

TEAMSTERS JOINT COUNCIL 10 NEW ENGLAND



February 11, 2025

Senator Alison Clarkson
Senate Committee on Economic Development
Vermont State Assembly
115 State Street
Montpelier, Vermont 05633

OFFICERS

THOMAS G. MARI
Secretary-Treasurer
Principal Executive Officer

GEORGE F. BELANGER
President

ROCCO J. CALO
Vice-President

JEFFREY PADELLARO
Recording Secretary

SHANNON R. GEORGE
Trustee

MATTHEW G. TAIBI
Trustee

SALVATORE J. ABATE
Trustee

BRETT R. MILLER
Advisory Trustee

TONY ST. HILAIRE
Advisory Trustee

ROBERT DI GIROLAMO
Advisory Trustee

Dear Chairwoman Clarkson,

I write to you on behalf of the 13,000 members of Teamsters Local 25, and 50,000 members of Joint Council 10 New England, taken together totaling 63,000 Teamsters spread across six New England States.

Thank you for the opportunity to offer testimony today in favor of Proposal 3 or "Prop 3". Vermont Teamsters work in both the public and private sectors- Local 597 represents over 900 workers in such diverse trades such as package delivery, freight, dairy processing, public transit and school bus services, building material and wire and cable manufacturing, law enforcement and police services; and municipal highway maintenance.

With Prop 3, the state of Vermont is sending a strong message to the Nation- Vermont supports workers and working families. Period. Guaranteeing that working women and men can come together in solidarity to vote for their union, and negotiate good wages, excellent health insurance benefits, safe working conditions and the ability to retire with dignity is not a partisan issue. Growing and maintaining the middleclass knows no party affiliation, and the Teamsters are grateful the state of Vermont is leading the way; we hope other states follow.

I am sure you have had many conversations with union members, and heard testimony from union leaders about the importance of enshrining collective bargaining rights into the state constitution. Workers on ground can tell you, without a doubt, the positive impact belonging to a union has had in their lives; an impact that extends far beyond the workplace.

Affiliated with the
International Brotherhood of Teamsters
544 Main St. Boston, Massachusetts 02129-1113
Telephone: 617-241-0485 Fax: 617-241-7512



So, why is it better in a union?

- ❖ Union members earn 10-15% higher wages than nonunion workers in comparable jobs. Unions negotiate for strong workplace protections like grievance policies, predictable scheduling, paid sick time, and benefits like health insurance, and a defined benefit retirement plan. A healthy, well-adjusted workforce is good for productivity, and good for a business's bottom line.

- ❖ Unions negotiate for the entire bargaining unit of workers; regardless of race, religion, sexual orientation, gender identity, or disability. Fighting for equal/equitable wage practices, reduces race and gender-based wage gaps. For example; unionized women earn higher wages and enjoy better benefits than non-unionized women- about \$203 per week more. While earning \$800 more a month makes a significant difference in any household, it is even more impactful in single parent households.

- ❖ Unions are able to secure wins at the bargaining table that ensure workers have access to job training and career ladders; educated and trained workers improve workplace morale, and yes, increase productivity and drive the success of a business or organization.

- ❖ Finally, unionized workers are more likely to vote, contribute to charity, and participate in their communities. Unions have, in the past and present, have been at the center of the fight to protect the right to vote. The Teamsters and other unions work hard to mobilize workers to vote in every election- locally and nationally.

Passing Prop 3 does not change existing collective bargaining laws, but enshrines the right for workers to come together of their own free will to form a union in the state constitution. Prop 3 secures this right for Vermont workers now and for future generations. Thank you for your support, and I hope that this legislation is released from Committee and moves forward.

Sincerely yours,



Thomas G. Mari
President / Principal Officer, Teamsters Local 25 Secretary Treasurer / Principal Executive
Officer, Teamsters Joint Council 10 New England