

ROCKY MOUNTAIN TEAMSTER



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

JULY 2026
VOLUME 70 NO. 2

SUPPORT UNION, BUY UNION

WE CAN EACH DO OUR PART BY PRIORITIZING UNION-MADE PRODUCTS AND SERVICES

BY: SPENCER HOGUE

PRESIDENT JOINT COUNCIL 3 - SECRETARY-TREASURER LOCAL 222

This summer we celebrate the 250th Anniversary of our great nation. Summer also brings many other events. As we celebrate, it's important to remember the role labor played in our history and the effect it has on our lives today.

Without labor unions workers will continue to fall behind as soaring inflation and stagnating wages make living more difficult for the average American. Labor unions built the America we know today, and they continue to carry the weight of the working and middle class. Despite the pressure from anti-union politicians and their corporate donors, we

are still winning by organizing the unorganized and delivering the best contracts in generations.

Rebuilding the middle class is the path to strengthening worker protections and improving wages, benefits and working conditions. A thriving middle class provides a better economy for everyone. The Teamsters are leading the charge.

As you hit the road to travel, attend barbeques, find peace in the mountains or visit a lake to camp or play, keep in mind that your paycheck also has Union Power. Prioritizing union-made products and ser-

vices helps to ensure that our fellow members continue to get the contracts they deserve. Many members don't realize that it is possible to support our brothers and sisters simply by buying the products and services that you need and they create. It may be a gallon of milk, hot dog buns, a rental car or plane tickets.

I challenge every member to buy, 1) union-made, 2) American made, 3) locally-sourced products. Even better if you can find items that fit all three categories.

Have a safe and wonderful summer.



LOCAL 222
SPENCER HOGUE
SECRETARY-TREASURER

ELECTION NOTICES

LOCAL 455 - PAGE 11

LOCAL 492 - PAGE 12

BUILDING STRENGTH ACROSS MONTANA

BARGAINING CONTRACTS, ENFORCING AGREEMENTS, ORGANIZING AND CONNECTING MEMBERS

BY: ERIN FOLEY
SECRETARY-TREASURER LOCAL 2

From March through early June, our union has been active in public service, freight, package, food production, schools, law enforcement, sanitation, construction-related work, and more. The issues are not identical in every shop, but the principle is the same everywhere: Teamster members deserve respect, fair wages, safe staffing, and a contract that is enforced.

Bargaining & Negotiations

Bargaining has remained active in several units, with a steady focus on wages, staffing, seniority protections, overtime, and clear contract language. That work has included continued movement around staffing model protections, wage proposals, overtime language, and memorandums of understanding where needed to address specific bargaining issues. The goal has been straightforward: protect long-standing benefits, secure language that can be enforced, and make sure members understand the choices in front of them.

We have not rushed that work just to say it is done. When the gaps remain significant, our obligation is to stay disciplined, keep members informed, and make sure any agreement reflects the priorities raised by the bargaining unit. That same commitment has guided recent ratification work, where leadership and representatives focused on clear information, accurate contract summaries, and full member participation. Members have every right to make their own decision, and that decision should be based on the actual terms, bargaining history, classifications, and financial structure of the agreement.

Contract Campaigns & Organizing

Organizing remains one of the most important pieces of our work. This quarter, staff and leadership continued internal organizing efforts across Montana, especially in shops where employees are covered by a contract but have not yet signed up as members. A contract is only as strong as the members standing behind it. Signing up, attending meetings, talking with stewards, and staying engaged are how we protect what has been won and builds leverage for the next round.

We have also been supporting organizing conversations with workers who are looking for a stronger voice on the job, including new discussions in both private-sector and public-sector workplaces. At the same time, leadership responded to an effort to weaken union representation with direct member outreach, coordination, and a clear plan to answer questions. The best defense against any effort to weaken a union is not fear, it is communication, trust, and members seeing their union show up when it counts.

Enforcing Our Contracts

Grievance handling, information requests, arbitration preparation, and day-to-day representation remain central to protecting members' rights. When employers test the limits, we gather the facts, use the process, and protect the members affected.

This quarter included continued work on bargaining-related grievances, contract interpretation disputes, and workplace enforcement issues. We have also emphasized stronger information requests and clean documentation so grievances are handled properly from the beginning.

This discipline matters. It protects members, strengthens bargaining, and keeps the union in a better position when disputes move forward.

Solidarity & Member Engagement

Member engagement was a major theme this quarter, and it showed up in practical ways: more consistent barn visits, steward check-ins, direct communication with members, and stronger follow-up on workplace concerns. That contact is the backbone of representation. It helps identify problems earlier, reduce unnecessary grievances, prepare stronger proposals, and build trust before a crisis hits.

We also had a strong turnout for our Steward Training Seminar, which says a lot about the members willing to step up for their coworkers. The training covered the fundamentals of representation, including how to investigate grievances, document facts, read and enforce contract language, handle Weingarten situations, communicate with members, and know when a workplace problem can be resolved early or must move through the formal grievance process. Stewards left with practical tools they can take back to their shops. A trained steward does more than answer questions; a trained steward builds confidence on the floor.

