ROCKY MOUNTAIN TEAMSTER



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Covering Arizona, Colorado, Idaho, Montana, New Mexico, Utah and Wyoming
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A DEDICATED LEADER PASSES THE TORCH

AS CHUCK MACK TURNS TO RETIREMENT, WE WELCOME RICK HICKS AS UNION CHAIRMAN OF THE PENSION

BY: SPENCER HOGUE
PRESIDENT JOINT COUNCIL 3 - SECRETARY-TREASURER LOCAL 222



SPENCER HOGUE
SECRETARY-TREASURER

I would like to extend my heartfelt gratitude to Union Chairman, Chuck Mack. Chuck has had an amazing career leading Local 70 and Joint Council #7, serving as Vice President of the IBT and for the last seventeen years as Union Chairman on the Western Conference of Teamsters Pension. Chuck is retiring at the end of the year, and I wish him all the best in retirement and thank him for his lifelong dedication to the labor movement.

Chuck is leaving the Trust in great hands. Brother Rick Hicks will take over as Union Chairman in January. Rick has a great Teamster history of his own serving as Principal Officer of Local 174 and Joint Council 28 as well as International Vice President for the West. Rick's sole focus going forward will be to serve the members as their representative on the Western Conference of Teamsters Pension Trust.

Retiring with dignity in this country has become increasingly difficult. The cost of everyday items continues to increase, the cost of health care is out of control, the future of programs like Social Security and Medicare are more uncertain today than ever before. So, how do we as the American worker secure our futures? Through collective bargaining agreements that provide security, better wages and working conditions, access to quality health care and above all a path to retirement.

The majority of workers in Joint Council #3 participate in a defined benefit pension plan. Of that the majority of those that enjoy a pension are covered by the Western Conference of Teamsters Pension Trust.

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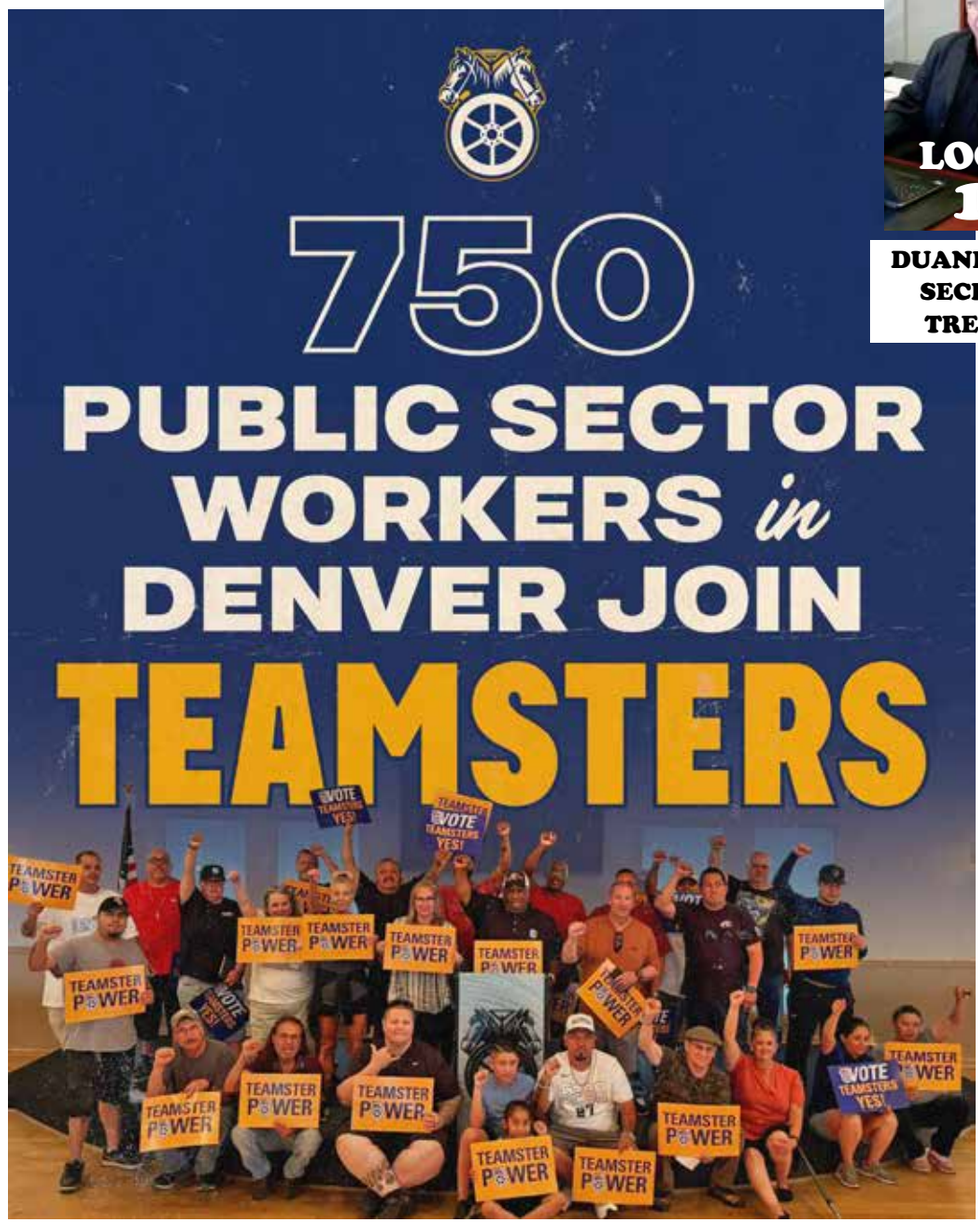
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The Western Conference just announced that 2027 will be its eighth consecutive year of providing a bonus accrual. What this means for you is that once again the money contributed on your behalf next year will generate a benefit 33% greater than the historical 1.2% accrual rate.

