

ELECTION  
SUPERVISOR'S  
REPORT  
Inside-Back Cover

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

MARCH/APRIL 2010



# TEAMSTER

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# Job Creation

A MESSAGE FROM GENERAL PRESIDENT JAMES P. HOFFA

**T**he message from Massachusetts is clear: Voters want their elected representatives to find ways to create more jobs.

I believe Scott Brown won the Senate race in Massachusetts because of 20 percent unemployment among blue-collar workers. That was the same message Congress heard. Lawmakers are considering legislation to generate jobs. The final bill will probably include tax credits, spending on roads and bridges, help for the unemployed and financial assistance to the states.

Such efforts will surely help in the short run. The Senate could also boost employment for the next two years by passing a bill that authorizes spending by the Federal Aviation Administration. About 250,000 people would be put to work over two years modernizing our air transportation system.

## Support for Working Families

In the long run, though, lawmakers need to tackle several major tasks to get our economy moving. They have to restore our manufacturing base and protect pensions to save jobs.

It isn't just the assembly line workers thrown out of work when a factory shuts down. It's the plant manager's accountant, the workers' kids' teachers, the truckers moving product and the waitress at

the restaurant outside the factory gates.

We must put an end to policies that encourage job creation overseas at the expense of working families here. Tax dollars spent to encourage industries such as clean energy should be restricted to U.S. companies when possible.

## "Buy American"

But multinationals and their front groups will fight tooth and nail against "Buy America" policies for government spending. They'll claim such policies will cost jobs. They don't say those jobs are in China, South Korea and Spain.

Take, for example, stimulus money to encourage the renewable energy industry. ABC News and the Investigative Reporting Workshop found that 80 percent of \$1 billion in grants for wind energy went to foreign-owned companies. That's unacceptable.

Reps. Earl Pomeroy and Pat Tiberi have introduced a bill that will go a long way to stabilizing our pension plans. The Preserve Benefits and Jobs Act will help many Americans keep their pensions—and many more keep their jobs. It's a good start to get working Americans back on the path to recovery.





## Tide Turning Against Bad Trade Deals

### TRADE Act Introduced in House and Senate

When two congressmen became the 128th and 129th co-sponsors of legislation to reform America's trade policy, it was a clear sign that Americans are increasingly fed up with bad trade deals.

Teamsters have long fought these job-killing trade agreements, from NAFTA to CAFTA

to PNTR. The union is currently fighting proposed trade deals with Panama, Colombia and South Korea.

Teamsters were at a news conference in California earlier this year when Democratic Reps. John Garamendi and George Miller signed on to the trade-reform bill, called the TRADE Act. That gave the bill

a majority of support among the 256-member Democratic caucus. Miller is an especially important voice against bad trade deals because he is a close ally of House Speaker Nancy Pelosi.

"More and more, our friends in Congress understand what working men and women have understood for years:

these so-called 'free-trade deals' are devastating to our economy," said General President Jim Hoffa.

"Our fight against bad trade deals like Colombia and Panama is finally paying off. Now that most members of the majority party in the House of Representatives signed on to the TRADE Act, it's unlikely these deals will ever get approved."

The TRADE Act would make sure that the benefits of trade go to workers, not just multinational corporations and Wall Street. It protects workers' rights, prevents future trade deals from banning "Buy American" policies and prohibits foreign companies from having more rights than U.S. citizens.

The bill has been introduced in both the House and the Senate.

For more information on the TRADE Act, visit [www.teamster.org/tradeact](http://www.teamster.org/tradeact).



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# Taking On Wall Street

## Union Breaks New Ground to Save 30,000 Freight Jobs

In a story that gained media attention nationwide, Teamsters Union leaders and members took on Wall Street to help YRC Worldwide (YRCW) avert bankruptcy, saving 30,000 Teamster freight jobs. The union helped YRCW reach the necessary thresholds on the company's bondholder debt-to-equity exchange.

In a January 9, 2010 column in the *New York Post*, Terry Keenan wrote that General President Jim Hoffa is "the one man who has stared down Goldman Sachs and the big-money crowd on Wall Street and come out a winner."

The Teamsters successfully shed light on the fact that Goldman Sachs Group Inc. and other banks were trying to profit from a failure of YRCW. At issue were credit-default swaps (CDSs), which provide "insurance payments" to investors when a company goes bust. Some Wall Street firms essentially made bets in

the hopes that the exchange would fail and YRCW would go out of business. The bondholders with CDS coverage stood to make money if it happened.

"Just this once, a powerful union stopped the casino operators in their tracks. Meanwhile, too many other workers are left simply to fulfill their role as chips on the tables," a story in Counterpunch said.

"Our members have made tremendous sacrifices in leading the way to make this restructuring possible," Hoffa said. "Given the circumstances, this news is as good as we could have hoped for. The announcement that YRCW's bondholders have agreed to eliminate a significant amount of debt paves the way for the company to re-establish its customer base in the less-than-truckload (LTL) market."

### Major Breakthrough

Hoffa said the YRCW debt exchange marked "our first

time doing a campaign like this where we really had to get into high finance."

"It's a new breakthrough for labor unions working on Wall Street to make something happen," Hoffa said. "It's very positive for a major company."

The bond exchange was truly a team effort. Departments at the International Union worked tirelessly on our members' behalf. General Secretary-Treasurer Tom Keegel, Vice Presidents Tyson Johnson and Gordon Sweeton in the National Freight Division and numerous other union leaders helped make it happen.

Teamster leaders wrote letters, worked the phones, held demonstrations, demanded meetings and did a lot of other behind-the-scenes work that all contributed to the successful outcome.

International Vice Presidents Rome Aloise and Bill Hamilton were instrumental, as were Dave Laughton,

Secretary-Treasurer of Joint Council 10, and George Miranda, President of Joint Council 16. For example, Bill Hamilton contacted Pennsylvania State Treasurer Rob McCord, asking the treasurer to put pressure on Brigade Capital Management, one of the hedge funds involved.

Teamster leaders spent countless hours on the phone with key financial regulators, legislators and others to stop this perverse money scheme that would have resulted in the loss of 30,000 middle-class jobs.

The successful exchange, which concluded December 31, was the final piece of a comprehensive restructuring plan that required all key stakeholders—YRCW's Teamsters and nonunion workers, pension funds, secured lenders and bondholders—to contribute to helping the company weather the worst freight recession in generations.



## Carhaulers Drive Home Message To Fiat/Chrysler

### Members Turn Out in Force to Protect Thousands of Jobs



**H**undreds of Teamster carhaulers and their supporters turned out for a series of actions at auto shows in January to protest Fiat/Chrysler’s plan to kill good jobs by moving work to cut-rate carriers.

Fiat/Chrysler received \$14 billion in U.S. taxpayer bailout money that was supposed to help the economy and save jobs. However, Fiat/Chrysler is now making business changes that endanger more than 5,000 good jobs with health benefits.

During the week of the

North American International Auto Show (NAIAS) in Detroit, hundreds of Teamsters from Locals 299, 580 and 486 turned out in support of carhaulers whose livelihood is being threatened by Fiat/Chrysler plans.

The union kept the pressure on the company with actions the entire week, including a march and rally, a protest outside the 2010 NAIAS Charity Preview, leafleting at a Red Wings game and an action at the Detroit offices of the Italian Consulate.

“Do not think that when we leave here today, this is over—we’re not done until we have victory,” said Kevin Moore, Local 299 President, during the Jan. 16 rally outside the Cobo Center in Detroit. “We are going to rattle the chains, we’re going to knock on the doors, all day long, all week long, all year long, until we win this thing.”

#### Keeping the Pedal Down

The union continued to make sure Fiat/Chrysler heard the message during the weeks following the NAIAS, with

actions at auto shows across the country, including Providence, Rhode Island; Washington, D.C.; Birmingham, Alabama; and Philadelphia.

In Washington, D.C., more than 60 carhaulers and supporters staged a song-and-dance routine criticizing the company on the floor of the convention center during the auto show. While everyone sang, a banner that read “Fiat/Chrysler: Damaged When Delivered?” was also raised on balloons to the convention center ceiling.

Outside the auto shows in Providence, Birmingham and Philadelphia, consumer activists and union members handed out leaflets to attendees that read, “Fiat/Chrysler Buyers Beware: Hidden Damages On New Cars?” Teamster locals turned out supporters in force at every event.

“After Fiat/Chrysler received so much taxpayer money, it is disappointing that they would treat long-time carriers with their thousands of drivers in this manner,” said Teamster Carhaul Division Director Fred Zuckerman. “In this economy, America cannot afford to lose even more good jobs with good benefits. I don’t think this is what taxpayers had in mind when they supported these bailouts of the auto industry.”

For more information, visit [CarBuyersBeware.com](http://CarBuyersBeware.com).

# Teamsters Help Haiti

## Union's Disaster Relief Fund Collecting Donations

In the wake of a massive earthquake that struck the island nation of Haiti on January 12, Teamsters everywhere have come together to help support victims. General President Jim Hoffa is urging members to donate to the Teamsters Disaster Relief Fund. Money from the fund will assist victims of Haiti's earthquake.

"Our thoughts and prayers go out to the victims of this tragedy," Hoffa said. "I encourage all of our members to open their hearts to the people of Haiti and give what they can."

Local 769 in Miami is working with faith-based charities to collect monetary donations and supplies that will be sent to victims. And some Teamsters, including Shuttle America flight attendant Jeff Abney, are helping victims directly. Abney, a member of Local 135 in Indianapolis, recently helped transport 53 Haitian orphans from Florida to Pennsylvania.

The U.S. Air Force had transported the orphans to Orlando from Haiti's capitol, Port-au-Prince. From there, Republic Airways, which owns Shuttle America, took over and safely transported the children to Pittsburgh. Once in Pittsburgh, the orphans received medical treatment and were eventually placed with families who had elected to adopt them.

### 'It Tore My Heart Apart'

Abney was stunned when he saw the orphans for the first time. "The poor things were wrapped up in these nasty, yellow emergency blankets. A lot of them had no clothes; the clothes they had were just what they were able to find," Abney said.

"A lot of them didn't understand English, but they were smiling."

During the six-hour flight, it was Abney's job to help feed the children, who ranged in age from 2 to 14. As he passed through the aisles, children pulled on Abney's pant legs and shirt, begging for more food. Most were looking for food not for themselves, but for younger siblings and peers.

"It was as if survival skills set in. I saw older kids just eating the meat and bread from the sandwiches and giving what was left to the younger children," Abney said. "They were all so young and it tore my heart apart."

Abney experienced a particularly touching moment when the children exited the aircraft in Pittsburgh. Before stepping out of the plane, a small girl handed Abney the only thing she owned: a stuffed koala that had been donated to her by the airline.

"I tried explaining to her that the koala was hers to keep," Abney said. "But she handed it to me and said 'Thank you.'"

It is moments like those that will stay with Abney forever.