Our work also extended beyond individual shops. We continued coordinating with labor partners and community allies through Central Montana Building Trades meetings, rally preparation, and statewide labor conversations. Our strength is not limited to one contract or one bargaining table. Members benefit when unions stand together, share information, and back each other up.

Behind the scenes, we have also



ERIN FOLEY
SECRETARY-TREASURER

been tightening internal systems so representatives can better serve the membership. That includes improving internal organizing tracking, strengthening new hire packet processes, and making sure seasonal members understand their options for maintaining membership during off months. These are practical steps, but they matter. A strong Local is built on clean records, clear communication, and members who know where they stand.

Looking Ahead

The next quarter will be busy. We will continue moving active negotiations forward, supporting members through ratification processes, defending units facing anti-union pressure, and developing new organizing campaigns. We will also keep improving communication with members, especially in shops where bargaining or enforcement issues are moving quickly. Summer member events, workplace visits, and the ongoing work of keeping the Local financially and operationally strong will remain priorities.

There is no shortcut to building union power. It comes from members staying involved, stewards staying connected, representatives staying prepared, and leadership being honest about both the wins and the work still in front of us. We are moving forward with that mindset. We are proud of the work our members do every day across Montana, and we will keep fighting to make sure that work is respected, protected, and properly valued.

HEROES AMONG US

YELLOWSTONE COUNTY ROAD AND BRIDGE WORKERS RESCUE FOUR FROM HOUSE FIRE

BY: JIM SOUMAS
SECRETARY-TREASURER LOCAL 190

What began as an ordinary day for Teamsters members Alicia "Betty" Lipke, Bobby Wise and Scott "Skipper" Helmbrecht at the Yellowstone County Road and Bridge Department, quickly turned into a life-saving rescue when they spotted smoke and flames coming from a home across the street from the shop yard. Their fast response helped save four people from a house that was rapidly filling with smoke.

According to a statement from Betty, the crew had just pulled into the yard after what seemed like an average day when they noticed the danger. "We noticed small flames and smoke coming from the house across the street," Betty said. "Bobby immediately turned the pickup around. As I was calling 911, Bobby and Skipper leapt out of the pickup into action."

With a fire extinguisher in hand, Bobby first tried to knock down the flames while Skipper pounded

on doors to alert anyone inside the home. But it quickly became clear that the extinguisher was no match for the growing fire.

As smoke spread through the house, Bobby and Skipper went inside and brought out all four occupants before emergency crews arrived, while Betty remained on the phone with 911.

By the time first responders reached the scene, the four residents had already been safely removed from the home. "I'm proud to be a part of a team that jumped into action, kept calm and successfully got four people out of an incredibly dangerous situation," Betty said.

The rescue is being praised as an example of courage, quick thinking and teamwork under pressure. For their co-workers and community, the actions of Betty, Bobby and Skipper are a reminder that heroes can be found in everyday places.



**ALICIA "BETTY" LIPKE, BOBBY WISE AND
SCOTT "SKIPPER" HELMBRECHT**



**JIM SOUMAS
SECRETARY-TREASURER**

**KIRSTEN FALLSDOWN, A UPS
TEAMSTER FROM LOCAL 190,
NEEDS OUR SUPPORT**



**A Teamster Sister Needs Us:
Rallying Around
Kirsten Fallsdown**

Kirsten Fallsdown is more than a UPS driver, she is the kind of person who makes a lasting difference everywhere she goes. She started on preload in 2011, returned to UPS, and became a full-time driver in 2019. On her country route, she built real friendships with customers, remembered names, waved at every passing car and never missed a chance to hand out treats to the animals she met along the way. To the people she serves every day, Kirsten is a familiar face, a kind heart and a true part of the community.

That is what makes this tragedy so difficult to comprehend. Kirsten suffered severe complications from Influenza B and became critically ill, requiring life support and multiple emergency procedures to save her life. In the fight to keep her alive, doctors had to amputate all four of her limbs. Kirsten is now a quadru-

ple amputee, and while she continues to show signs of strength and progress, her recovery will be long, painful and life-changing.

Kirsten will need extensive medical care, rehabilitation, adaptive equipment and long-term support as she rebuilds her life. No one should have to face a burden like this alone.

As Teamsters, we know what it means to stand up for our own in times of hardship. Now it is our turn to open our hearts and our wallets for Kirsten. If you are able to give, please do. Every donation matters. Every act of support matters. Let us come together as a union family and help give Kirsten the strength, dignity and resources she will need for the road ahead.

Scan this code to donate.



JOINING FORCES IN D.C.

