

# Legal Notices

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## **JOINT COUNCIL OF TEAMSTERS NO. 28**

Affiliated with the International Brotherhood of Teamsters

14675 Interurban Ave S, Suite 301  
Tukwila, Washington 98168  
(206) 441-7470 • Fax (206) 441-3157

**Rick Hicks, President**

August 23, 2021

THE HONORABLE JAY INSLEE  
GOVERNOR, STATE OF WASHINGTON  
Legislative Building  
PO Box 40002  
Olympia WA 98504-0002

Dear Governor Inslee:

I am writing to you today on behalf of the 58,000 Teamster rank & file members and elected and appointed officers of Teamsters Joint Council No. 28 affiliated with the 1.4 million members of the Teamsters International Union.

As you and other elected officials move forward with mandated vaccinations for employees as a condition of continued employment, Teamsters Joint Council No. 28 must make our position clear regarding these mandates. Although we believe it is in everyone's best interest to receive a vaccination and it is for the advancement of overall safety of our communities and our members, we respect the rights of those who choose not to receive the vaccination. Below is the Joint Council's positions on government and employer-mandated vaccinations:

1. Requiring vaccinations is a mandatory subject of bargaining. We believe mandatory vaccinations cannot legally be implemented on our members without first negotiating the effects and in some cases also the decision of the mandate with us, the legal representative of Teamster members.
2. We do not believe that any employee should be terminated for refusing to get the vaccine.
3. The Employer position to terminate our members who have not yet been vaccinated is especially infuriating given that they have been going to work throughout the pandemic as "Essential Workers" while there was no vaccine. These workers exposed themselves and their families every single day to

COVID-19 so that our communities could continue to function. These same Politicians and Employers treated our members as necessary to continue to provide public services, putting them directly in harm's way throughout the pandemic. Now, 18 months later, they want to treat our members as expendable. We do not accept that.

4. There are other means of keeping those who are vaccinated and those who choose not to be vaccinated safe in the workplace. After all, we have been doing that since the pandemic began.

As to bullet point #1, we are aware that you have directed your people to negotiate with a group of Labor Leaders who have also expressed trepidation for your decision, some more strongly than others. However, after an initial meeting it was reported that your representatives summarily rejected each of the Union's proposals. This is hardly reassuring that you have any intention of meeting your minimal obligation under the law.

Governor Inslee, after your initial hesitancy of closing non-essential services in the beginning of this pandemic, we as Union officials and leaders in our communities supported your handling of this unprecedented disease, even when it was unpopular with a portion of our members. When you deemed our Teamster members as "essential workers" they stepped up and continued to expose themselves and their families to the possibility of infection in order to keep our communities safe and functioning. They did this before there was a vaccine even though they had a great concern for their safety. When many Washingtonians questioned each decision and the phased in approach to a new normal, we did not question your leadership.

We are questioning this decision and we are demanding you rethink this mandate and the dire consequences it will certainly have on our members and their families. If you really think this through logically, your threat if carried out, will plunge these members into a state of financial ruin. Not only will our members lose their income, medical benefits, and retirement security, they will almost certainly be subject to losing their housing putting them and their families at risk of joining the growing ranks of the homeless in this State through your direct actions.

You must certainly be aware that in the current operations of the Department of Corrections for the State, you stand to put members in a position of losing 25-plus-year careers - people who have for the past 18 months risked themselves every day to serve and protect the people of Washington State. What do you suppose will happen to the remaining Corrections officers who are already stressed on the job?

Your decision extends to private sector employers doing business on state contracts as well. Many of our members work in the construction and concrete delivery industries. Many have chosen not to vaccinate. Your threatening their jobs could result in insufficient employees to carry out the current ongoing projects throughout the State as well as

Letter to Governor Jay Inslee  
Re: Mandate  
August 23, 2021  
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threaten future projects. There is already a shortage in the construction industry. Your position will only make that worse.

Governor Inslee, your actions may be motivated by what you believe to be the pursuit of the "greater good", but it will only result in devastation for many of our members and their families. Your mandate is considered the strictest in the Country and out of line with other Federal, State and Local government actions designed to get people vaccinated. The constituents of this State should not be bullied or coerced with the threat of irreparable harm to their careers.