"I look back now and can't believe how many things I have that I take for granted. I will never go to bed mad again; I will never overlook the smallest piece of food or take for granted the clothes I'm wearing," he said. "There is so much out there that we can get mad at; but we never look at the other side of the fence and see a 3-year-old fending for himself, trying to find food. There are so many people who have it so much worse."

Abney and his co-workers are donating all monies they make from the trip to the Haitian relief effort.



## Ohio Central Workers Join BLET

### BLET Continues Short Line Organizing Success

The Brotherhood of Locomotive Engineers and Trainmen (BLET) scored a short line organizing victory recently as a majority of workers at the Ohio Central Railroad/ Columbus & Ohio Rail Road Co. voted to make the BLET their designated collective bargaining representative. The organizing victory brings 47 new train and engine service employees into the ranks of the BLET.

"The best way to thank these individuals for joining the BLET is to get to work right away and begin negotiations on a collective bargaining agreement that will give them the benefits of a strong union contract," said BLET National President Paul Sorrow.

"These new members are a great group of guys who knew they wanted to be a part of organized labor," said BLET Organizing Director Tommy Miller.

Headquartered in Coshocton, Ohio, the Ohio Central Railroad/Columbus & Ohio Railroad Co. is a subsidiary of Genesee & Wyoming, Inc. (GWI). It is among a group of nine short lines known collectively as the Ohio Central Railroad System, which was acquired by GWI on October 1, 2008. The Ohio Central system operates over a combined 400 miles of track. As a whole, the short lines of the Ohio Central system move about 140,000 carloads annually and service four solid waste landfills, multiple coal mines, a coal-fired power plant and steel producers, among others.

For more information, visit [www.ble.org](http://www.ble.org).



## Teamsters Pop The Cork On Award-Winning Wine

### Local 117 Members Produce Chateau Ste. Michelle Wine

For more than 35 years, Tukwila, Washington's Local 117 has represented Chateau Ste. Michelle employees in the bottling line, the barrel room, production, and shipping and maintenance.

"From the time the juice arrives at the facility to the time the bottles go out the back door, we handle every aspect of production," said Terry Combs, a 34-year Chateau Ste. Michelle Teamster and Local 117 shop steward.

Production at the winery, Combs explains, involves everything from hooking up to the trucks and pumping the juice into the tanks to creating the wine blends and filling and storing the barrels for fermentation. They also oversee the filtering

process and run the bottling line.

The winery has received multiple awards since the Teamsters came aboard in 1974, including 15 Winery of the Year honors from Wine and Spirits Magazine. Founded in 1934, Chateau Ste. Michelle is located in Woodinville, Washington on an estate dating back to the early 1900s. Currently, the winery employs approximately 26 full-time Teamsters.

"We have a dedicated crew with a lot of long-term employees," Combs said. "That is certainly part of our success. Having the Teamsters here helps a lot. We make a decent living, our health and welfare benefits are good, and we have a great retirement plan."



## Land-O-Sun Teamsters Approve New Contract

### Members in Six States Win Gains



Land-O-Sun's PET Dairy Teamsters in Georgia, Kentucky, North Carolina, South Carolina, Tennessee and Virginia have voted overwhelmingly to approve a new four-year contract.

On Dec. 23, 82 percent of members voted to approve the contract that included wage increases, sick pay, seniority rights and job security. Commission rates for route drivers increased by 6.5 percent and all other hourly employees got wage increases of \$1.60.

"It is good to see that the Teamsters Union can deliver solid improvements during such tough

economic times," said Ricky Maxwell, the Teamsters Southern Region Dairy Director. "The members' participation in proposals and negotiations really made a difference. There was a 4-to-1 majority in favor of the new contract."

The contract covers a total of 300 workers at 18 distribution centers in the following locals: Local 61 in North Carolina; Local 509 in South Carolina; Local 519 in Tennessee; Local 592 and Local 822, both in Virginia.

Brian Ball, Secretary-Treasurer of Local 61 in Asheville, N.C., said Teamster negotiators were able to fix a lot of problems workers had on the job.

# Answering The Call

## Teamsters Raise \$550,000 to Fight Cancer

**T**eamster members in Utah recently answered the call to assist those battling cancer, helping raise an incredible \$550,000 in two days. For the third year in a row, Teamsters with Local 222 in Salt Lake City manned the phones for the K-Bull 93/Huntsman Cancer Foundation Radiothon, which raises funds for cancer research, education and treatment.

“This was fantastic. The phones were really ringing,” said Juanita Drew, a 12-year member of Local 222 who works at UPS. “I had an 8-year-old girl call in to say her grandmother had just died of cancer. She brought in her piggy bank and was so proud to count out and donate \$27.”

The local’s membership and staff came out in full force to answer calls to the radio station for donations, and encouraged their co-workers, companies and other labor union members to support this good cause.

“There was a great response from our members. We were out there showing that Teamsters are good people. We’re supporting the

community and helping where we can,” said Tommy Monthey, Secretary-Treasurer of Local 222.

It all started with Lisa Oveson, the Recording Secretary and LEARN Coordinator for Local 222. As a cancer patient, Oveson and her daughters volunteered with the annual fundraiser, and wanted to expand the effort through enlisting the help of her fellow Teamsters.

“Our local is really involved in the LEARN program and our members get involved in the community through different activities. This is one of the important ways we are helping out,” Oveson said.

Juanita Drew has volunteered for several years to answer the phone at the radiothon and has shared her story with others. Although she is doing fine now, a year ago Drew was diagnosed with breast cancer.

“I was helping out, but I never dreamed I’d have to use these services,” Drew said. “You never know what’s going to happen tomorrow, that’s why it’s so important to do something to help right now.”



## Meet The Seamsters

### Teamsters at Nationwide Uniform Say Variety Keeps Job Interesting

**C**hances are, the next time you see a firefighter, police officer, postal worker or someone in the military, their uniform was made at the Nationwide Uniform Corp. by very skilled sewers and pressers represented by Local 783.

About 350 Teamster members work at the garment factory in Hodgenville, Ky., making uniforms for workers all over the world, said Todd Thomason, Secretary-Treasurer of Louisville’s Local 783.

“These workers are extremely skilled at what they do and the uniforms they make are top notch,” Thomason said. “They make uniforms for many Public Service Division workers, and they’ve even made uniforms for the Saudi Arabia National Guard.


Gwen Spruel has worked at Nationwide Uniform for 37 years and takes pride in how skilled her fellow Teamsters are. Her current title is final inspector for trousers.

“It’s a good feeling to see the uniforms we make worn by so many workers around the world,” Spruel said. “We take pride in what we do.”

Like Spruel, many of the workers at the factory are women who have worked there for decades since the work requires a lot of skill.

“The uniforms are all different, from the stitching, to buttons and borders and the material,” said Spruel, also the chief steward at the factory. “Different stitches, different buttons, different borders, different material. That’s what makes the job interesting.”





**8,000 Workers at  
Continental Airlines Win  
Strong Voice as Teamsters**

# VICTORY

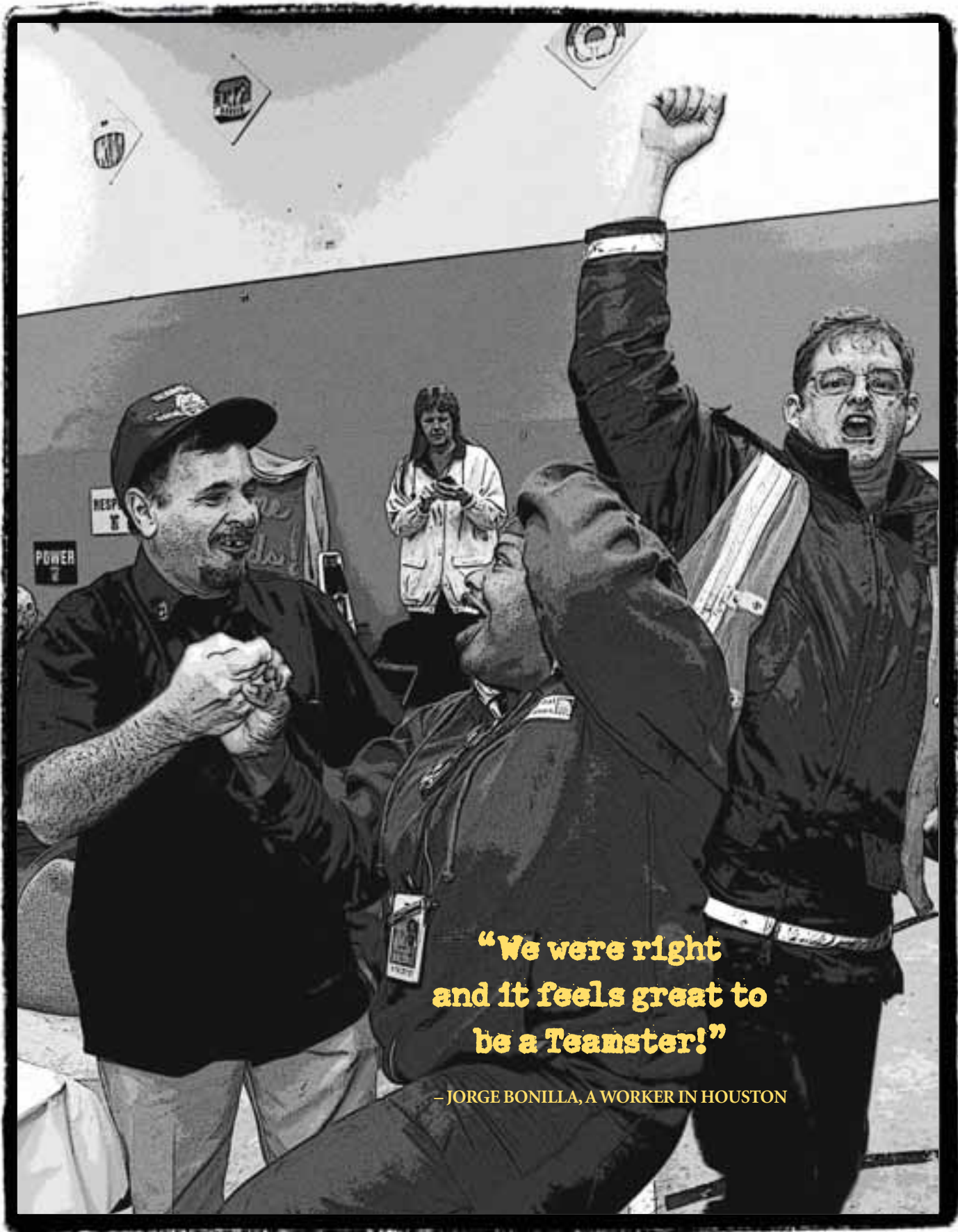
## at Continental

**A**fter years of frustration at having no voice in the workplace, Jorge Bonilla and nearly 8,000 of his co-workers at Continental Airlines are now Teamsters and are on their way to a brighter, more secure future.

