

ROCKY MOUNTAIN TEAMSTER



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DESPITE THE CHAOS, THERE IS STILL HOPE

WE CAN EACH MAKE A DIFFERENCE IN OUR COMMUNITIES

BY: SPENCER HOGUE

PRESIDENT JOINT COUNCIL 3 - SECRETARY-TREASURER LOCAL 222

The chaos unfolding in our country is staggering. While the average American worker is struggling to cover their basic needs, the powerful elite are robbing us blind and hiding behind whatever emergency-of-the-day they create.

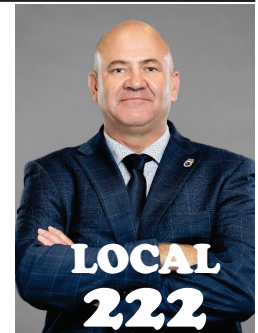
Regardless of political leaning we all have one thing in common, a longing for the American Dream. We have always strived to leave a better future for the next generation. That is becoming more difficult because our leaders in Washington no longer care about average Americans.

The American dream is still achievable, but it is going to take organizing against those in power. They benefit from our silence and complacency. They benefit when we get just enough of the wealth to survive. We must demand better.

It is an abhorrent injustice that one tenth of one percent of the population owns half of the country's wealth. We live in a country that has the means to support those that provide this wealth, but we consistently fail to see more than just crumbs. Real wages have stagnated while

insurance, college tuition, housing, food, transportation and every other basic need has skyrocketed.

Big business and billionaires have rigged the system. We need campaign finance reform to help eliminate their exclusive access to the leadership of our country. We need real American workers to stand up and run for government positions from school board to President of the United States and every office in between. It is time to start taking power back from those that abuse it. Members can take the lead in



LOCAL 222
SPENCER HOGUE
SECRETARY-TREASURER

making these changes. Participate in your neighborhood caucus meetings. Attend your party's convention. Campaign for labor-friendly candidates. Attend city and county council meetings.

Your presence and voice can make a difference. Investing a small amount of time is the way we can repave the path to the American Dream.

KNOW YOUR CONTRACT HOLD THE COMPANY ACCOUNTABLE

BY: ANDREW PALMER

SECRETARY-TREASURER LOCAL 492

A friendly reminder to all our members that we have a Pension Representative from the Western Conference of Teamsters Pension Plan visiting our Local Union Hall once a month. If you are a par-

ticipant, I encourage you to please take advantage of this benefit by scheduling a pension meeting. It is much easier to identify any problems regarding the company contributions in advance, rather than at the

time of retirement, as the process of correcting issues is time consuming. To schedule a meeting please call the Local at 505-344-1925 Ext.11 and ask for Brittney.

As we enter this new year, I urge

you to please be vigilant in enforcing the contract you work under. Although in negotiations the companies all agree with language, if

CONTINUED ON PAGE 2

we don't hold them accountable by filing grievances, we are doing each other a disservice.

On January 20, 2026, we had our Delegate Nominations Meeting for the upcoming International Convention. The Local has posted the delegation on all the bulletin boards over the last few weeks. In case you missed it, your representatives are as follows: Andrew Palmer as Delegate, David Trujillo as Delegate, Jesus Vidaca as Delegate and Erik Sanchez as Alternate Delegate. All your delegation look forward to representing our members and thank you for your continued support!

We have a monthly General Membership Meeting schedule posted on the union boards. We have decided to schedule all this year's General Membership Meetings on Sundays. The reason for this is to accommodate most of our members' work schedules and give everyone the opportunity to attend the Union meetings. I look forward to seeing you all at the next meeting.

**DAVID TRUJILLO AND
ROBERT FERNANDEZ
BA: UPS**

Greetings to all brothers and sisters! We hope that this message finds you well. As we reach the closing of the first quarter of 2026, the main topic at UPS is layoffs. I would encourage each one of you to thoroughly read and understand the layoff language in your contract. To date, layoffs have been minimal and we are hoping that it stays that way at the very least. We are monitoring each center in the state to make sure that our members are affected as little as possible by UPS' volume cuts.

The newly automated Comanche Hub has been in operation for five months now. If you are affected contractually during this change or have observed anything that raises

questions about the process, please do not hesitate to contact the Local Union for discussion.

Remember, this is our contract and it's up to each of us to enforce it. Now more than ever, it is important to maintain communication with us and your Union Stewards so that we can support each other and make sure we protect our jobs and our futures. Together we will get through this and come out stronger because of it!