Your mandate should not be maintained. We are the professional negotiators and as such we have a responsibility to represent ALL of our members. We implore you to let that system work.

Our job is to protect all our members' rights, their health and safety on the job, including their rights under Federal Law and under their Collective Bargaining Agreements. Hopefully Governor Inslee, you as well as other local politicians and other Employers will recognize we are all in this together and there is a solution that works for the betterment of all. Terminating your employees is not the answer and will be met with considerable resistance.

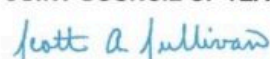
Respectfully,

JOINT COUNCIL OF TEAMSTERS NO. 28



RICK HICKS, PRESIDENT

JOINT COUNCIL OF TEAMSTERS NO. 28



VICE PRESIDENT

JOINT COUNCIL OF TEAMSTERS NO. 28

*Leonard Crouch*  
SECRETARY-TREASURER

JOINT COUNCIL OF TEAMSTERS NO. 28

*Rich Ewing*  
RECORDING SECRETARY

JOINT COUNCIL OF TEAMSTERS NO. 28

*Mark Fuller*  
TRUSTEE

JOINT COUNCIL OF TEAMSTERS NO. 28

*Val Holstrom*  
TRUSTEE

JOINT COUNCIL OF TEAMSTERS NO. 28

*Russell Shjerven*  
TRUSTEE

RH:dm

**GENERAL TEAMSTERS, FOOD PROCESSING EMPLOYEES,  
PUBLIC EMPLOYEES, WAREHOUSEMEN and HELPERS**



LOCAL UNION NO. 760

*(Affiliated with)*

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

GENERAL OFFICE: 1211 WEST LINCOLN • (509) 452-7194 • FAX (509) 452-7354 • YAKIMA, WASHINGTON 98902

AREA OFFICES: 1737 N. WENATCHEE AVE., STE. F • (509) 667-7760 • WENATCHEE, WASHINGTON 98801  
314 WEST THIRD • (509) 765-7460 • MOSES LAKE, WASHINGTON 98837

**IBT NOMINATION MEETING RESULTS POSTING**

Local Union/System Federation/Gen. Comm. Of Adj. 760

A nomination meeting was held on the 20 day of August, 2020 to nominate candidates for Delegate and Alternate Delegate to the 30th International Convention of the IBT to be held in Las Vegas, NV. 6 Delegates and 2 Alternate Delegates are to be elected.

The following candidates were nominated at the end of the meeting:

DELEGATES	Candidate Name	Slate Affiliation (if any)
	Leonard J. Crouch	Team760
	Douglas D. Downard	Team760
	Martin U. Morales	Team760
	Mariangelica A. Davila	Team760
	Augustine J. Gallegos	Team760
	Robert B. Koerner	Team760

The number of nominees does not exceed the number of delegates to be elected and, therefore, the candidates named above are declared elected.

ALTERNATE DELEGATES	Candidate Name	Slate Affiliation (if any)
	Armando Lopez	Team760
	Leslie A. Gonzales	Team760

The number of nominees does not exceed the number of delegates to be elected and, therefore, the candidates named above are declared elected.

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**PUBLICACIÓN DE LOS RESULTADOS DE LA ASAMBLEA DE  
NOMINACIONES DE IBT**

SINDICATO LOCAL/FEDERACION OBRERA/COM. GEN. DE AJ. 760

Se realizó una asamblea de nominaciones el día 20 de Agosto de 2020 para nominar candidatos para Delegado y Delegado Suplente a la 30.ª Convención Internacional de IBT, que se celebrará en Las Vegas, NV. Se elegirán 6 Delegados y 2 Delegados Suplentes

Los siguientes candidatos fueron nominados en la asamblea:

DELEGADOS	Nombre del candidato	Afiliación electoral (si corresponde)
	Leonard J. Crouch	Team760
	Douglas D. Downard	Team760
	Martin U. Morales	Team760
	Mariangelica A. Davila	Team760
	Augustine J. Gallegos	Team760
	Robert B. Koerner	Team760

El número de nominados no excede el número de delegados a ser elegidos y por lo tanto, los candidatos denominados anteriormente son declarados elegidos.