The fleet service workers at Continental have had no union, and they were tired of seeing their unionized co-workers getting treated much better than they were. There have been five organizing attempts—all involving other unions—over the past decade, and all fell short. In their victory forming a union with the Teamsters, they had to overcome a vicious anti-union campaign from Continental and outdated Railway Labor Act (RLA) election rules that workers were instrumental in fighting to get changed (see side story). The workers remained united and worked extremely hard forming their union.

“We reached out to the Teamsters because we knew the Teamsters could get this done,” said Bonilla, a worker in Houston. “We were right and it feels great to be a Teamster!”

Bonilla and his co-workers across the country voted in January and early February by telephone and via the Internet. The fleet service workers join the 3,600 Teamster mechanics at Continental who have improved their lives tremendously since they joined the Teamsters more than 12 years ago.



**“We were right  
and it feels great to  
be a Teamster!”**

**— JORGE BONILLA, A WORKER IN HOUSTON**

## 'Teamster Difference'

"It took the 'Teamster Difference' to make a difference—the ability to push us over the top," said Mark Cline, a 17-year employee in Cleveland. "This election proves that the Teamsters are the strongest and best union in the airline industry."

"This is a great victory for these workers, who deserve the same dignity, respect and strength that the 3,600 Teamster mechanics have at Continental," said Jim Hoffa, General President. "I had the honor and pleasure of meeting hundreds of Continental fleet service workers at rallies I attended in Houston, Newark and Cleveland, and I look forward to working with the fleet service workers to win them a strong contract."

"We continue to expand our airline industry membership because airline workers know the Teamsters Union is the strongest transportation union in North America, whether it's representing workers on the roads, on the rails or in the skies," said Jeff Farmer, Teamsters Organizing Director.

"Our Airline Division continues to get stronger and stronger, and now has more than 64,000 members," said Capt. David Bourne, Director of the Teamsters Airline Division. "This victory at Continental gives us momentum as we continue to organize airline workers across the country."

The fleet service workers include a variety of job classifications, such as loading and unloading baggage and cargo, taking responsibility for the safety of customers and crew, directing aircraft to and from gates, operating ground equipment and other duties.

Jerome Richards, a worker in Newark, said a huge burden has been lifted. Without a union, workers have had no say in their battle to improve their jobs, he said. Plus, there's no better union than the Teamsters to make workers strong.

"I feel relief being a Teamster member because now I feel like a free man on my job," said Richards, an 11-year employee. "Without the Teamsters, management had all the say. There will be no dictatorship anymore."

"It feels great to have real power and a real say in the workplace—a strong voice," said James Wells, a worker in Boston and 16-year employee.

"I've been with this company for 22 years. I've been through the good times and bad times," said Lowell McDonald, a worker in New Orleans. "Never once have I changed my work ethic, and there are a lot of people like me who give it their all every day. All we want is the company to respect us. With the Teamsters backing us, we will get the respect we deserve."

## Job Security, Fairness

The workers formed their union because they want job security during these uncertain times facing the airline industry. The workers turned to the Teamsters because they want protections in the event of a merger with United Airlines or another airline.

Also, the fleet service workers had their pay cut more than the unionized groups in 2004 during a round of concessions and they want those cuts fully restored. Teamster-represented mechanics have had their pay fully restored since the cuts. Because the mechanics were Teamsters, they had a seat at the table to negotiate what cuts were to be made, while the fleet service workers had to take what the company told them to take.

"The biggest issue is fairness, particularly when it comes to pay raises and pay cuts," Bonilla said. "For example, during concessions about five years ago, the mechanics negotiated a 4 percent pay cut, which they have recouped, while we were told we were getting a 10-percent pay cut, much of which we haven't gotten back."

The workers also want overtime fairness, consistent and fair work rules, and they want to be able to negotiate senior employee top-out wages.

The workers know they need a strong union contract so that their rights and protections will be in writing. For example, with a strong contract, workers can negotiate scope language that protects their jobs. Workers also have real concerns with the Star Alliance, the world's largest global alliance of airlines. The Teamster mechanics at Continental negotiated a no-layoff clause during the last round of concessions, and fleet service workers want the same ability to negotiate protections.

Regarding work rules, the company has a "Fly to Win" handbook, but those are the company's rules, which the company can change at any time. Workers want the rules and their rights spelled out in a legally binding contract.

The workers had to overcome a vicious anti-worker, anti-union campaign waged by Continental management. Last September, the Teamsters filed a lawsuit against



## Teamster Mechanics Make BIG Gains



**T**eamster-represented Continental mechanics, who have one of the strongest contracts in the industry, supported the fleet service workers' campaign to become Teamsters.

The mechanics know first hand the strength of being Teamsters. Prior to their first Teamster contract in 1999, their situation was bleak. Thousands of the mechanics were on furlough, had no union and their benefits, pay, and work rules were the worst in the industry. Their retirement was a joke. They were entirely at the mercy of management. Even their jobs were in peril because of management's intention to outsource as much of their work as possible.

The mechanics had an Employee Council that tried its best to hold its own, but in the end were dictated to by management. The mechanics needed the strongest union in the country—one with vast resources and the willingness to help them fight for their rights at the bargaining table.

The mechanics have negotiated three contracts (and are currently in negotiations for their fourth contract) and have turned their entire situation around. Even in times of concessionary bargaining, the mechanics were able to negotiate a fair agreement that included having their pay restored prior to the end of the agreement; they kept their 401(k) match and were able to negotiate a no-layoff clause for the duration of the agreement.

The mechanics' pay is solid and has kept up with the rest of the industry, they enjoy a pension plan, and they fixed their overtime procedure, eliminated favoritism, worked out a strong trade-day policy and capped their contribution to health insurance costs. But by far the most important achievement has been in job protection. The mechanics' contract has some of the strongest scope language in the industry and protects mechanics from outsourcing of their work and provides protection in the event of an acquisition or merger.

# A History of Winning

**I**n recent years, the Teamsters have won huge organizing victories in the airline industry, not to mention victories in other industries. The airline victories include:

- 350 Southern Air pilots and 250 Cape Air pilots in January 2010;
- 485 mechanics and related employees at Horizon Air in April 2009;
- Nearly 900 flight crewmembers at Atlas Air and Polar Air Cargo in December 2008;
- 9,300 active and furloughed mechanics at United Airlines in March 2008;
- 3,400 America West customer service representatives in September 2004; and
- More than 3,600 mechanics at Continental Airlines in 1998.

The Teamsters have an organizing model that works. During the last two years, the union has organized more than 67,000 workers. That figure is now more than 75,000 workers with the Continental victory!



the airline for violating workers' rights to organize. On numerous occasions, the company refused to allow workers to distribute union literature in the workplace, including in break rooms and on employee bulletin boards.

## Teamsters' Winning Model

The Teamsters Union once again showed it has the experience, resources and expertise to win. The union implemented its winning organizing program, which included dispatching organizers to every corner of the country, establishing a strong worker organizing committee with members across the country, and getting workers involved with every step of the campaign. Workers spoke to their co-workers, made thousands of telephone calls, knocked on thousands of their co-workers' doors, attended rallies, sent out countless e-mails and set up a Facebook page that nearly 400 workers joined.

In addition to reaching out to workers at the main hubs and larger stations, the Teamsters contacted workers in the smaller stations across the country, a key to the victory.

"We were tired of fighting for our jobs, tired of worrying about losing our jobs," said Tom Adams, a worker in Kansas City, Missouri. "May of us had lost hope. That's why we turned to the Teamsters. Being a Teamster means hope. Hope for a better future. Hope for a better life. Hope to build a better company to work for. As Teamsters, we are inspired and hopeful now."

"We did it! We won!" said Cassandra Bowles, a worker in Newark. "It feels like I hit the lottery."

Bowles was active during the campaign, talking about her frustration with the company when she learned she was pregnant with her second child. The company refused to provide her with light duty and Bowles was forced to leave work for an extended period.

"As Teamsters, we will make sure the company provides light duty for pregnant women until their babies are born. Nobody should have to go through

what I did," Bowles said.

"We have worked so hard to achieve this goal," said Scott Phillipsen, a worker in Houston. "This was about how they treated us. I didn't want to leave. I wanted to make things better. We want respect for the job we do. We want our work rules in black and white instead of gray, and not subject to change at any given moment."

## 'Best Feeling'

"I have 14 years in the company and finally becoming a Teamster is the best feeling in the world," said Rena Conkey-Crowley, a worker in Cleveland. "The top issues for me are job security and getting fair work rules that don't change all the time."

Franz Willette, a worker in Minneapolis, said workers have achieved strength that has been missing in their lives for years.

"To know we have a collective voice and are on our way to a Teamster contract makes coming to work an even more enjoyable experience," Willette said. "I love my job and I love the industry, and now I love having a voice in it. Here in Minneapolis, we thank everyone at Local 120 and everyone who voted and campaigned around the country."

David Grant, a 24-year employee who works at Baltimore-Washington International Airport, said he and his co-workers will be part of an organized group now—not individuals going it alone.

"It's going to feel good because I'm tired of all the work-rule changes and the company taking and taking from us and us not getting anything back," Grant said.

Ofa Makoni, a worker in San Francisco, said he feels good about winning, especially given the amount of work he and countless other workers put into the campaign.

"It's rewarding after all the hard work I and my co-workers put into this campaign," said Makoni, a 14-year employee. "The bottom line is we want to be treated fairly."

For example, overtime is given to those who are favorites of the supervisors, which means many workers don't ever get overtime opportunities. Makoni also wants fair work rules.



Adrienne Abner, a worker in Houston, said the Teamster difference propelled the workers.

“The big difference is how much I see the Teamsters out and about—the union is dedicated to its members,” Abner said. “They stayed on it all the way to the end. The union looked out for us. The Teamsters have your back all the time.”

### No More Favoritism

Rose Sheppard, an eight-year employee in Houston, said she is looking forward to positive changes as Teamsters.

“We really need to put an end to the favoritism,” Sheppard said. “When they start treating workers more fairly, Continental will be a much better place to work. With the Teamsters, we will be represented and

we can fight for the changes that we need.”

“I’m very proud to be a Teamster,” said Jose Ramirez, a worker in Houston. “Six years ago, we had our pay cut and the company’s attitude was, ‘Take it or leave it.’ That was a real slap in the face. Those days are over. Now we are Teamsters and we will have a seat at the table, a say in the workplace.”

Being Teamsters will improve the lives of 8,000 fleet service workers, she said.

“All Continental workers gave up something when there were concessions, but we gave up a lot and we weren’t getting much back,” Abner said. “We sat back and we watched our co-workers get something back. We didn’t have anybody looking out for us. But now we do—we are Teamsters!”

