

O'BRIEN-ZUCKERMAN TEAMSTERS UNITED



**2021 TEAMSTERS
CONVENTION**

VOTER GUIDE
VERSION 1 - MAY 30, 2021

O'BRIEN-ZUCKERMAN TEAMSTERS UNITED CONVENTION PROGRAM

At the 2021 Convention, the O'Brien-Zuckerman Teamsters United slate will put forward a program for strengthening the International Union. The program has three parts:

1. NOMINATE THE SLATE

New Leadership for a New Direction
Page 4

2. AMEND THE CONSTITUTION

Changes for a Stronger Teamsters Union
Pages 5 to 12

3. PASS THE RESOLUTIONS

Put our Principles into Practice
Pages 13 to 18

We are asking all delegates to support the Convention Program. The OZ Program will put rank-and-file members back in charge of our union, give us the power to go on the offensive against employers to stop givebacks and protect benefits, and put the Teamsters on track to growth through organizing in core industries.

Note on Constitutional Amendments and Resolutions

The OZ Slate has submitted the Constitutional Amendments and Resolutions here to the Constitution and Resolution Committees for the 2021 Convention. These Committees will decide the final form in which amendments and resolutions will be presented to delegates. The Committees might modify or even reject them. If they modify any of them, we need to be ready to reject those modifications if we do not agree with them. If they reject any them, we will need to introduce them from the Convention Floor. Hoffa appoints these committees, and he is publicly supporting our opponents: Delegates must be ready to react quickly and follow their whips' instructions if the committees reject our submissions or add unfriendly modifications. We will update all delegates with new information as it becomes available.

CONVENTION SCHEDULE (TENTATIVE)

At the date of the preparation of this packet we do not yet know the details of the agenda and schedule. This is a tentative outline of what we expect, with key days marked. We will update delegates and alternates as more information becomes available.

TUESDAY JUNE 22Reports, Adoption of Credentials and Rules

KEY VOTING DAY → WEDNESDAY JUNE 23.....Amendments and Resolutions

KEY VOTING DAY → THURSDAY JUNE 24.....International Officer Nominating Votes

FRIDAY JUNE 25.....TBD

The Appeals Committee will also report on two appeals that the OZ Slate supports. We do not know when the Appeals Committee will report on those appeals, but we need to be ready to vote in support of the Appeals.

GET INFORMED: OZ ALL- DELEGATE BRIEFING TUESDAY, JUNE 15 @8PM EASTERN VIA ZOOM

All Delegates and Alternates to the 2021 Teamsters Convention are invited to join the O'Brien-Zuckerman Teamsters United Slate for a Convention Briefing one week before the Convention opens. We will review the Convention schedule and build support for the O'Brien-Zuckerman Teamsters United Convention Program.

ARE YOU A DELEGATE OR ALTERNATE?

Register for call info @ [oz2021.com/delegate-briefing](https://www.oz2021.com/delegate-briefing)

1. NOMINATE THE SLATE

New Leadership for a New Direction



O'BRIEN-ZUCKERMAN
TEAMSTERS UNITED

INTERNATIONAL OFFICER NOMINATIONS

VOTE FOR ALL OZ SLATE CANDIDATES

All O'Brien-Zuckerman Teamsters United Delegates should cast their nominating votes for the following candidates:

General President.....	<u>SEAN O'BRIEN</u>
General Secretary-Treasurer.....	<u>FRED ZUCKERMAN</u>
Vice President At-Large.....	<u>JUAN CAMPOS</u>
Vice President At-Large.....	<u>JAMES WRIGHT</u>
Vice President At-Large.....	<u>JOAN COREY</u>
Vice President At-Large.....	<u>CHRIS GRISWOLD</u>
Vice President At-Large.....	<u>JOHN PALMER</u>
Vice President At-Large.....	<u>GREG FLOYD</u>
Vice President At-Large.....	<u>TONY JONES</u>
International Trustee.....	<u>WILLIE FORD</u>
International Trustee.....	<u>DAN KANE, JR.</u>
International Trustee.....	<u>VINNIE PERRONE</u>

O'Brien-Zuckerman Teamsters United Delegates should cast their nominating votes for the following candidates based on Region:

Vice President Eastern Region.....	<u>BILL HAMILTON</u>
Vice President Eastern Region.....	<u>MATT TAIBI</u>
Vice President Eastern Region.....	<u>ROCCO CALO</u>
Vice President Southern Region.....	<u>THOR JOHNSON</u>
Vice President Southern Region.....	<u>BRENT TAYLOR</u>
Vice President Central Region.....	<u>DANNY AVELYN</u>
Vice President Central Region.....	<u>TOM ERICKSON</u>
Vice President Central Region.....	<u>AVRAL THOMPSON</u>
Vice President Western Region.....	<u>LINDSAY DOUGHERTY</u>
Vice President Western Region.....	<u>PETER FINN</u>
Vice President Western Region.....	<u>RICK HICKS</u>
Vice President Western Region.....	<u>MARK DAVISON</u>