**JESUS VIDACA
BA: FREIGHT / WHITE PAPER**

DFA: There is a change happening at the Creamland facility in Albuquerque and Farmington, New Mexico. The company is transitioning from milk production to an all-culture plant.

Due to this change, the company will be closing the Farmington operations and will be delivering to those customers from Albuquerque, NM. This transition will also lead to the layoff of approximately 26 employees in the process of the plant's expansion.

The production of culture products is anticipated to double the amount this facility is currently producing by the end of the expansion. The plant is expected to operate at full capacity by the first quarter of 2027, with around 30 new plant positions to open.

While this situation is challenging for all our members impacted by this expansion, it will make this plant more profitable and will secure its continuation of operation in New Mexico, keeping our members working!

ABF: Recalled the three Line Drivers who were previously on layoff. The Dock is still looking to hire a few more workers.

T-Force: Continues to navigate

challenges, but we hope things pick up soon as we still have one member on layoff.

Southern Glazers: I would like to say congratulations to our new Driver Steward Michael Lopez!

**JERRY THORN
BA: WHITE PAPER /
ORGANIZER**

It's been a pleasure to come to work for Local 492. I take great pride in helping my fellow Teamsters on the job and growing our union.

Tunista: We have begun bargaining. Thank you to the members that have attended our meetings and provided input. Please stay in communication with me or your Stewards as things move forward for continued updates.

LANL-Triad: We've also started preparing for bargaining. I appreciate those of you who have attended our meetings and filled out a survey. Remain informed and do not hesitate to reach out if any questions arise.

NCRTD: The District has issued increasing levels of discipline for failing to stop at stop signs and not properly communicating with dispatch and supervisors when deviating from the route. Be aware, bus cameras are being monitored. Also, contract booklets have been printed and should have been distributed. Know your rights and contact us at the Local if you need a contract.

Estancia Valley: There has been a lot happening at the Authority. My goal is to ensure each of you is treated fairly at work and hold the Authority accountable if your rights are violated. We're preparing for bargaining as union members stay informed and participate in the process by attending meetings or filling out a survey.

Organizing: I'm continuing to



**ANDREW PALMER
SECRETARY-TREASURER**

work with various groups of Public Sector workers who do not have a union. The groups vary from municipal bus drivers in southern New Mexico, to charter school staff.

Remember, every Teamster can be an organizer. You can have discussions about joining the union with your co-workers or the non-union workers you interact with. Let them know your Union could help them organize! We are stronger together!

**Wishing new retirees the
best of luck in their
future endeavors**

- Abie Gonzales-ABF
- John Holmes-ABF
- Randall Robbins-ABF
- Benito Rael-UPS
- Danette Johnson-UPS
- Jody Castellini-UPS
- Monica Velarde-UPS
- Eliardo Sam Ortega-UPS
- Patrick Trujillo-UPS
- Joseph Ulibarri-Creamland

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

- Angelo Romero-UPS
- Kilipatrick Kelly-UPS
- Adam Armijo-UPS
- Donald Adams-SNL

LOCAL 2 KEEPS MOVING FORWARD

DOING WHAT MATTERS FOR OUR MEMBERS

BY: ERIN FOLEY
SECRETARY-TREASURER LOCAL 2

Since our last update in December, Teamsters Local Union No. 2 has stayed busy doing what matters most: representing members, keeping the Local running strong, and preparing for the work ahead.

DELEGATES NOMINATED

One of the biggest items since December was completing the IBT Delegate nominations process. Thanks to member participation and a smooth nominations meeting, Local 2 has officially nominated the following delegates to represent our members at the International Brotherhood of Teamsters Convention: Delegates: Erin Foley, Ray Schonsberg, JD Olsen

Alternate Delegate: Sandra Yasenak

This is an important step in making sure Local 2's voice is heard at the international level, and we appreciate everyone who took part in the process.

ORGANIZING AND MEMBER OUTREACH

Local 2 leadership has continued working with the IBT Organizing Department on internal organizing efforts across Montana. These conversations are focused on strengthening our existing shops, reaching new workers, and making sure members have the support they need to stay engaged and informed.

STANDING UP FOR MEMBERS

Grievance handling and representation work hasn't slowed down. Local 2 continues to process new and ongoing cases, making sure members' rights under their contracts are protected and that issues move through the grievance system properly.