## Workers Lobby, Testify for Fair Elections

**A**s part of their campaign to form a union with the Teamsters, Continental fleet service workers played an instrumental role in fighting for fairer election rules. The workers lobbied and testified in support of fairer election rules which are expected to be implemented soon.

Their message was that the National Mediation Board (NMB) needs to reform its union election procedures to make them more democratic. The workers spoke in favor of a proposal that would base Railway Labor Act (RLA) airline and rail elections on a majority of those voting “yes” versus a majority of the overall unit voting. The current system means that workers who don’t vote are counted as “no” votes, which is fundamentally undemocratic.

Thanks to the Continental workers’ efforts, change is coming. The NMB is expected to implement new rules soon which would require a simple majority of workers to vote yes rather than the unfair system that’s been in place for decades.

In late July, fleet service workers from Houston, Newark and Cleveland came to Washington, D.C. to lobby for the rule change. Reggie Robinson from Houston, Carlos Cuesta from Newark and Scot Moscovits from Cleveland lobbied at the U.S. Capitol and met with General President Jim Hoffa and the two members of the NMB appointed by President Barack Obama.

“The Teamsters have unmatched political clout and we saw that first hand,” Robinson said. “I am impressed with the

union’s Airline Division and its ability to get members of Congress to listen to the union’s concerns.”

The trio met with the Airline Division’s lobbyist, Jack Albertine, who accompanied them to meet with staff members from the office of U.S. Sen. Frank Lautenberg (D-N.J.).

“Taking part in this lobbying effort illustrates the power of the Teamsters to get things done,” Cuesta said. “The Teamsters have the resources, strength, experience and determination to win.”

### Workers Testify

In early December, more fleet service workers came to Washington, D.C. to make history by testifying at the NMB’s hearing on the election-rule change. James Dolezal, from Cleveland, presented the board with petitions signed by nearly 2,200 fleet service workers asking for fairer election rules.

“I think our testimony really resonated with the board, and the sight of all those petitions and signatures had a powerful impact,” Dolezal said.

“The proposed rule change would take away some of the huge disadvantages workers face when they try to form a union under the Railway Labor Act,” said Russell Rego, a Hub Operations Coordinator in Newark and 16-year Continental employee. “It is time for the outdated rules to be set aside so that there is a level playing field for today’s workers.”

# Learning Labor

## History of Organized Labor to be Taught in Wisconsin Public Schools



and an eight-hour workday.”

Fed up with the eye-rolling and blank stares from kids whenever he mentioned the Teamsters, Gegare began a crusade in 1996 to get the history of organized labor and collective bargaining taught in public schools. Also pushing for the subject to be taught were the Wisconsin Labor History Society and other union groups.

### Long Battle Finally Won

Accomplishing that goal was an uphill battle, given the political climate in the Wisconsin Statehouse. But there has been a shift in ideology in recent years and in 2009, a bill was introduced to require the history of organized labor be taught to public school students.

Assembly Bill 172 passed, and on Dec. 10, 2009, Gov. Jim Doyle signed the bill into law.

Starting this fall, public school students in ninth through 12th grades will learn about organized labor and collective bargaining as part of their social studies curriculum.

“I’m happy to sign this bill so that Wisconsin students understand how important the labor movement was in creating some of the most basic workplace rights that Wisconsin families enjoy today,” Doyle said during the signing ceremony, attended by Gegare and many other union leaders and activists.

Paul Cole, Executive Director of the American Labor

**I**nternational Vice President Fred Gegare would get pretty angry when he would speak to college kids and they would ask him what the Teamsters are.

“When I would say the Teamsters are a union I would see a lot of eyes rolling,” said Gegare, also President of Local 662 in Green Bay, Wis. “That’s so frustrating to see that these kids have no idea that the Teamsters are responsible for so many things that people take for granted now, like Social Security



Studies Center, said that his organization knows of no other state that has a law requiring that the history of organized labor be taught.

“There are a number of national and state standards which call for the inclusion of labor history into the curriculum, but Wisconsin is the only state that has a law requiring it be taught,” Cole said.

### **Importance of Labor History**

The Wisconsin Labor History Society will assist teachers, school districts, parents and students in accessing materials that will provide information about union history and collective bargaining.

Gegare said the law will help unions during organizing campaigns.

“Sometimes during campaigns you go out and tell people you’re a Teamster and they say ‘What’s that?’” Gegare said. “When you say it’s a labor organization, they’re just dumbfounded.”

“Teamsters are the ones who fought for the middle class,” Gegare added. “Everyone should know that.”

### **“Triumph of Ordinary Citizens”**

Tom Bennett, President of Local 200 in Milwaukee, was among those who testified before Wisconsin state legislators on the importance of the bill.

“Growing up, my personal impressions of the importance of the values of hard work were seeing my father leave the

house early in the morning and come home at the end of the day, drenched with the day’s sweat,” Bennett said in his remarks.

“He only complained of the boss, the weather and the old Ford he drove to work. He never complained about his pay, his fellow workers or his union. He understood what he was earning in benefits, wages, job security and worker rights

“There are a number of national and state standards which call for the inclusion of labor history into the curriculum, but Wisconsin is the only state that has a law requiring it be taught.”

*—Paul Cole, American Labor Studies Center*

were determined by the men and woman of the organized labor movement,” Bennett said.

Kenneth Germanson, president of the Wisconsin Labor History Society, also testified before lawmakers.

“The teaching of labor history shows the triumph of ordinary citizens over the powers of society: Only by organizing into labor unions could working people in Wisconsin eventually gain the living standards that many of us enjoy,” Germanson said.

# DUNKIN' RUNS ON TEAMSTERS



# SWEET SUCCESS



**G**erry Houde and his co-workers keep the iconic Dunkin' Donuts stores in New England stocked, providing countless customers with a jump start to their days with a coffee and a donut.

But Houde and his co-workers were looking for a jump start themselves. They were tired of starting their days facing work rules and policies that were constantly in flux.

"We just had enough—we weren't getting any respect," said Houde, a seven-year employee at the Dunkin' Donuts Northeast Distribution Center (NEDCP) in Bellingham, Mass. "We just felt that the company should at least be accountable to us. We wanted to be treated fairly."

So last August, Houde and his fellow drivers and helpers voted 100-78 to join Local 25 in Boston. There are 194 workers in the bargaining unit. The drivers deliver all types of items to the stores, including the donut dough, furniture, coffee and coffee syrup, coffee machines, ad displays and other items.

Driver Darren Horton, a five-year employee, said workers got fed up with being mistreated.

"They just kept taking from us," Horton said.

For example, when he started five years ago, Horton paid \$25 a week for health insurance. That has jumped to \$60 a week. The company also cut their bonuses in half and withheld a raise this past year.

"The last straw happened when the company laid off 10 helpers and two drivers and brought in part-time helpers and gave them no benefits and a lower wage," Horton said. "The drivers said, 'If they can do that to the helpers, they can do that to us.' We had no protection."

## COMPANY VIOLATES LAW

A representation election at the company on April 1, 2009 fell short, but Local 25 filed charges against the company for violating the National Labor Relations Act (NLRA) for misleading workers by telling them that their 401(k) retirement plan would end if they chose to join the Teamsters. The National Labor Relations Board (NLRB) overturned that election, paving the way for the second election.

"The company lost all its credibility by violating the NLRA," said Sean M. O'Brien, President of Local 25. "This victory for the workers is an example of organizing in our core industry—trucking. Our

charter going back more than a century mentions Local 25 being a union made up of drivers and helpers. This election brought us back to our roots."

The election process was a challenge because the timing was tight for the second vote.

"With less than a month to turn around the results from the first flawed election, we had no time to spare," O'Brien said. "I made sure that every agent and officer from Local 25 was involved by house calling and talking to the drivers and helpers on the street."

Local 25 also tapped its best resource—its members.

"We also coordinated an elite group of member organizers for worker-to-worker organizing," O'Brien said. "Our members are some of our best organizers and this is just another example of why it is so important to engage our members. All of our agents and officers at Local 25 were also on the ground working this campaign."

The workers contacted Local 25 because they were concerned about affordable health care, changes to their bonus plan and they wanted a consistent, strong voice in the workplace.

## USING THE WEB

To help make the campaign a success, Local 25 set up a dedicated page on its local union web site. The web page featured updates about the campaign, fliers and letters from O'Brien. Many of the new members credited Local 25's strong web presence as key to combating the misinformation put out by the employer.

"The issue of trust was so important in this election, and many of the potential members had long ago stopped trusting their employer," said Steve Sullivan, Director of Organizing and Government Affairs for Local 25. "That's why we were so transparent about all of our dealings with the company on the web site."

Houde said he is looking forward to ratifying a first contract soon. Among other issues, he wants the company health care plan to improve greatly, and make it more affordable to workers.

Houde was a Teamster for 16 years at a previous job.

"It feels awesome to be a Teamster again," he said. "As a Teamster, now I know that when I walk in the door, someone from management is not going to be able to blindside me. Now I have someone to watch my back."

# STRIKING

# Success

“It was about the big picture. It wasn’t something we wanted to do, but it was the right thing to do. And we made history, a better life for those coming after us,” said Sharon Knott, a school bus driver in Hinds County, Mississippi, about the recent strike against her employer, which led to the ratification of an impressive four-year agreement.

The first-time contract for 300 First Student school bus drivers in Hinds County comes as a result of the courage and unity of the workers, who stood strong to improve their working conditions.

The agreement provides for wage increases; two paid holidays, Martin Luther King Jr. Day and Labor Day; bereavement leave, a seniority system, bidding rights; grievance procedures; compensation for bus cleaning supplies and more.

“We’re very happy with this contract and proud of our members for standing together for what is right. All the workers are very



**Mississippi School  
Bus Drivers Ratify  
Impressive Agreement**

pleased with the gains they have made, and are glad to be back at work, continuing the good work they do for our children,” said W.C. Smith, President of Local 891, Secretary-Treasurer of Joint Council 87 and Executive Assistant to General President Jim Hoffa.

## Strike Vote

First Student workers and members of Local 891 in Madison, Yazoo and Clay counties in Central Mississippi were able to reach an agreement with First Student and their school districts. However, in Hinds County, First Student and the school district were less than willing to raise standards for the drivers.

According to Smith, Jackson-based Local 891 reached out to the Hinds County school superintendent four times over the course of two weeks to see if he could assist the drivers in resolving the negotiations with First Student. Unlike the other three school districts, the superintendent would not contact Local 891.

“These were the lowest paid First Student employees in the South. We were asking for an 80 cent per hour raise the first year,” Smith said. “That’s the cost of a bottle of water.”

After tirelessly negotiating with First Student for a fair wage and working conditions, as a last resort, the workers decided to strike, and Local 891’s Executive Board voted in favor of paying the workers strike benefits.



## Deeper Respect

The workers stood outside their First Student school bus yard, holding their picket signs as the rain poured down. As cars and trucks passed by, they honked in support.

