



INTERNATIONAL BROTHERHOOD OF TEAMSTERS

SPRING 2012

# TEAMSTER

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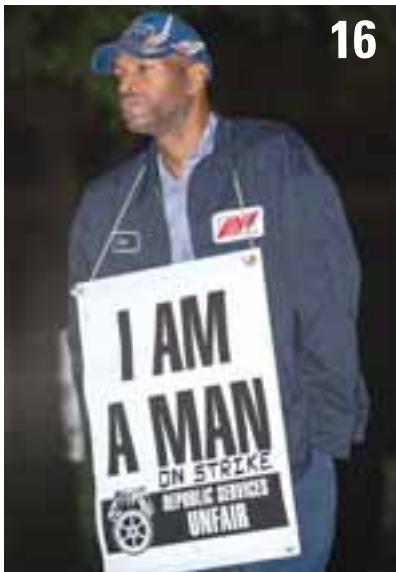
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International Brotherhood  
of Teamsters  
25 Louisiana Avenue, NW  
Washington DC 20001-2198  
202-624-6800

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## Right-to-Work Battles Persist

### TEAMSTERS FIGHT ANTI-UNION LEGISLATION NATIONWIDE

**A**nti-worker politicians in Indiana's House of Representatives paid back their corporate donors on Jan. 25, 2012 by passing a right-to-work bill. The bill became law when Gov. Mitch Daniels, secretly and without any publicity, signed it.

Indiana Teamsters led a heroic fight against the anti-worker legislation. Joined by Teamsters from nearby states, they rallied and lobbied at the Capitol every day of the session, along with thousands of union members and supporters. Labor's mass mobilization in Indiana followed similar uprisings in Ohio against SB 5 and in Wisconsin against Gov. Scott Walker. The specter of thousands of angry workers converging on statehouses convinced politicians not to pursue right-to-work in several other states, including Minnesota and Michigan. Teamsters and allies beat back right to work in Missouri, Ohio, Pennsylvania, Maine and New Hampshire.

In Indiana, the intense involvement of union members in the political battle led to an astonishing 55 candidates from organized labor running for 125 legislative seats. It is the biggest class of union candidates ever in Indiana, and it includes four Teamsters. Jim Cahill, President



of Local 716, is running for state Senate; Brad Thompson, President of Local 1070, is running for state Senate; Jerrod Warnock, business agent for Local 135, is running for state representative.

These candidates are campaigning

on the repeal of right to work and history tells us it might work. After right to work was passed in 1957, an outraged public gave Democrats control of the Indiana Legislature. It was repealed in 1965.

