

# TEAMSTER

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# The Front Lines

A MESSAGE FROM GENERAL PRESIDENT JAMES P. HOFFA

America's corporations have rightfully earned the envy of the world. They work technological wonders, cure disease and feed, house and clothe millions. Without our great free-enterprise system and the complex economy it created, the American middle class would not exist. However, we must never forget that corporations view their primary duty as making money. They don't always put working Americans first and they do not have a social conscience. Though they do a great deal of good, they also act in ways that harm society.

In the past few decades, the power of corporations has grown to a troubling degree. The Supreme Court's "Citizens United" decision last year further empowered corporations by letting them secretly contribute unlimited amounts to political campaigns.

Corporations want to further weaken the government's ability to punish them for predatory behavior. But they know they can't just come out and say they'd like more freedom to evade taxes, rip off their customers, steal employees' wages or kill their workers through carelessness. So they've gotten very good at creating front groups to mask their agenda.

The U.S. Chamber of Commerce is perhaps the most powerful and most successful of these front groups. The Chamber accepts hundreds of millions of dollars from corporations that stand accused of behavior most people find shameful. Its goals are to reduce government oversight of corporations and to increase government oversight of unions.

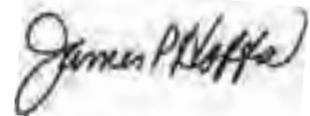
In this issue of Teamster Magazine, we expose the misdeeds of the corporations represented on the U.S. Chamber of Commerce board of directors.

The Teamsters are on the front lines of the fight against corporations' abuse of power. We stood up against the big banks when they tried to kill 25,000 jobs at YRC. We exposed their indecent effort to profit by driving the company into bankruptcy. Our exposure forced them to backpedal and support YRC's survival instead of its death. A representative of one of those banks serves on the Chamber's board of directors.

When a corporation decides to route political payments through the U.S. Chamber, it's not just an ordinary business decision. The Chamber takes extremist positions on consumer protections, outsourcing U.S. jobs, privatizing Social Security, shareholder rights, climate change and health care reform.

Corporations are especially motivated to funnel political donations through the Chamber since the Citizens United decision. Companies face a backlash against them if they're found to have made political payments to unpopular groups.

The Teamsters, affiliated benefit funds and other leading institutional investors want answers about corporate political activity. How much money was given to the Chamber in 2010 for elections? What benefits do the companies get from partisan political spending? Ninety-three percent of the Chamber's political spending goes to Republicans. Is that in line with the company's election goals? How does that spending benefit shareowners, customers, clients?





## Hoffa Deeply Disappointed In Mexican Trucks Proposal Plan Threatens Jobs, Highway Safety And Border Security

The Teamsters will fiercely resist a new plan by the U.S. Department of Transportation (DOT) to open the border to Mexican trucks. Early in January, DOT announced that it will begin negotiations with Mexico on a plan to restart the cross-border trucking program that had failed under the Bush administration. The U.S. Trade Representative, Ron Kirk, told the Mexican government the program could be up and running in six months.

Teamsters General President Jim Hoffa questioned why DOT would propose re-opening the border at a time of persistent high U.S. unemployment, budget deficits

and unrelenting drug violence in Mexico. He said the proposed program would threaten the traveling public in the U.S. and open our southern border to increased drug trafficking.

“Why would the DOT propose to threaten U.S. truck drivers’ and warehouse workers’ jobs when unemployment is so high?” Hoffa said. “And why would we do it when drug cartel violence along the border is just getting worse?”

Hoffa met in January with DOT Secretary Ray LaHood, Labor Secretary Hilda Solis and Kirk to tell them the Teamsters strongly oppose opening the border. The Obama administration closed the border to unsafe Mexican

trucks in February 2009 after Congress shut off funds for the cross-border pilot program. Mexico retaliated with tariffs on \$2.4 billion worth of goods. The Teamsters believe those tariffs are excessive and urged the administration to challenge them. Instead, DOT came up with a proposal that would open the border.

Jim Kabell, President of the Missouri-Kansas-Nebraska Conference of Teamsters, told a KY3 news reporter in Missouri that half of freight workers were out of work at the height of the recession, and many are still unemployed. “I think it’s a terrible proposal,” Kabell said.

Hoffa argues that law enforcement officials in Mexico are too busy fighting drug cartels to pay much attention to highway safety. “Given the drug violence, there’s no way a U.S. company would want to haul valuable goods into the Mexican interior,” he said.

On Jan. 6, a truck driver for Ainsworth Trucking checked his cargo when it shifted and found 135 pounds

of marijuana. He was driving from the Rio Grande Valley to Houston. The sheriff said the trucker was an innocent victim, and that drug cartels are now using legitimate companies to carry drugs into the U.S.

Hoffa also said the Teamsters have serious reservations about DOT’s ability to guarantee the safety of Mexican trucks. He said Mexican trucks don’t meet the same standards as U.S. trucks, and medical and physical standards for Mexican trucking firms are lower than for U.S. companies.

“I do appreciate that DOT is proposing to raise the bar on safety for Mexican trucks,” Hoffa said. “But the stricter standards aren’t enough, and they could cost the U.S. taxpayer. For example, the administration proposes that Mexican trucks be checked for U.S. EPA emissions standards and that drug testing take place in U.S. labs.

“Why should American taxpayers pay for Mexican trucking companies to take away American jobs?”



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# BOLD STEPS



## Freight Members Continue To Make Sacrifices To Save Jobs

For the past several years, Teamster freight members at the YRC Worldwide Inc. (YRCW) operating companies—YRC, Reddaway, Holland and New Penn—have made numerous sacrifices to help keep the company in business during the worst economic crisis since the Great Depression.

The members' actions have been difficult on thousands of Teamster families, but the members are determined to do whatever it takes to protect more than 25,000 Teamster jobs in the union's ultimate core industry—freight. The members did it yet again this past October when they ratified a "restructuring plan" aimed at saving their jobs.

"We realize that in ratifying this Restructuring Plan our members will continue to make huge sacrifices, which have been very difficult for our members and their families during the worst economic recession in decades," said Tyson Johnson, Director of the National Freight Division. "However, we firmly believe this plan is the only hope for sav-

ing our members' jobs as this recession continues to cause so much hardship."

"As painful as the sacrifices are on an individual level, our members understood that by approving this Restructuring Plan they would be setting the stage for the company's existing lenders to do their part and make this company an attractive investment for new investors and preserve their jobs," said Jim Hoffa, Teamsters General President. "As this restructuring moves forward, the union will be involved every step of the way."

### Expert Advice

During negotiations with the company, the union received input from a team of experienced, respected and independent financial and restructuring experts it assembled over the past year to verify the company's financial situation and to assist in developing this restructuring plan.

Through this lengthy and ongoing process, the union has reviewed numerous financial and operational reports on

YRCW and determined that this Restructuring Plan is the only avenue to save and hopefully grow the respective companies it operates.

The Restructuring Plan modifies and extends the current National Master Freight Agreement (NMFA) and Supplemental Agreements for a two-year period until March 31, 2015 and provides for annual wage and benefit increases, including a resumption of partial pension contributions beginning in June 2011.

In addition to participating in the debt reduction and equity investment discussions to create a sustainable company, the union will require equity ownership of the company and, at a minimum, one additional board seat.

The plan also calls for continued equal sacrifice—management and nonunion employees are required to participate in cost sharing in an equal manner. The plan has additional compensation improvements for Teamster members based on the company's future operating performance.



## Phone Bank On Wheels

The 54,000 members of Joint Council 28 belong to 13 locals in Alaska, northern Idaho and Washington state. With members that far apart, it was hard to get members to participate in phone bank operations during the election season.

Heather Weiner, the Joint Council’s political action director, got an idea on how to get more members to do phone banking when she visited Local 174 in Tukwila, Wash., and saw they had a big 18-wheeler.

“She asked what we used the truck for and I told her that in addition to using it in

parades, rallies and events, it was outfitted to be a mobile classroom or mobile office,” said Rick Hicks, Secretary-Treasurer of Local 174. “That’s when she got the idea to use it as a mobile phone bank.”

Weiner said the vast area the Joint Council represents meant they had to figure out a better way to get the members involved.

“Everyone is spread out, they work different hours, and sometimes it would take them more than an hour to drive someplace to do the phone banking,” Weiner said. “We brought the Teamster Action

Truck to various work sites and locals making political action as convenient as possible. We set up outside the Treetop facility in Selah, the Columbia Beer distribution warehouses, and even in the parking lot of the Walla Walla State Penitentiary. Dozens of members stopped by during their breaks to get information and call other members about the elections.”

### Easy and Effective

The Joint Council outfitted Local 174’s truck with 15 laptops, each with a Skype phone connection and a headset. Members were given a quick tutorial on how to use the system before being logged into an online call system loaded with Teamster voters.

“We’re giving locals an easier, more effective way to get out the vote, and our endorsed candidates noticed,” Weiner said. “Candidates heard about the truck and stopped by to check it out and say thank you. They even rented it from us for their own campaigns.”

The Teamster Action Truck provided significant support for Teamster-endorsed candi-

dates like Sen. Patty Murray, Rep. Rick Larsen, Rep. Adam Smith and many local candidates. The effort also paid off by helping to defeat two dangerous initiatives to privatize workers’ compensation and the state liquor system—which threatened thousands of Teamster jobs.

In just eight weeks, volunteers from the Teamsters Union and other campaigns made more than 51,000 calls about the elections.

“The use of the Teamster truck in conjunction with the political action campaign made a powerful statement to our members who participated in the phone banking, and to the politicians,” said John Williams, President of Joint Council 28 and Director of the International’s Warehouse Division. “The presence of the truck was a bold statement of our commitment to being active in the process.”

With a successful election season over in the state, Williams said the Joint Council plans to use the truck to increase D.R.I.V.E. participation and continue to engage in phone banking.

## In Action

**Joint Council 28 members put the Teamster Action Truck to good use:**

- **Teamster to Teamster calls made: 7,232**
- **Recorded voice mails from principal officers: 11,451**
- **Calls for Rep. Rick Larsen: 14,247**
- **Calls for other candidates: 18,310**

# Motion Picture And Television Unions Agree To Mutual Assistance Pact

## Teamsters And IATSE Join Together To Fight For Working Families

In an effort to further solidarity in the labor movement, two of the most powerful unions in the motion picture and television industry, the Teamsters and the International Alliance of Theatrical Stage Employees (IATSE), entered into a mutual assistance pact to work together toward common goals.

The agreement creates a framework that outlines how the unions will address organizing efforts, deal with jurisdictional issues and establishes new lines of communication aimed at strengthening the relationship. A joint committee was established to oversee the efforts of the two unions, which both service movies and television productions throughout the industry.

“We look forward to working more closely with IATSE to represent the interests of our members in the motion picture and television industry,” said Jim Hoffa, Teamsters General President. “There is strength in numbers and the combined power of the Teamsters and IATSE will help ensure all our members are treated fairly on the job and in contract negotiations.”