“It was good to hear the cheers from our supporters. It really moved me,” Knott said. “There were parents telling us, ‘I hope everything works out and you get what you need because I didn’t realize how important it is what you do.’ I received a note from a parent yesterday and he said, ‘I thank you so much for all that you do.’ That meant a lot because they stood out of their way to let us know they appreciate us as drivers who are ensuring the safety of their children.”

Orlando Hill, a driver in Madison County and coordinator for Local 891, lent his support to the efforts.

“It did our hearts good to have truck drivers, parents and employees out there supporting us,” Hill said. “Even though there were times that were hard, everyone stuck together, and we have a deeper respect for each other now.”

“I wanted to make things better for myself, and better for the rest of the drivers, for the future,” said Emma Jones, a driver in Clay County.

Her statement reflects the unity of the more than 200 workers from Madison, Yazoo and Clay to stand beside their co-workers in Hinds County.

“It did our hearts good to have truck drivers, parents and employees out there supporting us.”  
- Orlando Hill, driver

## Taking a Stand

Sherry Shack, a driver in Hinds County, echoed the sentiments of all her co-workers when she said that she didn’t want to strike.

“We didn’t want to do this, but we did it because we had to, because of the fact that they weren’t willing to budge on anything at the table,” Shack said. “What we did proves that whatever you believe in, you have to take a stand for it.”

“I had a very positive attitude that we would get what we needed,” said Derek Nettles, a three-year driver who starts his days at 4 a.m., transporting 30 students to school. “I’m glad to be back at work because I like being a bus driver.”

Before the second day of the strike was over, First Student agreed to reach an agreement with Local 891, and the workers in Hinds County went back at work.

“I had a woman tell me how happy she was because she’s a 64-year-old driver and never in her life had she had Martin Luther King Jr. Day off. She was so grateful,” Smith said. “Workers can now take time off when a family member dies. They can come to work, safely transporting students with dignity. And that’s what this was all about.”



## Rescue Work Medical Responders Join Local 507

“We are an emergency room on wheels. We know what to do and we’re trained to save lives,” said Rich James, a paramedic with American Medical Response (AMR) in Cleveland.

James and 40 of his co-workers recently joined Cleveland’s Local 507. The paramedics and emergency medical technicians work for the country’s largest ambulance service provider.

“They heard about us from the Teamsters we represent at the American Red Cross and approached us about becoming members,” said Al Mixon, International Vice President and Secretary-Treasurer of Local 507. “They persevered through a tough anti-union campaign by the company and we’re looking forward to improving their working conditions.”

Tomma Kufrin, an EMT at AMR, knows what it’s like to be a Teamster. She was a Teamster in her previous job at UPS.

“I liked being a Teamster because you knew what to expect, you knew what the guidelines were and it was very professional,” Kufrin said, “Since we organized here, management was been more open with communication and we’re hoping to have more change ahead. We all want AMR to grow because this is not just a job to us.”

### Widespread Support

The workers persevered through the anti-union tactics of the company, which included the hiring of a union-busting consultant, anti-union meetings, and dramatic changes to the workers’ schedules, over which Local 507 has filed a charge with the National Labor Relations Board.

“You have to be prepared to stand tough,” James said. “We tried to organize twice before, but we did it with the Teamsters because the support was there. Our organizer, Rick Kepler, was on top of his game and we were able to be successful.”

The workers also had the support of many Teamster members. The Joint Council 41 member organizer boot camp brought Teamsters together with AMR workers to leaflet outside the company. They worked together to build support and motivate the AMR workers to join the union.

“I think that the Teamsters are our best hope of keeping this business open. We’ve given the company multiple opportunities to show they care enough to make the changes that are needed, but nothing’s been done,” said Troy Ayers, an EMT. “It’s good to have the Teamsters to help us negotiate and address the problems we’re having. I wanted this to happen because we need a change.”

## LOCAL 959

### Alaska Waste, LLC

**W**orkers at Alaska Waste, LLC in Fairbanks, Alaska, concerned about numerous issues, voted to join Local 959 in Anchorage. There are 24 workers in the bargaining unit.

“The workers want better health care coverage, improved retirement security and fair wages,” said Derek Musto, Local 959’s organizer. “They are also concerned about safety and the condition of the company’s equipment.”

“We will work hard to negotiate a strong contract that addresses the many serious concerns that the workers have,” said Ken Coleman, Secretary-Treasurer of Local 959. “These workers do a very difficult job and they deserve to be protected while doing that job.”

## LOCAL 355

### Budget Rent A Car

**W**orkers at Budget Rent A Car in Baltimore voted in favor of representation by Local 355 by nearly a 2-1 margin. There are 51 customer service representatives and vehicle maintenance workers in the new bargaining unit.

Lack of respect from the company, favoritism and health care were the key reasons these workers wanted to unionize. After seeing what their other brothers and sisters, who are also a part of the Avis Budget Group, enjoyed as Teamster members, they knew they also needed help from the Teamsters Union.

“Special congratulations to the union committee on a job well done in keeping the employees together,” said Mark Garey, an organizer for Local 355. “The workers’ endurance was far stronger than the anti-union tactics that the company tried to use.”

## LOCAL 677

### First Student

**F**irst Student school bus drivers and monitors in Middlebury, Connecticut, have voted 60-16 in favor of joining Local 677 in Waterbury. The workers came together seeking improvements to their working conditions, including respect from management and affordable health insurance.

“I’m very happy with the vote,” said Frank Neville, a driver. “I can’t afford the medical coverage because it’s so expensive and our wages are stagnant. I think being united will make things better here.”

“Congratulations to these workers on their great victory. They’re building on the successes of other First Student workers who’ve recently joined the Teamsters in New England and we’re honored to have them as our members,” said David W. Laughton, Secretary-Treasurer of Joint Council 10.

## LOCAL 463

### Time Critical Freight, Inc.

**W**orkers at Time Critical Freight, Inc., in Montgomeryville, Pennsylvania, a

fast-growing freight company, have voted to join Local 463. There are 20 drivers in the bargaining unit.

“The company has been growing rapidly at the Montgomeryville terminal and the drivers want fair wages and fair and consistent work rules,” said Bob Ryder, Secretary-Treasurer of Local 463 in Fort Washington, Pennsylvania. “We will work hard to negotiate a strong contract that addresses all their issues.”

Contract negotiations began in late February.

Local 463’s victory has raised interest among workers at other terminals to form a union with the Teamsters.

## LOCAL 731

### Planet Honda

**W**orkers with Planet Honda in Matteson have overwhelmingly voted for Teamster representation, joining more than 120 Illinois car dealerships represented by Teamsters Local 731.

Serving as drivers, porters, utility supervisors and counter and stock room attendants, employees manage all levels of operation at the Honda dealership. The bargaining unit of 13 workers is eager to enjoy the benefits and protection of its first union contract.

“The hardworking people of Planet Honda really wanted a voice in their workplace and the Teamsters couldn’t be more proud to represent them,” said John J. Lisner, Local 731 Secretary-Treasurer. “Just as these workers can’t wait to have their

terms and conditions negotiated for the very first time, the union is fully prepared to secure their contract.”

## LOCAL 777

### Richlee Van Lines

**A**pproximately 75 school bus drivers and attendants with Richlee Van Lines, Inc. will soon enjoy all the benefits and protections of a Teamster contract after voting recently to join the union.

The school bus company in Arlington Heights rolled out a challenging anti-union campaign as Local 777 organized workers. Though management met with employees and distributed union-busting propaganda, the workers—fighting for their first union contract—overwhelmingly elected for Teamster representation.

“The hardworking men and women of Richlee Van Lines fought a strenuous campaign and their resilience and drive for a better workplace has paid off,” said James Glimco, President of Local 777. “Joint Council 25 organizers and our local business agents were determined to bring fair representation to the drivers and attendants, and the union is eager to negotiate their first contract.”



# The Smithsonian's

**T**he history and legacy of railways and the union members who work on them has been Bill Withuhn's passion for more than 40 years.

Withuhn, an active member of the Brotherhood of Locomotive Engineers and Trainmen (BLET) and Curator Emeritus of transportation history at the Smithsonian Institution in Washington, D.C., has made sure that union values are integrated into exhibits so that locomotives are valued not just as high points of engineering, but also examples of people working together.

"I love railroading," Withuhn said on a recent tour at the Smithsonian. "Here at the museum I am able to look after the history of railroads."

## America on the Move

Washington, D.C. is home to one of the largest museum complexes in the world—the Smithsonian. One of the museums in the complex is the National Museum of American History, which acts as a repository of artifacts from American life and history. Pieces such as the top hat was worn by President Abraham Lincoln on the night of his assassination, to the eponymous chair used by the actor Carroll O'Connor when he portrayed Archie Bunker in the television show "All in the Family," find their home in this great museum.

One of the largest, most extensive exhibits is "America on the Move" located on the first floor. Covering a time period between 1876 and 2000, all forms of personal, commuter and passenger transportation are uniquely

shown along with other museum pieces which give them the appropriate context for their time. Chief among the creators of this exhibit was Withuhn, an active member of BLET Division 263 in Pennsylvania.

"I wanted to make sure this major project of the Smithsonian showed the respect I have for the railroading profession. As railroad engineers know, our lives are not only devoted to making sure that goods and products traverse the country safely and securely, but we are often also carrying precious cargo—you and your family—along with us," Withuhn said.

"We tried out some new approaches to exhibiting rail equipment in this exhibit," Withuhn said. "For instance, I placed two life-sized figures, one of an engineer, the other of a fireman, in the cab of the massive Southern Railway engine. Additionally we have a recording of the engineer and the fireman discussing their route while they prepare to start their day. This is a departure from some museums which exhibit empty engine cabs. The professional relationship between the engineer and the fireman, and among all train crew members, is part of the railroading experience that I don't believe most of the public is aware of, and yet it is crucial to being able to safely handle the engine and its cargo.

"I wanted to show the public that railroading is a team effort," Withuhn said. "On the rails, you are working as a team where lives depend on how well you do your job. Everyone is dependent upon doing the job safely."



*"I wanted to make sure this major project of the Smithsonian showed the respect I have for the railroading profession."*

—BILL WITHUHN

# Rail Chief

## BLET MEMBER FEATURES RAIL UNION HISTORY IN EXHIBITION

### 'Alpha and Omega'

The Southern Railway engine is just one of the enormous steam engines that anchor the exhibit. When you first enter the exhibit, the timeline begins in the mid-1800s in Santa Cruz, California. It is here that Withuhn and his team placed a steam engine named Jupiter. When railroads first began, many towns vied to have a rail station located in their boundaries because having a station brought commerce. Towns such as Santa Cruz were among the lucky ones.

The sprawling exhibit, by far the biggest in the National Museum of American History, matches the scale of the enormous locomotives. Stage lights are focused on them to give them an added dramatic appearance. Although there are automobiles in the exhibit, they are considerably dwarfed by the rail engines.