I am honored to be a Trustee on this plan as it is the best pension plan in the country. We are adding new members to the plan every month all across the United States. Our funding is in an incredibly strong position, and the Trustees have acted to de-risk investments so that participants entering retirement can be assured that they will receive 100% of their promised benefits.

Adding new members to the Western Conference Pension is a priority for Local Unions not only in the traditional thirteen Western States but now Teamster leaders from every state are attempting to bring their members the benefit of the best pension plan available.

If you already participate in the pension, you are likely the beneficiary of the hard work and determination of a previous generation that had the foresight to demand that their employer bargain over their retirement security. If you don't yet have a pension in your contract, it is time to organize and educate your co-workers about their importance. Employers resist agreeing to a pension plan for their employees. We have to prioritize it and demand it.





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FAIRWELL TO OUR BROTHER, PATRICK J. O'DONNELL

WE HONOR A FRIEND, FELLOW TEAMSTER, LEADER AND FIGHTER FOR WORKERS' RIGHTS

It is with deep sadness that we share the passing of Brother Patrick J. O'Donnell, former Secretary-Treasurer and Principal Officer of Teamsters Local Union No. 2.

Pat became a Teamster in 1970 while working for McKee Construction in Anaconda, Montana. In 1976, he moved to Bozeman and took a feeder driver position with UPS. He joined the staff of Local 2 as a Business Agent in 1985 and went on to serve as Secretary-Treasurer and Principal Officer.

Throughout his service, Pat stood firmly for the members and the brotherhood of the Teamsters. He served on the Western Conference of Teamsters Pension Trust, the Health and Welfare Board, the Local 2 Executive Board, and the Joint Council No. 3 Executive Board. Among his many accomplishments, he was especially proud of helping bring the Joint Council No. 3 truck to life.

Pat's leadership was grounded in a simple belief: a fair day's work deserves a fair day's pay. During the 1998 UPS strike, he took great pride in the solidarity of Montana Teamsters and in the fact that no member crossed the picket line. His steady leadership kept members united when it mattered most.

He was also generous with his time. Pat listened to members, staff, retirees, and friends, and he never hesitated to help someone through a difficult time or encourage them to grow. He carried himself with integrity and reminded all of us that our families come first.

We extend our deepest condolences to Pat's family and friends. We are grateful for his years of service, his loyalty to the members, and the example he set for those who followed him. His contributions to Local 2 and the Teamsters Union will not be forgotten.

We will miss our brother. May he rest in peace.

Sincerely,

Teamsters Local Union No. 2 Executive Board, Staff, Retirees and Members



MEMBERS FIRST
EVERY WORKPLACE. EVERY TIME

BY: ERIN FOLEY
SECRETARY-TREASURER LOCAL 2



ERIN FOLEY
SECRETARY-TREASURER

The clearest measure of a union is what happens when a member's job, paycheck or working conditions are on the line.

This summer, Local 2 faced an unusually high number of UPS terminations. We challenged them. We worked the grievance process. We kept pushing. By September, 15 of the 16 affected members had returned to work; the remaining member resigned rather than continue the case. That is not paperwork. That is 15 Teamster jobs restored.

We also carried a major UPS pay dispute from Bozeman through the national grievance process and into arbitration. Local 2's case was one of seven advanced together at the national level. The July hearing concluded, and the decision remains pending. It is important work still underway; not a finished victory.

The same standard applied when the Mondelez warehouse closed. We could not change the company's decision to shut the operation down, but we made sure the affected workers did not leave empty-handed. Local 2 negotiated severance packages and continued working through the remaining closure issues on behalf of those members.

Stronger Agreements Across Montana

Local 2 completed several contracts during this period that put real improvements into members' hands. At Great Falls Transit, members secured a three-year agreement effective July 1, 2026. It provides meaningful annual wage increases, maintains an employer match of up to 5% for participating employees in the 457(b) retirement plan and increases Teamster pension contributions over the life of the agreement.

The gains go beyond wages. The Great Falls Transit contract protects bargaining-unit work, strengthens new-hire notice and orientation rights, preserves seniority in scheduling and overtime, and provides employees with a defined grievance process backed by final and binding resolution. Local 2 also resolved workplace grievances at the Transit District and moved directly into enforcing and implementing the new language.