“The Teamsters are our natural allies,” said IATSE International President Matthew Loeb. “They work side by side with our members for the same employers, and they face the same challenges we do with respect to our standard of living, and health and retirement benefits.” In Hollywood, the unions both participate in the Motion Picture Industry Pension and Health Plans.

### Closer Ties

Recent meetings between the leadership of the two labor organizations have led to closer ties.

“Together our unions will work toward protecting the inter-

ests of our members,” said Leo Reed, Director of the Teamsters Motion Pictures and Theatrical Trade Division and Secretary-Treasurer of Local 399 in Hollywood. “Our members will only benefit from this new partnership.”

The executive boards of both unions ratified the agreement in a strong showing of unity and solidarity. News of the agreement was well received by rank-and-file Teamsters.

“Power in numbers, that’s what it’s all about,” said Manny Demello, a 17-year member of Local 399. “While our relationship with IATSE was rough at times in the past, it has improved. United with our IATSE brothers and sisters, we have more power collectively in bargaining with the producers. We can’t be played against each other.”

### Building Alliances for the Future

Earlier in 2010, the Teamsters aligned their drivers’ contract expiration date with the IATSE’s agreement for the 15 locals that represent the below-the-line crew members on productions. This means on July 31, 2012, the AMPPTP will face the combined bargaining power of both IATSE and the Teamsters Union.

Reed said that this was a direct result of the improved relationship between the two unions since Matthew Loeb took over as national president of IATSE.

“We have really come together in union solidarity since President Loeb took over,” Reed said. “He understands that we are stronger when we stand together and it shouldn’t matter what union we are members of—we are all brothers and sisters fighting the same battle.”





## 'No Apologies For Being A Teamster'

### Local 38, UFCW Members Ratify New 3-Year Contract

**W**hen Michael Irving, a checker at grocery retailer QFC and member of Local 38 in Everett, Wash., signed up to be a shop steward a year ago, he knew the job would be demanding. He expected to be singled out by management, work extra hours, and essentially act as an on-the-job guidance counselor for his co-workers.

What he didn't expect was the utter ruthlessness the company would show during recent contract negotiations.

"I was just shocked—I didn't realize people could be so harsh. I understand these companies have to make profits, but the way they were doing it was terrible," Irving said. "The company didn't show us any respect; they were really bent on depriving the workforce of many things that were basic to us."

Irving was part of a 40-member negotiating team made up of QFC, Albertsons, Safeway, and Fred Meyer employees, as well as leadership from Teamsters Local 38 and UFCW Locals 21 and 81. The Teamsters have represented workers at QFC, Albertson's and Safeway for 50 years, while the UFCW represents workers at Fred Meyer.

Together, Teamsters and UFCW members fought proposed cuts from the grocers that included lower wages, holiday and Sunday premium reductions and

takeaways from both pension and health care benefits.

Despite aggressive tactics from the companies, solidarity prevailed. Workers held rallies, joined with community and religious leaders and staged actions. According to Steven Chandler, Secretary-Treasurer of Teamsters Local 38, the strike-authorization vote drew a crowd of 1,100—the largest turnout by membership Local 38 has ever recorded.

"The membership really stepped up to the plate. They got involved," Chandler said. "Getting members involved is the key and our members stood up for themselves through solidarity."

#### Fighting For What Is Right

After 38 negotiating sessions and a 90-percent strike vote, the workers ratified a three-year contract that protects their health plan, secures a defined-benefits pension and improves wages. The contract covers 23,000 workers at all four chains, including 2,600 Teamsters.

Helping make the negotiations and contract ratification successful were Teamsters throughout the Pacific Northwest who supported QFC, Albertson's, Safeway and Fred Meyer employers.

"The local unions of Joint Council 28 unanimously supported Local 38 and their

UFCW brothers and sisters," John Williams, Teamsters Warehouse Division Director said, adding that Joint Council 28 represents employees at many of the grocers' distribution centers and direct-store delivery companies. "The Joint Council and rank-and-file members offered no-nonsense support to help get the job done."

For Beth Colleran, a shop steward at Albertson's and member of the negotiation committee, ratifying the contract was a defining moment.

"I'm very happy with this new contract. During the negotiation and ratification process, I could really feel the power of the Teamsters," Colleran said. "I am so proud of my Teamster brothers and sisters for sticking together."

Irving agrees and encourages Teamsters everywhere to follow in the footsteps of QFC, Albertson's, Safeway and Fred Meyer employees.

"I want to encourage solidarity everywhere," Irving said. "My favorite part about being a Teamster is standing up for what's right. I will never back down from a cause that is just, especially when it comes to fighting for the rights of workers. There are no apologies for being a Teamster—we must stand up, be respectful, and negotiate."

# Local 272 Organizes 26 Parking Locations in Less Than 90 Days

Local 272 in New York City has no full-time organizers so the seven-member executive board wears many hats.

It took all seven of them to accomplish organizing 26 parking locations in all of New York City's five boroughs in less than 90 days, from mid-June to mid-October. These organizing victories resulted in 112 new members for the local.

"It was a lot of leg work but we were determined to get this done," said Matthew Bruccoleri, a trustee and business agent at Local 272. "It was definitely a group effort."

The local got card-check recognition at 26 parking locations where employees work for several different companies. In one other parking facility operated by Aramark at Richmond University Medical Center on Staten Island, the local won the election.

"At a time when unions are under attack and losing jobs and members, the success of our organizing effort is nothing short of remarkable," said Eddie Allers, Secretary-Treasurer of Local 272. "I am extremely proud of the members of the local's executive board for their hard work and dedication in helping us achieve this extraordinary success."

The local has thrived since emerging from trusteeship in 1994, Bruccoleri said. It had 2,400 members at that time. Now it has more than 7,000 members, all parking garage employees and rental car workers in New York City and Westchester County, who work at nearly 1,800 facilities.

Bruccoleri and other members of Local 272 spoke about this effort at the October fall divisional summit, "Tackling Tough Times," held in Las Vegas. The meeting brought together Teamster leaders from Industrial Trades, Public Services, Warehouse, Solid Waste and Recycling and Newspaper, Magazine and Electronic Media.

Bruccoleri is a member of the National Parking Council Policy Committee and when asked to give an update on behalf of his local, reported on these organizing victories. Jose Rojas, Recording Secretary for Local 272, joined Bruccoleri at the meeting.



"For us, there are endless opportunities to organize parking garage workers," Bruccoleri said. "This is one job that cannot be outsourced. There are parking garages everywhere and more being built. This is a never-ending job for us and we love it."

PASCO  
COUNTY  
UTILITIES  
CUSTOMER  
INFORMATION  
& SERVICE



## *Local 79 in Tampa Continues Winning Streak, Empowering County Government Workers*

**A** year before Rob Burgarella and his co-workers voted to join the Teamsters, the Pasco County, Fla. government employee was anti-union.



“I thought you would never have convinced me to join the union. I was born and raised in Florida and I never knew anything about unions,” said Burgarella, an employee of the county’s Water Department. “But I got a better understanding of what the Teamsters Union was about and I saw firsthand how management manipulates things to their own liking. We have no voice, no support, no nothing. I always believed there had to be a better way than this, that we need a fair shake, and the Teamsters Union is that way.”

In September, Burgarella and nearly 1,100 of his co-workers in Pasco County voted to join Local 79. The victory is the latest public services organizing victory for the Tampa-based local, which is improving the lives of thousands of county government workers.

“We are very pleased to welcome the Pasco County workers into our Local 79 family,” said Ken Wood, International Vice President and Local 79 President. “They join their colleagues in Hernando and Collier counties who have recently joined our union. We are working hard to negotiate a contract that will provide the Pasco County workers with the brighter future they deserve.”

**PUBLIC SECTOR  
POWER**

## Job Insurance

Burgarella said he explains his change of heart about unions to other skeptics like this:

“You need insurance for your car, your home, and you need insurance for your job as well,” Burgarella said. “It’s too easy with Florida being an at-will work state. On any given day, employers can say, ‘I’m sorry, your services are no longer required.’”

“And employers always cut from the top down, there’s no seniority rights at all,” Burgarella said. “You think as a long-time employee that you’ve invested in your career and your retirement and the fact is the carpet can get ripped right out from under you at any time and you have to start over at 45 or 50. I voted to become a Teamster to gain respect and equality. It’s about getting the best for our buck.”

Burgarella and his co-workers joined the Teamsters in their quest for job security, fairness and being treated with respect and dignity on the job. Workers are also seeking a fair seniority process, an effective way to challenge unfair management decisions, a strong voice and strong union representation.

“Once again, hardworking public employees have turned to Local 79 for

strong representation,” said Jim Hoffa, Teamsters General President. “The workers know about Local 79’s track record of negotiating solid contracts that provide county government workers with the rights and protections they deserve.”

The county employees include parks and recreation workers, building inspectors, information-technology workers, probation officers, emergency communications officers, library employees and numerous other classifications.

“Public employees in the state of Florida have repeatedly recognized the value of becoming Teamsters,” said Michael Filler, Director of the Teamsters Public Services Division. “The local unions in Joint Council 75 know how to win organizing campaigns, bargain excellent contracts and provide aggressive workplace representation.”

## Union Experience

Mike Yoder, a special equipment operator in the utilities department, has worked for the county for 20 years. Yoder is a self-described believer in helping people and that’s what he did during the organizing campaign.

