



Teamsters Applaud Confirmation of Deirdre Hamilton to Serve on National Mediation Board

(WASHINGTON) – The Teamsters Union applauds today’s confirmation of Deirdre Hamilton to serve as a member on the National Mediation Board (NMB) by the U.S. Senate. Hamilton brings more than 20 years of experience representing workers before federal courts and the NMB on a wide range of legal issues.

Hamilton has served as the staff attorney for the Teamsters Airline Division for the past six years and at the Association of Flight Attendants for the previous 12 years. In these roles, she has expertly represented the union and its members in NMB elections and mediations and advised bargaining committees for various crafts or classes of airline employees at multiple

(Cont on page 2)



this issue

Latest Headlines	1-2
Shame on Them	3-4
Featured Providers	5
Provider Spotlights	6-11

Teamster Gives Back

Julio DeJesus, a member of Teamsters Local 773 in Whitehall, Pa., spends his days working for the Bethlehem Housing Authority (BHA) as a maintenance technician, keeping housing for low-income residents maintained. DeJesus recently applied those skills in his free time, traveling thousands of miles away to help people in dire need.

With the support of his local union and Teamster brothers and sisters, DeJesus recently traveled to Guatemala with members of a local organization, to perform hard work and manual labor to improve the lives of others.

“I’m proud to be a Teamster. Being in the union gives me job security, competitive pay, health benefits and good working conditions,” DeJesus said. “I know not everyone has this and I look for ways to give back locally and internationally, as my faith encourages me to do. I’m proud that my union supports important causes to help people in need.”

This is Julio’s second trip to Guatemala, where he helped very poor families living in four villages. The families do not have running water, heat or electricity, and their only access to food is eating what they can grow in the village. They live in

the mountains and to access grocery stores they must hike down the mountain to the city and back up the mountain with the groceries on their backs. This makes it nearly impossible for them to have healthy, nutritious food. They do not have the opportunity to get regular health care and their only source for education is a very small classroom, with dirt floors and a tin roof.

DeJesus and the other members of the mission installed five stoves that the families in the village could share. They also delivered groceries to more than 100 families and installed desks in the classrooms.

“One of the most touching moments was when we planted fruit trees in the villages. While we know the trees will not bear fruit right away, once they grow, they will help feed many families,” DeJesus said. “A part of me stayed in Guatemala with those families because I saw children and families who had nothing. You come back to the U.S. with a whole new mindset on life.”

Back home in Pennsylvania, DeJesus witnesses daily the struggles faced by many residents of the BHA, who are mostly poor women and children of color.

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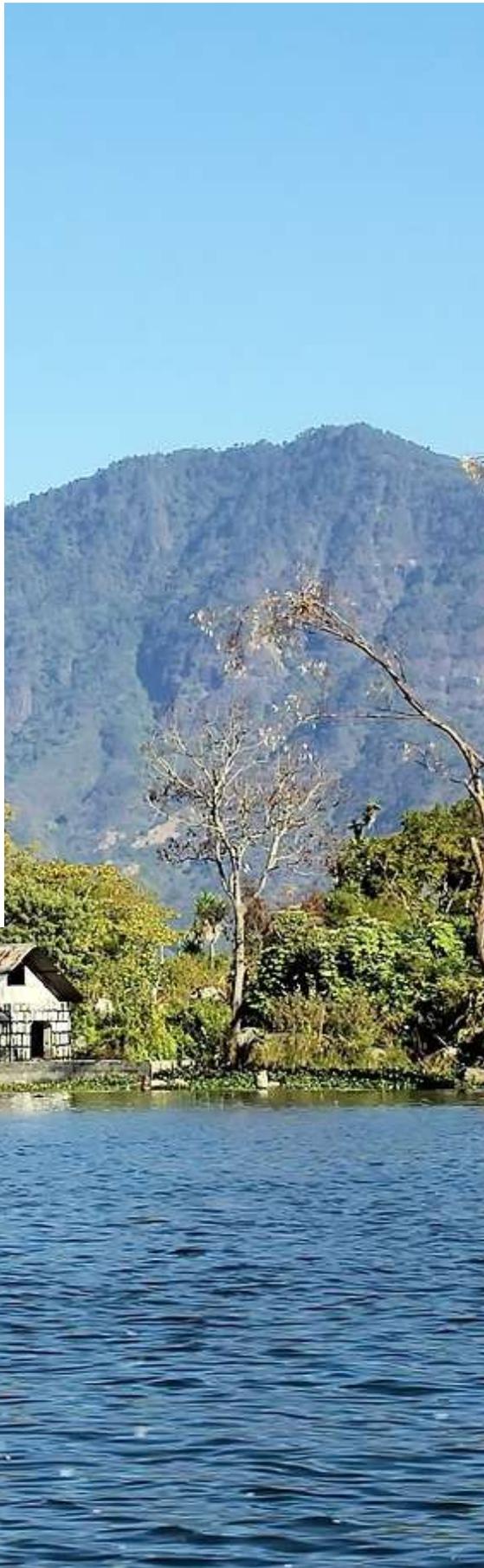
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DeJesus says he believes in his heart that helping people and giving back to the community is extremely important.