In Missoula County, Local 2 and our fellow union partners executed a new two-year agreement on July 14. It includes parental leave, an improved annual clothing allowance, reimbursement for prescription safety glasses and CDL-renewal fees, and stronger safeguards governing workplace cameras and GPS technology. Vehicle cameras cannot record drivers inside the cab, audio recording is prohibited, employees have access to data collected about them, and the employer cannot expand surveillance beyond the contract without the Union's informed consent.

At Teton County, Local 2 completed agreements covering multiple county units. The Courthouse agreement provides wage increases across classifications effective July 1, 2026, while continuing longevity increases and established leave, insurance, safety and grievance protections. Local 2's September membership report confirmed completion of contract work covering the Sheriff's Office, Courthouse and road-and-bridge operations.

Copper Ridge health-care workers also entered a new two-year agreement. The contract establishes updated wage schedules, annual longevity increases tied to years of service, a protected uniform allowance and an additional hourly differential for employees assigned as preceptors. It also preserves a meaningful sick-leave bonus during a rolling year for qualifying employees.

These agreements are different because the workplaces are different. But the goal is the same: better pay, enforceable standards and a clear voice on the job.

Representation Means Showing Up

Contract language only matters when it is enforced. During the summer, Local 2 agents handled grievances and due-process matters across the state, helped members at Montana State University move workplace accommodation requests forward, and increased regular worksite presence in Bozeman, Missoula, Great Falls and surrounding communities.

Local 2 distributed the City of Bozeman agreement, increased worksite visits and began addressing questions about compensatory time, benefits and day-to-day administration. The focus remains straightforward: make sure members understand the agreement and receive what they bargained for.

Local 2 held a well-attended Night at the Races in Great Falls for members and their families and joined an early-morning Mountain Line meeting to hear directly from members. Those conversations matter. Members should not have to wait until there is a grievance before they see their union.

Organizing and Building the Bench

Internal organizing continued through new-hire outreach, workplace visits and direct conversations with employees who had not yet joined. In Bozeman, Local 2 also worked toward regular unit meetings and activities where new employees can meet coworkers, ask questions and become part of the union before trouble starts.

More than 50 stewards and members attended Local 2's steward education program in Helena. That investment strengthens every workplace because stewards are often the first people members call when a problem arises.

The Work Ahead

Several priorities remain unfinished. Local 2 is continuing contract work for American Red Cross members, who are covered by the national agreement while their local agreement is finalized. The national agreement provides health coverage and annual October 1 wage increases, but the local agreement still needs to be completed and brought before the members.

We will also stay on top of technology and automation. Our direction is straightforward: protect existing bargaining-unit jobs and contract rights and capture the new work created by technology and make those jobs Teamster jobs.

Local 2 now has a direct role in the Teamsters' technological-change work, giving Montana members a stronger voice as new scanning systems, surveillance tools and automation reach our workplaces.

The International Union approved Local 2's revised 2026 bylaws. We are also strengthening records, financial controls and audit compliance so Local 2 remains ready to bargain, organize and defend members for the long haul.

The wins belong to the members who stood their ground. The contracts belong to the members who set the priorities and voted. The strength of this Local comes from working people who stay involved and stand together.

INDUCTED INTO THE TRUCK DRIVER HALL OF FAME

THREE BILLINGS TEAMSTERS RECEIVE TOP HONORS

BY: JIM SOUMAS
SECRETARY-TREASURER
LOCAL 190

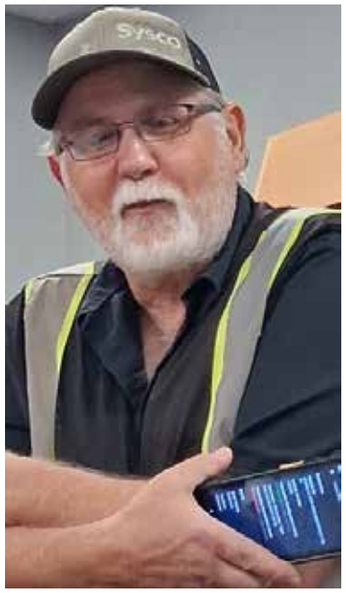


JIM SOUMAS
SECRETARY-TREASURER

Three professional drivers from Sysco Montana in Billings have earned one of the highest honors in the foodservice distribution industry, with Mike Zankowski, George Kauffman and Ray O'Neil inducted into the 2026 International Foodservice Distributors Association Truck Driver Hall of Fame.

For their fellow members of Teamsters Local 190, the recognition is something worth celebrating. These three drivers have spent decades doing the demanding work that professional drivers perform every day: safely operating commercial vehicles, serving customers, representing their workplace and union, and making sure the products people depend upon reach their destination

Earning a place in the IFDA Truck Driver Hall of Fame is no small accomplishment. According to the IFDA, to qualify, a "driver must have at least 25 years of continuous service with an IFDA member company, go at least 25 consecutive years without a chargeable accident, and have no moving violations during the five years preceding nomination. The driver must also be an active-duty, non-management driver, with drivers retiring during their nomination year remaining eligible."



MIKE ZANKOWSKI

By those standards alone, the careers of these three Billings Teamsters stand out. Mike Zankowski was inducted with 34 years of safe driving, Ray O'Neil has 31 years of safe driving while George Kauffman has 30 years of safe driving. Combined, that represents an extraordinary 95 years of safe, professional driving.