### GENERAL EXECUTIVE BOARD

**James P. Hoffa**  
General President  
25 Louisiana Ave. N.W.  
Washington, D.C. 20001

**Ken Hall**  
General Secretary-Treasurer  
25 Louisiana Ave. N.W.  
Washington, D.C. 20001

**VICE PRESIDENTS AT-LARGE**  
**Rome Aloise**  
2100 Merced St., Suite B  
San Leandro, CA 94577

**Freline Buie**  
2120 Bladensburg Rd. N.E.  
Washington, D.C. 20018

**George Miranda**  
110 Wall St., 3rd Floor  
New York, N.Y. 10005

**Al Mixon**  
5425 Warner Rd., Unit 7  
Cleveland, OH 44125

**Frederick Potter**  
3400 Highway 35  
Executive Plaza, Suite 7  
Hazlet, NJ 07730

**Fred Simpson**  
41475 Gardenbrook Road  
Novi, Michigan 48375

**George Tedeschi**  
25 Louisiana Ave. N.W.  
Washington, D.C. 20005

**TEAMSTERS CANADA**  
**Robert Bouvier**,  
President  
Teamsters Canada

**Stan Hennessy**  
1 Grosvenor Square  
Delta, B.C.  
Canada V3M 5S1

**Craig McInnes**  
275 Matheson Blvd. E.  
Mississauga, Ontario  
Canada L4Z 1X8

**CENTRAL REGION**  
**Brian Buhle**  
1233 Shelby St.  
Indianapolis, IN 46203

**Becky Strzochowski**  
1300 W. Higgins,  
Suite 301  
Park Ridge, IL 60068

**Gordon Sweeton**  
1601 Maiden Lane  
Joplin, MO 64802

**EASTERN REGION**  
**William Hamilton**  
2845 Southampton Rd.  
Philadelphia, PA 19154

**John Murphy**  
348 D St.  
Boston, MA 02127

**Sean M. O'Brien**  
544 Main St.  
Boston, MA 02129

**SOUTHERN REGION**  
**Tyson Johnson**  
1007 Jonelle St.  
Dallas, TX 75217

**Dan Kane Sr.**  
1308 Pierce St.  
Rahway, N.J. 07065

**Ken Wood**  
5818 E. MLK Jr. Blvd.  
Tampa, FL 33619

**WESTERN REGION**  
**Randy Cammack**  
818 South Oak Park Road,  
Suite 250  
Covina, California 91724

**Rick Middleton**  
460 Carson Plaza Dr.  
Carson, CA 90746

**Steve Vairma**  
10 Lakeside Lane,  
Suite 3-A  
Denver, CO 80212

**TRUSTEES**  
**Ron Herrera**  
880 Oak Park Rd.,  
Suite 200  
Covina, CA 91724

**Jim Kabell**  
1850 E. Division  
Springfield, MO 65803

**Kevin Moore**  
2741 Trumbull Ave.  
Detroit, MI 48216

# FIGHTING THE WAR ON WORKERS AT 2012 TEAMSTERS UNITY CONFERENCE



Karla Campos stood at the podium, addressing the crowd of 2,000 Teamsters who had gathered in the spirit of solidarity at the 2012 Teamsters Unity Conference. Campos, a waste facility worker at American Reclamation in Los Angeles, told the story of unsafe working conditions, of roaches and rodents in the work lunch room and of how she was fired for bravely standing up to form her union with her co-workers.

"We are being fired and retaliated against for exercising our legal right to form a union. We need protection and we need a union. I can't wait for us to become Teamsters and get the respect we deserve," Campos said.

Campos and her co-workers are not alone. Across North America, workers are facing a battle not only against ruthless employers, but also against anti-worker politicians who are trying to roll back the

clock to a time when workers did not have rights and unions did not exist. It's a full-blown assault on workers.

Teamster officers, rank-and-file members, organizers and business agents met in Las Vegas at the Unity Conference to discuss these issues that are critical to the future of the union. The event provided the opportunity for Teamsters to get educated, share ideas and strategize for the future. The importance of this conference cannot be overstated, as this could be the most important year electorally for labor and Teamster power. Teamsters General President Jim Hoffa called on Teamsters to fight this war on workers to ensure the future of the labor movement and the middle class.

"We have a tremendous battle on our hands. From Wisconsin to Ohio to Michigan, make no mistake about it; there's a war on workers. In 2012, we need to ener-

gize every member, every local, every Joint Council and Conference to mobilize to make sure we win this battle and take back America for working people," Hoffa said.

Hoffa shared the stage for the first time with newly elected General Secretary-Treasurer Ken Hall and the 2012-2017 General Executive Board.

"We need your help in 2012 and we need you to energize the members," Hall said. "We've made gains and we cannot go backwards. We need your help in electing the right people. Let's fight together with one voice."

The war on workers is not limited to the United States. As Bob Bouvier, International Vice President and President of Teamsters Canada noted, the war on workers has gone global.

"For 50 years we've had the best labor laws in Canada, but in the past year we've had a government that wants to turn the dial back," Bouvier said. "We have to moti-



# UNITED AND



vate our members to have pride and say, ‘I’m a union member; I fight for my rights, and if you don’t like it, too bad.’ If we all band together, there is no corporation that can stand up to us because we have the numbers on our side.”

## We Won't Back Down

Teamsters are successfully fighting back the war on workers through being active and engaged in the battles that matter to working people. Teamsters are currently working to recall Wisconsin’s anti-worker Gov. Scott Walker, and successfully defeated SB5, Ohio’s anti-collective bargaining law.

