



OFFICIAL JOURNAL OF JOINT COUNCIL OF TEAMSTERS #3
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UNDER ATTACK

MEMBERS AND CO-WORKERS PREPARE TO FIGHT BACK

BY: SPENCER HOGUE

PRESIDENT JOINT COUNCIL 3 - SECRETARY-TREASURER LOCAL 222

The changing political tides in our country have invigorated new attacks on the American worker.

The federal government has taken aggressive action against public sector unions and the employees that they represent, all under the guise of cutting waste and eliminating fraud. State legislatures, including some in Joint Council #3, have also taken the opportunity to eliminate or undermine workers' rights claiming that these actions benefit their states.

It's not just the public sector that is under attack. Big business and their political allies are coming for all workers' rights.

With an overwhelmed and hamstrung National Labor Relations Board, employers have seized on an opportunity and are using that structure to delay the process to frustrate unions and workers. The anti-worker coalitions believe their best opportunity to turn back the clock on workers' rights is now.

The key to counteracting these

attacks against the American worker is to build power. Building worker power starts on the shop floor and is not limited to currently organized employees.

Preparing our members and our co-workers to fight before it's needed is where we start. It is also becoming increasingly necessary to use job actions to get issues addressed.

Whether it be a march on the boss, a solidarity campaign or a strike. These actions get results.

Employers fear the collective force of their workers. They know that a unified workforce that demands change, gets change.



SPENCER HOGUE
SECRETARY-TREASURER

SOLIDARITY FOR

CIVIL WORKERS

ANTI-UNION BILL GETS SIGNED, CITIZENS FIGHT BACK

BY: BRITT MILLER

PRESIDENT LOCAL 222

On February 14th, what some consider Valentine's Day, but those in the know celebrate as James R. Hoffa's birthday, Utah's Governor Cox signed into law one of this country's worst, most anti-union bills: HB267, banning any public employer from recognizing and bargaining with any union, association, or loosely affiliated working group of employees. And in doing so, disenfranchised tens of thousands of Utah's Public Employees.

For the past three years, there has been an aggressive annual attack from anti-worker legislators and their out-of-state coalitions like Americans for Prosperity, and the Mackinac Center. It has also been met with the most vigorous bipartisan resistance as Republican and Democratic Legislators stood in solidarity with the working folk of Utah.

Then Utah got gerrymandered after the Legislature repealed and replaced a successful voter-led initiative to use an independent redistricting commission. The Legislature also tightened the screws on voter referenda and initiative rules by increasing the percentage of signatures needed, spreading those signatures out across 15 of the State's 29 Senate districts, and limiting the time frame to 30 days.

Apparently, while very concerned about whether Utah's Public Unions are listening to their members, Utah's State Legislature does not feel a need to listen to their constituents.

Without the benefit of competitive voting districts, our bipartisan support withered, and our Public Employees were attacked. And then the resistance started. All of

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the Public Unions and Associations came together, and filed a Voter Veto Referendum in the closing days of the 2025 Legislative session.

In order to get this referendum on the next ballot, all we would need to do is gather signatures from 8% of the registered voters living in 15 of Utah's 29 Senate districts... that's 141,000 signatures... in 30 days... with petitions that only allow 2 signatures per page... and you get the picture.

On Saturday, 3/15, Day One of the signature gathering campaign, I am proud to say we saw a stunning success! Our largest petition packet distribution points had lines out the doors, stayed open late, sent almost 700 volunteers out, and ran out of packets.

Our St. Patty's Day Parade canvassing had another 90 volunteers who also ran out of packets and ran resupplying missions in the rain and snow. The media showed up, our supportive Legislators showed up, and most importantly, the Public Employees showed up including Teamsters from Magna's Water District.

Keep an eye on the underdogs of Utah! We have until April 16th.

ALEX ROJAS BUSINESS AGENT

American Airlines: The contract is now available in PDF. It is also available on our website under American Airlines. Paperback contracts will take some time to get printed and this Local will have a selected amount available 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, let the

workers know that you are a Teamster and what contract/tribe you come out of. They are your brothers and sisters.

Hertz: The Company has cracked down on the VSA department with the production standards. If you have any questions or need clarification, talk to your steward, Mr. Gallardo, he is extremely active and on top of it.

Change is coming to the maintenance department. In February, the Company got rid of the worthless Maintenance Manager and everyone within that department will feel the difference in a positive way. An HLE manager will be taking his place; we will break-in the new manager the 222 way.

(Contech): The contract was ratified in February. The CBA is available on the Teamsters's website under Contech. You can download a copy and reach out to me, and I will provide a paperback copy.

Ryder: We will be taking out the Teamsters's Hot Dog wagon in April or May. I will post the flyer two weeks prior to the date we take the wagon out.