Decades Behind the Wheel

Anyone who has made a career as a professional driver understands what those numbers really mean. Thirty-plus years of safe driving isn't simply about keeping a truck between the lines. It represents countless early mornings, long days, changing weather conditions, congested streets, tight customer locations and thousands upon thousands of decisions made behind the wheel.

Foodservice delivery adds another dimension. Drivers aren't simply moving freight from one terminal to another. They are making deliveries to restaurants, schools, healthcare facilities and other businesses while serving as the face of their company to customers. Doing that job safely and professionally year after year requires experience, judgment and commitment.

The 2026 Hall of Fame class was particularly significant. IFDA selected a record 108 professional drivers from across the country for induction. The organization described the honorees as drivers with exceptional records of safety, service and dedication.

Sysco had 25 drivers selected nationally in 2026, meaning the three Teamsters from Billings represented a significant part of the company's Hall of Fame class.

Setting the Standard

The HOF induction letter sent to members of the 2026 Hall of Fame class describes the achievement as a reflection of an inductee's professionalism and recognizes Hall of Fame members as drivers who have helped set the standard for safety and service throughout the industry.

That description certainly applies to Zankowski, Kauffman and O'Neil. Their accomplishment also reflects something Teamsters have long understood: professional driving is a skilled trade.

The men and women who make careers behind the wheel carry tremendous responsibility. They are responsible for expensive equipment and valuable freight, but most importantly, they share the road every day with the traveling public. Maintaining an outstanding safety record for three decades is evidence of the skill and professionalism required to do that job well.

For the members of Teamsters Local 190, having three drivers from the same Billings Sysco operation inducted in the same year makes the recognition particularly special.



RAY O'NEIL AND GEORGE KAUFFMAN

These aren't simply three drivers who accumulated enough years to receive an award. They met stringent national standards that recognize longevity, safety and professionalism maintained over decades.

Mike Zankowski, George Kauffman and Ray O'Neil each tell the story of careers built one safe mile, one delivery and one workday at a time. We recognize this great accomplishemnt that they, their families, their fellow Teamsters and the entire Billings community can be proud of.

Congratulations Brothers, you've earned your place in the Hall of Fame.

FIRST CONTRACT RATIFIED

REPUBLIC SERVICES BUCKEYE LANDFILL RATIFIES THEIR FIRST CONRACT

BY: JOSH GRAVES
VICE PRESIDENT LOCAL 104

We welcome our new brothers and sisters at Republic Services Buckeye Landfill who ratified their first contract on August 31, 2026. The agreement includes: a wage increase of 21% for the Operators and Scale Clerk, a 28% increase for the Laborers over the term, 40-hour guarantee, strong safety protections, and 135% pay for all paid time off. This is the fourth location to organize in Arizona. We look forward to increasing the density within Republic Services and continuing to grow in the waste industry.

US Foods: We have achieved a couple big grievance wins at US Foods recently. The Company failed to pay the appropriate 401K matches for the clerk and dispatcher group, which totaled just under $40K in back payments. The Company failed to follow the ICPM process correctly which resulted in over $8K in back pay paid. We are currently at 97% in union membership, the highest it has ever been and with the goal of getting to 100% before the end of the contract.

Finley Distributing: The merchandisers at Finley have organized through a neutral third-party verification process to confirm 100% support to join Local 104. We hope to have a new agreement accreting them into the existing contract ratified prior to the publishing of the RMT. We welcome these workers into the Local 104 family.

Windigo: The expansion and remodeling are still ongoing but with the additional space added, we will start shipping fish and Kehe ice cream. We hope this will help with some of Smith's volume lost. The warehouse stewards met on September 21, 2026, for training and to continue to prepare for the upcoming contract negotiations next year. Please be engaged and involved as this will have a direct impact on the outcome of the negotiations.



Local 104 Updates & Highlights

We appreciate the 170 members who participated and signed up for DRIVE during our visits with the DRIVE Representative last month. It is important for the Teamsters to have a strong political voice and seat at the table to protect against anti-union legislation.

Newly organized administrative specialist, Sarah Jackson, who was wrongfully terminated after 27 days, was reinstated and made whole through the UPS panel hearing. Great job by UPS Statewide Coordinator John "JD" Davidson, Steward Miguel Cardona, and Steward Joe Gallegos.

Local 104 Executive Board and Staff would like to congratulate Brother Norm McKissik on his retirement from UPS after 40 years. Norm has served the members as a Steward, Business Agent, and Trustee over his long Teamster career. Norm has contributed greatly to the Local 104 membership, and we wish him nothing but the best in his retirement.