DeJesus volunteers on a committee of his fellow church members to provide assistance and services to the homeless community in the Lehigh Valley. They open the doors to the church so that the homeless can shower, get haircuts, eat a warm meal, and get clothes that are appropriate for the season.

“I’ve been a Teamster for six months. This is my first time being in a union, and in the time I’ve been a Teamster, I have noticed the huge difference of working in a union environment. My union really fights for me, and for my brothers and sisters, at work. I’m grateful to have a union job and be able to help others,” DeJesus said.

“It’s important for our members to always give back to our community, and we encourage them in their efforts,” said Dennis Hower, President of Local 773. “We applaud Julio for his efforts to fight poverty around the world and to give back to the community we all serve.”



carriers.

“Thanks to today’s confirmation, workers across the country in our rail and airline industries have a true champion serving on the board,” said Teamsters General President Jim Hoffa. “I have no doubt that Ms. Hamilton will uplift workers’ rights and improve labor-management relations as a member of the NMB.”

Created by Congress through the Railway Labor Act (RLA), the NMB plays an essential role in the facilitation of labor-management relations in the aviation and rail industries.

“Ms. Hamilton will be an outstanding member of NMB,” said Teamsters Rail Conference Director and Vice President At-Large John Murphy. “She has consistently demonstrated her commitment to putting workers first throughout her career and I am confident she will continue to do so as a member of the board.”

“Ms. Hamilton has done an outstanding job serving as staff attorney to the Airline Division these past six years,” said Teamsters Airline Division Director Capt. David Bourne. “Her experience and depth of knowledge have proven invaluable. All airline and rail workers will only benefit from her service as a member of the NMB.”

As XPO/GXO Chairman Dumps Half a Billion in Stock, Unions Take Racial Concerns to Shareholders

WASHINGTON, D.C. – In what appears to be a stunning vote of no confidence in his own business plan, Bradley Jacobs, Chairman of XPO Logistics (NYSE: XPO) and GXO Logistics (NYSE: GXO), brought his total stock sales of the two companies to nearly a billion dollars since announcing the spin-off of XPO's warehousing business to GXO last December.

According to an SEC filing, in a stock sale last week, Jacobs sold a quarter of a billion dollars in both companies, despite continuing to tout the separation of the two businesses as a win for investors. The sale, coupled with Jacobs' total wealth more than doubling to \$3.5 billion during the pandemic and ongoing controversy over his pay package, comes as the company pays tens of millions to settle litigation by mission-critical port drayage drivers who accused XPO of stealing wages and denying them critical rights and benefits by willfully misclassifying them as independent contractors rather than employees.