TEAMSTER LOCALS FROM ACROSS THE COUNTRY STRENGTHEN REPRESENTATION FOR AMERICAN AIRLINES PASSENGER SERVICE MEMBERS

BY: KIMBERLY BARBORO - PRESIDENT AND TRISH MUIR - COMMUNICATIONS COORDINATOR LOCAL 104

This past May, Teamsters Local 104 joined forces with Teamster locals from across the country and our CWA counterparts at the International Brotherhood of Teamsters (IBT) Headquarters for a high-level coordination meeting. Together, these locals form the CWA-IBT Passenger Service Association, representing American Airlines Passenger Service Agents nationwide.

The meeting served as a critical opportunity to align our national strategy. Kimberly Barboro, Co-Chair for the Association, and Chris Peifer, Attorney for the IBT Airline Division, provided representatives with an in-depth review of the Railway Labor Act (RLA) and shared vital updates regarding our ongoing interactions with the company.

We operate under a national contract, so bringing together union leadership from every corner of the

country is invaluable. The session allowed us to discuss unique local challenges, identify collective solutions, and build the strong relationships necessary to coordinate our efforts on behalf of the membership.

The second day of the meetings focused on long-term goals, approaches, and solutions. The highlight of the summit was an in-person visit from IBT General President Sean O'Brien. President O'Brien delivered a stirring call to action, inspiring those in attendance to always put the members first and to remain relentless in the fight for contract enforcement.

This was a packed and highly productive agenda. Representatives left Washington with new tools and a renewed focus on serving our hard-working members at American Airlines. When we stand together across state lines, we are at our stron-

gest.

Teamsters Local 104 remains committed to ensuring our Passenger Service Agents have the strongest representation possible, both on the job and at the bargaining table.



**KARLA SCHUMANN
SECRETARY-TREASURER**



COPPER STATE SISTERS WOMEN'S COMMITTEE



**CHRIS PEIFER, ATTORNEY FOR IBT AIRLINE DIVISION,
AND KIMBERLY BARBORO, PRESIDENT LOCAL 104**

JOSH GRAVES VICE-PRESIDENT

The Executive Board and Staff have been very busy this summer. The sisters of Local 104 have started the first Women's Committee, the Copper State Sisters. If you're interested in getting involved, you can contact the Phoenix or Tucson Halls for more information. The Business Agents have been conducting numerous Steward trainings over the summer because an ENGAGED membership is a POWERFUL

membership.

We are currently in negotiations with Republic Service Buckeye Landfill and hope to continue to make progress to a first agreement. The Faster Labor Contracts Act has passed the United States Congress. If it can gain the support needed to pass the United States Senate this will be a major victory for organized labor. Please contact your local Senators and voice your support for this legislation.

The members at Breakthru Beverage have once again shown what it

CONTINUED ON PAGE 5

DENVER TRAIN OPERATORS RATIFY THEIR FIRST CONTRACT

THE WORKERS STAYED STRONG AND FOUGHT FOR WHAT THEY DESERVED

BY: DUANE GROVE

SECRETARY-TREASURER LOCAL 17

Nearly 70 train operators working at Denver Train Operators (DTO) voted in March to ratify their first Teamsters contract. The Operators, represented by Teamsters Local 17, secured a 3-year contract which included higher wages, an improved attendance policy, more vacation time, and improvements to the facilities they use. The Operators provide light rail train service to customers for the A, B and G lines in Denver. In 2024, the DTO operators voted for the Teamsters to represent them and voted overwhelmingly in a Labor Peace Act election to have a closed shop.

"The operators came together

for a battle to improve many aspects of our job," said Operator Tina Harris. "This first contract provides us with those improvements as well as a roadmap to a brighter future."

"I would like to thank our operators for staying strong during the negotiating process," said Duane Grove, Secretary-Treasurer of Local 17. "Congratulations to all our operators and welcome to the Teamsters family! Our Negotiating Committee, including Operators Tina Harris and Andrea Rudd, negotiated a deal which protects workers' rights, a standardized grievance process and ensures salary increases in the upcoming years."

Teamsters Local 17 has contin-

ued organizing City and County of Denver employees after the residence of Denver voted for them to have Collective Bargaining Agreement rights.

We would like to thank the IBT and the National Director of Organizing, Chris Rosell, for the large number of organizers and resources that they provided during the last 18 months. We would also like to thank Local organizers, including Local 17 member Ronnie Houston, Local 455 member Art Hale, and Local 455 Frank Medina, who tirelessly worked to have employees join the fight and sign membership applications.

Thanks to these combined efforts, Local 17 filed for recognition



DUANE GROVE

SECRETARY-TREASURER

for two City and County units. The first unit, comprised of several units from the Department of Transportation and Infrastructure (DOTI), is a bargaining unit of approximately 600 employees. The second unit is comprised of civilian members of the Denver Police Department Crime Lab and has approximately 60 members. We look forward to being recognized as the bargaining unit for both entities and beginning negotiations to get these City and County employees a strong first contract.