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KARLA SCHUMANN
SECRETARY-TREASURER

UPS STATEWIDE COORDINATOR JOHN "JD" DAVIDSON, STEWARD MIGUEL CARDONA, STEWARD JOE GALLEGOS, AND MEMBER SARAH JACKSON CELEBRATE HER PANEL REINSTATEMENT DECISION VICTORY

CONGRATULATIONS TO BROTHER NORM MCKISSIK ON HIS RETIREMENT



COLLECTING DONATIONS

HELPING OTHERS BY DONATING TO THE LARIMER COUNTY FOOD BANK

BY: MICHAEL COVA
SECRETARY-TREASURER LOCAL 267



MICHAEL COVA
SECRETARY-TREASURER

Fall is here and with that the general membership meetings, which were suspended for the months of June, July and August, resumed in September. If you are new to the Local, the meetings are held on Saturday mornings at 7:30 a.m. The general membership meeting is usually the second Saturday of each month but check the union board in the brewery or the Linked Union app for changes to the dates.

In July, Local 267 sent a team to play in the Local 455 annual golf tournament at Fox Hollow golf course in Denver. Proceeds from the tournament are used to benefit the Local 455 Scholarship fund. Thank you to Local 455 for putting on a great event as usual and thank you to members of our Local who participated in the Tournament.

In September, the IBT held regional meetings, one of which was held here in Denver, Colorado. Attendees heard from Teamsters General President Sean O'Brien and General Secretary-Treasurer Fred Zuckerman about the 2027 organizing goals. President of JC3, Spencer Hogue, also spoke, and updates were given from other departments in the IBT. Vice President Kenny Rodriguez and Recording Secretary Josh Lara attended the meetings.

Open Enrollment began October 13th and ended on November 2nd for coverage effective 1/1/2027. Open Enrollment generally takes place during the last few weeks in October each year. For those of you who are new to the brewery, this is the time to update beneficiaries, sign up for long-term disability insurance, and to contribute to an FSA account.

FSA funds are available at the beginning of the year, even before you contribute, and the dollars you put in your account are pretax. So when you use the funds, you are saving money.

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

The Local will be hosting our holiday gathering for each shift on December 12th. Keep an eye on the app or on the union boards for more details.

The Local will also be collecting donations for the Larimer County Food Bank. Remember, the Christmas holiday period is typically the hardest time for charitable organizations like Food Banks to raise money to help feed those in need. As our members have done every year for the last dozen or so years, please continue to give generously. We will be collecting cash donations at the holiday party and will continue to accept cash donations at the hall, or we can accept donations through Venmo address: @local267.

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 issues we were having with Android and the google play store should be resolved. If you had issues getting signed up over the summer please give it another shot. The app provides our members with a one-stop-shop for schedules, benefit contacts, and push notifications about current brewery information.

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DAWN SCHUMANN
STATEWIDE POLITICAL DIRECTOR

As we are closing in on November 3rd, I want to take the opportunity to remind everyone to vote, like your livelihood depends on it…because it does. We can look at all the candidates and debate between each other; however, we cannot take the voting history and how they stand or do stand with labor for granted. Ask the hard questions: Where do they stand with labor?

Teamsters Local 104 proudly endorsed Katie Hobbs for Governor of Arizona. Governor Hobbs is the ONLY Governor to sign into law three Teamsters bills and will continue to stand with us as we fight corporations who don't give a damn about the working class. A full list of our endorsed candidates can be found on www.teamsters-local104.com.

If you are in Arizona, please come to our Holiday Party on December 12, 2026, at our Phoenix Hall. It is a great day to come together and have Teamster fellowship. Our Copper State Sisters will be serving delicious food, games will be played, and Santa will be stopping by. We look forward to seeing you all.



EMPOWERING OUR STEWARDS

OUR STEWARDS ARE THE FACE OF THE UNION IN THE WORK-PLACE AND WE WANT THEM READY TO HELP ALL THE MEMBERS

BY: DEAN MODECKER
SECRETARY-TREASURER LOCAL 455

One hundred sixty Teamsters Local 455 Union Stewards filled the Main Ballroom of the Ameristar in Black Hawk Saturday and Sunday, September 26-27, for the Teamsters Local 455 Stewards Training, a Local Union event built specifically for the men and women who spend every day on the front lines of contract enforcement.

Every minute of the agenda was designed to empower our Stewards. Speakers came from the International Brotherhood of Teamsters, the Colorado State Patrol, our own Local Executive Board, our attorneys, and from Ava Health, an area mental health provider that provides a lifeline to men and women dealing with mental health issues or drug addiction.

Our stewards learned tools to recognize members who need support; to mobilize Teamster members in their fights with employers; and ways to help brothers and sisters who've suffered injuries on the job. Our Young Regulators spoke on the need to engage young Teamster members in our daily work. We spoke at length about the growing influence of automation and artificial intelligence in our workplaces and how we can fight to protect our members as the technology advances.

The most powerful moments of the two-day event came as Ava Health representatives spoke frankly and honestly about ways to support members with mental health or drug-related issues, issues that have touched our Local Union and countless others across the country. Our message: contact us and we will find help for members who need it.

As we gear up for end-of-year events and plan for next year's contract fights and organizing battles, I want to thank our Teamsters Local 455 membership for the faith and trust they have exhibited by re-electing me as Secretary-Treasurer; Alan Frisbee, as President; and Herb Whitaker, as Vice-President. When our remaining executive board members take office, Teamsters Local 455 will continue our fight to improve the lives of ALL our members.



