RIH Members Unite for Better Contract
Negotiations start on October 21, but members are already gearing up to win good jobs and quality care.

Members Speak Out on Contract Wins
Local 251 members have come together to beat concessions, protect benefits, and even fire their boss.

Casino Teamsters Bet on Solidarity
Teamsters at the Twin River Casino bet that solidarity could beat corporate greed at Twin River Casino. They were right.

UPS Members in Action
UPS members fight excessive overtime and win more full-time jobs.
Our union is on the move. I want to thank Local 251 members for stepping up and making it happen.

We began the year by cutting officer pay by $300,000 and investing your dues money in the real source of our union’s power: the membership.

We asked members to step up and get more involved in our union and you have answered the call.

▶ Winning Good Contracts: Members have gotten involved on Negotiating Committees and in contract campaigns. Our new approach to negotiations is paying off in contract wins.

▶ Enforcing Our Rights: Every Local 251 members now has the right to elect their shop steward. Stewards new and old have turned out for a series workshops to share strategies for enforcing our contracts and defending our members.

▶ Building Unity: We are building unity and putting the old divisions behind us. Members have turned out for union rallies, picket lines and to raise money for good causes like pediatric cancer research.

We’re building new alliances with unions and community groups like Jobs with Justice to help Teamsters and all workers win a better future.

This issue of the Teamsters Local 251 Report shares the news about what we’ve accomplished together so far this year.

Some of our biggest work is ahead of us, including contract negotiations for close to 2,500 Teamsters at Rhode Island Hospital.

As we go to press, members at the Hospital are launching a contract campaign.

We’re uniting Teamsters, other unions and the community to win good jobs, a fair contract and quality care for patients and their families.

Local 251 members are showing the power Teamsters can have when we get involved and work together. United, we win!

Matt Taibi
Local 251 Secretary-Treasurer
Contract negotiations with Rhode Island Hospital will start on Oct. 21, but members are already gearing up a campaign to win a better contract.

Lifespan is the biggest employer in Rhode Island. Our union contract with Rhode Island Hospital covers almost 2,500 employees. That's nearly half our local union.

“Teamsters at Rhode Island Hospital can count on the support of their brothers and sisters across our union,” said Secretary-Treasurer Matthew Taibi.

Local 251 is also building an alliance with the nurse’s union at the hospital, UNAP.

“At years of letting management play divide and conquer, Teamsters and UNAP are coming together. There’s strength in unity,” said President Paul Santos.

Hospital Teamsters have filled out contract surveys and made their voices heard on the issues.

Stewards and volunteers have formed a Contract Action Team (CAT) to make sure members are informed and united throughout negotiations.

Members elected a Contract Negotiating Committee as part of the voting for shop stewards in February.

The Negotiating Committee and the CAT are going through the surveys and putting together contract proposals and a Bargaining Platform.

Top issues identified in the survey included: wage increases, better retirement benefits, healthcare, job security, understaffing, and harassment.

“We’re standing up for good jobs for the members and quality care for patients and their families,” said Brooke Reeves, a union liaison and Contract Action Team member.

**Contract Kickoff Meeting ● Saturday, Oct. 18 ● 2 pm**

Rhode Island Hospital Teamsters will review the Bargaining Platform at a Contract Kickoff Meeting on Sat., Oct 18 at 2 p.m. at the Union Hall. Come down and show management that we’re united for a good contract.
Members Speak Out on Contract Issues

Job Security
“Job security is everyone’s issue. As a clerical worker, I want to know that as EPIC moves forward, the Hospital is not leaving me behind. I’m glad the Union is putting proposals on the table to protect our jobs and our rights.”

Marcy, Wilson, ER Secretary, Hasbro

Higher Wages
“We all have bills to pay and families to take care of. We deserve fair wage increases for the hard work we do.”

Pedro Basilio, X-Ray Transporter

Retirement Security
“After you put your life into working for the Hospital, you should have something to show for it. Management cut the contribution to our 403(b) plan. That’s moving in the wrong direction.”

Ed Faria, Locksmith/Carpenter

Understaffing, Harassment & Workplace Fairness
“We need to put problems like understaffing, harassment and fairness on the table. We all know there are issues that are affecting workers, patients and their families in a negative way. It’s time to sit down and do something positive about it.”

Armando Brasil, CNA

It’s All About Unity and Standing Together
“Together, we make the hospital run and together we can get management to listen and negotiate positive changes. It’s all about unity and standing together. Come to the Contract Meeting on Oct. 18. Have your say.”

Chloe Sousa, Transporter
Uniting to Win Good Contracts!

Our union’s new approach to negotiations is paying off with contract victories.

Business-as-usual unionism won’t cut it in this economy. It takes unity, membership involvement, and new tactics to win good contracts.