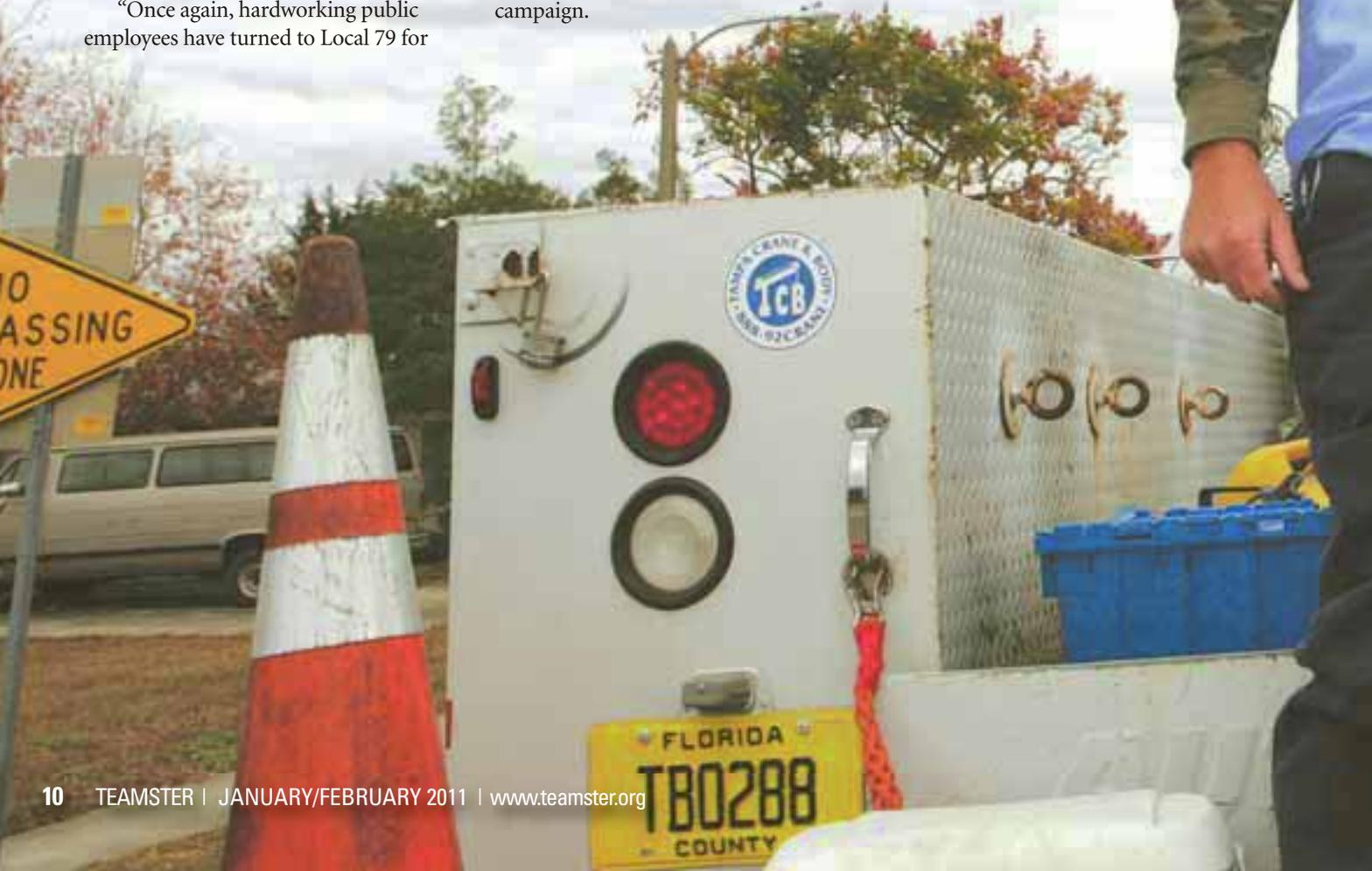
“I hooked up a lot of people throughout the county with organizers and we got them to sign cards,” Yoder said. “I had been a member of the United Auto Workers before when I worked for Chrysler so I was able to tell people the benefits of being in a union.”

“I voted to become a Teamster because I’ve seen a lot of people being stepped on, being harassed and I knew if we won the organizing campaign this would stop,” Yoder said. “We need to have issues of seniority resolved, rules covering who gets to bid for jobs—fair and consistent rules.”

“I’m hoping we gain seniority rights and that the good ol’ boy network will be put to an end,” Yoder said.

Jim Boucher, a bus driver and 11-year Pasco employee, was a former Teamster member of Local 404 in Springfield, Mass., where he worked as a freight handler. Boucher helped organize fellow bus drivers in Pasco County.

“I was delighted to





be a part of it having been a Teamster before with Local 404 in Massachusetts,” Boucher said. “I was able to explain how the union works to my colleagues.”

“We hope that seniority issues and safety issues will get resolved now that we’re Teamsters,” Boucher said. “We have no seniority rights at all. Every department has its own policies and it’s up to the department heads to administer them. So they change at will, all the time.”

Boucher said the school bus drivers are a small unit, with only 43 drivers. He got 34 drivers to sign cards and every one of them voted to become Teamsters.

### Fight for Fairness

Donna Ainsley, a five-year Pasco employee, works in the county utilities department. Prior to utilities, she worked for more than three years in the building permitting department. She switched departments after being laid off.

Ainsley said she worked hard to form a union to fight for fairness.

“There are so many unfair practices by management, including favoritism and inconsistent practices,” she said. “The departments seem to make up their own rules as they go along. Also, we were belittled by management—they will laugh at us instead of taking our concerns seriously.”

Ainsley said all the hard work to form a union was well worth it.

“It feels great to be a Teamster,” she said. “We have more control. Your voice is actually heard and it’s about time. Management didn’t pay attention to us and now they’re starting to listen to us because we are the Teamsters. Management didn’t think this would happen, that we would win, but this is

real now.”

Since the workers voted to become Teamsters, a fairer overtime system has developed.

“Before, there was favoritism, but now they email everybody so everyone has an opportunity to work overtime,” she said.

Florida is a so-called right-to-work state, and Ainsley said she works hard to get her co-workers to join the union.

“My message to my co-workers is, ‘You need to join the union. If you want your voice to be heard and you want representation you need to join the union,’” Ainsley said.

To Ainsley, the organizing victory comes back to her bottom line: the quest for fairness.

“All I want is fairness for myself and for my co-workers,” she said. “When there’s fairness, you feel

ciated for the job they do.

“We take pride in the job we do here, but management tracks us and questions what we do,” he said “It gives us the feeling that they really don’t trust us, or that we’re trying to cheat them all the time. Instead of giving us a pat on the back they were always looking for something we were doing wrong. We want to get treated fairly. We don’t have a voice, or any way to question management.”

Johnson said he has noticed that treatment by management has improved somewhat since he and his co-workers joined the Teamsters.

“They’ve been more careful on how they talk to us and treat us,” he said.

Like the other workers quoted in this article, Johnson serves on the Pasco County Teamsters Negotiating Committee. Johnson said he is focusing on getting input from his co-workers leading up to the contract talks.

“Getting input from my co-workers is critical because I want to make sure all my co-workers’ priorities get addressed in the contract,”

Johnson said. “It’s important that everyone’s voice gets heard.”

Bruce Lee, a five-year employee, works in the facilities department, “maintaining all the county buildings, from replacing light bulbs to fixing the air conditioning to toilets.”

He started out doing building inspections, but was laid off three years ago. Fortunately, Lee was able to get another job in the county thanks to his skills. Other workers were not so lucky.

Seeing how devastating it was for his co-workers to lose their jobs, Lee said job security was his main reason for



comfortable, you’re happy and you enjoy coming to work.”

### Improved Treatment

Warren Johnson, a five-year employee of the county, works in the utilities department doing sewer maintenance. Johnson said he and his co-workers are not appre-

forming a union with the Teamsters.

"It's all about that one little clause in a union contract that says you cannot be terminated without just cause," Lee said. "Job security is the number one thing nowadays. Some people talk about the dues we will pay, but I'd pay double the dues just for that clause."

Lee said the first time he was approached by a Teamster organizer, he got involved.

"I was on the front lines from day one saying 'What can I do to form a union?'" Lee said. "That's how much I believe in fighting for job security."

Frank Pilgrim, a county employee for nearly six years, works in the utilities department in the wastewater division.

"For us, the campaign was really about the way we were being treated—we never had a voice," Pilgrim said. "We're also concerned about job security and retirement security. But wanting to feel empowered is the main thing."

For example, workers felt powerless when management, after nearly two decades, stopped allowing workers to work four 10-hour shifts.

"All of a sudden they switched it to five eight-hour shifts. When they change rules, it's not even discussed with us. Another example is the county changing the insurance plans every year for the past three years."

County employees want a contract that provides protections, rights and gives workers a voice.

"We're tired of the county shoving things down our throats and saying 'If you don't like it, then look for another job,'" Pilgrim said.

Road and bridge department worker Tom Russell, a six-year Pasco

employee, cuts trees and installs fencing and sidewalks for the county, among other jobs. Russell was a member of a public employees union when he worked for the city of Nashua, N.H.



"I was for the union from day one," Russell said. "I'm tired of the good ol' boy system, where they hire from outside without giving workers on the inside a chance. They don't promote from within."

Russell said he and his co-workers are also tired of the mistreatment by managers, who often belittle workers by swearing and yelling at them. Workers do a great job serving the county's nearly half-million residents and maintaining facilities across 745 square miles. They deserve to be treated with respect, he said. Russell is a fast talker who is constantly defending his co-workers' rights.

"I tell them if they are mistreated or told to do something they shouldn't be doing, they need to file a grievance," he said. "If you hit them with enough grievances, things will change."

### A Strong Contract

Interest in the Teamsters has snowballed since the campaign began and workers are excited about the prospects of a union

contract.

Russell reminds his co-workers, "We're not forming a union, we are the union."

"For far too long, the bosses have been saying 'It's my way or the highway,'" Russell said. "As Teamsters, we are changing that and we will make Pasco County a better place to work."

Pam White, a library technician for nearly seven years, has always had a positive view of unions because of her family's involvement in the labor movement.

"But up until about a year or two ago, I did not think a union was needed in Pasco County because I felt like management was sincere in its efforts to work with us," White said. "But then they started reducing the work force, laying off people who had been working for the county for a very long time. And it bothered me that there was nothing the workers could do to counter that."

"It bothered me that the county administrator felt that he could exercise punitive action without any recourse from the workers as to the outcome," White said. "So I became involved in the organizing campaign and I am so thrilled we have prevailed."

White said she hopes that being a Teamster and having a contract will make Pasco County a great place to work.

"I truly believe that once there is a contract there will be a rule book that will spell out what can and cannot be done," White said. "It will do away with favoritism that is rampant now and provide a level playing field for everyone."



## HRC Ensures King's Dream Is Not Forgotten

# *Continuing The Legacy*

**M**anny Rodriguez, a Human Rights Commissioner from Local 282 in Lake Success, N.Y., was 10 years old when he took a class field trip to Washington, D.C. on August 8, 1963—the day Dr. Martin Luther King Jr. gave his historic “I Have a Dream” speech on the steps of the Lincoln Memorial.

A Puerto Rican American who grew up in New York, Rodriguez struggled with many of the challenges King fought to overcome. It wasn't until years later that Rodriguez understood and embraced the connection between his life, King's life, civil rights and labor rights.

He shared those reflections with fellow HRC commissioners and members at a gathering honoring King, his work and his legacy in Dallas from January 14-18.

“When you're that young, you don't always understand the gravity of the situation, but when I saw King give his speech, I knew something special was going on,” Rodriguez said. “I look back on that day now and realize King had a major impact on my life. I'm glad I was there then and I'm glad I'm here now to continue King's legacy.”

Known primarily for his work as a civil rights leader, King was also a labor leader who had a special connection with the

Teamsters. Under the leadership of former General President James R. Hoffa, the Teamsters partnered with King in many areas. Together, King and the Teamsters Union fought for economic justice, equality and fairness in the workplace and in the streets.

“Civil rights and labor rights go hand in hand. Without one, you cannot have the other,” said Jim Hoffa, Teamsters General President. “We are proud to embrace and promote the teachings of Dr. Martin Luther King Jr. at work sites and union halls across this country.”