Meadow Gold: As I write this (03/13/2025) we still do not have any dates set forth for contract negotiations. I am excited about this negotiation. The Company has been fu@\$\$ng with me over the attendance policy, doctors' notes, and points and I am itching for some payback.

I suggest that everyone starts saving \$\$\$ in case negotiations get ugly and we end up taking them out. Put away at least two 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.

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

MIKE BASHOR BUSINESS AGENT

I would like to introduce myself. My name is Mike Bashor and I'm the new Business Agent for Local 222. I've been a proud Teamster at UPS for over ten years where I started as a loader and worked hard to become a package delivery driver.

The nine years I have served as a steward is the highlight of my time spent there. I've lost count of how many supervisors and managers I've been through, but I haven't forgotten the people I've helped.

Local 222 has an amazing crew and an incredible membership. I have the greatest respect for. I am honored to represent them.

LOCAL 222 RETIREES

We've got some exciting stuff coming up. First, there's an election meeting on April 9th where we'll be choosing seven officers. Then, mark your calendars for May 14th because we're celebrating our club's 47th birthday with a potluck lunch – and guess what? Fried chicken is on the menu, supplied by the club!

If you're a new retiree, good news – your first year's \$25 dues are on the house, thanks to the union. This means you can join us for our monthly lunches with a guest.

Speaking of which, our monthly meetings and lunches happen every second Wednesday at 1:00 PM at the Teamster Union Hall. If you have any questions, feel free to reach out to Kathy DeLuca at 801-707-4062 or Ryan Ju at 801-597-6618.

Hope to see you there!

New Retirees

Jeff Kendall - Local 222
Val Baker - IBC Wonder Hostess
Darleen Dalton - UPS
Michelle Boone - Magna Water
Bruce Ricks - WW Clyde
Ruth Denice McKee - UPS

Kirk Ava - UPS
Grant Edwards - Local 222
Russell Hundley - WW Clyde
Bart Murray - UPS
Marv Kessler - UPS
Kevin Massey - MTC
Craig Arbuckle - UPS
Ron Thompson - Geneva
Austin Sorensen - UPS
David Beckstead - Geneva
Brian Magnuson - Geneva
Socorro Caro - DFA
Bruce Quayle - UPS
Gregory Goold - UPS
Darrin Myers - Geneva
Becky Martinez - Construction
Charles Davis - DFA
LeLand Ames - Geneva
Matt Johnson - UPS
Russell Lewis II - ABF
James Morgan - Nationway Trans
Alfredo Delgado - Geneva



JOINT COUNCIL 3 EXECUTIVE BOARD

SPENCER HOGUE
PRESIDENT-UTAH

KARLA SCHUMANN
DUANE GROVE
ERIN FOLEY
ANDREW PALMER
DEAN MODECKER
JIM SOUMAS

STRONG START TO THE NEW YEAR

SHOWING COMMITMENT TO MEMBERS, STAFF AND THE COMMUNITY

BY: ERIN FOLEY

SECRETARY-TREASURER LOCAL 2

As the new year unfolds, Teamsters Local 2 has been actively advocating for the rights of our members and all working people across Montana. Our presence at the Capitol in Helena underscores our commitment to fighting for fair treatment and justice in the workplace.

Empowering Through Education

Since the new year began, Local 2 staff have participated in various training sessions across the country. These include Pipeline, New Business Agent, Office Manager Training, Western Region Public Service Division Organizing Advocacy, and Mobilizing Members, just to name a few.

These opportunities have allowed us to enhance our skills and better represent our members. Education remains a cornerstone of our efforts, enabling us to stand strong against corporate giants and ensure our members receive the representation they deserve.

Upcoming Steward Training

In April, we will hold our annual steward training, aimed at educating and empowering our rank and file members across Montana. This training is crucial for building a knowledgeable and resilient workforce capable of advocating for their rights and the rights of their colleagues.



ERIN FOLEY
SECRETARY-TREASURER

BIG MACK AT THE ST. PATRICK'S DAY PARADE IN MONTANA



Celebrating Community and Solidarity

By the time you read this article, Joint Council 3's "Big Mac" will have joined Local 2 in Butte, Montana, for the annual St. Patrick's Parade. This event is a testament to our solidarity and community spirit, bringing together members and supporters to celebrate our shared values and commitment to each other.



Contract Negotiations and Member Updates

We have many contracts open for negotiations throughout this year. Please pay attention to notices of important meetings, proposal discussions, collective actions and voting notices.

As always, remember to update your personal information with the Local Union, Pension, Health and Welfare, and your employer.

Teamsters Local 2 remains dedicated to fighting for the rights of working people and strengthening our community through education, advocacy and solidarity. Together, we will continue to make a difference in the lives of our members and all workers across this great state.