Exhibit visitors can sense how the railroads virtually tie the nation together, from the first section featuring the Santa Cruz engine, to the middle of the exhibit anchored by the Southern Railway engine, to the closing portion that has a video of modern railroads serving the port of Los Angeles.

"The locomotives are very much the alpha and omega in our exhibit," Withuhn said.



### Union Labor

Being a union member, Withuhn also wanted to incorporate some references to the great rail unions that began in the 19th century, the oldest of which is the Brotherhood of Locomotive Engineers, or BLE, as it was known from 1863 until 2005 when the union merged with the Teamsters Union.

Union history is shown by many dues payment buttons included in several glass cases and text panels. Withuhn was careful to include materials from many other railroad unions as well such as the Brotherhood of

Maintenance of Way Employees and the Brotherhood of Railroad Signalmen.

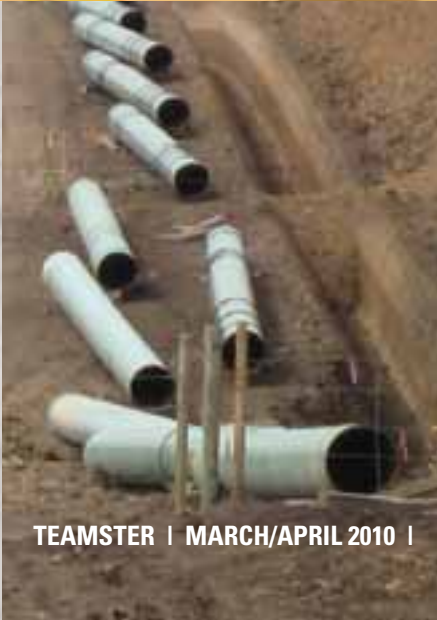
"I made sure that this national museum's exhibit on transportation history reflected not just the evolution of the technology and equipment but also spoke to the critical role that hardworking men and women in the union movement had in the building of the nation's transportation infrastructure," Withuhn said. "The sweat of our union brothers and sisters who came before us made America the country it is today. We must always remember that."



# PIPELINES FUNNELING WORK TO TEAMSTERS



Sometimes, the simplest things make



**T**ake, for example, pipes. In today's world, they're often taken for granted, yet they are used in a myriad of ways—from containing electrical wire to holding water. And now, many Teamster locals are relying on them to provide members with good-paying jobs.

That's because in the wake of the worst recession since the Great Depression, North America's pipeline industry is booming. With an ever-growing need to supply American homes, businesses and oil

refineries with both water and natural gas, the industry isn't about to slow down.

"Projects of this magnitude have never before been seen and the last few years have brought more and more of them," said David LaBorde, Teamsters International Representative for the pipeline industry.

In fact, pipeline projects like the Rocky Mountain Express, a 1,679-mile expansion of natural-gas pipeline that stretches from Ohio to Colorado, are unprecedented in terms of size, manpower and the amount

of material it takes to complete them.

Fueled by private funds, the projects take years to complete and employ only the most specialized of skilled-trades workers in the country.

### Readily Available Jobs

What makes these projects so appealing to local unions are their sheer size and quantity. Nearly every state in the union has experienced some kind of pipeline work and finding the right personnel for the projects isn't always an easy task.

The work is grueling, the hours are long and most workers spend weeks, even months, far from home. If the demands of the job aren't enough to turn people away from working in the industry, the qualifications certainly are.

"Freight and carhaul drivers have transitioned well to driving in the pipeline

tolerate the severe conditions.

"There's a lot of Teamster equipment out there," LaBorde said. "Teamsters have trucks that support all groups working on the pipeline; it's as if Teamsters have a rolling warehouse. Teamsters are responsible for construction materials, supplies, hauling things in, hauling things out and driving workers to the construction site."

### Jobs Nationwide

Local unions, along with national representatives, negotiate with companies on how many positions need to be filled for the completion of any given section of a pipeline. With those numbers handy, local unions then reach out to members—many of whom have been laid off from other industries—and offer them training and work.

At any given time, approximately 100

### A Chance to Rebuild

"This industry is, in my opinion, saving local unions," LaBorde said. "These pipes have been a saving grace for many locals because they can take members who are unemployed and, with proper training, put them to work on these projects."

Marion Davis, an International Representative for the Teamsters, has seen the same scenario time and time again. When Hurricane Katrina struck Louisiana in 2005, Local 270 in New Orleans struggled. A pipeline project came through the area, giving members whose families and homes were destroyed, a chance to rebuild their lives.

"It allowed work for some members who weren't normally in the pipeline industry, but it also created much-needed income for the local," Davis said. "This



*all the difference.*

industry," said Ed Jacobson, Director of the Building Material and Construction Trades Division. "We are creating additional training programs for Teamsters who have a CDL and are on layoff for different pipeline jobs. We want to create as many opportunities for Teamsters as possible."

Because drivers are a necessity to every aspect of the pipeline from start to finish, jobs are readily available to Teamster drivers who are willing to

Teamsters can be working on small sections of just one pipeline. With four major projects currently ongoing across the country, there are plenty of jobs to be filled.

Those who work on pipeline projects are covered under a national agreement that mirrors local union standards and ensures high wages, good benefits and overtime pay. The situation is a win-win for both laid-off workers and local unions who would otherwise be struggling.

industry provides a lot of opportunity to our members who needed it. It is a chance to earn a good living, secure health insurance for your family and receive pension contributions."

Areas expecting to see pipeline work in the coming months include Florida, Alabama, Kansas, Oklahoma, North Dakota and Montana.

For more information, visit [TeamstersPipeline.com](http://TeamstersPipeline.com).



# CASH FLOW

## *GCC Teamsters Print U.S. Currency*

**L**onnie Ouzts, a member of the Graphic Communications Conference of the Teamsters Union (GCC), is surrounded by hundreds of millions of dollars.

In the span of just a few minutes, giant presses churn out more money than most people would earn in multiple lifetimes. There are stacks of note sheets (32 \$100 bills to a sheet) everywhere, on their way to being inspected, cut into single notes, and shrink-wrapped and sent off to Federal Reserve banks. It's a breathtaking and intoxicating environment for visitors, but 51-year union member Ouzts isn't fazed by being surrounded by more money than the gross national product of many countries.

Ouzts is a 27-year employee of the U.S. Department of the Treasury's Bureau of Engraving and Printing (BEP), and Ouzts' job is to inspect the currency before it is shipped from the fortress-like building near Washington, D.C.'s National Mall.

Ouzts and other GCC Teamsters print America's money, keeping the nation's cash transactions running smoothly.

When asked if he ever is "blown away" by the millions and billions of dollars within arm's reach over the course of his job, Ouzts shakes his head and explains his thinking.

"I got my money in my pocket," he says with a smile.

That's how it is for the 280 GCC Teamster members—pressmen and bookbinders—working at the BEP plant in Washington, D.C. and at a satellite plant in Fort Worth, Texas. The GCC members help print about \$900 million a day, much of which ends up in the pockets of citizens everywhere. In addition, the BEP employs 11 photo engravers who belong to GCC/IBT Local 285 who work on other BEP materials.



### **Hoffa Visits Workers**

General President Jim Hoffa and GCC President George Tedeschi recently toured the BEP's Washington's facility and met with GCC members who print the nation's currency. (The BEP offers tours of the plant—visit [www.moneyfactory.gov](http://www.moneyfactory.gov) for more information.)

"In addition to producing and designing newspapers



and magazines, GCC Teamsters produce our nation's currency, and they do a fabulous job," Hoffa said. "Being here shows me just how talented these workers are. They have an awesome responsibility."

"I'm very proud of the members of our GCC/IBT locals who keep the nation's cash flowing," Tedeschi said. "These workers are very talented, and they have adapted well to all the new technologies, including all the anti-counterfeiting measures."

For GCC Teamsters like Ouzts, a member of Local 4B, the union has made a huge difference in their lives.

"The union has given us a great benefit plan and nice raises," said Ouzts, who has worked at the BEP for 27 years and was also a member of the union at other jobs for 24 years before that. "I've been in the union my whole life."

Local 1C in Washington, D.C. is the oldest local union within the GCC, and it has represented workers at the BEP since 1873, said Howard Brown, Local 1C's President.

### **GCC/Teamster Power**

James Sutherland, a Local 1C member, has worked at the BEP for about 10 years, but has been a member of the former Graphic Communications International Union (GCIU) since he was 18. The GCC was created after the GCIU voted to join forces with Teamsters in late 2004.

"I love the union," said Sutherland, a pressman standing next to presses turning out sheets of \$20 bills. "I wouldn't be where I am today without the union. The union has provided me with apprenticeship opportunities and good wages and benefits. I've supported my family well my whole life thanks to the union. The union also makes sure we are treated fairly."

Pressman Frank Grap, a Local 1C member, operates a Simultan offset press. Sheets of paper

## GREENBACK FACTS

- \$ In July 1861, Congress authorized the Secretary of the Treasury to issue paper currency in lieu of coin due to the lack of funds needed to support the Civil War, according to the Bureau of Engraving and Printing's booklet, "About BEP." The paper notes were essentially government IOUs and were called Demand Notes because they were payable "on demand" in coin at certain Treasury facilities.**
- \$ During the Civil War period, the Bureau of Engraving and Printing was called upon to print paper notes in denominations of 3 cents, 5 cents, 10 cents, 25 cents, and 50 cents. The reason for this is that people hoarded coins because of their intrinsic value which created a drastic shortage of circulating coins.**
- \$ Currency is printed on a special blend of 75 percent cotton and 25 percent linen with blue and red synthetic fibers—no wood pulp. The same company, Crane & Co., of Dalton, Massachusetts has provided the paper to make currency since 1879.**
- \$ Money is circulated until it becomes torn or too worn, at which point banks pull the bills out of circulation. The average \$1 bill has a life expectancy of 21 months; \$5 bill, 16 months; \$10 bill, 18 months; \$20 bill, 24 months; \$50 bill, 55 months; and \$100 bill, 89 months.**

the size of 32 bills are placed in the Simultan, which prints subtle background colors.

"I've been union all my life," said Grap, a 20-year veteran of the BEP who worked union jobs for 30 years before that. "The union has helped me improve my wages, and they have done a great job negotiating strong contracts."

From the Simultan, the sheets of bills get fed through two high-speed Intaglio presses. One of the presses prints the notes' green backs. The other press prints the black face engraving. The new generation notes, which have anti-counterfeiting features, go back through an offset press for subtle background colors.

### Making the Grade

Next, the notes go through the inspection process. That's where workers like Ouzts come in. The inspectors use a system equipped with a high-tech camera to look through the notes. Workers make sure the notes' watermarks are correct. Workers also take digital images to compare with a master image.

"The best part of the job for me is getting to use computers to do the inspections, which is a big change from the old days," Ouzts said.

After the sheets meet the electronic inspection standards, the sheets are then ready for numbering and processing.