### **A New Direction**

Though Teamsters follow King's legacy each and every day by fighting for the rights of working Americans, members of the HRC took the opportunity to fully embrace King's spirit by volunteering their time and talents at a local rehabilitation shelter and community garden while in Dallas.

In conjunction with the volunteer work, HRC members also attended a day of celebration at Local 745 in Dallas where they joined community, religious and political leaders to honor King and remember the strong connection he had with the labor community.

“King fought and struggled not for himself, but for the generations of Americans that would come after him. He may be gone physically, but his spirit and his legacy live on in all of us,” said Antonio Christian, Director of the Teamsters Human Rights Commission. “King supported and believed in the labor movement, and as Teamsters it is our duty to continue what he started.”

The memorial event was the first of its kind for the HRC and one that Christian hopes to continue. Teamsters have always celebrated King, but in the past those celebrations have been in conjunction with events hosted by others. This year, the HRC broke away from that tradition with the hopes of starting something fresh, new and uniquely Teamster oriented.

“We realized that to truly honor King, his legacy and the special relationship he had with our union, we had to step out of the shadows,” Christian said. “That's why we got involved in the community—we want people to know the Teamsters as a strong, powerful union with compassionate, selfless members.”

That mission reflects a new direction the HRC has taken since Christian became its director two years ago. Today, the HRC is more active than ever before and



its numbers are growing rapidly, thanks to a strong emphasis on community outreach, mentoring and activism.

Its most notable goal, however, is to build a network of HRC representatives and activists who can be relied upon in times of crisis and need. A push has been made to have an HRC representative at every local union within five years—a feat that will have massive implications for the future of the entire union, and possibly the country.

“The idea is to create a national network of HRC representatives who can bring their locals and their communities together when natural disasters or other catastrophes occur,” said Betty Rose Fischer, Deputy Director of the HRC and Trustee at Local 538 in Worthington, Penn. “This network will not only make the union stronger, but it is going to have an immediate impact on local communities that benefit from our ability to quickly mobilize members.”

### Mobilizing Members

Dallas saw that mobilization first hand when Teamsters took to the streets during a parade to honor King on his 82nd birthday. Marching down Martin Luther King Boulevard, HRC members sang hymns,



chanted cheers and greeted spectators before ending at the historic Texas State Fairgrounds.

“It was great to show the community who the Teamsters are and what we do,” said Al Mixon, International Vice President and Secretary-Treasurer of Local 507. “I was inspired by the thousands who came out for the festivities and happy to see so many youth involved in the community. That gives me hope for the future.”

Along the way, members handed out enlarged, historic Teamster photos from the civil rights era to children standing near the parade route. For Angel Vazquez, President of the Teamsters Hispanic Caucus Puerto Rico chapter and member of Local 901 in Puerto Rico, the experience was unforgettable.

“I felt so proud to march in the Martin Luther King Jr. parade as a Teamster and representative of Puerto Rico. King’s dream that people from all walks of life come together in peace and harmony was realized today,” Vazquez said. “I hope more people can come together in King’s name to organize and fight for justice, equality and human rights.”

# VICTORY

at *Atlantic Sou*



# *theast Airlines*

For a group of 600 airline mechanics and related workers in Georgia and Louisiana, 2010 will be remembered as a year of sweet, long-awaited victory—it was the year they became Teamsters.

On October 12, 2010, mechanics at Atlantic Southeast Airlines, a regional carrier based in Atlanta, voted by a two-to-one margin for Teamster representation. Nine days later, 88 percent of their 70 co-workers in the stock clerk bargaining unit also voted to join the Teamsters.

The victories were nothing short of historic.

For starters, they took place in the South—a region known for its staunch anti-union sentiments. Mechanics and related workers at Atlantic Southeast Airlines were the last of all work groups at the airline to have union representation and faced a deplorable anti-union campaign by the company. The groups were also the first in the airline industry to file for and win union representation under the National Mediation Board's new rules which make unionizing more fair for airline and rail workers—a feat Jim Hoffa, Teamsters General President, called monumental.

“The organizing victory by Atlantic Southeast Airlines mechanics and related workers is really a story of the underdog prevailing,” Hoffa said. “These workers faced harassment, intimidation, you name it. Yet, they pulled together and proved that with solidarity and hard work, anything is possible.”

## **Uphill Battle**

The fight by Atlantic Southeast Airlines employees to win union representation was an uphill battle two long years in the making. That battle included a number of twists and turns. Among them, two separate organizing campaigns.

Originally started in the winter of 2008, the worker-led union drive began when Atlantic Southeast Airlines workers reached out to the Teamsters. They were facing some of the lowest wages in the industry, work rules that constantly changed and an overall lack of respect by management—and they were ready to take on the establishment.

“Atlantic Southeast Airlines left us with no choice. Years of empty promises and lack of respect forced us to take action,” said mechanic Alan Moritz. “Forming a

union with the Teamsters was our best opportunity to bring positive change to the company.”

During their first organizing attempt, workers at Atlantic Southeast Airlines were extremely vocal and publically involved—a move that gained a lot of negative attention from the company. Employees watched as their co-workers were reprimanded and even fired for supporting the union.

After saying they wouldn't, Atlantic Southeast Airlines outsourced its Macon facility where heavy maintenance C-checks were performed to a third-party company. The move quickly dampened the campaign's momentum, giving workers a false hope that things might be better under new management.

“The company kept constantly saying, ‘We’re not closing; this operation is going to stay open.’ It turned out to be lie after lie,” said Geoffrey M. Maloney, a mechanic for Atlantic Southeast Airlines who worked at the Macon facility before being transferred to the company's headquarters in Atlanta.

Support waned and the campaign came to a standstill—but not for long. In the spring of 2010, workers once again found the urge to organize and came back stronger than ever. This time, though, they had a different game plan.

## Element of Surprise

Keeping quiet, workers didn't go public with their second attempt at organizing until the day they filed with the NMB for their election. The move, as expected, caught the company off guard, giving the work force an advantage over the company's anti-union tactics.

“The second time around, our approach to form a union was completely different. We kept our eye on the prize and didn't make a whole lot of noise until we knew we were good and ready,” said Verena Riese, a lead stock clerk and strong Teamster supporter. “Our solidarity and strategic outlook were key to our success.”

During the campaign, workers had a chance to share their stories with community leaders and Hoffa at a rally in Atlanta. Hoffa reiterated his support for Atlantic Southeast Airlines mechanics and related saying, “The day of reckoning is coming—we're going to make sure ASA employees are Teamsters.”

“I think the fact that the Teamsters stuck with us through all our ups and downs says a lot about the integrity of the union,” Maloney said. “Their patience and persistence with us says a lot about how they view not only members of the airline industry, but all workers in general.”

Now, Maloney, Riese and their co-workers are looking forward to bargaining for and voting on their first contract. Both Maloney and Riese say they are looking for respect, set work rules, safety improvements and better benefits.

“My co-workers and I give this company 110 percent every day,” said Lavanda Broomfield, a stores clerk in Atlanta. “It's time we got a little something in return and the Teamsters are going to ensure the changes we're looking for are implemented.”

Paul Pagerie, a mechanic out of Atlanta, echoes those sentiments.

“I believe all of us here at Atlantic Southeast Airlines need to be treated equally, fairly and with respect. With the Teamsters, we're going to have those things and so much more,” Pagerie said. “I'm really looking forward to a contract that nails down work rules, benefits and wages that reflect industry standards.”

For Maloney, Teamster representation means bringing pride and integrity to Atlantic Southeast Airlines.

“With the Teamsters behind us, we can make Atlantic Southeast Airlines a more productive, efficient workplace,” Maloney said. “This is going to be a good thing for the work force and the company, whether Atlantic Southeast Airlines wants to realize it or not.”

# Upward Mobility

**For the Teamsters Airline Division, the victory at Atlantic Southeast Airlines is many things: it is historic, it is unprecedented and it is another example in a long line of successes for the union.**

**In the past two years, the Airline Division has grown by 30 percent, adding nearly 10,000 members to its ranks since 2009—a feat almost unheard of in the world of labor.**

**“Where most unions are losing members in the airline industry, we are growing,” said Jim Hoffa, Teamsters General President. “Since its founding in 1903, the Teamsters Union has been known as the premier transportation union in North America and the union's record in the Airline Division is no exception.”**

**As the only union in North America to**

**represent every class and craft of workers in the airline industry, the victory at Atlantic Southeast Airlines offers the Teamsters a new form of power and strength. That's because the Airline Division now represents more aviation mechanics than any other union in North America.**

**“It's simple—aviation mechanics turn to the Teamsters because we have the best record for representing members, fighting outsourcing, securing contracts and defending jobs,” said Chris Moore, Chair of the Teamsters Aviation Mechanics Coalition. “The Teamsters offer stability and strength to people working in what has become a very volatile industry.”**

**It is that stability that draws all classes and crafts to the Teamsters Airline Division—the numbers speak for themselves.**

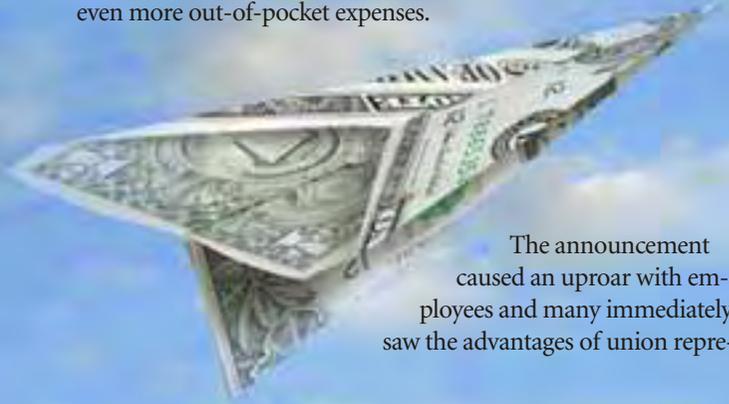
# Sky-High Benefit Costs Drive Workers To Organize

An item at the heart of the Atlantic Southeast Airlines organizing campaign was the benefits mechanics and related received. Already earning some of the lowest pay in the industry, Atlantic Southeast Airlines mechanics and related also faced a benefits package that was so expensive many wondered whether having health insurance was worth it.

In the past five years, monthly out-of-pocket health care payments for employees at Atlantic Southeast Airlines doubled. Prior to representation, employees were expected to pay thousands out-of-pocket—a price so high the company had to set up a loan program so employees could meet their health care contributions.

“That says a lot about the plan when the company has to set up a loan program,” said Alfredo Manzano, a four-year mechanic with Atlantic Southeast Airlines. “Just to pay for our basic health insurance, my family had to scale back on everything else. We watch where every nickel and dime goes.”

Adding insult to injury was the fact that, in the summer of 2010, the company announced it had plans to do away with its current health package—a PPO plan—and switch to a consumer-based plan, meaning employees would take on even more out-of-pocket expenses.



The announcement caused an uproar with employees and many immediately saw the advantages of union repre-

sentation. For Manzano, however, the idea that the company might switch to a consumer plan was devastating.