1988 ROCKY MOUNTAIN TEAMSTER FLASHBACK LOCAL 2 DRIVERS

KEEPING THE LOCAL RUNNING STRONG

Behind the scenes, Local 2 has also taken care of administrative and operational updates—everything from internal coordination to making sure officers and representatives have the tools they need to serve the membership effectively.

As always, Local 2 encourages

members to attend meetings, stay involved, and reach out with questions or concerns. This union is strongest when members stay engaged and informed—and 2026 is already shaping up to be a busy year.



ERIN FOLEY
SECRETARY-TREASURER



UPS Package Car Drivers in Bozeman, Montana, of Local 2 joined DRIVE with the aid of Secretary-Treasurer Jim Roberts and Business Representative Pat O'Donnell.

OCTOBER 1988



MET WITH ALBERTSONS' DRIVERS TO ADDRESS THE COMPANY ASSIGNING OUR WORK TO OUTSIDE CONTRACTORS. THAT IS UNACCEPTABLE. OUR WORK BELONGS TO OUR MEMBERS - AND WE WILL FIGHT TO PROTECT IT.



SCOTT AND MEGAN GIBSON WON THE GRAND PRIZE, A ROMANTIC STAY AT CHICO HOT SPRINGS, A GOURMET DINNER FOR TWO AND A CHAMPAGNE BREAKFAST



EVERYONE TOOK THEIR TURN SEEING IF THEY WERE NAUGHTY OR NICE THIS YEAR. NO ONE WAS TOO OLD TO TALK TO SANTA



THERE WERE MANY WINNERS AT THE HOLIDAY PARTY. THREE HAPPY KIDS BROUGHT HOME A MS. PAC-MAN GAME.



CELEBRATING TOGETHER

A DAY OF FESTIVE FUN, PRIZES AND HOLIDAY CHEER

BY: JIM SOUMAS
SECRETARY-TREASURER LOCAL 190

The 2025 Christmas Party hosted by Local 190 was a resounding success, boasting the highest attendance in the history of the event. Members and their families gathered during the day to celebrate the holiday season, enjoying hours filled with laughter, joy, and community spirit.

As guests arrived, they were greeted with a variety of festive activities. Children had the chance to meet Santa Claus, and heartwarming photos were taken to capture those special moments.

Face painting added a splash of color and fun, while everyone enjoyed steaming hot chocolate and freshly baked cookies. The atmosphere was alive with excitement

as friends and colleagues mingled, making new memories that will last a lifetime.

The highlight of the party was undoubtedly the door prizes and grand prize drawings. Many attendees walked away with special gifts, including a mini chopper electric motorcycle and a tabletop Ms. Pac-man game, both huge hits among the crowd.

The anticipation peaked with the

grand prize drawing, where Scott and Megan Gibson were announced as the winners. Their prize included a romantic overnight stay at Chico Hot Springs, a gourmet dinner for two, and a champagne breakfast, making their holiday season truly unforgettable.

Local 190's commitment to fostering a sense of togetherness was evident throughout the day. The Christmas Party not only brought



JIM SOUMAS
SECRETARY-TREASURER

members closer but also demonstrated the union's dedication to creating joyful experiences for families. With record-breaking attendance and a host of memorable moments, the 2025 celebration has set a new standard for future gatherings.



FIRING UP MEMBERS AT BREAKTHRU BEVERAGE

MEMBERS PREPARE FOR UPCOMING CONTRACT NEGOTIATIONS

BY: DEAN MODECKER

SECRETARY-TREASURER LOCAL 455

Eight months ago, Teamsters Local 455 began firing up members at Breakthru Beverage to prepare for upcoming successor contract negotiations. Just weeks ago, 110 of the roughly 140 members filled the Union Hall to raise their key issues: bad language and improving wages and benefits that currently lag behind industry standards.

As the expiration date approaches, this crew is ready to do whatever it needs to get the contract they deserve because we've made sure our members are mobilized for the fight. That's the energy we're bringing to the bargaining table this spring as we also prepare for Grupo Bimbo and Cargill bargaining.

Together, these contracts alone cover more than 2,500 Teamsters Local 455 members and a range of bargaining issues from automation to disciplinary procedures to distribution methods (traditional routes vs. large format.) We've held four craft meetings already at Cargill and five for Grupo Bimbo and we'll keep talking to our members throughout the bargaining process to ensure our members' voices are heard.