CONTINUED FROM PAGE 4

means to be a Teamster. Local 600 and Local 688 have been fighting in contract negotiations and were forced to strike. They extended their picket lines for two days to Arizona and the members at Breakthru Beverage honored their picket line. This is the second time in less than 12 months these members have exercised their rights under their contract and stood in solidarity with their Teamster brothers and sisters.

The elected delegates and alternate delegates attended the Teamsters 31st Convention in Las Vegas June 15th through the 18th. This is a very important role, and it was a week of solidarity from Teamsters all over the United States, Canada and Puerto Rico. The decisions made at the Teamsters 31st Convention will shape our great Union for the next five years.

We would like to give a special

thanks to Western Region Vice Presidents Victor Mineros and Mark Davison who attended the May General Membership meeting at the Phoenix Hall.

The Local 104 Executive Board would like to congratulate all our retirees and wish them the very best on their next journey. We look forward to seeing you all at our next General

Membership meeting on September 26, 2026, at the Phoenix Hall as our summer meetings have been suspended.



DELEGATES FOR THE 31ST CONVENTION IN LAS VEGAS, NV

CARGILL MEAT SOLUTIONS LOCK OUT WORKERS

AS WORKERS MOVE INTO ANOTHER MONTH ON THE PICKET LINE, LOCAL 455 ASKS FOR HELP IN SUPPORTING THE TEAMSTER MEMBERS AFFECTED BY THIS STRIKE

BY: DEAN MODECKER

SECRETARY-TREASURER LOCAL 455

Cargill Meat Solutions in Fort Morgan, CO, locked out more than 1,700 Teamsters Local 455 members at 12:01 a.m. May 20, engulfing nearly 20 percent of Fort Morgan's population into labor strife and threatening the local economy. The lockout came after the company's strategic decision to stop bringing cattle into the facility for processing for nearly a month in what appeared to be a threat to its own employees: Take the contract we're offering, no matter how inadequate, or we'll starve you into submission.

Those 1,700 members have not submitted. In fact, they've taken to the picket line in droves, and have expanded their effort to educate the community about the company's attacks not just on the picket line, but throughout the whole town. They've been joined by some of the state's elected officials, their families and other trade unionists who are willing to walk that picket line on behalf of an ethnically diverse group of workers who find themselves and their families under threat.

Let's be realistic here: Cargill's substandard last, best and final offer, which members overwhelmingly rejected, is an insult to the men and women who work in its Fort Morgan facility. And it's uncalled for: Cargill's profits surged 44 percent to \$3.57 billion (with a B) in 2025. As the world's largest beef processor, the company employs 28,000 workers in 60 facilities across North America. More than six percent of that workforce is now locked out in Fort Morgan.

Effects of this lockout will rip-

ple far beyond Fort Morgan, CO. Seven Teamster local unions represent 2,500 members at Cargill. Other unions represent 5,100 Cargill workers in the U.S. and at least 6,000 in Canada. Cargill's customers include other major Teamster employers, like Tyson, Ahold Delhaize, Sysco and Nestle.

Fort Morgan Cargill Teamsters need a swift and broad response. If Colorado Teamsters and other trade unions can walk the picket line, please join us. If you have the capacity and the desire to help, make a donation to the Local Union Cargill Teamsters fund. If you are a keyboard warrior, share our Teamsters Local 455 Cargill posts and videos to raise the profile of this egregious attack on working families across this country.

We'll be on the picket line until these brave men and women are back at work with a fair contract. We hope you'll join us in this fight.



DON RAMSEY
BUSINESS AGENT

Frontier Airlines: Frontier has tightened up on enforcement of the attendance policy. They will continue to pursue discipline for all work groups. The Union was able to mitigate most of the terminable offenses, but moving forward, it will be strictly adhered to. If you qualify for FMLA please go through the process to protect yourself in case it is needed.

Technician Negotiations: The Union presented an economic package to Frontier in January. They postponed scheduled negotiations in February, March, April and May to have our proposal evaluated. The company has assured us they are prepared to respond in June.

We are currently scheduled to meet in Denver during the week of June 22, 2026.



DEAN MODECKER
SECRETARY-TREASURER

Material Specialist: Shop steward and Negotiator, Ernie Marcil, celebrated his 25th anniversary this month. Congratulations and thank you for all you do.

Southwest Airlines: Southwest begins negotiations this month. Although, as in the past we have been too small a station to have a rank-and-file member on the team, we have submitted our proposals to the team and I plan on attending negotiations as an observer in the future to ensure our concerns are heard.

United Airlines- Technicians and Related: As of the second week of June, the company made a counter proposal to the negotiation team. It was declined by the committee and the company declared it a Last Best Final offer. This is a technical move to get past the committee to have it voted on directly by the membership.

ATTORNEY
GENERAL PHIL
WEISER,
CANDIDATE FOR
GOVERNOR,
STANDS WITH
CARGILL MEMBERS
LOCKED OUT
OF WORK
MAY 25, 2026,
IN FT MORGAN,
COLORADO

The Committee countered. The company then made a move with conditions. To fulfil due diligence, the Airline Division reviewed and clarified outstanding language changes to present to the committee for a final evaluation of the updated offer.