Manzano, always a strong union supporter, championed his co-workers to vote Teamster YES. He became one of the campaign’s strongest supporters and his son, 3-year-old Daniel, became a poster child for the cause.

## Daniel

Daniel suffers from a life-threatening heart condition that has put him in the hospital five times over the last year. Each and every time Daniel’s heart acts up, Manzano says he prays his son will make it.

“His personal record is 298 beats per minute. When that happened, the doctor said we were probably 10 minutes away from losing him,” Manzano said. “When I got to the ER, there were two nurses on each arm giving an IV and two doctors working on him. That’s one of those moments you don’t ever want to relive.”

Doctors have suggested pediatric cardiac surgery for Daniel, but under the poor insurance plan provided by Atlantic Southeast Airlines, Manzano’s family wasn’t able to afford the treatment.

“Prior to Teamster representation, our health care costs were continually rising. If my wife and kids needed to go to the doctor or the ER, I would send them. But I cut back on taking care of myself, just so I could take care of my family,” Manzano said. Thanks to new Teamster representation, though, Manzano now knows there is hope for his family, and most importantly, Daniel.

“This is the start to a whole new beginning,” Manzano said. “I’m looking forward to a health insurance plan that works for the employees and not just the company’s bottom line. I’m just trying to take care of my family the best I can and with the Teamsters, my best is going to get better.”

## Airline Division Organizing Victories Since 2009

DATE	AIRLINE	JOB CLASSIFICATION	# OF NEW MEMBERS
10/21/10	Atlantic Southeast Airlines	Stores clerks	77
10/12/10	Atlantic Southeast Airlines	Mechanics	539
2/12/10	Continental Airlines	Fleet Service	7,600
1/13/10	Cape Air	Pilots	250
12/4/09	Southern Air	Pilots	296
4/20/09	Horizon Airlines	Mechanics	484
4/15/09	Aloha Air Cargo	Fleet Service	210
2/2/09	Atlas Polar	Dispatch	30

**TOTAL: 9,486**

# HISTORY IN THE MAKING

## Atlantic Southeast Airlines Victory Is First Under New NMB Rules

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It may have taken 500 mechanics and related workers more than two years to form a union at Atlantic Southeast Airlines, but what history will remember about their struggle isn't the uphill battle they faced, but the striking victory they won for themselves and thousands of other workers.

Atlantic Southeast Airlines mechanics and related workers were the first work group to file for and win their election under new National Mediation Board rules.

Their win marked a new era for workers in the airline and rail industries—one characterized by a democratic standard that ensures fairness and offers a level playing field to thousands of workers across the country.

The government agency responsible for overseeing union elections in the airline and rail industries announced in the spring of 2010 that it was changing a 70-year-old rule, which had stacked the cards against workers trying to unionize.

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***"I think our testimony really resonated with the board, and the sight of all those petitions and signatures had a powerful impact."***

**– James Dolezal  
Fleet Service Worker  
Cleveland**

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Under the old rules, which the Teamsters Union called complicated and fundamentally undemocratic, workers were unable to opt out of voting. Any worker who didn't vote or participate in the election—for any reason—automatically had their "vote" counted as against union representation. To win an election under the old rules, 50 percent plus one of the entire bargaining unit had to vote in favor of union representation—a task that was sometimes monumental.

The new rules base the outcome of union elections on the majority of those who cast votes.

"This is the start to a new beginning not only at Atlantic Southeast Airlines, but for work groups throughout the United States who have previously faced unfair election rules," said Jim Hoffa, Teamsters General President. "I hope the victory at Atlantic Southeast Airlines will show other workers in the airline and rail industries that the playing field has been leveled."

### Teamster Support

The Teamsters led the charge in encouraging the NMB to make airline elections more fair. In fact, the rule change came just months after fleet service workers from Continental Airlines, who organized with the Teamsters in March, testified before the NMB in Washington, D.C., along with Eastern Region Vice President John Murphy.

Workers who spoke before the NMB included Reggie Robinson from Houston and Russell Rego from Newark. James Dolezal, a fleet service worker from Cleveland, also presented the board with petitions signed by nearly 2,200 fleet service employees at Continental.

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





## Vertis Employees Vote for GCC

### Mailing House Workers Persevere Despite Company Threats



**V**oting to become Teamster members at Vertis Communications meant that employees had to persevere through a strong anti-union campaign. They stuck together and won, however, with a strong majority.

In November, most of the 400 employees working at Vertis Communications' print and mail production facility in Chalfont, Pa., voted to become members of the Teamsters Union. The new members join the 2,000 other members of Graphic Communications Conference (GCC) Local 16-N in District Council 9 in Philadelphia.

"Vertis employees contacted us about organizing their workplace because they wanted representation by a union and they wanted rights on the job," said George Tedeschi, International Vice President and President of the GCC. "We've been representing employees of newspapers, printers and mailing service firms for the past 114 years, so we have a lot of knowledge about the industry."

Vertis is a marketing communications company based in Baltimore with facilities in 18 other states. Many of the Vertis employees at the Chalfont facility have been with the company for as long as 15 years.

"Everybody at the plant rallied together," said Kyle Anderson, a 14-year maintenance machinist at Vertis. "We'd tried to organize a union here before, but after the company had taken away our vacation pay and cut our pay by 12 percent we decided that this was the time to get a union."

#### Anti-Union Plan Backfires

The final straw for many workers was when the company announced that no managers would receive bonuses. But then a company vice president visited the facility and told of how he did get a bonus, \$150,000. This happened after the workers had been furloughed for two weeks.

During the course of the organizing campaign the company allegedly told an employee that they would be jailed if they voted for the Teamsters. At another meeting the CEO of Vertis came to Chalfont to speak to plant employees. During this meeting the CEO was questioned about some of his statements so much that he finally just sat down and ended the meeting.

"The company ran a strong anti-union campaign, but the employees stuck together," said Joseph Inemer, President of GCC Local Union 16-N. "The company made mistakes, too, such as when they called everyone into the cafeteria to let them know that the company had just had the greatest profitable quarter in the year. Then they announced that they still couldn't give anyone a salary raise. But, they could give them a free lunch." The free lunch turned out to be worth \$6, about enough for a hot dog and a soda.

Now the employees are concentrating on having stewards elected and putting together a committee to work on their first contract.

"It was hard at the beginning of our drive to get Teamsters representation and a voice in the company," Anderson said. "But, with the help of the GCC organizers, we were prepared for what the company's next step was. Now everyone here understands that it is all right to want to have a union."

## [LOCAL 17](#)

### Colorado Convention Center

**F**urniture movers and groundskeepers at the Colorado Convention Center have voted to join Denver-based Local 17.

Only three months after the furniture movers voted 25-0 to become Teamsters, the five groundskeepers unanimously voted to join Local 17.

"The groundskeepers and furniture movers want the protection of a Teamster contract. They want a grievance procedure that the employer would have never given them otherwise," said Michael Simeone, Secretary-Treasurer of Local 17. "We are proud and honored that these hardworking employees chose Teamsters Local 17 to represent them."

The 25 furniture movers are responsible for providing the professional look that the companies need to make their products and services in the exhibit booths visibly appealing, which promotes business growth and helps them become more profitable.

The five groundskeepers are in charge of the maintenance and landscaping of all the areas surrounding the convention center.

## [LOCAL 71](#)

### American Red Cross

**A**merican Red Cross workers in Charlotte, N.C., have voted to join

Local 71. There are about 150 workers in the bargaining unit.

"The 150 workers want job security, respect, a voice and representation they know they can count on," said Ted Russell, President of Local 71. "These hard workers have had it with management's inconsistencies and the unwillingness to address issues and concerns. The workers stood up to this unacceptable lack of respect."

Tonie Johnson, an eight-year worker, said the workers want a structured policy that can't be changed on a daily basis because "right now we aren't guaranteed anything."

"This is the first Red Cross in the Carolinas to vote for Teamster representation and this has led the way for the other locals in the Carolinas to join in," Russell said, adding that Red Cross workers in Wilmington will also vote in their Teamster election. "We have been in contact with other Teamster locals and coalitions with Red Cross members across the country and look forward to working with them to get these workers a strong contract."

## [LOCAL 509](#)

### Ruan Transportation

**D**river with Ruan Transportation in Florence, S.C., have voted overwhelmingly, 18-1, in favor of joining Local 509 in Cayce. The 19 drivers who transport automobile batteries united for

fair and equal treatment.

"We wanted to see change. They were adding a lot of territory and business, but the compensation didn't change and we didn't feel appreciated," said Teddy Gregg, a driver. "We needed representation so we could stand up together and get some recognition."

The workers knew that other Ruan Transportation drivers in the country who are already Teamsters are treated better and have better wages and benefits, said Mike Powers, an organizer with Local 509.

"I'm glad they will have a voice now, and we look forward to negotiating an agreement to improve their working conditions," said L.D. Fletcher, Local 509 President.

## [LOCAL 541](#)

### All American Redi Mix

**W**orkers at All American Redi Mix in Kansas City, Mo., have voted to join Local 541. The unit consists of 10 redi mix drivers, one materials truck driver and one mechanic.

"The workers are seeking fair wages, improved benefits and better working conditions," said Jed Cope, President of Local 541.

Cope said the International Union's Organizing Department helped with the campaign. Manny Valenzuela, Western Region Organizing Coordinator, and Greg Chockley, an International Union

organizer, did a market analysis of the area's redi mix market and worked to train Local 541's agents, Cope said.

## [LOCAL 523](#)

### RailCrew Xpress

**A** majority of employees at the RailCrew Xpress facility in Tulsa have voted for Teamster representation. The employees are van drivers who provide transportation for locomotive engineers and other rail operating crew members. The Tulsa unit consists of 21 employees.

Due to the success at the Tulsa facility, Local 523 plans to help out RailCrew Xpress workers at other facilities in the state.

"We've heard from other RailCrew Xpress workers that they would like to be part of the Teamsters Union, too," said Gary Ketchum, President of Local 523. "We will do whatever we can to represent these hardworking men and women and help them gain a solid contract."

"The whole crew here feels great about the vote," said Norman Allen, a two-year employee in Tulsa. "Hearing about the victory felt as if a load of bricks came off my shoulder. I know that the Teamsters will help us and work for us."



The nation's most powerful business lobby has stocked its board with directors who represent companies with records of misconduct, a review by the Teamsters Union has found.

The U.S. Chamber of Commerce perhaps ranks as organized labor's number-one enemy. It poured more than \$30 million into defeating the Employee Free Choice Act, according to news reports. Led by Thomas Donohue, the Chamber uses relentless political pressure to weaken regulation, bust unions, grant special favors to its members and move factories overseas.

It does all this in the name of creating jobs. A close examination of the companies represented by the Chamber's board of directors, however, suggests something else: first, that the

work. These CEO's are not interested in creating jobs, they just want to concentrate their power."

