



TEAMSTERS LOCAL 41 NEWS



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XPO'S ANTI-WORKER CONDUCT IMPACTS WORKERS RIGHT TO FORM THEIR UNION

It is a difficult time to organize in the United States with COVID and a President that has little empathy for workers. But Teamsters Local 41, with the assistance of a national IBT team, forged ahead to help organize XPO Logistics. In July, Local 41 filed for an election with the NLRB after receiving signatures from approximately 56 percent of the workforce.

"On a normal organizing campaign we wait until we have over 70 percent of the workers signed on," stated Ralph Stubbs, President of Local 41. "We know that we will lose some members after the company starts their anti-union campaign."

The election results went in favor of the company as only 54 members voted for representation by the Teamsters and 60 voted against forming their union. Three days later in Cincinnati, workers voted against the Teamsters with 67 voting against representation by the Teamsters and 63 voting for representation by the Teamsters.

Since July, when the Teamsters Local 41 formally filed for an election, members of their organizing crew have been at their front gate engaging with mem-

bers and voicing their support for the election that would give raises and better benefits to those employed by XPO. With COVID restrictions in place, the union had a difficult time getting face time with workers.



Ralph Stubbs

XPO was accused of giving raises out prior to the vote and held individual meetings with employees voicing their concerns about voting in favor of the union. "The ability to organize has been made more difficult by this President," stated Stubbs. "Trump has weakened the NLRB to the point that unions have very little opportunity for success."

XPO uses their union-busters at every organizing effort held in the U.S. XPO brought in Nickolas Yetsko to lead their union busting efforts. "He is the same guy

that they send across the country to break up union organizing efforts. Recently he was sent to Laredo, TX to lead their decertification effort which they succeeded in last December," Stubbs added.

Since 2014 the Teamsters have been attempting to organize various Hubs around the country with limited success. So far, prior to these elections, XPO has only lost 9 of the 23 elections held in the U.S. The \$15 billion dollar company that employs approximately 49,000 workers in the USA is one of the largest logistics providers in North America providing services such as trucking, freight brokerage, warehouse management and e-commerce fulfillment.

"Their health insurance, which they tout as a great plan is one of the worst I have ever seen," Stubbs added. "IT is basically catastrophic insurance, and the only time you can use it is for something catastrophic; otherwise, you can't afford to pay the deductible."

With all of the abuses by XPO management, the IBT expects to file for a new election soon. As of this time, Local 41 is waiting for those challenges to be filed

with the NLRB and then wait for their decision.

UPS UPDATE:

Business is booming at UPS as you might expect during COVID-19 times where everyone is ordering online. However, workers are feeling the burn and the number of hours they are having to work to keep up with the added parcels.

"Right now UPS workers are working peak hours. That usually only occurs during November and December with the holiday rush. They have been working like this since March," stated Local 41 Vice President, Susan Barthold-Turner. "Employees most effected are the 9.5s. Those who sign up for this are guaranteed triple time after 8 hours. As it stands at this time, UPS has paid out thousands of dollars to compensate drivers who have worked over the 8 hours."

"The biggest problem we have is that UPS is not hiring enough workers. Our drivers are exhausted. Yes, the money is good, but the reason we came up with the 9.5 language was so members could spend time with their families."

TEAMSTER BROTHER WILL BE DEEPLY MISSED BY ALL



Teamster brother, Alan Means, 57, of Olathe, Kansas, passed away peacefully Wednesday, August 5, 2020 after a courageous year-long battle with pancreatic cancer. Alan was a dedicated family man who was kind, outgoing and beloved by so many. He loved

baseball, but he loved the opportunity it gave him to coach and spend time with his sons even more. One of his greatest goals was for his sons to live their dreams, and he was able to enjoy that coming to fruition for them both. It was evident to all how incredibly proud Alan was of not only the life he and Jill created, but the two incredible boys that they raised. Alan was also a wonderful husband of 30 years to the love of his life, Jill.

Alan is survived by his loving wife, Jill (Sanders) Means; two children, John (Caroline) Means and Jacob Means; his father, Bill Means; his brother, Eric Means; as well as nieces and nephews. He was preceded in death by his mother, Alice Sue (Dell) Means.

Alan attended Southwest Baptist University where he graduated with a Bachelor of Science degree in Business Administration. He worked for more than 30 years as a Teamster with Local 41; most recently serving as Secretary/Treasurer.

A visitation was held at Johnson County Funeral Chapel & Memorial Gardens on Sunday, August 9th. In lieu of flowers, please donate in memory of Alan Means to the Pancreatic Cancer Network (pancan.org).