The committee has been called to meet in Los Angeles on June 25th to go over the finalized language and details and review before answering the company.

There are many rumors and on-line information on social media. Some are true, some are false and some are incomplete. Details have continued to evolve, so please don't formulate an opinion until all the details are provided.

Local 455 will have a craft/informational meeting once the details are confirmed and our position is formulated.

We respect everyone's opinion on how they vote and will be giving the proposal information for you to make the decision that suits you individually. As said above, currently it is an LBFO (Last Best Final offer) and the Union is required to bring the offer to the members to vote.

**TAMMY MUNOZ
POLITICAL DIRECTOR**

Teamsters do not give up, and Teamsters do not back down. That was the message we sent to the Governor when we introduced HB 26-1286 in the Colorado legislature this year. As the bill moved through the House, we encountered challenge after challenge, making it clear that we would need to be strategic and persistent to advance it out of the Appropriations Committee. With only six days remaining in the legislative session, we succeeded in moving the bill out of House Appropriations, onto the floor for second and third readings, and through the Senate chamber.

This bipartisan bill earned overwhelming support, passing the House by a vote of 59 to 4 and the Senate by a vote of 27 to 8 just one day before the session ended. Unfortunately, that success was short-lived, as our anti-worker, anti-union Governor sided with wealthy corporate technology interests and once again vetoed our bill.

As this article is being written, we are awaiting word on whether the Governor will call a special session, which would allow us to advocate



NATE MCCARTY (ABF), ROBERT HARRIS (UPS), CHRIS SANCHEZ (UPS), JOY PARMELEE (HERTZ STEWARD TRUSTEE), RON BAIRD (BA), TAMMY MUNOZ (POLITICAL DIRECTOR), SHIELA LIEDER (REP)

for a veto override. If that effort is unsuccessful, we will continue working with the next Governor to advance common-sense legislation that protects the motoring public and preserves good-paying CDL jobs, many of which are Teamster jobs.

The fight is far from over. Although Colorado has not approved driverless semi-trucks for operation on our roadways, technology companies are already working to move in that direction. One recent exam-

ple was on display at a neighborhood event in Louisville, where an autonomous Aurora-driven truck was showcased.

For anyone who believes this issue is not urgent, this should serve as a clear reminder that the threat is real and immediate. Now is the time to hold Big Tech, and the politicians who support them, accountable for putting profits ahead of public safety and job security.



SENATOR JESSIE DANIELSON, CANDIDATE FOR COLORADO SECRETARY OF STATE, AND GENERAL S/T ZUCKERMAN AT THE CARGILL LOCK OUT IN FT. MORGAN, COLORADO

NATE MCCARTY (ABF) SPEAKS AT A PRESS CONFERENCE FOR HB 26-1286 AT THE COLORADO STATE CAPITOL ON MARCH 18, 2026



\$64,000 AWARDED IN SCHOLARSHIPS

A TOTAL OF 12 SCHOLARSHIPS WERE AWARDED TO HIGH SCHOOL SENIORS
AND FOUR TO TEAMSTER MEMBERS

BY: ANDREA MOORE

MARKETING MANAGER LOCAL 222

I love the time of year when we get to see the applications come in for the Ralph J. Taurone scholarship; young adults getting ready to spread their wings and venture into the world as they continue their education. Starting last year we broadened the entries to include Teamster members.

This year, we are honored to award a total of 16 scholarships, totaling \$64,000. While it won't pay for all of their schooling, every little bit helps and we're happy to support our working families. This year we are excited to award four scholarships directly to our Teamster members.

Congratulations to the Following Scholarship Recipients:

Brianna Jenkins
Shaddai Esquivel
Lori Brinkerhoff
Debora Arai
Bridger Davies
Isabelle Miller
Drake Arnold
Charlotte Thaler
Gabriel Meza
Hallye Limb
Indra Mesa
Jayci Breeze
Cora Seal
London Andreasen
Roman Martinez
Ivan Pina



**LOCAL 222
STAFF: LOGAN,
GABRIELLA,
AMANDA AND
CARLY HAVE
A GREAT TIME
PLAYING IN
THE GOLF
TOURNAMENT**

Thank You to All of Our Generous Sponsors Including:

Southwest Service Administrators, Segal, Cigna Healthcare, Audax, Utah First Credit Union, Prudential Financial, Optum RX, Optavise, OE3, Miller Kaplan, Alan Biller, William Blair, Union Labor Life Insurance, T-Force, Monarch Dental,

Payer Matrix, Northwest Administrators, JP Morgan, ID Resolution, Faulkner, Hoffman and Phillips, VSP Vision, Cancer Navigator, Labor First, American Income Life, AFL-CIO and the many Teamster Locals and the International Brotherhood of Teamsters



ALEX ROJAS BUSINESS AGENT

Hertz: We will be gearing up in the fall 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 the cars-cleaned per hour. Make sure you are hitting your monthly quota.