At the same time, we're continuing our fight to enshrine the Worker Protection Act into Colorado law; which would eliminate a significant obstacle to organizing and winning union representation and allow more men and women to be covered under strong collective bargaining agreements.

These are big battles that will pay huge dividends to our members and our community. We'll keep you posted and we'll count on your support along the way!

GREG MARSHALL BUSINESS AGENT

Ryder: Started this year with an excellent bang for their buck: huge increases for their wages and pension, continued premium healthcare and some of the best shift differentials anywhere, plus the bonus was a nice touch after New Years. You all held strong and got the contract you deserved! The 99% Yes vote proved it!

UPS: They are continuing to drag their feet over the arbitration we won and getting them to the table to correct this wrong. We will continue to box them in and demand what is right for our members.

Thank you to my strong stewards in the feeder department that helped every step of the way, Doug Brees and Troy Bender.

I spoke with the feeder division

manager last week and he had confirmed that some feeder routes were being created as the first half of the Commerce City building is near completion. UPS volume that was sent to other hubs across the country will be returning to Ivy St.

Ryerson Steel: We have had an unusually dry and warm winter this year which has helped the company keep up with the building heat. However, when any safety concerns come about, make sure you are reaching out to the stewards on your shift. Safety is of the utmost importance in your workplace, and your stewards know their stuff!

I would like to also congratulate Pat Portly-El on his new position as 2nd shift steward. Congrats Pat, I



**DEAN MODECKER
SECRETARY-TREASURER**

know you will do great!

Penske: It seems the dust is starting to settle from the company losing their lease on the Ironton location. This created a location shift bid and layoffs for eight techs and fuelers. We all made sure they knew about other job opportunities that fit their qualifications.

We made sure the company followed the contract and allowed the members with rights to bump to be able to bump. Penske thought they could avoid having schedules that ran weekends and nights to avoid having to pay the contractual shift differentials. I think it finally caught up with them and their customers.

Hold your employer accountable and make sure your pay is exact. We



**MEMBERS OF TEAMSTERS LOCAL 455 AND THE POLITICAL FIELD COMMITTEE
SHOWED UP IN FORCE ON OPENING DAY, JANUARY 14, 2026**

fought like hell for those wages.

Your contract is expiring in less than one year. Our first craft meeting was held February 22, 2026 and there will be several more, including one with a representative from the pension office.

I look forward to working with you all again as we keep the union strong and make major gains for your industry and trade in the State of Colorado. Together, we raise the bar.

T-Force: To the road drivers, I was notified that the company thought they could just turn the speed down on the line-haul trucks in our jurisdiction. I can assure you, the stewards were given informa-

tion from the I.B.T. for the Central Region regarding that issue. We respo-nded the moment the grievance was filed.

I am proud to say the grievance was settled in less than a week with union steward George Woodke's help and willingness to uphold the contract. When our drivers are heading 100's of miles away from Denver in any direction, we deserve to have a safe vehicle to get us to and from our destinations in a timely manner.

I hope everyone has a fantastic spring! Stay safe and stay united! Corporate America does not stop, and neither do we!!!

TAMMY MUNOZ POLITICAL DIRECTOR

Hitting the ground running in 2026, the Teamsters Local 455 Political Field Committee didn't take a break over the holiday season. We carried the momentum from the 2025 legislative session straight into the new year, and we have no intention of slowing down.

We showed up in force on opening day at the Denver Capitol, reminding legislators that we're here, we're watching, and we fully intend to hold them accountable for their votes. Our chants on the first floor were loud enough to draw the attention of the Governor, who stepped out to see what all the commotion was about.

We also testified before the House Business and Labor Affairs Committee in support of the Worker Protection Act, HB 26 1005, which aims to eliminate the unfair second vote that only Colorado workers are forced to undergo before they

can even negotiate a Union Security Clause. This is a critical step toward leveling the playing field and ensuring Colorado workers have the same rights enjoyed by workers in other states.

Looking ahead, we're ramping up our 2026 candidate interviews for those seeking the Teamsters Local 455 Endorsement. Electing legislators who stand with workers, and who aren't afraid to publicly support unions, is essential to protecting our future and preserving the respect that working people deserve.

GENERAL MEMBERSHIP MEETING NOTICE

Teamsters Local Union No. 455, located at 10 Lakeside Lane, #3A, Denver, Colorado 80212, will suspend its monthly General Membership Meetings for the months of June, July, and August 2026. Regular monthly meetings will resume thereafter.