DELEGADOS SUPLENTE	Nombre del candidato	Afiliación electoral (si corresponde)
	Armando Lopez	Team760
	Leslie A. Gonzales	Team760

El número de nominados no excede el número de delegados a ser elegidos y por lo tanto, los candidatos denominados anteriormente son declarados elegidos.

## Teamsters Life with Dues Benefit Trust

### Plan Overview



**Teamsters Local Union No. 760** provides your Beneficiary a Life Benefit if you pass away while a member in good standing with your Local Union. The following is a brief summary of your Plan Benefits:

Your Current Plan Benefit	\$5,000
Eligibility Requirements	<p>You are eligible to participate in the Plan if you are a Member of a Local Union that participated in the Plan and you are in Good Standing with your Local Union.</p> <p><b>Special Eligibility for Seasonal Workers.</b> Please see Plan documents and your Local Union for further details.</p>
You Can Lose Your Eligibility	<p>Failing to remain in Good Standing with your Local Union.</p> <p>If you are a Seasonal Employee or Agricultural Worker who is not required to pay union dues during a layoff, when you fail to make a required contribution to your Local Union during a layoff to maintain membership.</p>
Your Eligibility Can Be Extended if You Leave Teamster Employment	<p>While you are in Good Standing with your Local Union you become totally disabled, your eligibility can be extended for up to two (2) years during the time you are disabled. Please see Plan documents and Local Union for further details.</p> <p>While you are in Good Standing with your Local Union you are called to Active Military Duty and your military service is covered under the Uniformed Services Employment and Reemployment Rights Act of 1994, as amended, then you will continue to be an eligible participant during your time of service and for a period of thirty (30) days after your discharge.</p>
Extension of Benefits	Please contact your Local Union to complete the necessary forms for an extension of eligibility to be granted.
Naming a Beneficiary	<p>You may name one or more persons as a Beneficiary on a Designation of Beneficiary Form. This form is provided to you by your Local Union.</p> <p>If you don't name a beneficiary, the Plan will pay your Member Life Benefit or Accidental Death Benefit in Preferential Beneficiary order (please see Plan Documents for further details).</p>
What happens if I designated my Spouse or State Registered Domestic Partner and then get a Divorce or the Domestic Partnership is Terminated?	If you become divorced or your state registered domestic partnership is terminated, the designation of your former spouse or former state registered domestic partner as a Beneficiary will be canceled automatically. If you want that person to continue to be your beneficiary, you must re-designate them as a Beneficiary after the divorce or termination of your state registered domestic partnership from him or her to receive the Benefits.

This summary is not intended to be an all-inclusive description of Plan benefits and does not cover all limitations or exclusions. This summary should not be used in lieu of the Summary Plan Description. While every effort has been made to ensure this information is accurate, if there are any discrepancies between this summary and the official Plan documents, the official Plan documents govern. Please refer to plan booklets for complete details.

## Legal Disclaimer

This website contains current developments and issues which may be of interest or useful to Unions and Union Members.

Although every effort has been made to ensure accuracy, the information and recommendations herein are general in nature and should not be relied or acted upon without contacting the appropriate Teamster Local Union, Trust or State/Federal Agency or seeking legal counsel. This web site is an informational resource only and is not responsible for the content of any linked website.

## **D.R.I.V.E. (Democrat Republican Independent Voter Education)**

This is to advise you of the changes to RCW 42.17.680. The Public Disclosure Commission (PDC) on April 28, 2003, issued final regulations on implementing amendments to the voluntary payroll deductions annual authorizations. The new ruling allows for a one-time authorization. However, now the employee/member is to be notified annually of their right to revoke their authorization.

To read the complete notice, [click here](#) to download the PDF.

## **Financial Core/Objector Notice**

Employees represented by a Union for the purpose of collective bargaining and related activities are not required by law to become members of the Union. Employees may, however, be required, under valid Union security clause, to pay an amount equivalent to Union initiation fees and dues. Alternately, employees may elect to pay their proportional share of the costs of operating the Union, if the employees are covered by a valid Union security, agency shop, or maintenance of membership contract.

To read the complete 2010 notice, [click here](#) to download the PDF.