With most of these misclassified drivers drawn from immigrant communities of color, the

(Cont on page 4)

Shame on Them



(NORTHERN CALIF.) — In recent months, members of the Teamsters, Sierra Club, community members and organizations in the Bay Area have ramped up efforts to push back against Amazon's destructive business practices. This coalition has attended multiple local meetings expressing their concerns, educating communities and pushing local officials to weigh the benefits of allowing Amazon facilities to enter into their communities:

Contra Costa County, Calif. — Tuesday, the Contra Costa County Board of Supervisors unanimously adopted a temporary moratorium on the new development or expansion of Amazon-style fulfillment centers and delivery stations in the already industrialized North Richmond area. The Teamsters and Sierra Club joined with environmental justice advocates to push for this ordinance to protect the public health of nearby low- and moderate-income communities of color while the County considers sensible zoning policies for the future.

Hayward, Calif. — Last month, Amazon withdrew its application for a site it was considering in Hayward, instead focusing on two other sites. On Thursday, Hayward's Planning Commission approved a project for one of those locations with the condition that it could not be used as a truck terminal and/or an Amazon last-mile delivery center. And this week, Hayward added the same prohibition to the third site under consideration.

San Jose, Calif. — Last month, the San Jose City Council unanimously voted down a proposed Amazon Distribution Center, the size of six football fields, in the Coyote Valley. This week, the Santa Clara County Board of Supervisors reinforced the decision by passing restrictions on any large-scale developments in the area, preserving nearly 5,000 acres of open space and agricultural land.

Gilroy, Calif. — The Gilroy City Council pushed off a vote on a proposed Amazon Delivery Station until December 6, 2021, after Teamsters Local 853 and community members

Unions, Sierra Club & Other Organizations Stand Together Against Amazon's Destructive Practices

Bay Area Communities are
Standing up for Jobs,
Protections and Safety

flooded the November 15, 2021, meeting with concerns. Subsequently, the developer asked for a continuance until January 24, 2022, to respond to Teamsters' comments. After the developer pulled its development application, that vote was again delayed, and the developer said it would do a full environmental impact report.

As the coalition challenges these individual projects, members are pushing elected leaders and agencies to consider the overall regional impact of Amazon's proposed developments on the Bay Area's air quality, traffic, housing and workforce. The work also continues in San Francisco, Sonoma County and elsewhere.

"We've seen it all over Northern California; Amazon comes to town, promises communities the world with one of its facilities, and never delivers on its promises," said Doug Bloch, Teamsters Joint Council 7 Political Director. "As Teamsters, we stand for good-paying jobs with safe

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Shame on Them

(Cont from page 3)

(Cont from page 3)

working conditions, and that's not what Amazon is offering. As Amazon continues its rapid expansion and tries to slide in under the radar with its facilities, we'll be tracking the company's proposed projects and educating our members and communities in Northern California about Amazon's destructive business practices. We hope to provide as much information as possible to communities before they decide whether or not an Amazon facility is right for their area."

"When last mile delivery warehouses and fulfillment centers come into neighborhoods, we see an increase in air pollution levels along with increased traffic that lengthens commutes and damages roads," said Jacob Klein, organizer for the Sierra Club, San Francisco Bay Chapter. "The brunt of those negative impacts afflict BIPOC, immigrant, and poor communities. In order to address the burden of environmental racism, warehouse companies like Amazon must take responsibility for their emissions, traffic, and health impacts. The Sierra Club will fight alongside our communities and working families until they do."

Led by Teamsters Joint Council 7 in collaboration with the Sierra Club; Teamsters Locals 70, 315, 350, 431, 665, 853 and 2785; UFCW Local 5; community organizations such as

Working Partnerships USA; and the Alameda, Contra Costa, San Francisco and South Bay Labor Councils are all participating in educating community members, attending local meetings and standing up to Amazon's destructive business practices.



IBTfiled a shareholder proposal Friday and sent a letter to Anna Maria DeSalva, Vice Chair, XPO Board of Directors, calling on XPO's board to conduct a third-party, company-wide civil rights audit.