UNITED EFFORTS FOR WORKERS' RIGHTS

LOCAL 2 & 190 COLLABORATE TO FIGHT “RIGHT TO WORK” LEGISLATION IN 2025 MONTANA LEGISLATIVE SESSION

BY: JIM SOUMAS

SECRETARY-TREASURER LOCAL 190

In the year 2025, the legislative session in Montana bore witness to a momentous collaboration between Teamsters Union Local 2 and Local 190. Their collective mission: to stand against the proposed right to work legislation, a policy that threatened the very fabric of workers' rights and union solidarity.

Recognizing the gravity of the situation, the leadership of both locals decided that a united front was essential. This collaboration was not merely an alliance of convenience, but a strategic partnership rooted in shared values and a common goal: to protect the rights and livelihoods of Montana's working class.

Montana, a state with a rich history of labor activism, found itself at a crossroads in 2025. The proposed right to work legislation sought to alter the landscape of labor relations significantly.

The stakes were high, and it was in this charged atmosphere that Teamsters Union Local 2 and Local 190 decided to join forces. The collaboration between these two locals was marked by a series of strategic actions designed to counter the right to work legislation.

The unions mobilized their membership bases, encouraging workers to participate in rallies, town

hall meetings, and public hearings. By amplifying the voices of rank-and-file members, the unions aimed to demonstrate the widespread opposition to the proposed law.

Local 2 and Local 190 engaged in robust political advocacy, meeting with state legislators, lobbying for support, and providing testimony at legislative sessions. Their goal was to educate lawmakers on the detrimental effects of right to work laws and to garner their support in opposing the bill.

Understanding the power of solidarity, Local 2 and Local 190 reached out to the Montana AFL-CIO and other labor unions, community organizations, and advocacy groups to form a broad coalition. This coalition worked together to amplify their message and present a unified front against the right to work legislation.

The events of 2025 serve as a powerful reminder of the enduring importance of labor unions in advocating for workers' rights. The collaboration between Teamsters Union Local 2 and



Local 190 set a precedent for future actions, demonstrating the potential of strategic alliances in achieving common goals.

As Montana and the rest of the nation continue to grapple with labor issues, the legacy of this collaboration will undoubtedly inspire future generations of workers and

union leaders. The fight for workers' rights is an ongoing struggle, and the example set by Local 2 and Local 190 serves as a beacon of hope and a testament to the power of collective action.

WORKERS UNITE IN A SHOW OF SOLIDARITY AGAINST RIGHT TO WORK LEGISLATION



A YEAR OF GROWTH AND COMMEMORATION

LOCAL 190 SCHEDULES STEWARDS TRAINING AND RETIREE CELEBRATIONS

BY: JIM SOUMAS

SECRETARY-TREASURER LOCAL 190

Teamsters Union Local 190 is proud to announce the schedule for its 2025 Stewards Training and Retiree Celebration. This year promises to be an eventful one, filled with opportunities for professional development and heartfelt celebrations honoring the dedicated service of our retirees.

Stewards Training Commitment to Education

Stewards, mark your calendar and plan to attend the training on May 17 in Billings, MT. We are hosting a dinner in the evening after the training where we will honor our retirees and celebrate the stewards.

The Stewards Training program is designed to equip our stewards with the skills and knowledge necessary to effectively represent their peers in the workplace. This training is a cornerstone of our union's commitment to education and empowerment.

By providing comprehensive instruction on contract interpretation, grievance handling, and effective communication, we ensure that our stewards are well-prepared to advocate for their colleagues.

Key Topics:

Contract Interpretation: Understanding the nuances of labor agree-

ments and how to apply them in real-world situations.

Grievance Handling: Techniques for effectively managing disputes and negotiating resolutions.

Effective Communication: Strategies for clear and impactful communication with both members and management.

Leadership Skills: Building leadership qualities to inspire and motivate fellow union members.

Participation in the Stewards Training program offers a mul-

titude of benefits. Stewards who complete the training will gain valuable insights and practical skills that enhance their ability to serve as effective union representatives.

Moreover, the program fosters a sense of camaraderie and solidarity among participants, strengthening the overall unity of Local 190.

Honoring Our Retirees

The Retiree Celebration is a new tradition within Teamsters Union Local 190. It is a time to honor and celebrate the hard work and dedication of our retiring members, who have contributed significantly to the success and growth of our union.

This event serves as a heartfelt thank you to those who have spent their careers advocating for workers' rights and improving workplace conditions.



JIM SOUMAS
SECRETARY-TREASURER

Upcoming Event 4th of July Parade

Let's get ready for the 4th of July parade in Laurel, MT. We are excited to announce that the Joint Council 3 show truck will lead us through the parade.

This is an excellent opportunity to showcase our union pride and solidarity to the community. Members are encouraged to participate and bring their families to join in the festivities.

Together, we will march in celebration of not only our nation's independence but also the strength and unity of Teamsters Union Local 190.

Let's make this parade a memorable event filled with camaraderie and patriotic spirit.



