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for the INTERNATIONAL BROTHERHOOD OF TEAMSTERS
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Hon. Timothy S. Hillman
Election Supervisor

**ADVISORY ON PUBLICATION OF CAMPAIGN
LITERATURE IN THE FEBRUARY 2026 ISSUE OF THE *TEAMSTER* MAGAZINE**

Pursuant to Article VII, Sections 10 and 11 of the *Rules for the 2025-2026 IBT International Union Delegate and Officer Election* (“*Rules*”), accredited candidates for IBT International Office are entitled to have campaign literature published in the February 2026 issue of the *Teamster*¹ magazine and on the IBT Website. This advisory provides additional information on submitting campaign material for publication.

Deadline and Procedures for Submitting Completed Petitions

Accredited candidates are entitled to have campaign literature published in *Teamster Magazine* and on the IBT website. *Rules*, Art. VII, Sections 10 and 11.

To become an accredited candidate eligible to have materials in the February 2026 issue of the *Teamster*, an otherwise eligible member has to obtain signatures on petitions of at least two and a half per cent (2.5%) of the members of the relevant membership pool. *Rules*, Art. X, Section 1. The deadline for submission of petitions to be eligible for the February 2026 *Teamster* magazine is December 15, 2025.

Submitting Materials for Publication

For accredited candidates, final copy must be submitted to the Election Office no later than 4:30 p.m. (EST) on Friday, January 9, 2026. The specifications for copy are attached. The *Rules* (Art. VII, Section 10(a)(1)) state the space limitations for candidate materials:

Each accredited or nominated candidate for the following offices shall be limited to the following number of pages of material per Magazine issue and for the campaign literature mailing described above: General President one (1) page; General Secretary-Treasurer, three-fourths (3/4) of a page; at-large or regional Vice President, one-half (1/2) of a page; Trustee, one-fourth (1/4) of a page.

Candidates who are members of a slate may pool their space. Art. VII, Section 10(a)(2).

¹ Pursuant to Art. VII, Section 10(d) of the *Rules*, the Election Supervisor exercises his discretion to distribute a printed package of campaign literature in Canada because there is no *Teamsters Canada* magazine.

If necessary, the order of publication of candidate material will be determined by lottery, but slate material will be published before individual candidate material. *Rules* Art. VII, § 10(b). The lottery to determine the order of presentation of candidate material will be conducted at the Election Supervisor's Office, 1750 K Street, N.W., Suite 200, Washington, D.C., 20006, on Friday, January 9, 2026 at 5:00 p.m. (EST). The lottery will be conducted at the OES, and will be available for viewing by video conference service (that is, a Zoom videoconference or a similar service). A candidate may register with OES and receive a password to use the video conference service.

To facilitate publication, each candidate or slate must designate a single contact person for campaign literature. The person to contact at the Election Office regarding campaign literature publication is Mr. Paul Dever.

Candidates or members with questions concerning the accreditation process should contact the Office of the Election Supervisor.

Dated: December 4, 2025
Washington, D.C.

Very truly yours,

A handwritten signature in blue ink, appearing to read "T. Hillman", is written over a horizontal line.

Timothy S. Hillman
Election Supervisor

SPECIFICATIONS FOR CAMPAIGN LITERATURE TO BE PUBLISHED IN THE TEAMSTER

The Election Supervisor has promulgated the following guidelines for candidates to follow in submitting literature to be published in the February 2026 issue of *Teamster Magazine*. By following these guidelines, candidates will expedite production of the magazine and ensure that members receive campaign literature as soon as possible.

Please note: The deadline for the Election Office to receive campaign materials is Friday, January 9, 2026 by 4:30 p.m. (EST).

Format: The preferred format for the candidates' materials is print ready pdfs with crops and bleeds, or InDesign. All live art files should be saved as JPEG, TIFF or EPS files (Minimum Resolution of Images 300 dpi). If Final PDF files are provided, ALL Fonts must be completely embedded. Pre-press house to provide all trapping. Only 4/color process build color (c.m.y.k.). No use of P.M.S. colors will be permitted. Any files being submitted electronically need to be compressed together prior to submitting.

Size: Literature from General President candidates should measure 8" (width) x 10.5" (height); literature for General Secretary-Treasurer candidates should measure 8" (w) x 7.875" (h); literature from Vice President candidates should measure 8" (w) x 5.25" (h); literature from Trustee candidates should measure 8" (w) x 2.625" (h).

Photos: Photos should be clear and in focus, either in full color or black and white, with well-defined contrast. Unless otherwise specified, the size will appear as submitted.

Questions: If there is any problem conforming to these specifications, please contact Paul Dever at the Election Office as soon as possible.

Confidentiality: Materials for publication are to be submitted directly to the Office of the Election Supervisor in Washington, D.C., and not to the International Brotherhood of Teamsters or any of its officers or agents. Neither the Election Supervisor nor the Union may regulate or alter the content of any candidate's or slate's material, and neither the Election Supervisor nor the printer may disclose the content of such materials prior to publication. This office will submit materials directly to the printer to preserve pre-publication confidentiality and to protect all candidates from interference with their campaign materials. The Election Supervisor will take additional steps as necessary to protect campaign materials from prepublication disclosure and from any form of tampering.