RONNIE HOUSTON LOCAL 17 RETIRED MEMBER WAITS FOR HIS TURN ON THE LAST PANEL TO TESTIFY IN SUPPORT OF THE WORKER PROTECTION ACT, HB 26-1005



LOCAL 455 AND 17 MEMBERS IN THE BUSINESS AFFAIRS AND LABOR COMMITTEE SUPPORTING THE PASSAGE OF HB 26-1005



SOUTHERN GLACIERS WINE AND SPIRITS SHOP STEWARD, JEFF CORNETT LISTENS ON AS ALAMO DRAFT HOUSE EMPLOYEE BRENNAIN DEGENHARDT TESTIFIES IN SUPPORT OF THE WORKER PROTECTION ACT. ALSO SHOWN IN PHOTO:ALAMA DRAFT HOUSE EMPLOYEE JOSH REITZ AND CO-AFL CIO EXECUTIVE DIRECTOR DENNIS DOUGHERTY.

IN LOVING MEMORY OF OUR BROTHER, FELIX JOSE CHLARSON "LELI"

BY: DON RAMSEY
BUSINESS AGENT LOCAL 455



**FELIX JOSE CHLARSON "LELI"
TEAMSTER LOCAL 455 MEMBER
FROM UNITED AIRLINES**

Although there are many things to report, instead this report is dedicated to Felix Jose Chlarson, fondly known as LELI.

We lost Felix in a tragic work accident at United Airlines December 19, 2025. January 1st DIA had a casket loading ceremony with TSA cologuard. The outpouring of love by DIA workers, coworkers, family and

even passengers was very moving for Felix and for his family.

We are blessed to have known you. Rest in peace brother. You are loved and missed by many.

There is a gofundme set up to assist the family. If you find it in your heart to help the family please make a donation. Call Local 455 for more information.

IN LOVING MEMORY
Felix Jose Chlarson
"LELI"

October 24, 1989 - December 19, 2025
of Denver, Colorado formerly of Windward Hills, Yona, Guam,
was called to his eternal rest on Friday, December 19, 2025 at the age of 36.

In his new life, Felix will be welcomed at the gates of heaven by his
Parents-in-law: + Angelina E. & +Frankin A. Anderson
Grandparents: +Felix Meno Hernandez; +Alberto Cruz Cruz; +Jose Cruz Cruz;
+Ana Flores Sanchez Cruz; +Francisco B. Anderson; +Rosa & +Henry M. Eclavea

Felix's love and memories will be missed and remembered in the hearts of:
Loving Wife: Angeline Francine Chlarson
Children: Felix Jose Jr.; Angelina Grace; and Xavier Reign
Parents: Var and Bertha Chlarson

Brothers/Spouses (Nieces and Nephews):
Sergio & Malia Cruz (Ezekiel Blaze, Ezekiah Bailey, Sensi Ezaiah & Malakai Storm; **Var Jr. & Colleen Chlarson (Makaria Abriell & Mikenna Reid); Jerome Chlarson & Annie Hernandez (Elijah Jerome, Mylo Prince, Mateo Jordan & Enzo Jude); Vance Chlarson; Vandrick Chlarson & Rosanne Barcinas**

Brother/Sisters-in-law (Nieces and Nephews):
Jake & Liann Anderson (Loren Angelie & Margo Rosalee); Kaisha & Bryan Calvo (Bryleigh-Anakah & Bryson Scott); Sheneka & Joseph "Jay" Barcinas (Jayvin Anthony, Joseph "Jojo" John, & Jovana Rose)

Grandparents: Dolores Aguon Cruz; Engracia "Grace" Anderson

Numerous aunts, uncles, nieces, nephews, godchildren, cousins, and friends will all miss his love and presence.




Last Respects for Felix Jose Chlarson will be held on Saturday, January 10, 2026 from 9:00am to 11:30am
Our Lady of Mount Carmel Catholic Church in Agat. Mass of Christian Burial will be at 12:00pm.
Burial will follow at Our Lady of Peace in Windward Hills, Yona.

BREWERY PRODUCTION STEPS UP

MEMBERS ALL NEED TO HELP TRAIN TO SUPPORT OPERATIONS

BY: MICHAEL COVA
SECRETARY-TREASURER
LOCAL 267

Let me begin by welcoming all the new employees to the Fort Collins Brewery. Please take a moment to introduce yourself to our new transfers, apprentices, and weekend relief employees, and give them any support they may need.