**LOCALS 2
AND 190
SHOW UP IN
FORCE TO
PROTECT
MONTANA
WORKERS'
RIGHTS**

A LEADER, CHAMPION AND FRIEND

THE FIGHT CONTINUES AS WE HONOR ONE WHO FOUGHT WITH US ALONG THE WAY

BY: DAWN SCHUMANN

STATEWIDE POLITICAL DIRECTOR LOCAL 104

Since the beginning of our Legislative Session in Arizona, we have been excited to see our bills move in the House and Senate. *Moving* can mean a lot of different things, including: educating a member about Teamsters issues, having a bill heard in committee, getting the bill passed, and even signed by the Governor.

Other days, we are fighting to stop anti-labor bills that would be detrimental to the workers of Arizona. This session has been a mixture of all the above.

Opposition to SB1514

Currently, we are in full opposition to SB1514-employer-employee arbitration; contract; disputes. This bill would require warehouse workers who are not in a contract agreement with their employer to ONLY have arbitrations to resolve disciplinary actions.

Can you imagine? You are responsible to pay for arbitrations if you disagree with your employer over discipline?

Now, we are protected through our collective bargaining agreements, and we have safeguards surrounding us. However, workers who have no protections are the most vulnerable.

This presents a question. What can I do? The answer is twofold. We could do nothing, or we can FIGHT for the voiceless.

We can take our knowledge, inform the Union-less and show them

a better way of living and earning. We have done that.

We are that voice at the Capitol. While politicians want to pass bills that will help the billion-dollar corporations keep the employee small; we will continue to fight for the everyday Arizonian, who may not know how this bill will hurt them.

This may feel like a David vs Goliath situation. However, we will continue to fight and ORGANIZE every step of the way. If this bill passes out of committee and makes its way to the floor, we will fight with all our might to see it not get put into law.



**KARLA SCHUMANN
SECRETARY-TREASURER**

My Beginning As Political Coordinator

When I was asked to be the Political Coordinator for Teamsters Local 104, I was intimidated by the task. Yet, I was enthusiastic about what I would be doing, who I would meet, and how we could spread our Teamster voice in Arizona.

I didn't realize within months we would be on a 42-day strike line in Southern Arizona with our amazing SunTran Teamsters. One day I was told I would be attending this event where a congressman would be, and if I wanted to, I could speak to him

and tell him about the events in Tucson and ask for his help.

Instead of saying anything meaningful or even a hello, I walked up to him and said, "Are you going to support the striking members of SunTran in Tucson?" He turned to me and said, "Hello, and you are?"

That is how my relationship started with Congressman Raul Grijalva.

Over the years, we would have our ups and downs. We would come together time after time to talk about Unions, learn from one another, have open conversations and laugh.

In 2018 during a Red for Ed rally, you could find the both of us behind the stage, away from the crowds, just talking.

The human side is so much better than the side that must be in front of the masses. You learn about family and friends, stories too silly to tell and in a sense, you can just be.

He was with us during the Pension fights on the hill, was with us during the 2019/2020 Asarco Strike, and stood with us on almost every issue we had.

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**AT THE CAPITOL WITH PHIL FREEDMAN, RAUL GRIJALVA,
DAWN SCHUMANN AND KARLA SCHUMANN**

HUGE VICTORY AT ALBERTSONS

HARD WORK AND PERSEVERANCE PAY OFF WITH SUCCESSFUL SETTLEMENTS

BY: LOCAL 104

**RUSSELL MEDIGOVICH
BUSINESS REPRESENTATIVE**

Albertsons: After an almost two-year fight over the Company's violation of the use of part-timers we were successful in winning a \$275,000 settlement. Each current member that was affected received a check for a little over \$1,200 in February.

Albertsons continues to be a difficult employer who consistently violates our contract. This huge settlement is a testament to how we will not give up nor stop fighting to protect the membership. I look forward to our next contract negotiations and improving the protections in the contract.

**JASON KIMLEY
BUSINESS REPRESENTATIVE**

Cemex: Working off the momentum of the central agreement we were able to pull off another well fought victory. We were successful in negotiating a secondary Cemex bargaining unit into the larger Cemex central bargaining unit.

The central agreement was just recently ratified at the end of last year and now these members will receive the same wages, benefits, and protections. By achieving this accretion agreement these members will now have Western Conference Teamster Pension and increase our bargaining unit power in the future.

**JOSH GRAVES
VICE-PRESIDENT**

Windigo: We kicked off our 2027 contract campaign. I know it is early, but we must be prepared and ready for the fight. We were able to execute our strategy of lining up all three grocery contracts Windigo, Ruan and Albertsons to expire in 2027.

We need the membership to be participatory and engaged throughout this process. We will have the leverage and must take advantage of the opportunity to deliver industry leading contracts.