"With all eyes on the supply chain crisis and the difficulty port trucking companies face recruiting drivers due to a shortage of good jobs, it is shocking that XPO's board continues to prop up a business model that's bad for business, workers and customers," said Ken Hall, General Secretary-Treasurer of the Teamsters Union. "The only one getting rich here is XPO's CEO Bradley Jacobs through his mastery of financial engineering."

In the letter to Ms. DeSalva, Ken Hall said that XPO's recent, record 'wage-theft' settlements in its port trucking operations in Southern California cast serious doubts over the integrity of XPO's recently trumpeted efforts to protect workers from discrimination and to otherwise promote diversity, equity, and inclusion ("DE&I") in its workforce. The plight of misclassified port drivers in Southern California, referred to by the State of California as the "Last Sharecroppers," is well documented and has only become more prominent amid the logjams at the ports.

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Bankruptcy Can Be Your Blessing *By Seymour Wasserstrum*



Crazy COVID-19 sure has changed everything, hasn't it? It's pretty obvious that the ultimate result of these changes is that many more people are and will be suffering serious financial challenges.

If you're worried about whether you'll be able to pay your mortgage or other debts in the coming months, bankruptcy can be your blessing because it has tremendous benefits that a lot of people simply do not realize. Too many people have unrealistic beliefs about bankruptcy that simply are not true. I've been practicing law since 1973, and I've had the privilege of working with tens of thousands of people who have been in financial distress.

I've learned that most people feel very ashamed about bankruptcy because they think of stereotypes and stigma. That's completely understandable, but the truth is that possibly more than 2 million people may file for bankruptcy in 2020, and bankruptcy can be a beautiful blessing for those who need it.

Our Constitution gives you the absolute right to file for bankruptcy, and taking advantage of that law is smart. It can give you debt relief, stress relief, a new lease on life, and the opportunity for a much brighter financial future for you and your family.

The most popular bankruptcy is Chapter 7. Here's an example of some of the benefits that a typical person can receive when they complete a successful Chapter 7.

- 1) They keep all of their property including their home, their personal assets and possessions, their pension, and their IRA.
- 2) They wipe out their debts. This includes credit cards, medical bills, personal loans, utility bills, legal fees, surcharges on their driver's license, income taxes more than 3 years old ,
- 3) If your utilities have been shut off, they get turned back on.
- 4) You can apply for a mortgage loan modification from your mortgage company, and save your home from foreclosure.
- 5) If your getting sued, those lawsuits are stopped. The bill collectors can't contact you.
- 6) Wage garnishments are stopped, and frozen bank accounts are released.
- 7) You could be totally free of debt in about 4 months.

These examples may or may not apply to your particular situation. Everyone's situation is unique, and to properly advise you, we need to analyze your specific situation. That's why we offer totally free, no obligation consultations.

Bankruptcy is a very powerful tool for people who are facing serious financial and emotional stress and distress. It can give you the opportunity to shift the balance of power. Instead of feeling like a victim, people can take control, and the bill collectors have to back off and leave you alone. Don't be afraid to exercise your legal rights that the federal government has given you. Why not use your power to get complete protection from those bill collectors?

And please keep this in mind. After a successful bankruptcy, many people can often reestablish their credit quickly and get mortgages, car loans, and credit cards again.

So please remember that bankruptcy is your constitutional right, and there is absolutely no shame or stigma in exercising your legal rights.

It can improve your life in so many ways. We have 5 offices in New Jersey, and we probably have an office near you.

If you qualify for bankruptcy, you might be totally debt free in as little as 4 months and keep your house, vehicles, retirement plans, and personal possessions. To learn more about how bankruptcy can help you, call me today at **856-696-8300** and ask for a free copy of my Successful Bankruptcy Guide. And for more valuable information on how to wipe out your bills, check out our website, www.wipeoutyourbills.com.

I wish you all the best. As strong Americans, we are going to make it through this crisis. I believe that there are better and brighter days ahead for all of us.