2. AMEND THE CONSTITUTION

**Constitutional Changes for a Stronger
Teamsters Union**



**O'BRIEN-ZUCKERMAN
TEAMSTERS UNITED**

CONSTITUTIONAL AMENDMENT: ARTICLE XII - ELIMINATE 2/3 RULE; RESTORE RIGHT TO VOTE ON CONTRACT SUPPLEMENTS; RANK AND FILE MEMBERS ON BARGAINING COMMITTEES

OZ VOTE YES

SUMMARY

Amend Article XII to eliminate the 2/3rds Rules, prohibit the acceptance of and/or implementation or imposition of any master agreement or master agreement supplements, and to establish the right of rank-and-file Teamster members to participate as members of negotiating committees.

CLICK HERE TO READ THE FULL AMENDMENT:

[2021-05-18 - Art 12 - FINAL.pdf](#)

REASONS TO SUPPORT

- In 2018, the "2/3" Rule was used to overturn the UPS Contract vote when the International could have gone back to the table to get what members wanted. This sent a damaging message to Teamsters that their voices do not count. We stand by the principle that members should always have the final say on the contracts they live with every day. Eliminating the "2/3" Rule will increase our bargaining leverage at the negotiating table.
- Including rank-and-file members on bargaining committees is already standard practice in many local unions.
- Informed and mobilized members are the foundation of union power and bargaining leverage

VOTE YES ON THIS AMENDMENT

CONSTITUTIONAL AMENDMENT: IMPROVE STRIKE BENEFITS AND RELIEF

OZ VOTE YES

SUMMARY

Amend Article XII to improve the current strike benefit formula by making benefits or relief payable from the first day of a strike or lockout.

CLICK HERE TO READ THE FULL AMENDMENT:

[2021-05-18 - Strike Benefits - FINAL.pdf](#)

REASONS TO SUPPORT

- Currently International Union benefits begin on the 8th day of a strike or lock-out. By putting the resources of the International behind members, we will strengthen our leverage in negotiations to win stronger contracts.
- This amendment will put power back in the hands of members and Local Union leaders to stand up to employers with more leverage at the bargaining table.
- Employers with Teamster National contracts have gone on the offensive against member wages, benefits, and rights because they do not believe the International Union will mount a credible strike threat. This amendment will send them a message that we are ready to fight if we need to.

VOTE YES ON THIS AMENDMENT

CONSTITUTIONAL AMENDMENT: NO FORCED MERGERS OR BARGAINING UNIT TRANSFERS

OZ VOTE YES

SUMMARY

Amend Article IX to prohibit Local Unions from being forcibly merged and prohibit members from being forcibly transferred from one Local Union to another without a vote of the affected members and the approval of the Local Union Executive Board of each affected Local Union.

CLICK HERE TO READ THE FULL AMENDMENT:

[2021-05-18 - ART IX Section 11 - FINAL.pdf](#)

REASONS TO SUPPORT

- This amendment follows the principle that we will rebuild the power in the International Union by putting decision-making in the hands of members.
- This amendment will protect local union autonomy and ensure that the interests of members and local unions come first - before politics.

VOTE YES ON THIS AMENDMENT

CONSTITUTIONAL AMENDMENT: STRENGTHEN 5% NOMINATION RULES FOR INTERNATIONAL OFFICERS

OZ VOTE YES

SUMMARY

Amend Article III to strengthen the 5% nomination rules for International Officers contained in Article IV, Sections 2(a), 2(b) and 2(c) by requiring that amendments to those rules require a vote of no less than 75% of Convention delegates present, seated and voting at the time of submission of such amendment(s).

CLICK HERE TO READ THE FULL AMENDMENT:

[2021-05-18 - Strengthen 5% Rules - FINAL.pdf](#)

REASONS TO SUPPORT

- In the 2016 International Union Election, several candidates who received just over 5% of the nominating delegates votes at the Convention won International office in the Fall election.
- This shows that the 5% nominating threshold is appropriate and should be preserved to make sure members have a real choice with credible candidates for International Union office.

VOTE YES ON THIS AMENDMENT

CONSTITUTIONAL AMENDMENT: FREE AND FAIR ELECTIONS

OZ VOTE YES

SUMMARY

Amend Article V to ensure that the Election Supervisor remains independent.

CLICK HERE TO READ THE FULL AMENDMENT:

[2021-05-21 - Free and Fair Elections - FINAL.pdf](#)

REASONS TO SUPPORT

- Elections for International Union leadership are contentious. It's important to maintain an impartial, independent Election Supervisor to make sure that elections stay free and fair.

VOTE YES ON THIS AMENDMENT

CONSTITUTIONAL AMENDMENT: RANK-AND-FILE EXPERIENCE FOR GENERAL PRESIDENT AND GENERAL SECRETARY- TREASURER CANDIDATES

OZ VOTE YES

SUMMARY

Amend Article II to provide that Candidates for General President and General Secretary-Treasurer shall have previously worked as a rank-and-file Teamster for a period of at least two years.