Meadow Gold: We are scheduled for a 2nd Joint Labor Meeting (JLM) in late June. We will try and schedule these JLM's every 3-4 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. Note: I had one-on-one steward training with the two new stewards, gearing up for the next contract negotiation that is around the corner.

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. We recently had an election to add an additional steward. I want to thank everyone who volunteered to take on that role. Ana will be a good fit with the current stewards we have.

American Red Cross: Group 1 with ARC have completed their 1st contract. Positive gains were made within certain classifications. We are scheduled for the 2nd arbitration in the first week of August for the 2nd group (Equip. Techs, IRL, Manufacturing, Component & QC).

Last, 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 your brothers and sisters know that you are a Teamster and what contract you come out of. Support one another.

RYAN JU LOCAL 222 RETIREES PRESIDENT

Summer is upon us, and with the hot weather here, we want to remind everyone to stay safe and beat the heat.

We invite you to come down and join us at the Union Hall every second Wednesday of the month at 1:00 p.m. for a nice luncheon and great fellowship. To all of our new retirees: Your luncheon is fully paid for by the union for your entire first year.

Please come down, catch up with old friends, and join us at the hall!

OVERTIME AT HIGHEST LEVELS IN YEARS

WORKERS FORCED TO WORK 12-HOUR SHIFTS AS MANAGEMENT NEGLECTS TO HIRE, TRAIN AND RETAIN STAFF

BY: MICHAEL COVA
SECRETARY-TREASURER LOCAL 267

As we move through the summer months, members across every department are experiencing forced overtime at levels that are among the highest we have seen in years. While overtime has always been a reality during peak production periods, the Company's recent reliance on mandatory 12-hour shifts represents an unprecedented escalation that is placing tremendous strain on our members and their families. No employee should be expected to carry the burden of chronic understaffing through excessive forced overtime.

The Union wants to be clear: This is a Company problem, not a Union problem. The current overtime crisis is the result of management's failure to adequately staff, hire, train and retain the workforce necessary to meet production demands. Instead of addressing those root causes, the Company continues to rely on forcing employees to work longer hours to make up for staffing shortages.

Local 267 has told the Company for the last two years that it needs to hire more full-time employees, and we continue to push management to hire and train to reduce the need for forced overtime. But as most of you know, crew sizes and manpower levels are the sole discretion of the Company. The responsibility for properly staffing this facility rests with the Company, and the Company alone.

The Company has continued to hire weekender workers, and we will continue to hold their feet to the fire on hiring and training. If you are asked to train a seasonal or weekender employee, please do not hesitate to do so. Every new employee who becomes fully trained and productive helps relieve the burden of forced overtime on the rest of the workforce. There are still postings on buschjobs.com for maintenance, production apprentice, and weekend positions. If you have family or friends who are job hunting, now is a great opportunity to help them get their foot in the door.

In May, a motion was passed to suspend the general membership meetings for June, July and August. When the meetings resume in September, we will continue holding the meetings on Saturday mornings. Times and dates will be posted on the union boards at the brewery as well as in the app for the remaining 2026 meetings.

In June, members of Local 267, headed by Vice President Kenny Rodriguez, volunteered for Sierra's Race Against Meningitis, which is an annual event to raise meningitis awareness. The event is a 5K run/walk and a free meningitis vaccination clinic.

Each year, in conjunction with Joint Council 3, Local 267 sends volunteers and the Joint Council 3 semi-truck to the starting line of the

race. Sierra's Foundation has vaccinated thousands of people since the inception of the race through its free vaccination clinics, which are made possible through volunteers and donations from the annual 5K run/walk.

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

In June, all members of the Local's Executive Board attended the Joint Council 3 Annual Meeting in Las Vegas, Nevada. This year's JC3 meeting was held in conjunction with the IBT International Convention. Local President Earth Lindsay, Vice President Kenny Rodriguez, and I spent the week attending the International Convention as Dele-

gate and Alternate Delegate, respectively.

If you or someone you know has not signed up for the Local 267 App, please contact the hall or a shop steward so they can help you download the app and get signed up. The app provides our members with a one-stop shop for schedules, benefit contacts, and notifications about current brewery information. We are aware that Android users are not currently able to access the app. Linked Union is actively working to restore the app and its functionality to the Google Play Store. We appreciate your patience. In the meantime, members can still sign up for and access their accounts at www.lu267.org.

With this update, the Executive Board and office staff hope you all continue to stay safe and enjoy the rest of your summer.