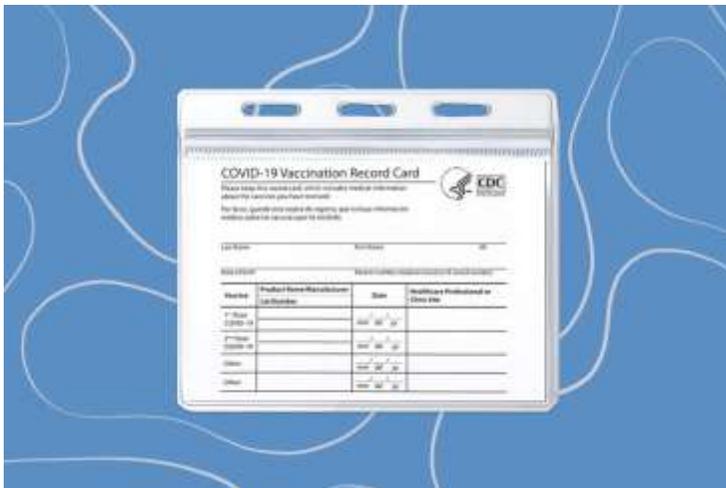
A Travel Pandemic Safety Kit

By Ricky Tyus

COVID cases are on the rise again with the contagious Delta and Omicron variant. Initial reports indicate that while Omicron spreads quickly, it might be milder than the first COVID variants, at least for vaccinated people.

But taking precautions when you travel is still essential, whether or not you're vaccinated. Everyone must wear a mask over their nose and mouth on planes, buses, trains, taxis, and other forms of public transportation. And all experts agree the best way to protect yourself and others is to get your vaccine, including the booster, if you're eligible.

While it's relatively safe to travel, that's only true if you take proper precautions. This is what you need to know to travel safely in 2022, whether you're flying or driving, vaccinated or not.



Protective vinyl casing

Proof Of Vaccination

Even if you're traveling domestically, it's a good idea to have proof with you just in case a public space or business upon arrival requires it.

If you want to travel with your physical vaccine card, we suggest putting it in a protective vinyl casing (see picture above). But there are also a handful of apps, such as CommonPass and VeriFLY, that allow you to upload proof of vaccine and even connect PCR test results so you have proof of your low-risk all in one place.

Masks

Masks are required on all airlines, regardless of your vaccination status or where you're flying. They're also recommended for any public place while driving, like public restrooms or service stations.

As coronavirus is an airborne virus, wearing a mask is still one of the key ways to reduce spreading or getting COVID, especially in an indoor, crowded place like an airport or airplane.

Why are masks so important? Think of the COVID virus like cigarette smoke spreading indoors — it flows throughout the space (beyond 6 feet from the person who exhaled it and around plexiglass barriers) and can hang in the air for hours, even after the person is no longer in the room.

Considering its spread ability, and given how contagious the Delta variant is, it's more important than ever to wear a well-fitting mask to both prevent spreading the virus to others and inhaling it yourself.

Did You Know?

If a mask causes your glasses or sunglasses to fog up, that's a sign it doesn't fit properly and is allowing potentially virus-laden air in and out. Use a special tape like Cabeau Tape between the fabric and your skin where there's a gap to create a better seal.

At-home COVID-19 test

Even if your destination doesn't require it and even if you're vaccinated, it's wise to get a COVID test both before you travel and after you arrive to minimize the chance of spreading the virus to vulnerable people. If you are planning on visiting others, make sure to get tested to ensure everyone's safety.

Hand soap, sanitizer, and wipes

Traveling exposes you to tons of germs — viruses, bacteria, protozoa, and fungi — outside of COVID that can cause illnesses. It's super important to clean your hands before and after you eat.

The best way is wash your hands with soap and water for at least 20 seconds and then dry them thoroughly with a paper or cloth towel (rather than an air blower).

But since that's not always possible, the second-best option is

Provider Spotlight

to use hand sanitizer. Always pack one with at least 60% alcohol in your carry-on, and rub it all over your hands, even the nooks and crannies, until it evaporates.