Ken Wood, International Vice President and President of Joint Council 75 in Florida, spoke about the recent organizing win for 20,000 Florida correctional, probation and parole officers who are now members of Local 2011, and the historic and unprecedented battle against privati-

zation they recently won in the Florida Legislature.

“We gave the FDOC officers the opportunity to have a real union and they stepped up to the plate to become involved and have a voice. We worked together to successfully beat back privatization, which would have cost 5,000 officer jobs in the state of Florida,” Wood said.

“I testified before the Senate Committee. We lobbied, met with legislators and our hard work paid off. The vote was 21-19 against privatization,” said Captain Mike Riley with the Department of Corrections. “I’m very proud to be a Teamster.”

Val Demings, the former Orlando Police Chief, union member and current candidate for Florida’s District 10 congressional seat, called the attack on public employees “unprecedented.”

“It’s an attack on the backbone of this country—the firefighters, police officers

and teachers—and God bless the Teamsters in Florida that sent the message that private is not better,” Demings said at the Unity Conference.

## Obama On Our Side

The Teamsters have strong allies on their side in the war on workers, including President Barack Obama, who called in live during the conference to thank the Teamsters for their official endorsement of him for a second term in the White House.

Richard Cordray, who was appointed by Obama as Director of the Consumer Financial Protection Bureau, addressed the crowd about his bureau’s work to ensure that working people are protected.

“No one paid the price of the financial meltdown more than working people. We are doing everything in our power to prevent the financial collapse we experienced from ever happening again. We are here to



# TEAMSTERS Endorse Obama



## Union to Put Boots on the Ground for Re-Election Effort

The Teamsters Union endorsed President Barack Obama for re-election with the enthusiastic support of 2,000 members gathered at the annual Unity Conference.

Teamsters General President Jim Hoffa threw the question out to the assembled Teamsters. "Do we want to endorse Barack Obama for president?" The response was a resounding "yes" and a standing ovation.

The General Executive Board had given Hoffa the authority to endorse Obama the night before. Several Vice Presidents spoke from the floor and urged him to make the endorsement as soon as possible.

"If we think the war on workers is tough right now, put Mitt Romney in office and you'll see how tough it is," said International Vice President John Coli.

Enthusiasm for Obama was equaled if not exceeded by dislike of Romney, described as a "vulture capitalist." Loud boozing was the answer to Hoffa's question, "Does anybody want Mitt Romney?"

Shortly after the endorsement, Teamsters inside the conference hall got a surprise phone call from the president himself. He told them America would look a lot different without them.

General President Hoffa gave Obama the news that the Teamsters had just endorsed his re-election. "They realize there's a war on workers and they realize there's only one person fighting that fight. That's you," Hoffa said. "Go get 'em, we endorse you all the way."

The president's voice came over the loudspeaker. "Thank you for the endorsement," Obama said. "In these years that I've been in office, I've seen and appreciated how you support the American economy and social justice, a tradition that goes back more than 100 years. America would look a lot different without the Teamsters."

Obama said the biggest question over the next few years is how to reclaim security for the middle class after a decade in which the middle class has taken it on the chin. "That starts with putting people back to work," Obama said.

Obama recounted the challenges he faced when he took office: "We lost more jobs in the month I took office than we did in the previous 60 years," he said. Since 2010, his administration created more than 400,000 manufacturing jobs—many of them in the auto industry.

The president told the Teamsters that America needs to restore some basic values that made this country great, beginning with rewarding work instead of speculation.

"We have boots on the ground, justice in our hearts and we're going to win in November. We've got your back," Hoffa told Obama.

Replied Obama, "I've got yours. I could not be prouder to have your endorsement."

stand up for Teamster members and all Americans," Cordray said.

Bryan Stevenson, Executive Director of the Equal Justice Initiative, talked about equal rights and justice under the law, comparing his work standing up for the poor and disenfranchised with the struggles of the labor movement.

"We need the labor movement to be willing to speak, to not be pushed back. Your work and activism is critically needed. We can win this battle," Stevenson said.

Rome Aloise, International Vice President and President of Joint Council 7, talked about the importance of capital strategies in fighting the war on workers.