JP Morgan Chase is the world's biggest proprietor of the unregulated derivatives that caused the global financial crisis. The Carlyle Group had financial ties to the bin Laden family until 9/11 made those ties look bad. Dow Chemical now owns Union Carbide Corp., which was responsible for killing 3,787 people in an industrial accident in Bhopal, India. Two of the nation's worst polluters, Alcoa and The Southern Co., are represented on the Chamber's board.

At least a dozen of the Chamber's directors represent

## Chamber Companies Cut American Jobs

This chart shows the number of workers who qualified for Trade Adjustment Assistance, which allows workers, unions and companies to apply for training and financial help for workers laid off due to rising imports or offshoring.

According to Global Trade Watch, an advocacy

group that monitors trade, "These numbers do not say how many total workers lost their jobs because of bilateral trade agreements... information is available on the number of workers or factories that met the eligibility requirements for the TAA program, which itself is narrow and difficult to qualify for."

### Companies with Chamber Directors that Cut Jobs due to Imports or Offshoring

<i>Company</i>	<i>Jobs lost 1994-June 2010</i>	<i>Company</i>	<i>Jobs lost 1994-June 2010</i>	<i>Company</i>	<i>Jobs lost 1994-June 2010</i>
Accenture	451	Eastman Kodak	4,453	Navistar	339
Alcoa	5,508	Emerson Electric	6,303	Pfizer	295
A.O. Smith	2,730	Fluor	360	Rolls-Royce	109
AT & T	307	IBM	3,208	3M	3,473
Caterpillar	3,134	John Deere	1,008	Wellpoint	242
Dow Chemical	240	Lockheed-Martin	1,158	Xerox	1,613

Chamber represents companies that are better at shedding jobs than creating them, and second, that the group's main goal is to enable and excuse corporate behavior that decent people find shameful.

Eighteen companies represented on the Chamber's board have cut a total of at least 35,000 jobs in America between January 1994 and June 2010. Most jobs were sent overseas, and some were lost to increased imports that resulted from trade policies supported by the Chamber.

The Chamber's board of directors represents companies that have been at the heart of some of the world's biggest scandals, from the global financial crisis to the Bhopal tragedy to the epidemic of wage theft. Companies represented by the Chamber's board have paid billions of dollars in legal settlements, fines and penalties for negligence, fraud, bribery, pollution, wrongful death, arms export violations, insider trading, union busting and discrimination based on age, race and sex—to name a few.

"Unions are under attack as never before. Some of these attacks are coming from the CEOs who sit on the Chamber's board," said Jim Hoffa, Teamsters General President. "They like to let the Chamber do their dirty

companies that have settled lawsuits or paid penalties for wage theft. No less than 40 states have or are currently investigating FedEx for misclassification. In 2006, IBM paid workers \$65 million to settle a class action suit for failing to pay overtime; the next year, it agreed to pay \$7.5 million to settle another overtime class-action suit. Investment brokerage firm Edward Jones settled a lawsuit in 2007 for up to \$40 million for cheating its workers. In a preliminary settlement, AT&T agreed to pay \$17 million to 671 workers who sued the company for unpaid wages. Eastman Kodak agreed to pay \$4 million to settle a class action suit in 2007 for misclassifying workers; it also paid \$21 million to settle a class action suit for racial discrimination.

Not all of the Chamber's 126 board members represent companies accused of wrongdoing. They come from large and small companies in many different industries—from Dow Chemical, and IBM to FACES Day Spa, J.R.'s Stockyards and My Chef Catering. It even represents an auto club and local chambers.

But not all of them are based in the United States. At least a dozen are headquartered in foreign countries or have

**POLLUTERS**

**FRAUDSTERS**

**CHEATERS**

**LIARS**

Here's some interesting facts on companies who have a seat on the Chamber's board:

- **Pfizer** paid \$2.3 billion in 2009, the largest fine ever levied in history, for illegal prescription drug marketing.
- **Xerox** in 2008 agreed to pay \$670 million to settle a class-action suit alleging securities fraud because the company allegedly cooked its books between 1998 and 2002.
- **Alcoa and Southern Company** were named two of the top 10 polluters in the U.S., Alcoa because its aluminum smelters release 6.1 million pounds of air pollution annually, the Southern Co. because it operates the top three carbon-dioxide-emitting plants in the U.S.
- **U.S. Smokeless Tobacco** paid \$107 million over 10 years to settle legal and regulatory conflicts over selling chewing tobacco.
- **The Carlyle Group**, which had financial ties with the bin Laden family until shortly after 9/11, bought the Manor Care nursing home chain in 2007. The next year, a Manor Care facility in Philadelphia released a dying elderly Alzheimer's patient to a man who was unrelated to her. He was arrested for raping her.
- **Charles Schwab** in 2010 agreed to pay investors \$200 million in a class-action suit they brought, claiming the company lied to them about its YieldPlus fund.
- **Dow Chemical**, along with Rockwell International (not a Chamber board member), were slapped with a \$554 million judgment by a Colorado jury that found the companies had engaged in reckless and deliberate conduct in operating the Rocky Flats Nuclear Weapons Plant.
- **Caterpillar** repeatedly broke the law after locking out UAW workers during the 1990s. Caterpillar also paid a \$16.5 million settlement for overcharging its own employees for 401(k) fees.
- **Arnel & Affiliates**, owned by George Argyros (described as a "high-rolling slumlord") was ordered to pay \$1.1 million to renters because he had illegally withheld their security deposits.
- **FedEx** proposed to pay \$53.5 million to settle a racial discrimination class-action suit and no less than 40 states have or are currently investigating FedEx for misclassification.
- In 2010, **CONSOL Energy** was slapped with a class-action suit accusing it of stealing natural gas from Southwest Virginia landowners.
- **ConocoPhillips** in 2005 agreed to pay \$64.5 million to settle class action suits over chemical releases of 104 tons of sulfur dioxide in Louisiana.

## OVERSEAS H

COMPANY	AMT. OF CONTRACT	INSTANCES OF MISCONDUCT	\$ AMT. OF PENALTY
Lockheed Martin	\$38.1 billion	53	\$577.4 million
IBM	\$1.8 billion	11	\$823.6 million
Navistar	\$1.4 billion	3	\$3.6 million
Fluor	\$1.1 billion	24	\$198.4 million
Accenture	\$954.5 million	5	\$13.9 million
Pfizer	\$715.4 million	7	\$289.3 million
Nana Corp.	\$693.1 million	1	_____

\* This means the company has subsidiaries in listed as tax havens because of low taxes and a general lack of transparency, according to the GAO.

subsidiaries in countries considered tax havens. In fact, it isn't clear why the Chamber of Commerce has "U.S." in its name. The Chamber's loyalty to America has been called into question as reports surfaced during the midterm elections that it raises money overseas for a fund used to influence American elections.

The Chamber constantly battles against regulation. Donohue complains that "massive costs of excessive regulation" amount to a tax on jobs and on personal and economic freedom.

It was a lack of regulation that cost the taxpayers billions in the bank bailout. J.P. Morgan Chase received \$161.4 billion in secret emergency loans from the Federal Reserve, in addition to a massive taxpayer subsidy for the purchase of investment bank Bear Stearns. The bank is currently under investigation by the SEC for lying to investors

# HEADQUARTERS

U.S. Chamber board members who represent companies headquartered overseas:

TYPE OF PENALTY	*TAX HAVEN	OFFSHORE
age discrimination, racial discrimination, contract fraud, unfair business practices, contractor kickbacks, defective pricing, unlicensed exports to S. Korea, bribery, overbilling, arms export violations, federal election law violations, foreign corrupt practices act violations, groundwater cleanup violations, wrongful termination of employees, nuclear safety violations	No	Yes
wage theft, securities violations, kickbacks, insider trading, unlawful exports to Russia, age discrimination, copyright infringement	Yes	Yes
environmental violations, financial restatement	Yes	Yes
breach of contract, violation of False Claims Act, design failures, equipment safety violations, overcharging government, project quality deficiencies, radiological/nuclear safety deficiencies and violations, anti-union hiring, violations of worker safety, emergency safety and community right to know violations	Yes	Yes
breach of contract	Yes	Yes
price gouging, illegal marketing of drugs, violations of False Claims Act, illegal testing in Nigeria, whistleblower retaliation	No	Yes
breach of contract	No	No

Board Member	Company	Headquarters
Lisa Mascolo	Accenture	Ireland
Brian Derksen	Deloitte	Switzerland
Brian O'Hara	XL Capital	Ireland
David Peacock	Anheuser-Busch	Belgium
James Guyette	Rolls-Royce North America	United Kingdom
Mark Towe	Oldcastle	Ireland
Kay Urban	Amadeus America	Spain
Mark E. Watson III	ARGO Group International	Bermuda
Gregory Irace	Sanofi-Aventis	France



Sources: Project on Government Oversight, Federal Contractor Misconduct Database; Public Citizen, Trade Adjustment Assistance Database; and Government Accountability Office, Dec. 18, 2008 report, "Large U.S. Corporations and Federal Contractors with Subsidiaries in Jurisdictions Listed as Tax Havens or Financial Privacy Jurisdictions."

about a mortgage bond deal. Thanks to the taxpayers, JP Morgan's CEO Jamie Dimon took home a \$16 million bonus last year.

According to the Chamber's rhetoric, all economic growth is led by corporations, while big government stifles job creation.

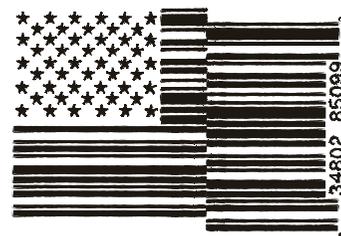
And yet, many of the Chamber's directors represent companies that receive tens of billions of dollars in U.S. government contracts. For example, Lockheed Martin's revenue from government contracts in calendar year 2009 was bigger than the economy of Uruguay. It is the single largest federal contractor in the U.S.

In 2009, Lockheed Martin made \$38.1 billion from government contracts. And yet the company felt no obligation to the U.S. taxpayers who foot the bill for those contracts when it shipped a thousand of their jobs overseas.

The Project on Government Oversight, a nonpartisan watchdog group, reports that the company paid \$577.4 million in fines and penalties for 53 instances of corporate misconduct since 1995, including age discrimination, racial discrimination, contract fraud, unfair business practices, contractor kickbacks,

defective pricing, unlicensed exports to South Korea, bribery, overbilling, arms export violations, federal election law violations, foreign corrupt practices act violations, groundwater cleanup violations, wrongful termination of employees and nuclear safety violations.

Accenture used to be part of Arthur Andersen, which effectively dissolved in 2002 because of its role in the Enron scandal. Accenture moved to tax haven Bermuda, then to tax haven Ireland, to avoid paying U.S. taxes. But that didn't stop the company from accepting \$954.5 million in U.S. taxpayer-funded federal contracts in 2009. Nor did it stop Accenture from moving 451 U.S. jobs to India, Argentina and the Philippines. The company has paid about \$14 million in penalties/fines for breach of contract—mostly resulting from shoddy work.