- **Members at the Bargaining Table:** We’ve put an end to secret negotiations and back-room deals. Every contract is negotiated with members sitting directly at the bargaining table.
- **A Vote and Voice for the Members:** Members are kept informed about what’s happening in negotiations and meetings are held when key decisions have to be made. Every contract is put to a secret ballot vote of the members.

- **Building Power with Creative Tactics:** Members have held rallies, crashed City Council meetings, reached out to public supporters and even launched social media campaigns to put pressure on employers to agree to fair contracts.

  Local 251’s new approach to negotiations is paying off with contract victories.

  In a tough economy, members have won wage increases and protected their pensions and health benefits.

  We’ve beaten givebacks, defeated privatization that would have destroyed good union jobs, and, in one case, even given the boot to the boss.

  Members speak out and tell their contract stories in their own words in this issue of the *Teamsters Local 251 Report*.

Members Unite & Fire Their Boss

Fed up with a boss who harassed employees and made offensive remarks especially to women employees, Teamsters at the Woonsocket Housing Authority decided to do something about it.

They got together and took a very public vote of No Confidence in the Executive Director. Housing Authority workers who belong to another union, AFSCME, took the same action.

The next day, Executive Director Robert Kulik was put on “sick leave,” never to return. Kulik and the Housing Authority Board agreed on a severance.

For once, union members got to fire the boss!

It was the second time in about six months that Kulik came under fire for mismanagement. Last December, he was put on unpaid leave for bullying workers and making offensive remarks to female employees.

This time, Kulik is gone for good.
UNITY PAYS OFF AT AIRGAS

“We joined Local 251 to get a fair shake. We had drivers who had not gotten a raise in eight years and the company was flat out discriminating against union supporters.

“When the company refused to make a fair offer, we got together and unanimously voted to authorize a strike. When the company refused to come back to the negotiating table, we filed unfair labor practice charges.

“The company saw we were serious. At the very next meeting, they put a new offer on the table, including 3 percent raises for every driver plus annual bonuses.

“We won what we were after. Being united was the key.”

Carlos Salgado, Airgas, Shop Steward

MEMBER UNITY BEATS HEALTHCARE CUTS AT PETRO

Management at Petro wanted new employees to pay a co-pay on their healthcare premiums.

The members stuck to the old union slogan that an injury to one is an injury to all and demanded no concessions for new hires.

The negotiating committee led by Patrick Paolozzi, Technicians Steward, said that if Petro even considered co-pays on healthcare costs for new hires it would be a strike issue!

Management backed down and Petro employees now and in the future at Local 251 don’t pay a dime for their healthcare.

WAGE HIKES AT FIRST STUDENT

Gina Motta
Shop Steward
First Student
Warren Yard

“First Student had a driver shortage in three yards because people were going to another company that was offering a $2,000 bonus to new drivers.

“To make sure the company didn’t lose more drivers, First Student and the Union negotiated terms to offer every driver in the yard a raise, except for the top Senior Drivers. We were offered a one-time bonus to get us to stay.”

“The top senior drivers met with our Business agent and decided we didn’t want a one-time bonus. We wanted a pay increase that will be there every time we get a paycheck.”

“We went back to First Student and won an extra 2.5 percent wage increase. It’s nice to see that in your paycheck.”

The wage increases covers First Student drivers in three yards where the company had a driver shortage. Next up, First Student drivers in Providence are headed to the bargaining table. And next year, the national First Student contract will be negotiated.
Teamsters at the Fall River DPW handle 540,000 pounds of trash a week. But with the landfill running out of room, something had to give.

Some politicians wanted to privatize trash collection—a move that would have eliminated 30 good Teamster jobs.

That’s when Local 251 members at the Fall River DPW took action.

“We all went to the City Council meetings to make the case that we can provide better service to the community for a lower cost than privatizing,” said Kenny Travis, a Local 251 shop steward in Fall River.

“A private company is in it for the money. They want the trash because they can make money off the recycling. We said, ‘Let us take care of the recycling and keep that money in Fall River’,” Travis said.

Teamster members filled the seats at City Council meetings and made their case. They parked the Local 251 trucks outside City Hall. That got everyone’s attention.

Instead of privatizing and eliminating good union jobs, the City Council voted to build a Transfer Station to process the trash and recycling themselves.

Garbage has been cut from 540,000 pounds a week to 340,000 pounds a week. The other 200,000 pounds a week is being recycled—and the recycling income is going to the Town, not a private company.

“There was a buzz in the city that Teamsters were taking action,” Travis said. “I’m proud to be a Teamster and this is exactly why.”

Kenny Travis, Fall River Steward

“Building Union Power in Construction

“The bosses came to the bargaining table demanding a laundry list of givebacks on everything from seniority to holiday pay to work rules that affect our jobs day-to-day. We held our ground on each and every one. And we won a contract that preserves top-shelf pension and healthcare benefits.”