Please stay tuned as we will be conducting membership meetings, contract surveys, and contract proposal meetings over the next year and a half.

Ruan: Northwest Administrators is currently performing a pension audit. Once they complete the audit, I will post the findings in the Union Boards and notify the Stewards.

As of January, the members at Ruan have worked six months un-

der the new contract and the vacation rate of pay for 2025 for the drivers has increased to an average of \$42.78 per hour with 26 drivers earning over \$100,000 and 19 drivers making over \$90,000. I look forward to what a full year under this new contract achieves.

US Foods: We have experienced recent changes over the past year in the management team at US Foods and none of them were part of the 2023 negotiations. This has resulted in an increase in grievances but with that we have been successful in winning over \$13,000 since June in grievance settlements.

The Stewards and I took this opportunity to clean up some old language that was missed during negotiations and remove language that no longer applies as well as add clarifying language to the current contract. We have re-signed the contract and printed updated contract books for every member. There also is a list of the changes posted on the Union Boards.

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Activist, Protector, Friend We Honor You

A fierce environmentalist, civil rights leader, champion for everyday causes, protector of our Colorado River, and friend to the Teamsters, Congressman Raul Grijalva passed away on March 13, 2025, after a long battle with cancer. He was an Arizona Champion for all.

Oh, and that 42-day strike in Tucson...He opened his southern Arizona office for our Strikers and his parking lot was our South Yard base. My friend, thank you for the memories and the long-lasting effect you have had on me. I appreciate you for the lessons and the memories.

In the spirit of our Congressman, I will fight like hell for the workers in Arizona and will do it with gratitude for the ones who have come before me.

**CONGRESSMAN
RAUL GRIJALVA,
YOU WILL BE
FOREVER IN
OUR HEARTS**



HAPPY TRAILS DEAR FRIEND

BROTHER ED BAGWELL DECIDES TO HANG UP HIS TEAMSTER HAT AFTER SERVING FOR OVER 45 YEARS

BY: GARY COOK

BUSINESS AGENT LOCAL 17

On December 31, 2024, Local 17, the International Union and countless co-workers and friends said goodbye to a man whose career has been nothing short of spectacular.

Brother Ed Bagwell entered into retirement after serving this union for over 45 years. Ed's accomplishments began in 1980 when he began working at Associated Grocers of American in Arizona. That company later became Fleming Foods and Ed became a shop steward in 1983.

During his time as a shop steward, Ed was given incorrect information about who was actually in the union. When Ed discovered this he went to work.

Within three days he had more than 70 applications that he turned in. This was the genesis of Ed's organizing skills.

In 1990, Ed moved on from Fleming and took a position at Teamsters Joint Council 3 as an organizer. He worked there until 2004. He worked with Ralph Taurone, Jack Parker and Carol Salter.



Some of the notable campaigns were: America West Airlines, DIA; Gate Gourmet, DIA; Parking Supervisors, DIA; Skycaps, DIA; Monford Lamb, Greeley; and Capital Castings, Tempe, Arizona.

More recently, Ed has made significant contributions for the Denver Train Engineers and most importantly, Ed has lead the way for collective bargaining rights in the City and County of Denver.

He was also working as an IBT rep assigned to the General President from 1998 to 2007.

With too many responsibilities on his plate in 2004, he decided to form Local 2004 as an initial trustee. With the initial election, Ed became the Principal Officer of 2004. He remained at the position until 2007 when Local 2004 merged with Local 17.

Ed was the recording secretary of Local 17 and head of the public services division. In 2016 he became the Vice President.

In 2019 became President of Local 17. He maintained that duty until his retirement on 12/31/2024.



DUANE GROVE

SECRETARY-TREASURER

Ed likes to think of his contributions the way Johnny Appleseed carried himself. He has always wanted to spread the concept of unionism to everyone.

Noting that a better life can be had with a union behind you. "Local 17 has embraced me and helped me grow into the person I am to-



day," says Ed. "You carry morals and values with you through your life and I am no different".

He wants to leave a good vision of the Teamster with the people he has met, along with developing some good friendships during this journey.

Ed has been blessed throughout his life and career because, "I've raised my family on union wages and union benefits, and had it not been for those benefits,



it would have been extremely difficult." Additionally, "If it wasn't for the love and support of my wife of 45 years, none of this would be possible. The love of my life (Joan) supported me through every step of this journey. And I will be forever grateful," says Ed.

He also wants to mention and thank Duane Grove, Dean Modecker and Chris Rosell for all of the support they have provided over the years.



HELPING EACH OTHER IN THE WORKPLACE

TRAINING FELLOW WORKERS WILL ALLEVIATE THE STRAIN AS PRODUCTION CONTINUES TO FLUCTUATE

BY: MICHAEL COVA

SECRETARY-TREASURER LOCAL 267

As we transition from spring into summer, many of you are looking forward to spending time with family and friends. This time of year often brings an increase in drafted (forced) overtime on weekends.