# Paving the Way

## First Student Teamster Stands Up for Better Roads

**I**t was the perfect example of the impact one person can have just by holding a sign.

Bobby Thomas, a retired UPS Teamster and currently a First Student driver in Wichita, Kan., stood on the corner of 17th and Hillside for 10 days, from four to five hours a day, in 90 degree heat. It was the summer of 2007 and he was fed up.

“This came as the result of me being a taxpayer having to drive on a dilapidated street that’s been that way for possibly 40 years. I called the city engineers many times and when I didn’t hear back, I decided to have my own protest,” Thomas said.

Thomas, a retired 28-year Teamster UPS package car driver, believes, “If no one complains, then it’s assumed that nothing is broken.”

On his 10th day of standing on the street corner, holding a sign that read, “Turn here to drive on an obstacle course,” KAKE-TV, the local ABC station, came out to interview him.

The news report brought further attention to the poor road conditions, including potholes and flooding, and Thomas was assured by the city that things would change.

### Street Smarts

Recently, Thomas attended a ribbon cutting ceremony celebrating improvements along 17th Street from Grove to Hillside. The \$3.4 million reconstruction project includes new



pavement and storm water drainage, as well as new turn lanes. About 125 trees and shrubs will be planted. Also present at the ceremony were Wichita Mayor Carl Brewer and numerous other city officials.

Since the ceremony, Thomas has been contacted by residents who have problems on their own streets, asking what course of action they should take. Thomas advises them to contact the city councilman for their district or the city engineer, as well as the neighborhood association, to help bring about change. He stresses persistence, and believes that if change doesn’t happen immediately, it’s important to keep pressing on.

Thomas and his co-workers know that through persistence great things can be achieved. The drivers and attendants at First Student in Wichita voted 415-53 recently to join Teamsters Local 795.

“There were some people who never had the Teamsters or union experience like I had in my job at UPS and I related my experiences to them while we were organizing. Words can’t describe how important being in a union is and how I value that,” Thomas said. “A vote for the Teamsters was a vote for dignity, a vote for improving working conditions and a vote for unity.”

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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: November 22, 2010

## I. INTRODUCTION

This is the Independent Review Board's ("IRB") Report Number 1 for 2011 to you on its activities conducted pursuant to the Consent Order. In this Report we will discuss matters that are currently before us, including four new reports, and the progress of existing charges about which we have previously informed you.

## II. NEW REPORTS

### A. JOHN PERRY AND PATRICK GEARY, JOSEPH BURHOE, JAMES DEAMICIS, THOMAS FLAHERTY, AND JAMES YOUNG - LOCAL 82, SOUTH BOSTON, MASSACHUSETTS

On September 29, 2010 the IRB sent an Investigative Report to General President Hoffa that recommended six charges be filed as follows.

A charge be filed against John Perry, Secretary-Treasurer, and Joseph Burhoe, a Local 82 member, for bringing reproach upon the IBT and interfering with the local union's legal obligations when they engaged in a scheme to injure members of Local 82 through selectively enforcing contract provisions and abandoning the Local's contractual obligations to refer workers through a lawful referral system. Instead Mr. Burhoe and Mr. Perry steered trade show work to their family, friends, and political allies to the detriment of Local 82 members.

A charge be filed against Mr. Perry and Mr. Burhoe for bringing reproach upon the IBT for interfering with the union's legal obligation to comply with the federal law by Mr. Burhoe violating, and Mr. Perry knowingly assisting him in violating provisions of the federal law in Title 29, U.S.C. S504. Upon his federal conviction for armed bank robbery in 2003, Mr. Burhoe was banned under federal law from acting as a representative in any capacity for a labor union for a term of 13 years after his release from incarceration. This prohibition began on his release date in November 2006 and runs until 2019. With Mr. Perry's knowing assistance, Mr. Burhoe acted as a Local representative in complying with the Local's contractual obligations to em-

ployers to refer workers in the trade show industry. They thus violated the federal statute's explicit prohibition against Mr. Burhoe acting as a representative for a labor organization. Mr. Perry, acting as the Local's principal officer in assisting Mr. Burhoe to violate the statute, exposed the Local to potential criminal liability.

A charge be filed against Mr. Burhoe and President Patrick Geary and Local 82 members Thomas Flaherty, James Young, and James Deamicis for bringing reproach upon the IBT for violating the IBT's Constitution and the Local's Bylaws and injuring members by creating and arbitrarily enforcing unauthorized rules concerning members' voting eligibility on proposed collective bargaining agreements in 2009. They knowingly allowed favored members who would have been excluded under the unauthorized rules to vote on a contract they were allegedly enforcing. In turn, they excluded members who opposed the proposed contract allegedly applying the same rule.

A charge be filed against Mr. Perry, Mr. Burhoe, and Mr. Deamicis for bringing reproach upon the IBT and injuring its members by engaging in a scheme to collude with a non-union employer to provide him workers who were paid less than they would have been under Local 82 collective bargaining agreements.

A charge be filed against Mr. Perry and Mr. Deamicis for bringing reproach against the IBT for failing to comply with Local Bylaws and the IBT Constitution because Mr. Deamicis, while not a member in good standing, and under continuing suspension after his failure to comply with the terms of the discipline the Local's Executive Board imposed upon him after a hearing, exercised with Mr. Perry's assistance all rights of membership.

A charge be filed against Mr. Perry for failing to cooperate with the IRB when he made misleading statements in his sworn examination on June 12, 2010. Mr. Perry testified that he only instructed two of three members in 2009 that they could not vote on a contract, when in fact he prevented at least fifteen members from voting.

In a letter dated October 4, 2010 to the IRB from IBT President Hoffa, Mr. Hoffa determined to adopt and file the charges referred to him by the IRB and that a panel would be appointed to hear the proposed charges.

### B. JOHN PERRY, PATRICK GEARY, LEIF THORNTON, CHERYL MILISI, FRANCIS DIZOGLIO, JOHN LOGAN, AND NICHOLAS MURPHY - LOCAL 82, SOUTH BOSTON, MASSACHUSETTS

On October 14, 2010 the IRB issued an Investigative Report to General President Hoffa for charges against Local 82 officers. Two recommended charges were made as follows.

While an officer of Local 82, John Perry, Patrick Geary,

Leif Thornton, Ceryl Milisi, Francis Dizoglio, Nicholas Murphy, and John Logan brought reproach upon the IBT in violation of the IBT Constitution and Bylaws of Local 82 by causing or allowing Local 82 to make substantial non-routine expenditures without membership approval which is required by the Local's Bylaws for such purchases, as detailed in the report.

Three officers, Mr. Dizoglio, Mr. Murphy, and Mr. Logan failed to perform their Constitutionally mandated duties as Trustees, which included, among other things, verifying the Local's bank balances, in violation of the IBT Constitution as detailed in the report.

In a letter to the IRB dated October 18, 2010 from IBT General President Hoffa, Mr. Hoffa determined to adopt and file the charges referred to him by the IRB and that a panel will be appointed to hear the proposed charges.

### **C. BERNARD PISCOPO - LOCAL 82, SOUTH BOSTON, MASSACHUSETTS**

On October 13, 2010 the IRB issued an Investigative Report to the IBT General President that a charge be filed against former Local 82 member Bernard Piscopo for conducting himself in a manner to bring reproach upon the IBT in violation of the IBT Constitution by committing the felony of manslaughter while an IBT member as detailed in the report.

In a letter to the IRB dated October 15, 2010 from IBT General President Hoffa, Mr. Hoffa determined to adopt and file the charges referred to him by IRB against Mr. Piscopo and that a panel would be appointed to hear the proposed charges. In a subsequent letter to the IRB dated October 29, 2010, Mr. Hoffa decided to refer Mr. Piscopo's charges back to the IRB for adjudication. The IRB has this matter under consideration.

### **D. JOHN CASTELLE - LOCAL 282, LAKE SUCCESS, NEW YORK**

On October 13, 2010 the IRB issued an Investigative Report for two recommended charges against John Castelle as follows.

While a member of Local 282 Mr. Castelle brought reproach upon the IBT by violating his oath of membership in violation of the IBT Constitution and of the March 14, 1989 Consent Order by being a member of and knowingly associating with members of the Luchese La Cosa Nostra Crime Family, including Steve Crea who the FBI identified as being the head of the Luchese LCN family.

Mr. Castelle also brought reproach upon the IBT and violated his oath of membership in violation of the IBT Constitution by unreasonably failing to cooperate with the IRB while he was an IBT member by willfully failing to appear for a sworn examination on February 12, 2010, as re-

quired pursuant to the Rules and Procedures for Operation of the Independent Review Board as detailed in the report.

In a letter dated October 15, 2010 to the IRB from Mr. Hoffa, the IBT adopted and filed the charges referred to against Mr. Castelle and in accordance with past practice, these charges were referred back to the IRB for adjudication. In a letter dated October 20, 2010 the IRB served a Notice of Hearing to Mr. Castelle that a hearing to present the evidence regarding charges against him is scheduled for November 10, 2010 and will be held at the IRB offices in Washington D.C.

## **III. PROGRESS OF EXISTING CHARGES**

### **A. MICHAEL E. DOE - LOCAL 82, SOUTH BOSTON, MASSACHUSETTS**

We have previously informed you that Local 82 member Michael E. Doe allegedly brought reproach upon the IBT by failing to appear for his scheduled IRB sworn examination on April 9, 2010. The Executive Board of Local 82 filed the charge and held a hearing on July 7, 2010. Mr. Doe failed to appear for this hearing. An unsigned decision was sent to the IRB by certified mail dated July 22, 2010. This decision also states that, "The entire Executive Board at a meeting held on July 20, 2010 has concluded that Michael E. Doe should be permanently barred from membership in the Local immediately."

In a letter dated September 16, 2010 the IRB informed the Executive Board of Local 82 that their decision was inadequate because the decision was unsigned and the sanction imposed appears to be inadequate because the decision only barred Mr. Doe from membership in Local 82, not from the IBT. Nor did the decision address several other penalties that could have been imposed. A revised decision of the Executive Board of Local 82 dated September 23, 2010, which in addition to barring Mr. Doe from Local 82, added additional penalties, and referred to its revised decision as based on an IRB directive.

On September 27, 2010, Local 82 was placed in Trusteeship by IBT General President Hoffa and he appointed Mr. Denis J. Taylor, as Trustee. In a letter from the IRB to Mr. Taylor dated October 13, 2010, he was informed that the revised decision improperly claimed that the IRB issued a "directive" to Local 82 as the sanction to be imposed. The IRB found the decision to be inadequate and since the Local 82 Executive Board is not currently in office, the IRB has scheduled a de novo hearing. Mr. Doe was served with an IRB Notice of Hearing by IRB on charges and evidence to be presented against him to commence on Wednesday, November 10, 2010 at the offices of the IRB in Washington, D.C.