Mike Klitzer, Cardi Ready Mix

“For the first time, the union brought us into negotiations to sit across the table from company. It made all the difference. We won a new classification in the contract with highest pay ever.”

Paul Dimascio, PJ Keating
Teamsters at the Twin River Casino took a gamble that solidarity could beat corporate greed at Twin River Casino. Now they’ve beaten the house.

When it comes to dealing with parking valet employees, management at Twin River Casino has always held all the cards.

The former Local 251 officers negotiated concessionary contracts that created three tiers of employees. The lowest tier of workers made just $2.89 an hour (plus tips). If they wanted family healthcare they had to pay for the coverage themselves.

This summer, Local 251 members at the Casino bet that a new approach to contract negotiations could pay off—and they won a new contract with higher wages, work rule improvements and affordable healthcare for members and their families.

Winning these gains took membership unity and creative tactics.

When management refused to put a fair offer on the table, members Voted No.

Then workers took their case to the public. They leafleted the Casino and talked to customers. They launched a social media campaign under the theme “Poverty Wages are a losing bet” that targeted fans of the Casino’s own Facebook page.

Local 251 joined forces with the Working Families Party, a grassroots political party of unions and community groups, including Teamster local unions.

Together, they launched an online petition to tell “Twin River Casino should pay its parking valets a fair wage and provide affordable healthcare coverage for their families.”

More than 5,000 public supporters signed the Twin River Casino petition in less than 24 hours. The day after the petition was launched, management sat down with the Local 251 bargaining committee and the Casino folded.

The new contract raises wages to $4.50 an hour (plus tips) and delivers affordable family healthcare coverage to workers and their families.

In addition, the new contract improves members’ rights and protections on the job, including stronger job security, the right to honor primary picket lines, a better grievance procedure, fairer disciplinary policies, and improvements in union access, job bidding, seniority, and more.

Maintenance and shuttle workers at the Casino have also won raises and substantial increases to fully protect their pensions and healthcare.

“The Casino didn’t like us out front passing out information to the customers and they didn’t like the publicity on the internet either,” said shop steward Ricky Rocha. “If we hadn’t taken action, we would have gotten nowhere. Instead, we won a good contract. It’s taken a long time but we’re finally making a positive change.”
Delivering Union Rights at McLaughlin & Moran

By Tom Cabral, Shop Steward, McLaughlin & Moran, Inc.

Under our union contract, if someone is injured on the job, the company has to pay for their Health and Welfare for up to a year—including for temporary workers.

The company wasn’t doing that and injured workers were losing their benefits. It wasn’t right.

When a worker reported the problem to our new Business Agent, he stepped up to the plate.

We took the case to arbitration—and we got the company to pay for union healthcare for the injured workers.

As a steward, I backed the old local leadership. I was skeptical when the new team was elected. But I feel like a breath of fresh air has blown into our union.

If we have a problem, our business agent is on the phone with us right away. If we need him, he’s there for us. I like what I’m seeing out of Local 251.

Organizing For Power

Local 251 is launching a new organizing program to help members defend and improve their contracts by organizing the nonunion competition.

Mike Simone has come on board to head up this effort. Mike is an experienced organizer and a former Local 251 Business Agent and Recording Secretary. He led our local’s organizing efforts when we were growing and expanding the membership.

We’ve organized new members at McLaughlin & Moran and the Rhode Island Lottery, and we have an organizing drive underway at Ocean State Transit.

Have any organizing leads?
Contact Mike Simone at Local 251.

“Our goal is to grow the membership and to organize the nonunion competition so we can win better local contracts.

“Locally, we’re organizing in construction, concrete, heating oil, and school bus. When you bring nonunion companies under the Teamster banner, it makes it easier to protect and improve our contracts.

“Freight and Fed-Ex have to be a long-term priorities for the Teamsters nationally and you can bet we will get behind any organizing efforts there.”

Mike Simone
Fed up with excessive hours and workloads, Local 251 members at UPS launched a grievance campaign to enforce contract protections against excessive overtime.

Drivers united and filed grievances—and the campaign paid off. UPS has adjusted drivers’ loads and paid penalty pay to members who were forced to work excessive overtime.

Overloaded No More

“My truck was over-loaded and I was handling 800 packages a day. I had to start early, stay late and get help from other drivers just to get the packages delivered before the businesses closed. Every day was a struggle.

“I filed grievances and it paid off. “Now, I have a realistic work load and my stress level is way down. I come to work, do the job, and then I go home and see my family.

“That’s the way it should be.”

Coval Wild, UPS

Standing Up at UPS

Teamster drivers at UPS were tired of unrealistic workloads and unwanted excessive overtime. A grievance campaign is delivering results.