Antibacterial hand wipes are less ideal since they sometimes contain harmful chemicals and may contribute to antibiotic resistance. But in a pinch, they're definitely better than having unclean hands. Keep in mind that most wipes are formulated for objects and not for skin, and the formula needs to be at least 60% alcohol to kill viruses.

Disinfectant wipes

Keeping high-touch surfaces clean is important especially high-touch surfaces on planes — armrests, tray tables, in-flight entertainment screens — can transmit germs, so it's wise to wipe down surfaces around your seat with a disinfectant wipe. Be sure to clean your phone too — you might be surprised by how dirty it actually is.

Storage bags

When flying, carry-on storage is essential to make it easy to access hand sanitizer and other essential items. Ideally, your carry-on bag has multiple pockets so you can keep things like food and extra masks separate from dirty items. You can also use a small pouch to keep these essentials right on top.

We also recommend having a few plastic bags available to store dirty masks, in addition to things like used disinfectant wipes or tissues until you can find a trash can. You'll want one for your car and in your carry-on.

It's also helpful to have a designated clean storage bag where you can put your mask when you take it off to keep away from dirty surfaces or other people's breath. Avoid placing your mask on a table or your arm to minimize germ contamination.

Power Bank

A power bank to charge your phone, so you can avoid high-touch areas like airport wall outlets. Keep the power bank in your carry-on bag, so it's ready any time you head to the airport.

Medication

Because it can be difficult to replace certain medications in many destinations, especially with the pandemic-related supply chain disruptions, we recommend taking twice the medication you might need—just in case.

Pandemic Travel Insurance

One of the best ways to protect yourself during your travels is with trip insurance, whether it's in the pandemic-era or not, but especially in this time of uncertainty. Not all insurance providers offer pandemic protection, so it's especially important to make sure to find a company that will protect you from the costs that can arise from Covid-related complications.

Stay Flexible

If you are planning to take a trip while the pandemic rages on, try to keep your plans as flexible as possible. The more wiggle room you leave for yourself, the more time and options become available.

Bottom Line

Everything in your travel pandemic safety can help prevent you from becoming infected with Covid-19, but still be prepared with knowledge on what will happen if you do test positive for Covid-19 while traveling. Be informed on the requirements and protocol for the country or countries you are planning on visiting. Know “symptomatic” is defined by the person examining you, not you.



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Student Loan Debt - and How to Avoid It

The burden of accumulating student debt should be the center point of consideration in higher education choices — for students, families, university leadership, and elected and appointed officials alike. It is a national problem, according to the Council on Foreign Relations, and it is, unyieldingly, higher education’s most significant challenge to overcome.

Making a Plan

It is no secret that going to college will cost money. Along with tuition, currently \$545 per credit hour for in-state students at the University of Alabama, there are many more costs to consider when going to college; housing, food, travel, books, fees, and all these before one football game or social event. Over a 4 year period, you can reasonably anticipate well over \$100,000. If you’re going to college, you need to begin planning early to avoid the burden of student loans.

Working and Saving

The best and most effective way to avoid debt is by earning an income and paying for school by yourself. We understand that is not always possible. Tuition prices can be very high, and most students can’t make enough to pay full tuition. But remember, paying for some, even half, will make a huge difference. The sooner you start to earn money and are able to finance your schooling, the less dependent you are on banks. And no one wants to be a slave to the banks!

Excel as best you can in high school

Another really smart way to avoid debt is by being smart at school! If you can focus on your studies in high school and excel in your courses, you can be eligible for scholarships and grants. These can sometimes fund your entire tuition! And if not all of it, they can be a major help.

Take Advantage of your State College System

Consider taking your prerequisite courses at a local community college in your state’s college system. These have a lower cost per credit hour, and will, in most cases, transfer between in-state schools. Many states offer “Dual Enrollment” programs for High School students that are tuition FREE, and every credit earned during High School is one less you will have to pay for later. With the proper planning and motivation, you can enter college as a Junior and get your 4-year degree at half the cost.