DEAN MODECKER
SECRETARY-TREASURER

DON RAMSEY
BA: RLA AIRLINE

United Airlines - Technicians and Related: United technicians and related had a tentative agreement vote on September 18, 2026, that was voted "No" by over 54%. Your Local 455 executive board and negotiators remain committed to the fight to improve the United CBA. We remain at the ready for implementing a plan to move forward.

Although there is a lot of incorrect rumors and assumptions, we always respect the members' voices and if that voice says fight for more, we are 100% in to go back to the table.

Frontier Airlines - Technicians and Related: September 16, 2026, the Frontier Technicians ratified their new contract by 93.35% with over 75% participation. Contract improvements include:

- Elimination of one step on the progressive scale
- Higher wages up to 23.5% at date of signing, and an additional 9% over the contract duration
- New GSE Master Tech license $3.00 per hour
- 82% increase in pension contribution
- Additional week of vacation at 15 years of service
- Signing bonus up to $20k
- Additional LOAs for implementing new EFS and overtime tracking system, issuance of company credit card for field service and EFS tool kits
- Seniority system updated to facilitate movement between Maintenance Controllers and Technicians

Southwest Airlines Material Specialists: IBT and Southwest met in July and discussed a contract extension proposal. The Teamsters declined and are proceeding into full Section 6 negotiations. We are scheduled to meet in Dallas for the week of November 2.

RYERSON APPRECIATION DAY



GREG MARSHALL
BUSINESS AGENT

UPS: With the scheduled shut-and-gut remodel nearing completion, Teamsters Local 455 is watching diligently for the return of our work that was diverted away from DENCO at the beginning of this project. In the feeder department, myself along with the help of our great stewards, are taking on every case regarding Lytx and the overreach of supervision UPS is currently trying to pursue.

T-Force: Congratulations to Gordon on his retirement! Additionally, our members should have received a $500.00 check for the illegal use of subcontracting the company has done over the course of 12 months. Wouldn't it be a lot simpler to just hire enough employees to cover the work? I think so.

ABF: We have a deadlocked case regarding the "fueling of tractors" that will be going to the multi-states panels, where the company can answer to why they do not have a sufficient workforce to complete simple job duties such as fueling equipment.

If you need to scale your load, wash your windshields or purchase any fluids that aren't available in the shop, the company has agreed to allow you to go to the nearest truck stop to complete any of those tasks. Thanks to our grievance procedure and steward Jason Even for pushing that to happen.

Transervice: Thank you to everyone that attended the first of several craft meetings scheduled prior to negotiating your contract, which expires on 9/18/2027. The next meeting will be on 2/27/27 and we will have a presentation with a representative from the pension office. You will not want to miss this. I look forward to seeing all of you then.

Transervice is currently being given a large amount of work, and our members are working an unusually excess amount of overtime. The company has committed to hiring more drivers sooner than later. I ask each and every one of you to work safe and not cut any corners while Transervice gets its staffing up to correct levels to accommodate the newly-acquired work.

Safeway Transportation: With your contract expiring on 8/21/27, on October 18, 2026 we had our first of several craft meetings where we discussed working conditions, wages, safety, etc. There will be a second craft meeting on 2/27/27 with a representative from the pension office that I highly recommend you all attend.

Ryerson Steel: It was such a great time at your appreciation day September 2, where agents served up chili dogs and swag to each one of you, with Secretary-Treasurer Dean Modecker and President Alan Frisbee in attendance.

I know the company had the boiler repaired over the summer and it looks new and clean. However, if there are any heat issues this winter, reach out to me or your stewards immediately! Your safety is of the utmost importance, and below-freezing temperatures will not be tolerated.

In closing, I ask all of our members to please be safe this winter season and do not take any shortcuts or risks. With the large El Nino weather events expected this winter, please make sure you have everything you need before leaving the yard: chains, extra water, food, warm clothing ,etc. Do not risk your job or life trying to be a hero for your employer. Be safe, be healthy, and I hope everyone has a great holiday season.



LU455 ART HALE FROM WINDGO, 25-YEAR TEAMSTER KNOCKING DOORS FOR CD 8, ENDORSED CANDIDATE MANNY RUTINEL

EVE BANUELOS FROM SAFEWAY, 20+ YEAR TEAMSTER KNOCKING DOORS FOR CD 8, ENDORSED CANDIDATE MANNY RUTINE



TAMMY MUNOZ
POLITICAL DIRECTOR

For many, summer is a time to slow down, relax and soak up the sun. For the Teamsters Local 455 Political Committee, it was anything but. We spent the summer hard at work, interviewing more than 80 candidates seeking our endorsement and ultimately endorsing over 50 who demonstrated a commitment to working people and organized labor.

Our efforts extended far beyond interviews. We walked picket lines, knocked on doors, and made phone calls in support of endorsed candidates. We also attended the Grace Carroll Rocky Mountain Labor School, where we strengthened our skills as union activists and learned new strategies to build stronger workplaces through political action, organizing and solidarity.

The four-month lockout at Cargill Meat Solutions in Fort Morgan reinforced an important lesson: showing up matters, but what we do when we get there makes the difference. As Teamsters faced challenge after challenge during the lockout, we turned to labor-friendly, elected officials for support. Colorado Attorney General and Democratic nominee Phil Weiser answered that call.