CLICK HERE TO READ THE FULL AMENDMENT:

[2021-05-18 - International Office - Teamsters Rank and File Experience - FINAL.pdf](#)

REASONS TO SUPPORT

- This amendment affects eligibility only for General President and General Secretary Treasurer of the International Union. The two highest offices in the International Union should be held by Teamsters who have on-the-job, rank-and-file experience so that the decisions they make reflect that experience.

VOTE YES ON THIS AMENDMENT

CONSTITUTIONAL AMENDMENT: INTERNATIONAL UNION EMPLOYEE SALARY CAP

OZ VOTE YES

SUMMARY

Amend Article V to cap the total, i.e., combined, salaries of all International Officers, International Representatives, and individuals employed by the International Union, as well as all individuals who provide services to the International Union who are employed by subordinate bodies or affiliated bodies of the International Union, such that their total, combined salaries received from the International Union and all subordinate body(ies) or affiliated body(ies) of the International Union, (or, in the case of an individual contracted to provide services for the International Union, the total amount of compensation received from the International Union and their salaries received from all subordinate body(ies) or affiliated body(ies) of the International Union) shall not exceed that of the General President.

**CLICK HERE TO READ THE FULL
AMENDMENT:**

[2021-05-18 - ART V - Salaries and Expenses of Officers et al - FINAL.pdf](#)

REASONS TO SUPPORT

- The General President salary is limited by the Constitution. No International employee should make more than the General President.
- This amendment closes loopholes in the Constitution as currently written that allows some International Union employees and appointees to receive a higher salary than the General President. This amendment only affects those receiving compensation from the International Union.

VOTE YES ON THIS AMENDMENT

3. PASS THE RESOLUTIONS

Put our Principles into Practice



O'BRIEN-ZUCKERMAN
TEAMSTERS UNITED

RESOLUTION: **ORGANIZING AMAZON**

OZ VOTE YES

SUMMARY

This Resolution commits the International Union to making Amazon a strategic organizing priority. It also commits to the International Union to developing volunteer organizers and using the 2023 UPS Contract Campaign to win a contract that inspires Amazon workers to want to be Teamsters.

CLICK HERE TO READ THE FULL RESOLUTION:

[2021-05-21 - Amazon Resolution.pdf](#)

VOTE YES ON THIS RESOLUTION

RESOLUTION: **CAMPAIGN FOR MLK DAY** **AS PAID HOLIDAY IN ALL** **TEAMSTER CONTRACTS**

OZ VOTE YES

SUMMARY

This Resolution commits the International Union to launch a campaign to fight for Martin Luther King Day as a paid holiday in all Teamster contracts. This campaign will also inspire nonunion workers to become Teamsters and put pressure on competing nonunion employers to recognize MLK day as a paid holiday.

CLICK HERE TO READ THE FULL RESOLUTION:

[2021-05-21 - MLK Resolution.pdf](#)

VOTE YES ON THIS RESOLUTION

RESOLUTION: **2023 UPS CONTRACT** **CAMPAIGN**

OZ VOTE YES

SUMMARY

This Resolution commits the International Union to execute a contract campaign for the 2023 UPS Contract based on the successful 1997 contract campaign along with new and innovative techniques to mount a credible strike threat at UPS. The International Union will commit to using all means to encourage the active involvement of rank-and-file UPS Teamsters to mobilize on an unprecedented scale to win a contract with the wages, rights, and benefits that members deserve.

CLICK HERE TO READ THE FULL RESOLUTION:

[2021-05-21 - UPS Contract Campaign Resolution.pdf](#)

VOTE YES ON THIS RESOLUTION

RESOLUTION: COORDINATED BARGAINING

OZ VOTE YES

SUMMARY

This Resolution commits the International Union to coordinate with local unions and members to build bargaining leverage by developing common contract goals, executing coordinated contract campaigns, lining up common expiration dates, and holding regional strategy meetings and educational conferences to develop coordinated bargaining at common employers.

CLICK HERE TO READ THE FULL RESOLUTION:

[2021-05-21 - Coordinated Bargaining Resolution.pdf](#)

VOTE YES ON THIS RESOLUTION

RESOLUTION: UNION POWER THROUGH CONTRACT CAMPAIGNS

OZ VOTE YES

SUMMARY

This Resolution commits the International Union to support local unions in developing and executing contract campaigns that involve and mobilize members. The International Union will ensure that rank-and-file Teamsters are included on all contract negotiating committees along with local union officers and agents, and that IBT Departments, Divisions, and Conferences will support local unions and their members in developing and executing contract campaigns.

CLICK HERE TO READ THE FULL RESOLUTION:

[2021-05-21 - Union Power Resolution.pdf](#)

VOTE YES ON THIS RESOLUTION