Production has increased significantly from where we were over the last couple of years and should continue to grow with the addition of the new can line. With that growth, we will most likely see an increase in forced overtime. As you all know, this only gets more challenging as we move closer to summer.

The training of these new members on the shop floor falls on those working inside the brewery. If you are asked to train, please step up and help out. The bottom line is this: No matter how much weekend and seasonal help the company hires, if they do not receive adequate training, they cannot properly relieve drafts or support the operation the way we need them to.

I know there has been a lot of discussion around the time clocks and where everyone badges in and out. Clocking in at a time clock other than your designated area should be a one-time occurrence, not a regular practice.

If you are standing at a time clock outside of your work area waiting to clock out, you could be held accountable, and there is little we can do to protect you in that situation. Give yourself a few extra minutes each day to avoid unnecessary complications down the road.

In March, Local Union President Earth Linday and I attended the Brewery, Soft Drink, and Bakery Conference in Hollywood, Florida. The meeting was well attended by fellow Teamsters from across the country. General President Sean O'Brien, General Secretary-Treasurer Fred Zuckerman, and Conference Director Jeff Padellaro delivered informative speeches about the challenges we face in our ever-changing labor environment.

Organizing new businesses remains key to the Teamsters' strength and survival, along with maintaining unity among all our current Teamster brothers and sisters. I want to thank everyone who helped organize and host such a productive conference.

THANK YOU TO OUR HARD-WORKING STEWARDS

I would like to give a special and sincere thank you to all of our shop stewards. There is very little recognition that comes with being a steward, and the role often brings stress, difficult conversations, and long hours that most members never see.

You are the first line of defense on the shop floor. You stand up for fairness, enforce our contract, and support members when they feel wronged. That responsibility is not easy, and it does not go unnoticed.

I truly could not do this job without your commitment, your backbone, and your willingness to step up when it matters most. On behalf of the entire Local, thank you for the time, sacrifice, and leadership you show every single day. I ask all members to treat our stewards with the respect they have earned.

SIERRA'S RACE AGAINST MENINGITIS

Sierra's Race Against Meningitis 5K walk/run will be held on Saturday, June 20, 2026, at Foundations Church, 1380 Denver Ave., Loveland, CO 80537. The race raises meningitis awareness and helps save lives. Executive Board Officer Kenny Rodriguez will serve as our Local's contact this year. If you would like to volunteer, please contact the Local at 970-482-2749 and we will connect you with Kenny.

As in years past, Joint Council 3 and Local 267 will continue to support SRAM by contributing \$500 to the program and providing the JC3 parade truck, "Big Mack," which will proudly serve as the starting line stage for the 5K walk/run.

We encourage all members and their families to come out and support SRAM on race day. Please visit sierrasraceagainstmeningitis.com if you are planning to run or walk. SRAM continues the lifesaving work of raising awareness and providing free vaccinations to protect families from the heartbreaking loss of a loved one.



MICHAEL COVA
SECRETARY-TREASURER

SCHOLARSHIP OPPORTUNITIES

Members and retirees with high school seniors should take advantage of the multiple scholarship opportunities available.

Local 267 will be 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. Applications are due at the hall on May 8, 2026, at 11:00 a.m.

The Teamster Brewery Conference and Anheuser-Busch will also be offering four \$1,000 college scholarships. The company will provide additional information soon.

We encourage all members to download our Local 267 union app. If you have trouble logging in, please call the hall at 970-482-2749 or contact one of your shop stewards, who will help you get registered. The app is a valuable resource where you can find your contract, benefits contacts, and schedules.



TWO ORGANIZING WINS!

TWO NEW GROUPS JOIN LOCAL 104

BY: UNION LEADERSHIP
LOCAL 104

JASON KIMLEY BUSINESS REPRESENTATIVE

Republic Services Land Fill: Please welcome our newest group of 20 operators, laborers and scale clerks who won their election overwhelmingly.

This will be the fourth location in a row that Local 104 has been successful in organizing. We are glad to increase our density within the Waste Division and look forward to starting negotiations on their first contract.

RUSSELL MEDIGOVICH BUSINESS REPRESENTATIVE

SGWS: We were victorious in organizing the inside building maintenance at SGWS. The Company granted recognition without having to go to an election.