### **B. LOCAL 82 - SOUTH BOSTON, MASSACHUSETTS**

We have previously informed you in report No. 5 in the Nov/Dec 2010 issue of the Teamster Magazine that on

September 13, 2010 the IRB issued an Investigative Report to General President Hoffa recommending that Local 82 be placed in Trusteeship. Several findings discussed in that report dealt with Local 82 members work in the show and moving industries.

On September 27, 2010 General President Hoffa determined it was appropriate to impose a Trusteeship on an emergency basis pursuant to Article VI, Section 5 of the IBT Constitution.

In a letter dated October 13, 2010 to Bradley T. Raymond, IBT General Counsel, the IRB requested that the IBT General Counsel's Office provide the IRB every 90 days with a status report on Trusteeships imposed pursuant to an IRB recommendation. The IRB will discuss these status reports in future reports.

### C. LOCAL 107 - PHILADELPHIA, PENNSYLVANIA

We have previously informed you in report No. 2 in the May/June 2010 issue of the Teamster magazine, that the IRB recommended in its report to James P. Hoffa, IBT General President, that the IBT place Local 107 into Trusteeship.

On July 22, 2010 General Counsel Bradley T. Raymond submitted IBT's interim report. The report discusses IBT's decision to impose a Partial Trusteeship on Local 107 limiting it to the Motion Picture/Television and Trade Show Industries.

The report discusses the action taken to transfer Motion Picture/Television jurisdiction in Local 107 to Local 817, in Lake Success, New York. The report concludes that the concerns about nepotism or favoritism connected with the officers of Local 107 should be considered resolved.

The report points out IBT's understanding that the Trade Show Industry in Local 107 continues to be dormant but that it is nonetheless a principal objective of the Partial Trusteeship to establish and implement an objective referral program. The IRB has this report under consideration.

This interim report was considered by the IRB in its decision to request the IBT General Counsel's Office to provide the IRB every 90 days with a status report on Trusteeships imposed pursuant to an IRB recommendation.

### D. 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 from Local 901 as a result of four unauthorized pay raises while an IBT member and Secretary-Treasurer of Local 901.

On March 5, 2010 Mr. Hoffa issued his decision that Mr. Vazquez be fined \$72,302; removed from office; prohibited from holding any office or employment with Local 901, the IBT or any IBT affiliates until the current term of office for Local 901 officers expires or until he has fully satisfied

the fine; and suspended from membership in Local 901 and the IBT for one year, or until he has fully satisfied the fine, whichever occurs later.

After the IRB notified Mr. Hoffa that his decision was not inadequate, counsel for Vazquez notified the IRB that Vazquez wanted to have the decision modified regarding the monetary penalty. To obtain the District Court's review of the case, the IRB submitted Application 141 to Chief Judge Preska and on July 28, 2010, submitted a Supplement to Application 141 to provide the Court additional material received by the IRB on this matter.

### 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 number 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

## **IBT INTERNATIONAL OFFICER ELECTION – CANDIDATE PAGES**

**IN 2011**, the IBT will elect International officers to a five-year term of office. Locals, general committees of adjustment, and system federations all over the United States of America and Canada are now electing delegates to attend the 28th IBT International Convention where they will nominate candidates for International Office.

**IT IS TIME** to learn about the International candidates who want your vote and the campaign literature in this mailing is one source for you. There are more ways to get information about your convention delegate candidates and the International officer candidates. You may receive mailings directly from them; you may see candidates or their representatives campaigning; some candidates have websites where you can read about their campaigns.

**THIS MAGAZINE CONTAINS CAMPAIGN LITERATURE FROM “ACCREDITED” CANDIDATES.** To be accredited before the nominating convention, an otherwise eligible member had to obtain signatures on petitions of at least 2.5% of the IBT membership eligible to vote for that office and submit the petitions to the Office of the Election Supervisor by December 15, 2010. The signature thresholds were published on June 1, 2010, and that announcement is posted at [www.ibtvote.org](http://www.ibtvote.org). The *Rules* give accredited candidates the right to publish campaign literature in this issue of the *Teamster* magazine and to have the literature accessible from the IBT’s website, [www.teamster.org](http://www.teamster.org). The amount of space given to each candidate is set in the *Rules*, and depends on the office the candidate seeks. Accredited candidates for International office have the right to obtain a union membership list and to use it for campaign purposes.

**AFTER THE INTERNATIONAL CONVENTION** nominated candidates competing for International office in the union-wide vote will have the right to distribute campaign literature in the August 2011, September 2011, and October 2011 *Teamster* magazines.

**YOU ARE ABOUT TO READ THE CANDIDATES’ OWN STATEMENTS.** These materials were created by each campaign or accredited candidate. They do not in any way reflect the views of the IBT, any affiliated Unions, or the Election Supervisor. The IBT and the Election Supervisor did not in any way screen, edit, or alter this material. It comes to you straight from the accredited candidates.

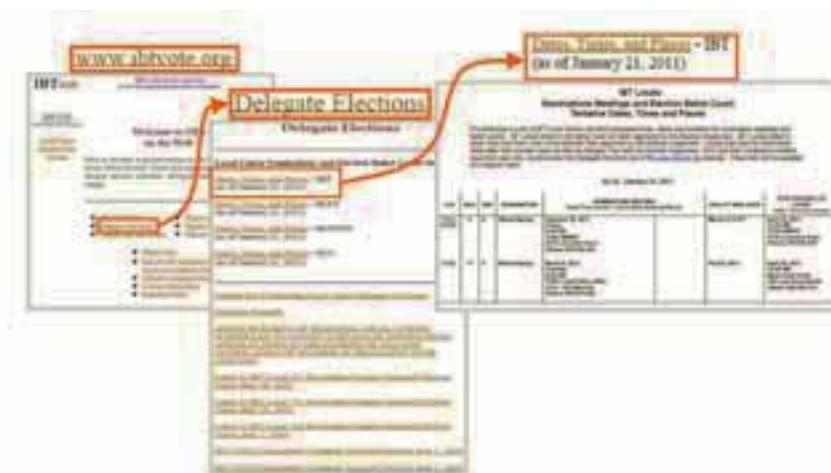
**Richard W. Mark**  
Election Supervisor

# ELECTION SUPERVISOR'S REPORT No. 5

## DELEGATE ELECTIONS – CANDIDATE ACCREDITATION – PROTESTS – RULES

**DELEGATE ELECTIONS** – More than half of the local unions, general committees of adjustment, and system federations have met to nominate their candidates for delegate and alternate delegate to the 28th International Convention of the IBT. More than 1,000 members have asked OES to review their eligibility to run as a candidate or to nominate or second candidates. Nomination season will end early in March 2011; contested elections conclude by early May 2011.

Go [www.ibtvote.org](http://www.ibtvote.org) and check the "Dates, Times, and Places" charts for up-to-date information on the nomination schedule and the results of nomination meetings.



If the number of candidates nominated equals the number of delegates to be elected, the nominees are deemed elected and the "Dates, Times, and Places" chart will note a "White Ballot." There is no mail ballot after a "White Ballot."

Campaigning for delegate positions, and for the International officer positions is going on now, and will continue in the coming months. The *Rules* protect the rights of candidates and their supporters to distribute information, and the rights of members to receive it. The *Rules* provide candidates with the right to distribute campaign material using the local union mailing list (at the candidate's expense), to display literature on tables or bulletin boards at local union meeting halls, to get information about collective bargaining agreements and worksite locations, and to campaign in employer parking lots. Read Art. VII of the *Rules* for a description of the political and campaigning rights of members and candidates. **Violation of candidate or member rights protected by the Rules can be protested, and may subject the violator to sanctions.**

The name and local union affiliation of each elected delegate will be posted to the list of Certified Convention delegates and alternate delegates on [www.ibtvote.org](http://www.ibtvote.org). Each delegate and alternate delegate certified as elected will receive a certification letter from the Election Supervisor. Any member may contact a delegate or alternate delegate to the IBT convention. A member who desires to communicate with a delegate may ask the delegate's local union or OES for contact information.

**CANDIDATE ACCREDITATION** – A candidate for International Union office can become "accredited" by getting signatures from 2.5% of the membership eligible to vote for the office sought. Accredited candidates receive space for publication of campaign material in the *Teamster* magazine and may request access to an IBT membership list and delegate list for campaign use. Go to [www.ibtvote.org](http://www.ibtvote.org) to find out which candidates for International office submitted petitions and obtained accredited status.

**PROTESTS** – At [www.ibtvote.org](http://www.ibtvote.org), you can read every ruling made on filed election protests. As of this writing, 90 protests have been received, and 71 have been decided, with remedies ordered in 23. Ten decisions have been issued in the 32 eligibility protests filed so far. Read Article XIII of the *Rules* to find out how to file a protest.

**RULES** – Need the *Rules*? Download a copy at [www.ibtvote.org](http://www.ibtvote.org). Or, call or write to OES and request a printed book. The *Rules* are available in English, French, and Spanish language editions.

Richard W. Mark  
Election Supervisor



# TEAMStar

## Retiree Health Program

### Open Enrollment Period

**Extended through March 31, 2011!**

The International Brotherhood of Teamsters is proud to announce an open enrollment period for the TEAMStar Retiree Health Program from **December 15, 2010** to ~~February 28, 2011~~ **March 31, 2011 (now extended)**.

During this period, all Medicare-eligible Teamster retirees, their spouses or surviving spouses are **GUARANTEED ACCEPTANCE** with no waiting periods regardless of preexisting health conditions!

Here are some additional service features made available to all Teamsters and their spouses under the TEAMStar Retiree Health Program:

- **Group Buying Power** — TEAMStar rates are not available to the general public.
- **“Automatic” Claims Filing PLUS<sup>®</sup>** — Eliminate paperwork hassles associated with Medicare Part B claims filing and maximize eligible benefits.
- **Freedom of Choice** — There are no provider lists or referral process. We believe it is important for you to choose your own doctors and hospitals.
- **Nationwide Acceptance** — TEAMStar is recognized and accepted by providers nationwide.
- **Choice of Plans** — Choose a plan that fits your needs. TEAMStar offers various plans to supplement your Medicare. In some states, we offer plans with a deductible, designed to help save premium dollars for Teamsters.

## Policyholder Testimonials



**“I have never had a problem with the care and service I have received. It gives me peace of mind.”**

- Mario, Local 617 Member



**“I rate your program and health service as one of the highest standards. Thank you for being my provider over the years.”**

- Thomas, Local 315 Member



**“It is the best program, in all aspects. I recommend it to anyone.”**

- Vincent, Local 584 Member



**“Our needs are always taken care of, in good time and accurately. We appreciate it more as we grow older.”**

- Maxine, Spouse of Local 962 Member

**To receive an enrollment packet or enroll immediately over the phone, call 1-800-808-3239. You may also visit [www.teamstar.com](http://www.teamstar.com) for more information.**