Frank Privitera, a pressman who has worked at the BEP for more than six years, uses the Bureau's overprinting and

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*"I wouldn't be where I am today without the union."*

—James Sutherland

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processing equipment to add the final touches before the notes get shipped out.

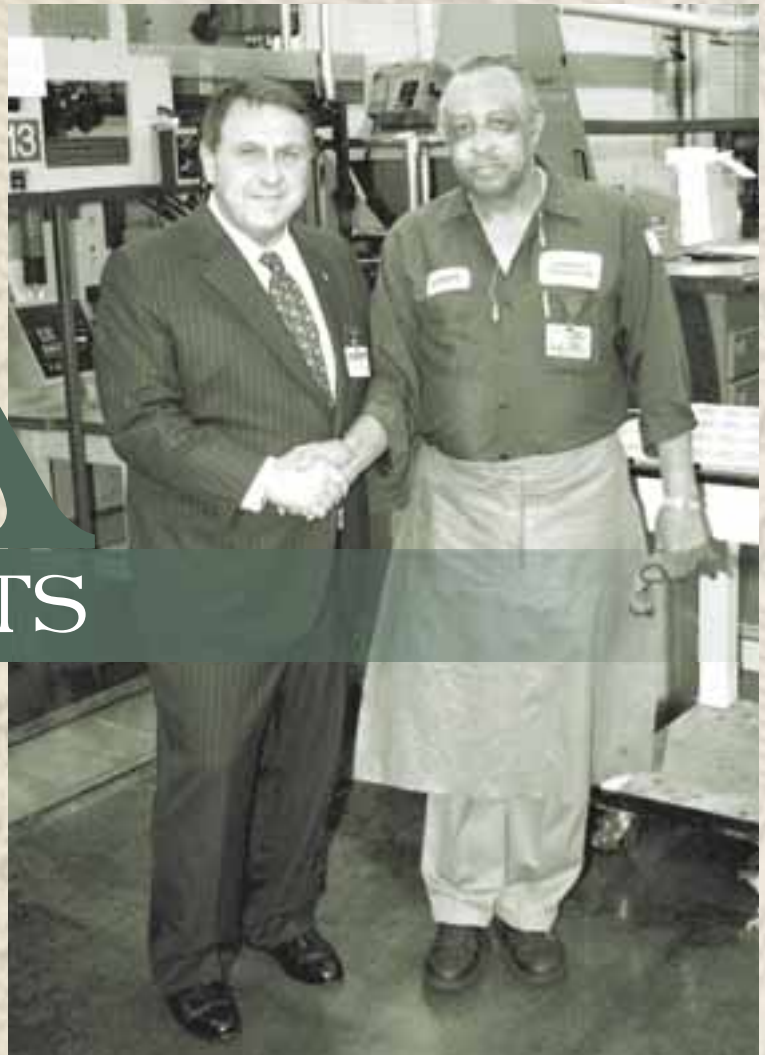
"We print the serial numbers, Federal Reserve seal and Treasury seal," Privitera said.

# Q & A

## LONNIE OUZTS

*"It's rewarding to see people's faces when they see what we do here."*

—Lonnie Ouzts



Stacks of 100 sheets are then cut into single notes and then banded and packaged into bricks of 4,000 notes. The bricks are distributed to one of the 12 Federal Reserve banks, which issues the notes to local banks.

“I get to print United States currency,” said Privitera, a member of Local 1C. “I take pride in my job. This is what it’s all about. A lot of people see this. This goes all over the world.”

As for being a GCC Teamster, Privitera is equally enthusiastic.

“The union, to me, is all about pride and unity,” he said.

Before touring the BEP, Hoffa and Tedeschi met with BEP Director Larry Felix, who praised the work of GCC Teamsters. Felix said GCC Teamsters are involved in the two most significant parts of the process, where counterfeit deterrents and security devices are added to the currency.

“Your members play a key role in protecting the integrity of our nation’s currency,” Felix said. “Keeping our currency safe is critical to the nation’s security.”



Lonnie Ouzts, a 51-year member of the Graphic Communications Conference of the Teamsters and its predecessor, GCIU, recently spoke with Teamster magazine about his job at the Bureau of Engraving and Printing.

**Q: *Since you started as a union printer 51 years ago, how has your job changed?***

A: I began working in 1958 as a bookbinder at Simon’s Bookbinders in Washington, D.C. Over the years, salaries have improved greatly thanks to the union contracts. Technology has also changed things. Because we learned more and more technology, we received higher pay to reflect that. Also, thanks to the union, our hours became more manageable—we didn’t have to work as many long days. The workload has also become much more reasonable. When I started, a half-century ago, the workload was brutal.

**Q: *What is the most exciting aspect of helping to print the nation’s cash?***

A: I work in an area we refer to as the “fishbowl,” where the tourists walk overhead to see the money being printed. It’s rewarding to see people’s faces when they see what we do here. The Bureau of Engraving and Printing (BEP) calls this the “Money Factory.” Over the past 27 years working at the BEP, the technology has changed dramatically. The high-tech machines and computers have saved us a lot of headaches. With the extra technology, there’s less stress. That’s because we used to have to check the bills for mistakes with our naked eyes. Now, computers do that kind of work.

**Q: *How has the union improved your life at work?***

A: It’s great to be part of the union. With the union, you have someone to talk for you, to speak up for your rights. Without the union, each of us would have to go to the boss and ask for a raise. But with the union, they negotiate raises for everyone. The union also addresses our work issues and the work flow. I feel fortunate to have had the union in my life for over 50 years.

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REPORT TO ALL MEMBERS  
OF THE INTERNATIONAL  
BROTHERHOOD OF TEAMSTERS

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FROM: Independent Review Board  
Benjamin R. Civiletti  
Joseph E. diGenova  
William H. Webster

DATED: January 25, 2010

## I. INTRODUCTION

This is the Independent Review Board's ("IRB") Report Number 1 for 2010 to you on its activities conducted pursuant to the Consent Order. In this Report we will discuss matters that have currently come before us, including three new reports and the progress of existing charges about which we have previously informed you.

## II. NEW REPORTS

### A. MICHAEL CARUCCI – LOCAL 282, LAKE SUCCESS, NEW YORK

On December 14, 2009, the IRB issued an Investigative Report to General President Hoffa concerning Local 282 member Michael Carucci. The report recommended that Mr. Carucci be charged with bringing reproach upon the IBT by being an associate of the Bonanno organized crime family, knowingly associating with members of the Bonanno organized crime family, and collecting unlawful debts in connection with an illegal gambling operation the Bonanno organized crime family ran. On December 16, 2009, Mr. Hoffa filed the charges against Mr. Carucci and referred the charges back to the IRB for a hearing. A notice of hearing was mailed to Mr. Carucci on January 13, 2010, setting a hearing for February 17, 2010.

### B. PASQUALE GUARNIERO – LOCAL 456, ELMSFORD, NEW YORK

On December 10, 2009, the IRB issued a Non-Charge Report to the Executive Board of Local 456 concerning former Local 456 member Pasquale Guarniero. In 2008 the Executive Board barred Mr. Guarniero from the Local and the IBT for failure to cooperate with the IRB and the IRB found the decision to be not inadequate under the Consent Decree. Since then, Mr. Guarniero applied to have the sanction mitigated and to not lose his membership. This report, detailing Mr. Guarniero's association with members of organized crime, asked the Executive Board to

consider his association when passing on his application. On January 6, 2010, after review of the IRB's December 10, 2009 report, the Local 456 Executive Board agreed to deny Mr. Guarniero's request to have the permanent bar suspended and notified him of the denial.

### C. JOSEPH TORRE – LOCAL 1901, LONG ISLAND CITY, NEW YORK

On December 10, 2009, the IRB issued an Investigative Report to the Executive Board of Local 1901 concerning member Joseph Torre. The report recommended that Mr. Torre be charged with, while a member of Local 1901 and the IBT, refusing to answer questions during his in-person sworn examination. The local was given ninety days within which to file the charge, hold a hearing and forward a final written report to the IRB.

## III. PROGRESS OF EXISTING CHARGES

### A. RICHARD RADEK – BLET VICE PRESIDENT

We have previously informed you that BLET Vice President Richard Radek allegedly brought reproach upon the IBT, breached his fiduciary duty, and embezzled over \$6,700 in union funds by causing the BLET to pay for meals which had no union purpose and receiving an allowance which covered the cost of his home office supplies while at the same time causing the BLET to directly pay for his home office supplies.

General President Hoffa filed the charges against Mr. Radek and a panel was appointed to hear the charges. Before a hearing could be held, Mr. Radek submitted to the IRB an agreement in which he permanently retired from the BLET, became ineligible to hold any appointed or elected office or employment with the BLET, the IBT or any affiliate of the BLET or the IBT, and made restitution for funds the IRB alleged he received. The IRB found the agreement served to resolve the matter and forwarded the agreement to Judge Preska for review.

### B. EDWARD RODZWICZ – BLET HEADQUARTERS, CLEVELAND, OHIO

We have previously informed you that BLET President and IBT Rail Conference President Edward Rodzwicz allegedly failed to cooperate with the IRB by failing to appear for his scheduled IRB sworn examination on November 4, 2009. Mr. Hoffa filed the charge and a panel was appointed to hear the charge. A hearing scheduled for January 20, 2010, was cancelled when counsel for Mr. Rodzwicz indicated that Mr. Rodzwicz was interested in settling this matter in lieu of a hearing. The IBT has the matter under review.

**C. MICHAEL A. CONWAY - LOCAL 107, PHILADELPHIA, PENNSYLVANIA**

We have previously informed you that Michael A. Conway allegedly brought reproach upon the IBT and violated his membership oath while a member of the IBT when he knowingly associated with Thomas Ryan who had been permanently barred from the IBT. Mr. Hoffa filed the charge against Mr. Conway. On August 14, 2009, the IBT forwarded to the IRB an agreement from Mr. Conway. The IRB determined that the proposed agreement was inadequate as to the sanctions and the agreement was returned to the IBT.

The IBT held a hearing on November 20, 2009. On December 10, 2009, Mr. Hoffa issued his decision that Mr. Conway is for 10 years suspended from membership; barred from holding office, employment, and serving as a Union steward; and prohibited from participating in the affairs of Local 107, the IBT and affiliates and from contact and association with officers, members, employees, representatives and agents of Local 107, the IBT and any other affiliate of the IBT. The IRB has the matter under consideration.

**D. PETER INNAURATO – LOCAL 107, PHILADELPHIA, PENNSYLVANIA**

We have previously informed you that that Peter Innaurato allegedly brought reproach upon the IBT and violated his membership oath while an IBT member by knowingly associating with a member of the Philadelphia La Cosa Nostra family. Mr. Hoffa notified the IRB that he adopted and filed the charges against Mr. Innaurato and he returned the charges to the IRB for a hearing. The IRB's hearing was postponed after Mr. Innaurato submitted to the IRB an agreement in which he permanently resigned from the IBT and Local 107 and agreed never to hold membership or any position in the IBT. The IRB found the agreement served to resolve the matter and forwarded the agreement to Judge Preska for review.