MICHAEL COVA
SECRETARY-TREASURER

JOINT COUNCIL 3 EXECUTIVE BOARD



SPENCER HOGUE
PRESIDENT-UTAH

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

BRINGING IN MEMBERS FROM A NEW INDUSTRY

WE WELCOME WORKERS FROM SOUTH VALLEY ACADEMY AND SET OUR SIGHTS ON ORGANIZING OTHER CHARTER SCHOOLS

BY: ANDREW PALMER

SECRETARY-TREASURER LOCAL 492

Our Business Agents and Organizers have had a busy yet productive season. We have successfully negotiated successor contracts for Franklins Construction, Triad National Security, Tunista and Estancia Solid Waste Authority. Each of these contracts are seeing solid wage increases and fringe benefit improvements.

We are proud to announce the certification of a newly organized unit, South Valley Academy. This is a public charter school in Albuquerque, New Mexico. As you read this, we are likely underway bargaining a first contract for our new Teamster members. Charter schools in this state have been overlooked by Union Organizers for far too long. This Union refuses to allow this segment of workers to be denied representation any longer. Going forward, this Local will be actively

and aggressively organizing charter schools throughout the state of New Mexico.

I would like to thank all our Union Stewards for the hard work and commitment they show by representing their members on a daily basis! You are the backbone of this Union, and your diligent work does not go unnoticed. Should any member or Union Steward of this local require assistance filing a grievance or any inquiries, please feel free to contact your Business Agent or a member of the office staff at (505) 344-1925.

The local will be saying farewell to one of our Business Agents, Robert Fernandez; who will be returning to his position at UPS. Robert, thank you for taking on the fight for the past two years! We are pleased to welcome Daniel Cook, who will be joining our staff. Daniel currently

works at ABF Freight on the dock and has served as an Executive Board member for the last two and a half years.

We have had a higher-than-normal number of retirees recently from UPS as well as our other contracts. I would like to extend my congratulations to each one of you! We wish you all the best in your future endeavors. Once a Teamster, always a Teamster! You always have a home here and will always be part of our Teamster family.

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

Richard Russom-ABF
David Carrillo-ABF
Byron Steele-ABF
Rebecca Mares-ABF
Dominic Peralta-ABF
Ralph Garcia-ABF
Daniel Serrano-ABF
Jesus Briones-Creamland
George Quintana-Creamland



**ANDREW PALMER
SECRETARY-TREASURER**

Gary Gonzales-LANL
Robert Thorn-LANL
Arturo Arellano-LANL
Thomas Walen-UPS
Jolinda Cuellar-UPS
Louis Palacios-UPS
Ronald Romero-UPS
Jacquelyn Hubert-UPS
Michael O'Neill-UPS
Teresa Rangel-UPS
Michael Velasquez-UPS
Eddie Gonzales-UPS
Leo Hands-UPS
Noel Rodriguez-UPS
Guadalupe Ibarra-UPS
Samuel Lopez-UPS
Scott Hicks-UPS
John Pettitt-UPS
Sonia Rodriguez-Ortega-UPS
Jose Granados-UPS
Cory Blom-UPS

THE UNION IS YOU THANK YOU TO EACH OF OUR MEMBERS

BY: LAWANDA ELLSWORTH

SECRETARY-TREASURER LOCAL 983

We are over halfway through 2026. We want to thank every one of you for your commitment and solidarity. We will continue to work together to: grow our membership and engagement, train new members and stewards, negotiate strong contracts, organize internally, and stand united against corporate greed. Together, we've made great progress and we're just getting started!

Contract Negotiations

Idaho Environmental Coalition (IEC) Warehouse finished in June and is the last contract for this term.

General Membership Meetings

Participation is growing and we're excited to see more members at meetings! Attend at the Local Union Hall: 456 N. Arthur, Pocatello, Idaho 83202. Even Months: First Thursday at 7:30 a.m. Odd Months: First Saturday at 10:00 a.m. Stay connected for updates on our Local 983 App, Website and Facebook Page.

Building Union Power

Solidarity is our greatest strength. In a right-to-work state, it's vital to remember the Union is YOU, the

members. Non-members cannot vote on contracts or make proposals. If every member signed up just one new member a month, our bargaining power would double. Want to do more? Become a steward or volunteer organizer.

Member Benefits and Updates

Life Insurance: Dues-paying members receive a \$4,000 benefit.

Withdrawal Cards: If you'll be off work a month or more (illness, leave, layoff, etc.), contact us about going on withdrawal until you return.

Retirement News

Congratulations to our recent retirees. We wish you all the best! Call the office to schedule an ap-



**LAWANDA ELLSWORTH
SECRETARY-TREASURER**

pointment with our WCT Pension representative. The application process can take several months, so plan ahead.

Thank you for your continued membership and support. Together we will face challenges, celebrate victories, and keep building a stronger future for all workers.

COMBINED NOTICE OF NOMINATIONS & ELECTION OF TEAMSTERS LOCAL UNION 455 OFFICERS

Teamsters Local Union 455 will conduct nominations and election for the offices of Secretary-Treasurer, President, Vice President, Recording Secretary, and three Trustees for a three (3) year term commencing January 1, 2027 and expiring on December 31, 2029.