"We can't afford to fund the war against us through our trust funds. We need to confront every company, provider and investment manager about their political spending and demand transparency about how our money is being used and spent," Aloise said. "What's important is what happens to members—how we protect their jobs, health care, pensions and industry standards."

## Fighting Back at Hostess

Hall spoke about the war on workers taking place right now at Hostess, where management has squandered Teamster concessions and corporate greed has led to the company giving executives 30-240 percent pay raises right before filing for bankruptcy.

Hall explained that the International Union has launched a campaign to bring justice to Hostess Teamsters, and is taking the Teamster message to Hostess and its Wall Street financiers. Conference participants were asked to sign a pledge, volunteering to attend a Hostess action in support of the 7,000 Teamsters who are standing up for justice and fairness at Hostess.



They were also asked to take action in support of the school bus workers with National Express who are fighting for justice and dignity in their workplace. Conference attendees signed cards calling on National Express CEO David Duke to stop violating the human, legal and civil rights of National Express workers.

### Organizing for Power

As Teamsters fight the war on workers, they are also proactively growing the union through organizing in an economic and political climate where workers need union representation more than ever.

Conference participants got an update on Teamster organizing, hearing from parking employees working to organize in Boston; school bus workers nationwide who are working to organize with the Teamsters; Republic Airlines mechanics who are coming together to form their union with the Teamsters; waste workers in Los Angeles who are transforming the industry with the Teamsters to improve working conditions; and port workers who are uniting with the Teamsters for a better future.

Annette Hill, a driver with Durham School Services, the U.S. subsidiary of U.K.-based National Express, told the crowd about her recent organizing win. Hill and her co-workers in Summerville, S.C., voted to join Local 509 in Cayce, S.C., in the face of strong resistance by the company.

"I got my job threatened, as well as written up, being a union supporter. We were forced to attend mandatory meetings by the company. But we stood strong and prevailed," Hill said.



## OFFICERS SWORN IN

### Teamster Leaders Take Oath of Office at Unity Conference

A highlight of the 2012 Unity Conference was the swearing-in ceremony for International Union officers. Teamsters General President James P. Hoffa and General Secretary-Treasurer Ken Hall were joined by the General Executive Board in taking the oath of office.

The official oath of office was administered by Local 175 member Harold Miller. Miller is a 35-year member of Local 175 in South Charleston, W.V., who works at Pennzoil, where Hall began his career. Miller is also a Senior Master Sergeant for the U.S. Air Force and has served two tours of duty in Afghanistan and one in Iraq.

Teamsters from all corners of the United States, Canada and Puerto Rico joined their newly inducted leadership at the ceremony. This leadership includes:

**JAMES P. HOFFA**  
General President

**KEN HALL**  
General Secretary-Treasurer

*International Vice Presidents At-Large*

Rome A. Aloise  
Ferline Buie  
George L. Miranda  
Albert R. Mixon  
Fredrick P. Potter Jr.  
Freddie Simpson  
George Tedeschi

*Eastern Region*  
William Hamilton  
Dan Kane Sr.  
John F. Murphy  
Sean M. O'Brien

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Becky Strzechowski  
Gordon Sweeton

*Western Region*  
Randy Cammack  
Rick Middleton  
Steve P. Vairma



**HOFFA HALL**  
**2012 INAUGURATION**



*What Teamsters are Doing, and What You Can Do to Help*

## FIGHTING THE WAR ON WORKERS

The disastrous election of November 2010 led to the unprecedented assault on unions and the American middle class that they protect. Teamsters geared up for the November 2012 election at the Unity Conference. The aim is to win re-election for President Obama, hold on to a majority in the U.S. Senate, win more seats in the U.S. House of Representatives and win back some of the governors' offices and state legislatures lost in 2010.

More than 50 Teamsters are running

for office this year. They're running for Congress in California, Michigan, Minnesota and New York. Four Teamsters are running for the state legislature in Indiana, part of a massive wave of union members trying to reclaim the Statehouse since right-to-work became law this year.

"There are many, many things every Teamster can do to fight the war on workers in the political arena," said Christy Bailey, Director of the Teamsters Field and Political Action

Department. Bailey said Teamsters could start by talking to their neighbors and co-workers about candidates who support workers.