While production levels continue to fluctuate, we hope to see volume increase. To help alleviate the burden on regular employees, the company has hired seasonal workers in the operations and brewing departments.

Training these new members falls on those working inside the brewery, so if you're asked to train a new seasonal hire, please do your best to help. The bottom line is that no matter how many seasonal workers the company brings in, if they don't receive adequate training, they won't be able to relieve the draft.

Issues with Schedule Pro

As many of you are aware, Schedule Pro continues to present challenges, and unfortunately, you bear the brunt of these issues. We continue working with the company and ask for your patience as they address and resolve these problems.

The most important thing you can do is track your hours closely. If you notice discrepancies, report them immediately to your shop steward or email the scheduling team, making sure to copy your shop steward.

The most common issue reported involves fractional hours, which

often occur due to partial sick time and holiday calculations. Additionally, the time clocks round up after 30 seconds of each minute, so we advise clocking out as close to the hour as possible within the grace period.

Brewery, Soft Drink and Bakery Conference

In March, Local Union President Earth Lindsay and I attended the Brewery, Soft Drink, and Bakery Conference in Hollywood, Florida. The conference was well attended by fellow Teamsters from across the country.

General President Sean O'Brien, General Secretary-Treasurer Fred Zuckerman, and Conference Di-



**MICHAEL COVA
SECRETARY-TREASURER**

rector Jeff Padellaro delivered insightful speeches on the challenges we face in an ever-changing political and labor environment.

Organizing new businesses is key to the continued strength and survival of the Teamsters, along with unity among all our current Teamster m A big thank you to everyone who helped organize and put the conference together.

Sierra's Race Against Meningitis

The Sierra's Race Against Meningitis 5K Walk/Run will take place on Saturday, June 14, 2025, at Foundations Church, 1380 Denver Ave, Loveland, CO 80537. For details visit sierrasraceagainstmeningitis.com.

This year, Executive Board Officer Kenny Rodriguez will serve



**MIKE COVA, LOCAL 267 SECRETARY-TREASURER -
BA, JEFF PADELLARO - BBSD CONFERENCE DIRECTOR,
GABE DUMONT - IBT LEGAL & EARTH LINDAY -
LOCAL 267 EXECUTIVE BOARD PRESIDENT**

as the Local's main contact for the event. If you'd like to volunteer, call 970-482-2749.

As in previous years, Joint Council 3 and Local 267 continue to support SRAM by donating \$500 and providing the JC3 parade truck, "BIG MACK," which proudly serves as the starting line for the 5K walk/run.

Over the years, this race has attracted thousands of participants and raised hundreds of thousands of dollars to promote awareness of bacterial meningitis and provide thousands of free vaccinations. We encourage all members and their families to come out and support SRAM on race day.

Scholarship Opportunities for Members and Retirees

If you have a high school senior, be sure to take advantage of the various scholarship opportunities available!

- Local 267 Scholarships: We are offering four, \$1,000 college scholarships for graduating high school seniors of regular, weekend relief, retired, and deceased members in good standing. Applications are available on the Local 267 app and at the union hall. Deadline: May 9, 2025, 11a.m. (Applications must be submitted to the hall.)
- Teamster Brewery Conference & Anheuser-Busch Scholarships: The company will be offering four, \$1,000 scholarships to seniors of regular and weekend relief members. Applications and additional details will be provided soon.

Stay Connected With the Local 267 App

We encourage all members to download our Local 267 app, a valuable resource to access your contact, benefits, schedules and more. The app is available on the App Store and Google Play. If you have trouble logging in, call the hall at 970-482-2749 or contact a shop steward.

STAYING IN THE DRIVER'S SEAT

AS AUTOMATION THREATENS TO STEAL JOBS, TEAMSTERS SPEAK UP AND FIGHT BACK IN NEGOTIATIONS AND AT THE CAPITOL

BY: DEAN MODECKER
SECRETARY-TREASURER LOCAL 455

At Teamsters Local 455, we've known the battle over automation is headed our way and we've been preparing.

Companies have been trying to find ways to cut costs and increase profits for time immemorial, but robots, automated warehouses, and artificial intelligence are in their ascendance and corporations are salivating at the chance to limit their labor costs, which poses a threat to every Teamster member in every industry. That's why Teamsters Local 455 is working a plan.

First, we've committed to introduce automation language in every contract at Local 455; language that protects the safety of our members and the communities in which they work, as well as provides guardrails for what automa-

tion can and cannot be used for in a Teamster-represented warehouse. We've negotiated language at multiple employers including Transservice, Windigo, Safeway and Americold.

We've certainly had challenges: UPS has introduced automation at its Commerce City, CO hub, which led to the announcement of some layoffs and a fierce effort by our officers and agents to put those members back to work. We're making headway in that fight and will continue to work to place those members in Teamster jobs that provide them the safety and security of a union contract and protect their livelihoods.