Union Action Makes UPS Deliver Full-Time Jobs

UPS part-timers haven’t had a fair shot at full-time jobs in years. But tougher contract enforcement is making UPS deliver more full-time jobs.

By standing up to excessive workloads, Local 251 put pressure on management to hire more full-time drivers to handle the work. The result? UPS is creating full-time positions and moving part-timers into the full-time ranks.

I’m Finally Full-Time

“Management strung me along for 13 months to block me from going full-time.

“My new business agent really went to bat for me. After 18 years, I’m finally a full-time driver.

“A full-time job means stability—steady hours, better pay and more retirement security. It’s put my family on a more secure footing. It shows what our union can be.”

Brian Werth, UPS
LOCAL 251 EVENTS

Driving for a Cure

The Local 251 Charity Fund raised $55,000 for pediatric cancer research at Hasbro Children’s Hospital at the Driving for a Cure Dinner on July 24th at the RI Convention Center in Providence. 600 tickets were sold for the event and a good crowd danced the night away and had a terrific night for a great cause.

Local 251 thanks all of sponsors of the event for their generous donations.

Labor Day Parade

Local 251 members and their families turned out on September 1 to march in the East Providence Labor Day Parade.

Local 251 retiree Jim Jacob and Local 251 youngsters are seen here at the helm of the Local 251 truck.

Healthfair & Cookout

Local 251 and Local 251 Health Services held a successful Healthfair & Cookout on August 24.

Thanks to the Health Services staff, vendors, and Local 251 members for their help in organizing the event.

UNAP Anniversary

The union that represents nurses and technicians at Rhode Island Hospital—UNAP—celebrated their anniversary and Local 251 was there. For years, Hospital management played divide and conquer between the unions—but that’s a thing of the past. The unions are working together to win good contracts.
Local 251 Scholarship Fund
Now Taking Applications

Local 251 is proud to continue its annual scholarship program for dependent children of active Teamster members in good standing.

Those interested in applying are required to complete and return the form below.

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Name & Address of high school currently attending (seniors only) or school have attended (seniors already graduated):
________________________________________________________________________

Date of Graduation: __________________

Full Name of Teamster Parent: ___________________________ | Parent’s Social Security: __________________

Date Initiated: ___________ | Member’s Employer: ___________________________

Full Name of Accredited College to which you have applied, plan to attend, or are attending: ___________________________

Phone # of Bursar’s Office: ___________________________

Applicant’s Signature: ___________________________ | Date: ___________

Member’s Signature: ___________________________ | Date: ___________

Please mail your completed application to:
Teamsters Local 251, 121 Brightridge Avenue, East Providence, RI 02194
Only one application per student. Deadline for applications is December 31, 2014

Applies to dependent children of active members in good standing only

Congratulations to last year’s Scholarship Winners!

Local 251 is proud to honor the following children of Local 251 members, each of whom was awarded a $1,000 scholarship for 2014.

Taylor Wiggin
Angelika Pellegrino
Melissa Oliveira
Mattisen DiRubio
Joshua Medberry
Sharlene Santos
Taylor Paiva

Dawn Adamo
Blake Moran
Marisa Proulx
Kayla Lopes
Alyssa Karbowski
Lindsay Mota
### In Memoriam

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Local 251 extends our thoughts and prayers to the families of our brothers and sisters we have lost.

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**LOCAL 251 DRIVING SCHOOL**

**Interested in a career as a professional driver?**

The Local 251 Driving School offers training that will put you in the driver’s seat.

The eight-week course is half-off for Local 251 members. The school works with the Rhode Island Network and qualified individuals can get the training paid for by the State.

There’s a growing demand for trained drivers—and we’re gearing up to meet that demand. Our school has already graduated twice as many drivers as last year.

For more information, contact Local 251.
Withdrawal Card Notice

It is very important that you obtain a withdrawal card from Local 251 when you leave your job. This includes retirement, layoff, resignation, discharge, and military leave.

When you leave your job immediately request a withdrawal card or fill out the form below.

When a member has a withdrawal card, he/she is not required to pay union dues for the time he/she is out.

The charge for the withdrawal card is 50 cents, and all initiation fees and back dues must be paid up before the withdrawal card is issued. Failure to request a withdrawal card when you leave your job may require you to pay back dues.
A Voice for Working Families

From Providence to Washington, D.C., workers’ voices are being crowded out by special interests and corporate politicians.

To elect political leaders who will stand up for Teamsters and to pass or defeat legislation that impacts working families, the Teamsters established DRIVE—Democrats, Republicans, Independents, Voter Education.

“Labor needs a stronger voice and we need to inform members about their political choices. That’s why I contribute to DRIVE. We’ve got to get members involved if we’re going to hold politicians accountable.”

Scott Morris, YRC