing nominations and this election will be available upon request at the Local Union office.

### **PROTESTS**

Any pre-election protest must be filed with the Local Union 267 Secretary-Treasurer in accordance with Article XXII, Section 5(a) of the International Constitution and Article XIX, Section G(1) of the Local Union's Bylaws. Any post-election protests must be filed with the Secretary-Treasurer of Teamsters Joint Council No. 3, at 10 Lakeside Lane, Denver, CO, 80212, in accordance with Article XXII, Section 5(b) of the International Constitution and Article XIX, Section G(2) of the Local Union's Bylaws.

It is recommended that all interested parties consult relevant portions of the International Constitution and Local Union Bylaws. For any questions regarding this notice or for more information concerning the nominations and/or the election, please contact Local Union 267 at (970) 482-2749.

Fraternalty yours,  
Executive Board,  
Teamsters Local Union 267

# COMBINED NOTICE OF NOMINATIONS & ELECTION OF TEAMSTERS LOCAL UNION 222 OFFICERS

Teamsters Local Union 222 will conduct nominations and an election for the offices of Secretary-Treasurer, President, Vice President, Recording Secretary, and three Trustees for the three (3) year term commencing January 1, 2026 and expiring on December 31, 2028.

## NOMINATIONS MEETING:

**MONDAY, NOVEMBER 3, 2025, 6:00 P.M. (M.T.)**  
**TEAMSTERS LOCAL UNION 222 HALL**  
**2641 SOUTH 3270 WEST**  
**SALT LAKE CITY, UTAH 84119**

To be eligible to nominate and/or second and otherwise participate in the nominations meeting, a member in good standing must have his/her dues paid up through the month of October 2025. Dues arrearage must be paid by the close of business, 5:00 p.m., Monday, November 3, 2025, at the Teamsters Local 222 Hall, at 2641 South 3270 West, Salt Lake City, Utah 84119. Any member in good standing can nominate more than one (1) candidate or second the nomination of more than one (1) candidate, but only one (1) for each office open. More than one (1) member in good standing may nominate any candidate or second the nomination of any candidate.

To be eligible for nomination and/or election, a member (a) must be in good standing with his/her dues paid through October, 2025, (b) must have been in “continuous good standing” of the Local Union, with one’s dues paid to Local Union 222 for a period of twenty-four (24) consecutive months prior to the month of nomination with no interruptions in active membership due to suspensions, expulsions, withdrawals, transfers, or failure to pay fines or assessments, (c) must 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 nominations with no interruptions in active membership due to suspensions, expulsions, withdrawals, transfers, or failure to pay fines or assessments, and (d) must be eligible to hold office if elected. 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

Union 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.

Nominations shall be made at the meeting from the floor by a member in good standing, other than the nominee, and seconded by a member in good standing, other than the nominee. Nominations may also be submitted by mail petition, specifying the name and signature of the nominator and seconder, the position sought and signature of a witness. Candidates must accept nominations at time made, either in person or, if absent, in writing to the Secretary-Treasurer. No member may accept nominations for more than one (1) elected office.

Sections 16(E)(5) and 16(F)(5) of the Local Union Bylaws provides that if a nominee is unopposed at the Nominations Meeting, there shall be no necessity for an election of such nominee, and he or she shall be declared duly elected at the Nominations Meeting, effective as of the expiration of the term of office of the previous incumbent. Delegates to the International Brotherhood of Teamsters International Convention are elected separately from the Local Union officers.

It is strongly recommended that each candidate request a review of his/her eligibility to be elected to the position in question. Further, it is strongly recommended that each member who intends to nominate or second the nomination of a candidate for any office request a review of his/her eligibility to nominate or second a nomination. 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, may have their eligibility determined in accordance with Article II, Section 4(a)(4) of the International Constitution.

## ELECTION

To be eligible to vote in this election, a member must have his/her dues paid through November of 2025 and must still be an active member on the day of the election. Dues arrearages must be paid by the close of business, 5:00 p.m., on Wednesday, December 3, 2025, at the Teamsters Local Union 222 Hall, 2641 South 3270 West, Salt Lake City, Utah 84119. Members are encouraged to check their dues so that they will be eligible to vote. Members on checkoff shall be eligible to vote if they had sufficient money owed to them by their employer from which dues for the month or months in question could have been deducted. **DO NOT SEND DUES PAYMENTS IN THE BALLOT RETURN ENVELOPE.**

Voting shall be conducted by mail ballot. Mail ballot packages will be sent on or about November 13, 2025. Each member in good standing shall be entitled to one (1) vote. Only those ballots which are returned to the post office box designated on the return envelope will be counted. Any eligible member not receiving a mail ballot package by November 25, 2025 should contact the Local Union at (801) 972-1898 and request a duplicate ballot. To be valid and counted, ballots must be received at the U.S. Post Office box by 10:00 A.M., on Thursday, December 11, 2025. The postmark or mailing date of the ballot will not be considered in determining the timely casting of the ballot.

The ballots will be counted at the Teamsters Local Union 222 Hall at 2641

South 3270 West, Salt Lake City, Utah 84119, on Thursday, December 11, 2025, at approximately 10:30 a.m. (M.T.). 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. Certification of the results shall be provided within twenty-four (24) hours of the election and available via telephone message at the Local Union hall at (801) 972-1898. Elected officers shall be delegates to any Joint Council with which the Local is affiliated and subordinate bodies of the IBT as well as any convention of any subordinate body which may take place during their term of office in accordance with the provisions of the International Constitution and the Bylaws of such other subordinate bodies. Copies of the International Constitution, Local Union Bylaws and rules governing nominations and this election will be available upon request at the Local Union office.

## PROTESTS

Any pre-election protest must be filed with the Local Union 222 Secretary-Treasurer in accordance with the provisions of Article XXII, Section 5(a) of the International Constitution and Section 16(G)(7) of the Local Union’s Bylaws. Any post-election protests must be filed with the Secretary-Treasurer of Teamsters Joint Council No. 3, at 10 Lakeside Lane, Denver, CO, 80212, in accordance with Article XXII, Section 5(b) of the International Constitution and Section 16(G)(8) of the Local Union’s Bylaws.

It is recommended that all interested parties consult relevant portions of the International Constitution and Local Union Bylaws. For any questions regarding this notice or for more information concerning the nominations and/or the election, please contact Local Union 222 at (801) 972-1898.

Fraternally yours,  
Executive Board, Teamsters  
Local Union 222

**TEAMSTERS JOINT COUNCIL NO. 3**  
10 LAKESIDE LANE SUITE 2B - DENVER, COLORADO 80212

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

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

Address newspaper correspondence to: Rocky Mountain Teamster, 10 Lakeside Lane, Suite 2E, Denver, CO 80212. Address all other union correspondence to the appropriate local union. Periodicals postage paid at Denver, CO and at additional mailing offices. **Printed at a Union Printer in the U.S.A.**

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