They can make phone calls, work at polling booths and knock on doors. They can use social media tools such as Facebook and Twitter to spread the word about pro-worker candidates.

Teamsters should also sign up for the Teamsters texting program by sending "IBT" to 64336.





# UNITED WE STAND

## ED SCHULTZ Tells It Like It Is

### SCHULTZ SPEAKS AT UNITY, DONATES TO SCHOLARSHIP FUND

**E**d Schultz closed the Teamsters Unity Conference with an impassioned call to action against extremists who want to destroy the middle class. Schultz has become a Teamster favorite because he speaks up for working people on his MSNBC program, "The Ed Show."

He began by telling the 2,000 Teamsters, "I thought I'd let you see if I'm as big a son of a bitch as the right wing thinks I am."

He was introduced by Teamsters General President Jim Hoffa, who watches "The Ed Show" on MSNBC every night at 8 p.m., EDT.

Hoffa called him "the antithesis of Fox News and Bill O'Reilly" as well as "a big man with a big heart." At the conference, Schultz donated \$20,000 to the James R. Hoffa Memorial Scholarship Fund.

Schultz urged the assembled Teamsters to get out and defeat Mitt Romney in November.

"We're on the offensive in 2012," he said. "We need to tell the truth to our neighbors about the war on workers. Mitt Romney and his crowd have no plan for you or for organized labor. They have nothing on the

table for you and your future."

Schultz said he was confident American workers would do what it takes to defeat Romney in November.

"I know that workers in this country have the resilience, the reason, the heart and the desire to do what has to be done," he said. "They can't take your heart and your passion and I'm not going to let them change the facts. The facts are—we can turn this country around. The same way this country was built by labor, it can be rebuilt by labor."





# The Rick Smith Show



**RICK SMITH** was a Teamster Roadway Express driver for 18 years. In all that time on the road, he listened to a lot of talk radio.

"With all the radio hosts beating up on unions and the labor movement, it seemed to me that I could do a lot with a show centered around unions and the good they do for families. I want to provide an alternative to the anti-union stuff that's on the air," Smith said.

And that's exactly what he's done.

Smith started The Rick Smith Show in 2005 when it launched on a small country and western station. It has grown progressively since then, attracting listeners tired of the usual right-wing talk-radio hate fest.

Now working families have a choice for their talk-radio news in The Rick Smith Show. Produced in Pennsylvania, it's hosted, edited and produced all by Smith, a former Teamster. Smith began his Teamster career working in a warehouse as a member of Local 293. He was then an 18-year member of Local 229 while doing for Roadway Express

## Engaging Union Families

Smith's pro-union outlook was fostered in his upbringing in Cleveland, where he worked paper routes and other odd jobs as a child trying to help feed his family. After high school, he started driving 18-wheelers as a proud union member.

He's now a father of three and feels a calling to spread the word about the needs facing working families like his own.

"I love what I am doing and these are exciting times," Smith said. "I am hoping this show will get people activated and engaged in their communities and states."

Running alongside talk-radio formats that many are familiar with (Rush Limbaugh and others like him), The Rick Smith Show concentrates on the problems facing working families. Smith chooses his topics carefully, zeroing in on national issues as well as local concerns.

## Union Guests

Smith highlights local and national issues by interviewing people who are personally affected by corporate greed, anti-union politicians and the tough economy.

He frequently hosts union leaders and rank-and-file members on his show, including many Teamsters. Over the past year, Smith has interviewed:

- General President Jim Hoffa on the war on workers;
- Bob Lennox, Secretary-Treasurer of Local 495 in Covina, Calif., on the situation at BMW, which ultimately resulted in the ratification of a Teamster contract;
- Safeyyah Edwards and Phyllis Schoville, both members of Local 507 in Cleveland, about the Red Cross strike;
- Ben Speight, Organizing Director of Local 728 in Atlanta, on the AT&T situation and the proposed anti-protesting bill;
- Ken Wood, Acting President of Local 2011, and Captain Mike Riley on the Florida prison privatization threat;
- Brian Buhle, International Vice President, on the “no rights at work” agenda in Indiana;
- Dave Probst, a steward at Local 764, on the pipeline strike; and
- David Daughton, President of Joint Council 10, on the New Hampshire Primary.