But we're also taking our fight to the State Capitol. In mid-February, our Autonomous Vehicle bill that requires a CDL driver in the cab of

autonomous commercial vehicles overwhelmingly passed out of the House Committee by a vote of 12-1.

State Representative Sheila Lieder spearheaded HB 25-1122 and has been instrumental in shepherding it through the legislative process. Our members' voices have been key in this fight.

Local 455's Chad Allapowa, from Eagle Rock Distributing, and Chris Sanchez and Paris Lopez, from UPS, have given critical testimony at the Capitol about the ways automation has affected them and the perils of autonomous vehicles from a worker's perspective.

They joined others who addressed the committee to explain the dangers of transporting hazardous materials and the potential for life-threatening problems that could



DEAN MODECKER
SECRETARY-TREASURER

arise without a driver behind the wheel.

There's more work to do, and we'll be calling on our members to continue to expose the dangers, but we believe we can move this bill all the way to the Governor's office.

We'll need you, our brothers and sisters throughout the region, to stand with us, to call elected officials to say you want a CDL-certified driver in every commercial vehicle on our roadways. We'll need you to be willing to fight for contract language that protects good Teamster jobs.

And we'll need you to stand with us when companies push hard to introduce automation that threatens our jobs and our safety, as they're already doing. But most important, we'll need to do more than wish for it: We'll have to work for it.

NOTICE
Teamsters Local Union 455 will suspend monthly general membership meetings for June, July and August 2025.



CHAD ALLAPOWA,
CHRIS SANCHEZ
AND PARIS LOPEZ
GIVING CRITICAL
TESTIMONY ON
AUTOMATION
AND ITS AFFECTS
ON WORKERS

ENFORCING CONTRACT PROVISIONS

AS TEMPERATURES RISE, MEMBERS REQUIRE ACCESS TO WATER AND ICE ALONG WITH THE NEGOTIATED EXTRA 10-MINUTE BREAK

BY: LOCAL 492

ANDREW PALMER SECRETARY-TREASURER

As spring quickly approaches with rising temperatures, I would like to remind all UPS members to be vigilant in enforcing provisions of the contract that protect our members. This includes making sure our members have access to water and ice, as well as opting into 9.5 protections.

We negotiated an extra 10-minute break for all RPCD's in our jurisdiction. Please be sure to take all your Teamster-bargained breaks.

For our part-time members at the Hub Operation, we have been receiving reports that the Hub Operation is commingling over 70-pound packages on the belts, which is in clear violation of our contract. If you see this happen, file a grievance.

Legislative Initiatives

The first bill we introduced, HB 148; the Driverless-Vehicle bill, has stalled in the House Transportation Committee. Our team will continue to work hard to build the support needed during the interim.

Our second bill, HB 331, is looking to add a Labor Peace Agreement pre-requisite to the cannabis law that is currently in place. It passed the House Labor committee and is currently waiting to be heard in House Judiciary.

The final piece of legislation is HB 84; The Employee Free Speech

Act which is currently waiting to be heard by the Senate Rules Committee. This bill still has a chance, as it has already passed in the NM House.

We at Local 492 are committed to introducing legislation that is beneficial to our members and we will support any lawmaker that supports our members. and labor no matter their political party. Lastly, please take part in our DRIVE program. With your help and support, we as a Union will have no limits!

TRACY MCCARTY BA: FREIGHT AGENT

Currently at ABF, drivers in line haul are on layoff and have not returned to work. Dock and City have been steady and forced OT is starting to return. ABF is still looking for people. The shop is still without fuel; we have been told that it should be rectified soon.

TForce: They remain slow due to the changes in Washington, as freight across the country is in decline.

Creamland Daries: We are starting negotiations for a new contract with proposal meetings and working with representatives from the International. Participate in all negotiation activities. If we want a strong contract, we will need your help and support to get it.

Tunista: Currently it is unknown how the bidding for the contract with the government is going as the changes in Washington are making some of the processes harder than it was previously.



**ANDREW PALMER
SECRETARY-TREASURER**

All agents and staff here at the local work hard to make sure any issues and concerns are addressed in a timely manner. We make our best efforts to visit all locations. Unfortunately, we do not always have the ability to meet with all members while on site.

Should any members wish to speak with business agents or office staff, you are encouraged to attend our monthly membership meetings.

DAVID TRUJILLO & ROBERT FERNANDEZ BAS: UPS

As we are well into our first and hopefully only year of working out of the temporary hub, our focus is on over 70's and irregular packages being commingled on the belt.

Management continues to go against the contract, putting our members' safety in jeopardy. We are in the process of meeting with management to get this resolved. Our Stewards have been vigilant in enforcing the contract and will be part of our meetings with management.