Apply for scholarships/grants

Every college or university has its own scholarships and grants for students to apply for. If you already have a school that you are planning to attend or are interested in, always search their

website to see what scholarships and grants they offer. You should apply to all of them, if relevant. Remember, there’s no harm in trying.

Not all scholarships have to be from the school you attend though. There are external programs offered to students. International Student offers an online search for international students to find scholarships.

Employer Tuition Reimbursement

Many companies are willing to pay all or part of an employee’s tuition. They see this as an investment. Doing this builds loyalty in their employees and leads to the long-term success of the company.

If you already have student loan debt

Of course, there’s a big chance that you might already have some debt on your plate. If you already have a student loan, at least you know that you’re not alone. But don’t worry, there’s still hope! If you are struggling with debt, including student loan debt, the debt relief attorneys at the Bond & Botes Law Offices are here to help you with your options. Call us at (888) 599-0844 for an absolutely free consultation with one of our debt relief lawyers.

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Ken Mucha Bio



Ken, an Arizona native, relocated to Central Oregon from Scottsdale Arizona in 2001. Central Oregon is now truly "home" and is the ideal place to raise his family, thanks to the large variety of outdoor activities and nearby family members. Ken joined Team Birtola High Desert Realty in 2002 and has consistently been a top-producing Broker for Team Birtola. He is currently the Principal Broker / Manager Broker at Team Birtola High Desert Realty.

His credentials include: Licensed as a Principal Broker in the State of Oregon and the State of Hawaii. Certified Investor Agent Specialist (CIAS), Accredited Buyer Representative (ABR®), e-Buyer Specialist (eCertified®).

Awards include: Broker of the Year from 2003 through 2021 – 19 years. Bombbomb Video Influencer Winner 2019 and 2020. Book: Rehumanize your Business, How Personal Videos accelerate sales and improve customer experience. Pages 155-157. Over 100 Zillow 5 Star Personal Reviews, Over 630 Zillow 5 Star Team Reviews and Over 350 Google 5 Star Team Reviews.

Founder: Bend Investor Group, A place to Share, Learn, Grow and Connect.

It is free to the public and any level of investing from no experience to seasoned investors are welcome. Monthly Meet ups, Investor tips, Bigger Pockets tips, Q and A, & Network.

<https://www.facebook.com/groups/bendinvestorgroup>

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<https://anchor.fm/ken-mucha>

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Vacant Homes, Zillow/Trulia/YouTube and Social Media Sites, Zillow Walkthrough Tour, Zillow 3-D Tour, 91 additional Real Estate sites.

Ken is driven to provide exceptional customer service by being accessible, honest, loyal, dedicated, professional and organized. He is committed to listening and effectively communicating with his clients to meet their needs whether they are buying or selling real estate. As a senior and long-term member of Team Birtola, Ken is continually working to achieve "Mucha Results." Ken enjoys weightlifting, long distance running, mountain biking, paddle boarding and spending quality time with his son Dillon, daughter Sydney and wife Jennifer.

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Article:

<https://homelightblog.wpengine.com/buyer-how-to-find-a-buyers-agent>

Social media and additional Links:

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Homelight: <https://www.homelight.com/agents/ken-mucha-or-200111030?preview=t>

TikTok: <https://vm.tiktok.com/ZM8H1JMLB/>

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Provider Spotlight

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Relocation Specialists

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Our site contains thousands of union-friendly providers, many of whom offer special discounts for our readers and their families!

Relocation Specialists

Relocation Specialists are Real Estate Professionals with a background and experience in helping both Union and Military Personnel relocate throughout the United States and Canada.

Our Relocation Specialist listings are organized by state, and then by counties.

If you're a real estate professional who is willing to help both union and military personnel, you can become part of our relocation program by calling our offices at the following number:

1-800-353-8834

You can access our relocation services map at:

<https://unionreporters.com/relocation-services/>



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