Attorney General Weiser did more than visit the lockout line. He spoke directly with members, walked in solidarity alongside workers, and used his office to help ensure our members were treated with the respect they deserved. He worked to bring the company back to the bargaining table and remained in regular communication throughout the dispute. Even after the lockout ended, his support continued. He consistently checked in on Teamster issues, not only at Cargill but across our union. We extend our sincere thanks to Attorney General Phil Weiser for his steadfast support of working families.

We would also like to recognize Senator Roberts of District 8 for standing with Bally's workers during their card-check vote on August 12. Their vote was successful and Bally's workers are now Teamsters. The active participation of elected officials in protecting workers' fundamental right to choose union representation sends a powerful message about the importance of worker voice and collective action.

Looking ahead, we continue to work with coalition partners to address emerging challenges in the workplace, including automation and artificial intelligence. We are also advocating for changes to Colorado law that would strengthen public-sector bargaining rights and expand collective bargaining protections for more workers across the state.

This Labor Day, we proudly participated in two celebrations that highlighted the contributions of working people and the vital role unions play in making Colorado a great place to work, raise a family, and build strong communities.



MARK KLEITCH FROM US FOODS, KNOCKING DOORS FOR CD 8, ENDORSED CANDIDATE MANNY RUTINEL

And while summer may be over, our work is not. Teamsters Local 455 Political Field Organizers remain in the field, knocking on doors, making calls, and supporting pro-labor candidates, regardless of party affiliation.

At Teamsters Local 455, we don't wait for it. We work for it.



SUPERVISORS ARE STEALING YOUR TIME

LAYOFFS AT UPS HAVE RESULTED IN SUPERVISORS DOING YOUR WORK

BY: ANDREW PALMER
SECRETARY-TREASURER LOCAL 492



ANDREW PALMER
SECRETARY-TREASURER

It's amazing for me to think we are approaching the end of another year! With the cold weather comes many challenges, some of these challenges will fall on our members and others will be on the shoulders here at the Local Union. As seasonal conditions shift, drivers, please make sure that your tractors and delivery vehicles have tires that will safely carry you through your workday as well as bring you home. Should your work vehicles need tires or chains, please make sure you have them before the weather changes.

I have noticed that UPS has had an incredibly large number of layoffs throughout the year. While layoffs themselves do not constitute a contract violation, it was discovered by my staff during operation visits, not one but all the supervisors were working. It becomes apparent that this is a coordinated effort for the company to steal from our members!

We at the Local have been making surprise visits to many of our centers, monitoring staffing levels and continuing to catch supervisors working. This blatant theft of time will not be tolerated! My staff has filed multiple grievances for Article 3 section 7 violations. Although we have forced the company to call back most, if not all our members on layoffs, I do not believe this gives supervisors the right to work. I need every one of you to be vigilant and file a grievance if your supervisor is taking your work.

Recently, we had an Organizing victory with staff at the South Valley Academy Charter School. We are looking forward to finishing negotiations and voting on this unit's first contact. Only through the courage and persistence of our Organizing committee were we able to win recognition. I would like to personally welcome SVA to the Teamster family!

In conclusion, as we draw this year to a close, I would like to personally wish each of the members of Teamsters Local 492 and their families a safe and Happy Holiday Season!

DAVID TRUJILLO & JESUS VIDACA
BAS: UPS

Hello everyone! We've got some updates as we head into the final stretch of 2026. Starting with David Trujillo being reassigned to cover the northern areas of the state, including the Albuquerque Hub, Comanche Center, Feeders and the Albuquerque Aspen Preload. Meanwhile, Jesus Vidaca will be representing the southern areas of New Mexico, plus UPS Gateway.

These assignments come with their own set of challenges, all of which we welcome the opportunity to work on and change for the better. We truly appreciate all the help and willingness of our members to file grievances on UPS's greed and theft of our work, as we continuously find contract violations.

We will need to continue to be vigilant and forceful in enforcing our contract! Whether it's stopping supervisors from doing our work, reducing our paid day on the road by filing on 9.5-hour violations or filing grievances for pay when the company does not follow through on their end of the bargain. By enforcing our contract, there is nothing that we cannot achieve. We look forward to seeing all of you, as we travel throughout the state. Please be safe as winter rolls in and may you all enjoy the coming holidays!

DANIEL COOK
BA: FREIGHT/WHITE PAPER

Creamland is currently bringing members back from layoff status, as renovations continue at the Albuquerque facility. Andrew, Jesus and I did a tour to observe what changes have been made up to date. According to the company, production is going to increase extensively by bringing in more trucks each week. This will potentially lead to more jobs after finishing the final recalls.

Transervice: The contract will be expiring soon, and dates for negotiations have been set. With Jesus leading negotiations recently, we are going to push for the strongest contract that Local 492 has ever achieved!

ABF: They have had an increase in hiring new employees in all departments and one more driver in Farmington, bringing that terminal to five in total. Write-ups have been coming in for various reasons, so make sure to do your part when loading correctly and try to keep conversations short. The company is really keeping a close eye right now.