**E. MONICA PEASLEE – LOCAL 533, RENO, NEVADA**

We have previously informed you that Local 533 member Monica Peaslee allegedly violated her fiduciary duties to the Local and its members, embezzled and converted Local 533 funds to her own use, and brought reproach upon the IBT when between March and June 2008, while a member and employee of Local 533, she embezzled \$13,156.23 from Local 533. Mr. Hoffa filed the charge, a panel was appointed to hear the charge, and a hearing has been scheduled for February 2, 2010.

**F. MARK W. TRACY – LOCAL 533, RENO, NEVADA**

We have previously informed you that former Local 533 Secretary-Treasurer Mark W. Tracy allegedly violated his fiduciary duties to the Local and its members, embezzled and converted Local 533 funds to his own use, and brought reproach upon the IBT when between February 2006 and March 2009, while Secretary-Treasurer of Local 533, he embezzled approximately \$130,459 from Local 533. Mr. Hoffa filed the charge, a panel was appointed to hear the charge, and a hearing has been scheduled for February 2, 2010.

**G. ROBERT A. HOGAN - LOCAL 714, BERWYN, ILLINOIS**

We have previously informed you that Robert A. Hogan, Joint Council 25 Vice President and Local 714 Secretary-Treasurer, allegedly failed to act appropriately after he created a situation likely to result in a violation of the Consent Order when he rehired Robert Riley to work at Local 714 and failed to take any action to prevent, and, after learning, to address Mr. Riley's ongoing contact with William T. Hogan, Jr., a prohibited person under the Consent Order.

The IRB held a hearing and, while the IRB was in the process of issuing a decision, the IRB received a proposed agreement between Mr. Hogan and the IRB. Mr. Hogan permanently resigned all positions with Local 714 and Joint Council 25, and for a period of two years which began July 31, 2008, he would not hold any officer position with the IBT or any IBT affiliated entity. He further agreed not to be an officer or employee of Local 727 for five years. The IRB found the agreement served to resolve the matter and forwarded it to Judge Preska for review.

**H. THOMAS CLAIR, JOHN FALZONE AND MICHAEL MARCATANTE – LOCAL 726, CHICAGO, ILLINOIS**

We have previously informed you that Secretary-Treasurer and Principal Officer Thomas Clair, President John Falzone and Local Trustee Michael Marcatante allegedly brought reproach upon the IBT and violated their fiduciary duties while officers of Local 726 and Trustees of the Local 726 Employee Pension Fund.

Mr. Clair allegedly caused the Pension Fund to enter into two ERISA prohibited transactions totaling \$125,000 when he approved the loans from the Pension Fund as an Executive Board member and violated his duties under ERISA by acting on behalf of an adverse party in a transaction involving the Pension Fund; irrevocably pledged the Local's assets to secure loans he and two other Local offi-

cers made to the Local to enable the Local to repay the amount of the two prohibited transactions to the Pension Fund; and misrepresenting to IBT General Secretary-Treasurer C. Thomas Keegel that the Local was reporting on its Statements of Assets and Liabilities the liability under the Local Severance Plan as the IBT had instructed him to do on at least three occasions.

The other two Local officers, Mr. Falzone and Mr. Marcatante, while Local 726 officers and Trustees of the Local 726 Employee Pension Fund, in 2007, caused the Pension Fund to enter into the two ERISA prohibited transactions totaling \$125,000 when both approved the loans from the Pension Fund as Executive Board members and violated their duties under ERISA by acting on behalf of an adverse party in a transaction involving the Pension Fund.

Mr. Hoffa filed the charges against Mr. Clair, Mr. Falzone and Mr. Marcatante, a panel was appointed to hear the proposed charges, and a hearing was held September 25, 2009.

Before the IBT hearing was held, Mr. Clair submitted an agreement to the IRB in which he permanently retired from Local 726 and from his positions with the Pension Funds and became ineligible to hold any office or employment with Local 726, the IBT or any IBT affiliate. The IRB found the agreement served to resolve the matter. On November 9, 2009, Judge Preska signed the agreement.

On November 19, 2009, Mr. Hoffa issued his decision in which Mr. Falzone and Mr. Marcatante were removed from office and barred from Union office and employment for three years as well as from serving as fiduciaries on union affiliated funds for five years, but not prohibited from holding status as Union members. On December 15, 2009, the IRB notified Mr. Hoffa that it found the decision to be not inadequate.

**I. GERMAN VAZQUEZ - LOCAL 901, SAN JUAN, PUERTO, RICO**

We have previously informed you that German Vazquez allegedly brought reproach upon the IBT, breached his fiduciary duty and embezzled union funds while an IBT member and Secretary-Treasurer of Local 901 of approximately \$55,532 from Local 901 as a result of four unauthorized pay raises between January 8, 2005 and May 2, 2009. In violation of the Local's Bylaws that require the Local's Executive Board to approve salary increases for the Secretary-Treasurer, Mr. Vazquez either unilaterally granted himself a salary increase or unilaterally increased the amount of his salary above the increase the Executive Board approved.

Mr. Hoffa filed the charge against Mr. Vazquez and a panel was appointed to hear the proposed charge. The

hearing scheduled for September 2, 2009, was adjourned when Mr. Vazquez submitted an agreement to the IRB for approval. The IRB determined that the sanctions were inadequate and the agreement was returned to the IBT. The IBT hearing on December 7, 2009, was postponed after learning that a non-lawyer was attempting to represent Mr. Vazquez before the Hearing Panel. On December 29, 2009, the IBT notified Mr. Vazquez that the hearing would be continued on January 29, 2010.

**IV. TOLL-FREE HOTLINE**

Since our last report to you, the hotline has received approximately 80 calls reporting alleged improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

To assure that all calls are treated confidentially, the system recording hotline calls is located in a cipher-locked IRB room on a dedicated line and accessed by IRB staff only. It is not manned by an investigator; however, the recorded information if complete and within IRB jurisdiction is forwarded directly to the Investigations Office. Please continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, DC, dial 202-434-8085.

**V. CONCLUSION**

As always, our task is to ensure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities through these reports and also through use of the website at [www.irbcases.org](http://www.irbcases.org).

If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above, use the IRB facsimile number 202-434-8084, or write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator  
17 Battery Place, Suite 331  
New York, NY 10004

Independent Review Board  
444 North Capitol Street, N.W.  
Suite 528  
Washington, DC 20001

# ELECTION SUPERVISOR'S REPORT

## APPOINTMENT OF THE ELECTION SUPERVISOR AND NOTICE OF PUBLICATION OF THE PROPOSED RULES FOR THE 2010-2011 IBT INTERNATIONAL UNION DELEGATE AND OFFICER ELECTION

The IBT and the United States Government have selected an Election Supervisor for the 2010-2011 IBT International Union Delegate and Officer Election. The Election Supervisor is responsible for ensuring that the 2010-2011 IBT international officer election, including all delegate elections, are conducted in a free, fair, and democratic manner.

Richard W. Mark, who served as Election Supervisor for the 2005-2006 IBT International Union Delegate and Officer Election, will serve again as Election Supervisor for 2010-2011. Kenneth Conboy, who has served as Election Appeals Master for past IBT International Union Delegate and Officer Elections, will serve again as Election Appeals Master.

The temporary address of the Election Supervisor's Office is:

**Richard W. Mark**  
**Office of the Election Supervisor**  
**for the International Brotherhood of Teamsters**  
**c/o Orrick, Herrington & Sutcliffe LLP**  
**1152 15th Street, N. W.**  
**Washington, D.C. 20005-1706**  
**Phone: 1-202-339-8506**  
**1-877-317-2011 (Toll Free)**  
**Facsimile: 202-339-8500**  
**Email: [ElectionSupervisor@ibtvote.org](mailto:ElectionSupervisor@ibtvote.org)**

The Election Supervisor can be contacted at the address listed above. We expect to move to a new location in the Washington, D.C. area by May 2010 and to be at that address for the duration of the 2010-2011 election. The permanent address and telephone contact information for the election office will be published in a later issue of the *Teamster*.

Copies of the proposed *Rules for the 2010-2011 IBT International Union Delegate and Officer Election* (the "2011 Rules") have been transmitted to each IBT local union and to interested independent committees. The IBT and the Government have provided for a thirty (30) day period, starting March 8, 2010, during which IBT members and any other interested parties may submit comments on the proposed 2011 Rules. The 2011 Rules will be finalized and submitted to the United States District Court for the Southern District of New York for approval after

April 8, 2010. You may obtain a copy of the proposed 2011 Rules in pdf form by visiting our web site at [www.ibtvote.org](http://www.ibtvote.org) or by calling or writing the Election Supervisor's Office to request a copy.

The proposed 2011 Rules are substantially the same as the 2006 Rules. A guide to the differences between the 2011 Rules and the 2006 Rules will be posted at [www.ibtvote.org](http://www.ibtvote.org).

You are invited to comment on the proposed 2011 Rules. Submit comments in writing to the Election Supervisor, either at the address listed above or by email to [ElectionSupervisor@ibtvote.org](mailto:ElectionSupervisor@ibtvote.org). **Written comments concerning the proposed 2011 Rules must be received by 5:00 pm (eastern daylight time) on April 8, 2010.** Comments received by that deadline will be considered by the IBT, the Government and the Election Supervisor before the rules are issued in final form.

The Government and the IBT will ask the U.S. District Court for the Southern District of New York to approve the 2011 Rules, to be effective as of May 1, 2010, with any changes agreed to by the parties following the comment period. **If the 2011 Rules are not formally approved by that date, as of May 1, 2010 the Election Supervisor will begin administering the 2011 Rules as proposed for approval. Members, potential candidates, independent committees and all affiliates must abide by the proposed 2011 Rules, including compliance with all provisions concerning campaign activities, fundraising, reporting and other requirements and obligations.**

As in 2006, International Officer campaigns will be required to report on their finances using the electronic Campaign Contribution and Expense Reporting System ("CCERS"). Any individual who anticipates participating in the election as an International Officer candidate, or any independent committee that anticipates participating in the 2011 election, should contact the election office after April 15, 2010 for information about establishing a CCERS account.

We will provide updates on our work for the 2010-2011 IBT International Union Delegate and Officer Elections in upcoming issues of the *Teamster* and other official publications of the IBT.

# ATTENTION TEAMSTER RETIREES



If you are a Teamster retiree and want to continue receiving the Teamster magazine after the May/June 2010 issue, contact your Local Union and let them know.

Due to the prohibitive cost of printing and mailing the magazine, coupled with the high number of retiree returns of the publication, the International can no longer automatically mail the magazine to Teamster retirees. **Retirees are, however, entitled to keep your free subscription and can do so by calling your Local Union.**