We plan to start negotiations soon to accrete them into the current driver and warehouse agreement. We welcome them to Local 104. Additionally, we succeeded in resolving a grievance that resulted in more than \$47,461 in back pay awarded to our members.

JOSH GRAVES VICE-PRESIDENT

US Foods: A huge arbitration victory at US Foods after Brother Dontey Davis was wrongfully terminated in March 2025. The arbitrator ruled reinstatement, full seniority, back pay and benefits minus a 90-day suspension.

This was a great victory, and we were able to get Brother Dontey Davis to work right after Christmas. We are glad to have you back and have set a huge precedent moving forward.

DAWN SCHUMANN POLITICAL COORDINATOR

On February 11, 2026. Over 30 members of Teamsters Local 104 visited the Arizona State Capitol. We had important conversations with the Governors' Office Chief of Staff, Jennifer Loreda.

The conversation was built around the awareness of two horrific anti-labor bills that we are trying to squash: HB2783 – labor organizations; elections; recertification requirement and HB2835 – labor organizations; paycheck deduction prohibition.

When Representatives attack unions in Arizona, they now know that Teamsters will show up, FIGHT back and represent our Union. Yes, we may live in a RTW state, how-

ever, our members are members by CHOICE.

After our lunch in the rose garden, we were led to the House Gallery where Representative Alma Hernandez read a Proclamation for Teamsters Local 104. Secretary-Treasurer Karla Schumann was on the floor with Representative Hernandez as it was read.

We would like to thank Representatives Alma and Consuelo Hernandez for supporting Teamsters Local 104 and standing with us for the past 8 years.

Business Representative Russell Medigovich and members went to the Transportation Committee to learn about the process of moving



**KARLA SCHUMANN
SECRETARY-TREASURER**

bills, which may have been the most entertaining part of the day. When you sit in committee, they are filmed, and true to the Teamsters, you can easily read how they felt about certain bills.

As the day ended, I was reminded of a few things. The way to greatness is through learning, and the way to learning is the ability to listen and take with you what you have learned. Once that happens, you cannot stop the potential we all have to be a powerful voice, within our union, and at our Capitol. Our voice matters!



SECRETARY-TREASURER KARLA SCHUMANN WITH RANK AND FILE MEMBERS AT THE CAPITOL

GIVING BACK TO OUR MEMBERS

FROM THE GOLF TOURNAMENT TO LAGOON DAY, OUR MEMBERS HAVE SOME FUN EVENTS COMING UP

BY: UNION LEADERSHIP
LOCAL 222

ANDREA MOORE MARKETING MANAGER

Mark your calendars, Local 222, because we have some great events coming up this year. You can get details for each of the events on our website or app. Download it and stay caught up on all things having to do with the Local.

Scholarship Fundraiser Golf Tournament June 13

We are excited to host our Ralph J. Taurone Scholarship Fundraiser Golf Tournament on Saturday, June 13. Sign up through the link on our website or call or stop by the hall.

We have a fun day of golf, a luncheon and great raffle prizes. All proceeds go to the scholarships awarded to high school seniors of members or any member who is attending college.



Lagoon Day September 26

Our member Lagoon Day will be Saturday, September 26. Tickets will be \$50 and will go on sale July 1, 2026.

ALEX ROJAS BUSINESS AGENT

Hertz: We will be gearing up in the spring for upcoming contract negotiations for the Customer Service side. That contract expires on the last day of October. On the VSA side the company is cracking down on the cars-cleaned per hour. Make sure you are hitting your monthly quota.

Meadow Gold: We had a Joint Labor Meeting (JLM) in late February. We will try and schedule these JLM's every five to six months out. Any issues or concerns, reach out to me or a steward so we can add them



to the agenda prior to the meeting.

I have been receiving calls from certain departments seeking to have a steward be added to represent them within that department. I want to make this clear, just because you are a steward doesn't mean you will be sitting at the negotiation table in the next contract.

You must earn your stripes. That means you return my calls or text messages. Get involved at the lower level. Sit down with me for one-on-one steward training, engage with new and current members, the list goes on and on.

We have two years until this current contract expires. That's plenty of time for you as a current or new steward to show your drive and leadership capabilities.

American Airlines: Full size paper copies of the CBA are available. Come by the Union Hall and we will give you a paperback copy if you would like.