## Picket Lines and Conferences

In order to keep his material fresh and promote real people's stories on the air, Smith gets out of the studio and into labor activities as often as possible. He recently joined a Teamster strike line in Cleveland where more than 250 members of Local 507 are on strike against the American Red Cross.

Safeyyah Edwards, a longtime employee of Red Cross and a member of Local 507, told Smith during her interview, “Our contract expired in May of 2011, but Red Cross offered a health care plan which was too expensive for members to pay for and the company wants to keep increasing our hours with no breaks. We cannot and do not want to go back to work under the same conditions.”

Smith's radio show is broadening its appeal and is being picked up by more radio stations. If the show isn't available in your area now, you can take steps to bring it to your city. First, contact [Rick@ricksmithshow.com](mailto:Rick@ricksmithshow.com) and let them know about a community or commercial station in your area. They are looking for workers across the country to tell radio stations that you demand an alternative message to the ones being pushed by and for the mega-rich. As Smith says, “We need to demand a voice!”

**COMING TO A RADIO STATION NEAR YOU**

## Listen to The *Rick Smith Show*

If you live in Central Pennsylvania, you can listen on **WIOO 97.9 FM** in Harrisburg and **93.9 FM** in Shippensburg from 9 p.m. to midnight. It is rebroadcast in Scranton/Wilkes Barre on **WFTE 105.7 FM** and **90.3 FM** and in Williamsport on **WXPI 88.5 FM** from noon to 3 p.m.

If you don't live in Central Pennsylvania, you can still check out Rick Smith on the Internet.

Visit [www.therickshow.com](http://www.therickshow.com) and watch live streaming video from the studio. The program is also carried on the Head-On Radio Network, [www.headonradionetwork.com](http://www.headonradionetwork.com), live from 9 p.m. to midnight and at alternate times throughout the day.

For information on how to listen to podcasts, visit [www.therickshow.com](http://www.therickshow.com).



# REPUBLIC OF TEAM



# TEAMSTERS

## WASTE MEMBERS WIN STRIKE, SEND COMPANY A MESSAGE



Teamsters from across the country united for a strike recently against Republic Services/Allied Waste that ended in victory eight days later when the company agreed to settle a contract.

"We sent a message to not only Republic, but to all waste companies, that they need to be fair to their workers," said Zack Smith, a Republic worker and member of Local 991 in Mobile, Ala.

"Everybody here at Local 991 went out on strike and everyone stood together like a great big family," said Smith, a roll-off driver who has worked at Republic for nearly 27 years.

The strike began March 22 in Mobile—with all 24 Republic workers going on strike—in response to Republic's withdrawal from a tentative agreement, which the union said violated federal labor law.

### Holding the Line Nationwide

The drivers and helpers at Republic's facility in Mobile struck at 11:30 p.m. that day. At 1 the next morning, in a show of solidarity against Republic's labor law violations, Local 375 put up a sympathy picket line at the Republic facility in Buffalo, N.Y. The 95 Republic drivers and helpers in Buffalo, members of Local 449, honored the line.



Also at 1 a.m., a sympathy picket line went up at the Republic facility in Columbus, Ohio. The 78 Republic drivers and mechanics in Columbus, members of Local 284, honored the line.

Across the country that day, Republic workers wore stickers that said, "Republic Services: Don't Trash Our Contracts." Republic is the second largest waste company in the United States.

Then, a week after the strike began, Republic/Allied Waste workers arrived at work in Seattle, Bellevue, Lynnwood and Kent, all in Washington state, to find picket lines outside the facilities.

Striking members of Local Union 991 had traveled from Mobile to extend picket lines to Republic's Seattle-area facilities. Members of Joint Council 28 and community supporters also set up sympathy pickets. Republic's workers at these facilities—250 members of Teamsters Locals 117, 174, 38 and 763—refused to cross the lines.