Unfortunately, UPS has experienced a sharp decline in volume, forcing layoffs in many centers. Familiarize yourself with the layoff language in the contract. If you experience a layoff for one or more months, visit teamsters492.org or your Local Union to fill out a withdrawal card then call to return to active status when you begin work again.

Please make sure all time is accounted for in your D.I.A.D. Do not take your contractual lunch at the end of the day. Make sure to take your 15-minute break. Work as if you are being watched because you probably are. We hope all Teamsters have a fulfilling and prosperous year.

JESUS VIDACA BA: WHITE PAPER

We would like to welcome our new Teamsters at Southern Glaziers Wine and Spirits. We now have a contract in place. If you have any questions or concerns, please reach out to me.

Currently, I'm in the process of negotiating with Sysco foods. Please stay involved in the process.

We will be organizing support in the coming weeks to get our Sysco members a contract that will provide all the protection and compensation you deserve. Only if we stand united, involved, and informed can we be successful!

Wishing New Retirees Best of Luck in Future Endeavors

Carlos Llanes-UPS
Carl Sanchez-UPS
Michael Mazon-UPS
Shane Mestas-UPS
Arnold Ortiz-UPS
James Romero-UPS
John Wegrzynek-UPS
Mark Regalado-ABF
Derrick Washington-ABF
Daniel Henry-ABF
Scott Scavinsky-Sysco
Roger Miera-NCRTD
James Rossback-LANL
Jose Fernandez-LANL

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

Rick Parker-UPS
Kevin Mowrer-UPS
Bret Heider-UPS
Frank Chavez-UPS
Edwin Barela-Roadway
Ed. B Angel-ABF
Nicholas Brunacini-YRC

NEW LEADERSHIP IN THE NEW YEAR

A CHANGE IN LEADERSHIP CONTINUES THE COMMITMENT TO MEMBERS BEING HEARD AND REPRESENTED

BY: LAWANDA ELLSWORTH
SECRETARY-TREASURER LOCAL 983

On December 4, 2024, Local 983 had their first election in over 32 years, and I became the first-ever elected female Secretary Treasurer/Principal Officer in Local 983's history.

I am honored and embrace this new role with enthusiasm and commitment. My mission is to ensure that every voice within our Union is heard and valued. I strive to foster an environment of solidarity, transparency, and growth; championing initiatives that benefit our members and strengthen our collective power.

With a deep-rooted belief in the importance of fair labor practices, I am excited to lead our Union into a future where workers thrive and stand united. I intend to do the best we can to ensure our members are being protected and fought for.

It is going to be a great experience to learn and get to know all the members. I look forward to the new challenges that are a part of this position and am excited to serve our members to the best of my ability.

A little bit about me. I have been

a nurse for 25 years. I spent most of my nursing time at Bannock / Portneuf Medical Center. The last five years of my nursing career I spent at Lamb Weston in American Falls, Idaho, taking care of the workers there.

During those five years, I went back to school and got a bachelor's degree in safety and health, and received many worker-friendly certifications and trainings, such as FMLA, STD, WC, Hearing Conservation, Industrial Hygiene, Health and Wellness.

I have been a driven and dedicated Business Agent at our Local for the last four years and am passionate about advocating for workers' rights, well-being, safety, health and empowering each worker.

This year is going to be a busy one for our Local. Besides having new leadership and staff learning their new roles, we have several contracts opening this year; Great Western Malting (GWM) opened 2/1/25, Dean Dairy opened 2/28/25, INL

SSA opened 3/1/25, Lamb Weston opens 5/1/25, All three Basic American Foods (BAF) open 9/1/25, SIMLA and Degerstrom both open 11/1/25.

A little about our staff: Laura Murdoch started at the Local May 30, 2023, as our Office Manager. She has excelled in her role, and we are grateful she stayed with us during this transition. Our Local would not run as smoothly as it does without her.

Jennifer Oliver started at the Local in January. Jennifer will serve as Business Agent and Organizer for ABF Freight, Albertson's, all 3 Basic American Foods, Great Western Malting, Meadow Gold Dairy, T-Force Freight, and our Construction members.

Monica Petit also started at the Local in January. Monica will serve as Business Agent and Organizer. Monica will represent the Lamb Weston Teamsters in American Falls, Idaho.



LAWANDA ELLSWORTH
SECRETARY-TREASURER

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

If you are thinking about retiring, call our office to schedule an appointment with our Pension representative.

Please remember to contact us for any address or phone number change. 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.

Our general membership 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 in Pocatello.

Solidarity is very important. Please continue communicating the importance of being a Union member, especially in a right-to-work state. We are in this together!! Remember there is power in numbers and working together is where our strength lies.

Together, we will navigate challenges, celebrate victories, and create lasting change for all. Join me on this journey as we build a brighter tomorrow for our workforce I look forward to meeting all of you!

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