NOMINATIONS MEETING:

TUESDAY, SEPTEMBER 8, 2026, 6:00 P.M.

TEAMSTERS LOCAL UNION 455 HALL

10 LAKESIDE LANE

DENVER, CO 80212

To be eligible to nominate and/or second and otherwise participate in the nomination meeting, a member in good standing must have his/her dues paid up through the month of August 2026. Dues arrearage must be paid by the close of business, 4:30 p.m., Friday, September 4, 2026, at the Teamsters Local 455 hall at 10 Lakeside Lane, Denver, CO 80212. 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 2026, (b) must have been in "continuous good standing" of the Local Union, with one's dues paid to Local Union 455 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 checkoff 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.

Section 16(E)(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.

ELECTION

To be eligible to vote in the election, a member must have his/her dues paid through the month of September 2026 and must still be an active member on the day of the election. Dues arrearage must be paid by the close of business, 4:30 p.m., on Friday, October 9, 2026 at the Teamsters Local Union 455 hall, 10 Lakeside Lane, Suite 3-A, Denver, CO 80212. 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 RETURN ENVELOPE.

Voting shall be conducted by mail ballot. Mail ballot packages will be sent on or about Friday, September 18, 2026. 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 Monday, September 28, 2026 should contact Jeanne Cordova at Local Union 455, at (303) 458-1600, Ext. 304 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. Saturday, October 10, 2026. 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 455 hall

at 10 Lakeside Lane, Denver, CO, 80212, at approximately 10:30 a.m., on Saturday, October 10, 2026. The Local Union has engaged an independent ballot agency, Merriman River Group, to prepare and send out ballots, 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 will be available via telephone message at the Local Union hall at (303) 458-1600. 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 an 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 455 Secretary-Treasurer in accordance with the provisions of Article XXII, Section 5(a) of the International Constitution and Section 16(F)(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.

It is strongly recommended that all interested parties consult relevant portions of the International Constitution and Local Union Bylaws. If you have any questions or for more information concerning nominations and/or the election, please contact the Local Union 455 office at (303) 458-1600.

Fraternally yours,
Executive Board,
Teamsters Local Union No. 455

COMBINED NOTICE OF NOMINATIONS & ELECTION OF TEAMSTERS LOCAL UNION 492 OFFICERS

Teamsters Local Union 492 will conduct nominations and election for the offices of President, Secretary-Treasurer, Vice President, Recording Secretary, and three Trustees for a three (3) year term commencing January 1, 2027 and expiring on December 31, 2029.

**NOMINATIONS MEETING:
MONDAY, NOVEMBER 2, 2026, 7:00 P.M.
TEAMSTERS LOCAL UNION 492 HALL
4269 BALLOON PARK ROAD N.E.
ALBUQUERQUE, NM 87109**

To be eligible to nominate and/or second and otherwise participate in the nomination meeting, a member in good standing must have his/her dues paid up through the month of October 2026. Dues arrearage must be paid by the close of business, 4:30 p.m., Friday, October 30, 2026, at the Teamsters Local 492 hall at 4269 Balloon Park Road, N.E., Albuquerque, NM 87109. 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 2026, (b) must have been in “continuous good standing” of the Local Union, with one’s dues paid to Local Union 492 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 em-

ployer’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 17, Section F4 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.

ELECTION

To be eligible to vote in the election, a member must have his/her dues paid through the month of November 2026 and must still be an active member on the day of the election. Dues arrearage must be paid by the close of business, 4:30 p.m., on Thursday, December 3, 2026 at the Teamsters Local Union 492 hall, 4269 Balloon Park Road, Albuquerque, NM, 87109. 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 RETURN ENVELOPE.**

Voting shall be conducted by mail ballot. Mail ballot packages will be sent on or about November 13, 2026. 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 23, 2026 should contact Monique Montoya at Local Union 492, at (505) 344-1925 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. Friday, December 4, 2026. 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 492 hall at 4269 Balloon Park Road, Albuquerque, NM 87109, at approximately 10:30 a.m., on Friday, December 4, 2026. The Local Union has engaged an independent ballot agency, Merriman River Group to

mail and retrieve the ballots, register and tabulate them, and certify the results of the election. 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 492 Secretary-Treasurer in accordance with the provisions of Article XXII, Section 5(a) of the International Constitution and Article XVII Section I(2) 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.

It is strongly recommended that all interested members consult relevant portions of the International Constitution and Local Union Bylaws. If you have any questions regarding this notice or for more information concerning nominations and/or the election, please contact the Local Union 492 office at (505) 344-1925.

Fraternally yours,
Executive Board,
Teamsters Local Union No. 492

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 abridged 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. **Printed at a Union Printer in the U.S.A.**

USPS 469-420 - ISSN 0888-9082

TEAMSTERS JOINT COUNCIL NO. 3

10 LAKESIDE LANE SUITE 2B - DENVER, COLORADO 80212