In a meeting earlier this year, a member brought up the idea of starting a local questionnaire for the group to fill out prior to the expiration of your current CBA. It is a great idea and in the next months we will be fine tuning the questionnaire. Your CBA does not expire until 2028

but negotiations can start about 300 days prior to expiration.

I just recently learned that AA has expanded their gates. That CSA's & CAR's are being added. We are taking a close look at adding an additional steward because of this expansion.

I want to use this platform to relay this message. Here at this Local, it is extremely rare to have a re-election for stewards. They "serve at the pleasure of the S.T & Eboard". It is a volunteer position and at times a thankless job. The stewards you currently have do an outstanding job and I want to thank you all for everything you do.

American Red Cross: On February 4th, we had our arbitration for Group 1 (Warehouse and Distribution). The briefs will be sent in by the attorneys no later than 30 days and the arbitrator has 30 days to make a ruling. We are scheduled for the second arbitration in the first week of April for the 2nd group. (Equip. Techs, IRL, Manufacturing, Component and QC).

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

CONTINUED ON PAGE 12

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MIKE BASHOR UPS BUSINESS AGENT

Peak season at UPS may be over, but Petty season is right on top of us. Low volume at UPS means management has nothing better to do than to come after us. And they are.

Management is stepping up their harassment of our members, and all kinds of ridiculous discipline are getting thrown at the wall that management is hoping to make stick. We are challenging them in every way we can, but the best way to fight it is to stay safe and follow the methods. A good-faith effort on your part can do a lot to stop the bad-faith effort on theirs.

Layoffs are here and they will be staying around for a while. If you are a part-timer and you are asked or forced to take a weeklong layoff, you will lose your insurance for that week. Part-timers need one punch a week to maintain medical benefits.

UPS is trying to save pennies, compared to its billions in profits, by shorting you on your insurance benefits, one week at a time.

Along with low volume and layoffs, we're also going to see routes getting cut. Management has no issue about taking your work and putting it anywhere except your package car. They don't care if you end up fighting with every other driver on your loop because it distracts us.

Your fellow Teamsters, your brothers and sisters, are never your enemy. But this company shows us every day how little they value us and our hard work.

The 9.5 list is in full effect and we're seeing those 9.5 grievances come in to relieve our members of

unwanted OT, which is exactly what it's there for. There are positive signs that the Company no longer looks at the 9.5 language and the penalties that come with it as just a price to pay to keep our drivers out delivering as long as possible.

GENERAL MEMBERSHIP MEETING NOTICE

There will be a vote to suspend the July, August and September General Membership meetings at the General Membership meeting to be held on Tuesday June 2nd, 2026, at 7:00 PM. This is the official notice as required by Section 18 (A) (1) of Teamsters Local 222 By-Laws.

LOCAL 222 RETIREES CLUB

Happy New Year, Teamster Retirees! A brand new year is upon us, and it's hard to believe how quickly the last one flew by. We hope 2026 is off to a wonderful start for each of you.

Holiday Luncheon Recap

December's holiday luncheon at the Golden Corral was a fantastic success. We had a wonderful turnout, great food, and even better company. Thank you to everyone who joined us and helped make it such a memorable gathering.

Our luncheons are held every 2nd Wednesday of the month at 1:00 PM at the Teamsters Union Hall. You're welcome to bring a plus one.

New retirees: Your lunches are covered for your entire first year.

Current retirees: Annual dues remain just \$25. We'd love to see you regularly. These gatherings are a great way to stay connected, share stories, and enjoy time with friends.

LOCAL 17 NOTICES

DELEGATES NOMINATED JANUARY 2026

A nomination meeting was held on January 11, 2026 to nominate candidates for the Delegate and Alternate Delegate positions to the 31st International Convention of the IBT to be held in Las Vegas, NV.

The following candidates were nominated at the meeting:

Duane Grove
John Vancil
John Hansen

The alternate delegates are:

Neil Coyle
Ron Purewal
Curtis Clair



DUANE GROVE
SECRETARY-TREASURER

GENERAL MEMBERSHIP MEETING NOTICE

In the May 2026 General Membership Meeting, we will vote on whether or not to cancel the summer meetings in the months of June, July and August for 2026.

JOINT COUNCIL 3 EXECUTIVE BOARD



SPENCER HOGUE
PRESIDENT-UTAH

KARLA SCHUMANN
DUANE GROVE
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ANDREW PALMER
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TEAMSTERS JOINT COUNCIL NO. 3
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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.

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