Southern Glazers: We are having talks with them as they are currently working hard to push production standards. Local 492 did not agree to discipline for not hitting SGWS expectations but that is not stopping them from trying.

Sysco: Management has stepped up their communication with Local 492 and its Union Stewards to work through issues that have come up. They have begun to ask questions to find solutions instead of going their own way, forcing us to file grievances which lengthens the process.

T-Force: Please welcome our new Steward, Vince Sanchez! We are working together in communications via phone calls, texts and contract reviews weekly; ensuring that we interpret the language in the same way to the members.

While visiting Bimbo, Franklins, and Vestis, I've noticed things have been pretty calm across the board. In the meantime, I'll continue to visit and make calls to members to check in on how work has been.

Wishing new retirees the best of luck in their future endeavors

Russell Goodloe-SGWS
Miguel Martinez-Penske
Rick Hendren-ABF
Chris Garcia-LANL
Leroy Gonzales-LANL
Marvin Martinez-LANL
Jason Barela-UPS
Tadd Johnson-UPS
John Paredes-UPS

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

Benny Sisneros-YRC
Abran Dimas-YRC
David Garcia-Ross Aviation
Jimmy Anaya-ABF

TWO NEW GROUPS JOIN OUR RANKS

WITH BENESYS, INC AND ANOTHER DFA DIVISION JOINING LOCAL 222, WE GROW THE NUMBER OF WORKERS FOR WHOM WE WILL FIGHT

BY: JOSH IKOLA
ORGANIZER LOCAL 222

We have been hard at work with internal and external organizing. We are excited to announce two great organizing victories in the last month.

BeneSys Inc., a unit of pension coordinators here in Salt Lake, are our newest group to come on board. The workers were ready to join and we were able to bring them on relatively quickly. We want to extend a big congratulations to them.

The second group was a hard-fought addition for us. It is a 143-person unit at DFA in St. George, Utah. In collaboration with the International, and the hard work from Jesse Case and the dairy division negotiating a neutrality agreement between the IBT and DFA, we were successful in bringing this group into the DFA and Local 222 fold.

We received overwhelming support from the group and had a strong, hardworking committee reaching out to every worker. They helped make this a huge win for their group.

We are ramping up for contract negotiations, to get these workers a contract that reflects their hard work and dedication to the company. Welcome each and every one of you.

If any workers have friends or family who want to organize their workplace, please reach out to your Local Union Hall.

ALEX ROJAS
BUSINESS AGENT

Hertz: By the time this is printed we would have had our first round of negotiations already. This 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 had our third Joint Labor Meeting (JLM) in early September. We will try and schedule these JLM's every three to four months. Any issues or concerns, reach out to me or a steward so we can add them to the agenda prior to the meeting. We are also 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. A new GM for the airport has been placed. We will see how that goes.

American Red Cross: Group 2 (IRL, Equip Techs, Manufacturing, Component & QC) finally received their ruling from the Arbitrator. With that being said, all groups are under contract.

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. 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.

NANCY BASHOR
HISPANIC CAUCUS

¡Hola a todos! Hello everyone! I am super excited to bring you all the great news: our local Hispanic and Latino Caucus is back in action!

Our lot sale on August 15 was a HUGE success and we want you all to know that we could not have done it without you. Thank you so much to everyone who donated or stopped by.

Desde lo más profundo de nuestro corazón, les expresamos nuestra infinita gratitud. Muchas gracias.

Our meet-and-greet on October 3, where we handed out coffee and pan dulce, was also a lot of fun. We were glad to see such a good turnout for our GMM after summer recess and we were especially happy to be there and see all of you!

We are proud, muy orgullosos, to have your support. We just cannot do this without any of you. Thank you all, again. Pan y rosas.

ANDREA MOORE
MARKETING MANAGER

We have had a summer of fun events for our Local 222 members. We had so many of our members join us at Lagoon for rides, beautiful weather and food. Thank you all for coming out!

Then we had many of our benefits vendors attend our Benefits Fair in October. The turn out was great, the weather held as the dark clouds blew to either side of us and the kids had fun in the bounce house and with the balloon artist.

To round out the year, we'll be holding our Kids' Holiday Party on Saturday, December 5 from 10 a.m.-1 p.m. We'll have lots of games, prizes, treats and pictures with Santa and a keepsake ornament. This is always so much fun for kids and adults alike. We really hope to see you there.

RYAN JU
LOCAL 222 RETIREES PRESIDENT

Fall is here, with cool weather, changing leaves, and the holidays just around the corner!

Monthly Retiree Luncheons are held every second Wednesday at 1:00 p.m. at the Local Teamsters Hall. Lunch is provided for you and a guest for just $25 per year.

NEW retirees, for your first year of retirement, your $25 annual dues are covered compliments of the Local Union 222. Enjoy great food, good company, and fun prizes.

Remember our Year-End Luncheon on December 9 at 1:00 p.m. is being held at: Golden Corral, 665 E. Fort Union Blvd, Midvale, UT 84047. All Teamster retirees (and one guest) are welcome. We hope to see you there!

Wishing you and your families the very best holiday season.

TEAMSTERS JOINT COUNCIL NO. 3
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