The strike ended when Republic agreed to meet again with Local 991 in Mobile to discuss the tentative agreement. The agreement was ratified on April 1 by the Mobile workers.

### Standing Together

"Sanitation work is one of the most dangerous jobs in America," said Bob Morales, Director of the Teamsters Solid Waste, Recycling and Related Industries Division. "The employees are the ones who risk their lives every day to protect the public health. It's a very profitable business, and members deserve a share in the business success they help to create."

Morales credited the union's many allies for the success of the strike.

"I also want to thank our members in other cities, as well as other unions and social justice organizations, who stood with our Alabama members to ensure that they would achieve a fair and just contract," Morales said.

"Once we were able to sit down with the company, we resolved the issues quickly," said Jim Gookins, Secretary-Treasurer of Local 991. "I appreciate the company's willingness to work out a resolution that was recommended for ratification to our members in Mobile. While we regret it took a work stoppage in Mobile, Buffalo, Columbus and Seattle before getting this resolved, I believe the settlement shows we can work constructively not just in Alabama but in other areas around the country as well."

The Teamsters represent about 9,000 employees at Republic Services and its subsidiaries at more than 150 facilities throughout the U.S., Puerto Rico and Canada.

## Southern California Port Workers Join Teamsters Union



# HISTORIC PORT VICTORY

**A**midst jubilant chants of “Yes we did!” in Spanish and English, a brave group of professional truck drivers who haul brand-name fashion imports celebrated news that they won their election to unite as Teamsters, despite their employer’s vicious and expensive year-long campaign to intimidate workplace leaders and suppress their free choice.

The results were 46-15 in favor of the union, according to the National Labor Relations Board (NLRB).

“Our victory means we are finally getting closer to the American dream. If we can win, I know other port truck drivers across the U.S. can unite just like we did,” said Orlando Ayala, who has hauled at the Ports of Los Angeles and Long Beach for nearly 10 years. “A voice on the job means management can no longer humiliate us or force us to suffer in poverty while they profit,” added the father of three, who questioned why Toll Group, his Australia-based employer, created such an exploitive and union-hostile environment for its workforce, contrary to its practice overseas.

### Inspiring Victory

The victory is further being cheered by local and international supply chain workers, organized labor, and community

allies as a trailblazing private sector win in a market arena that decimated middle-class jobs when it was deregulated in 1980. Port trucking, one of America’s most dangerous industries, became notorious for treating workers as disposable, is rife with health and safety violations and has remained virtually union-free since deregulation.

“These first-rate truck drivers decided to form their union after being treated as second-class citizens under third-world working conditions for too long,” said Fred Potter, Teamsters Vice President and Port Division Director. “Now these courageous employees have inspired other port drivers to fight for good, middle-class jobs at America’s ports nationwide, and the Teamsters and our coalition are going to be here to help them do it.”

“I am ready to fight at all costs with my co-workers, for our families, and for our union next,” said Edgar Sanchez, a newly organized Teamster port driver.

The typical truck driver who hauls vital consumer imports and exports at America’s seaports (110,000 nationwide with some 11-12,000 at the largest trade complex, the Ports of Los Angeles and Long Beach) are wrongly classified as independent contractors, the top experts on employment law concluded.



The U.S. Department of Labor is increasing resources to combat misclassification in multiple industries; port trucking has been called the “poster child” for this willful employer malpractice that further robs government of needed tax revenue, undercuts responsible businesses who play by the rules, and has been directly linked to unsafe, diesel-spewing trucks that pose risks to workers and the public. Truck drivers at Toll Group enjoyed the benefits of employee status in name only.

### Exposing Conditions

When Toll’s U.S. workers exposed their inhumane and unsanitary working conditions, local management, acting under the direction of top headquarters executive Andrew Ethell, fired back with a range of unethical and illegal tactics to undermine their legal rights to form a union. So egregious were the actions that the regional NLRB issued a formal complaint; Toll now faces federal trial.

The company’s horrible working conditions also prompted the International Transport Workers’ Federation (ITF) to step in, condemning Toll’s facilities in the U.S. for undermining workers’ rights in such a severe and denigrating way and call-

ing for worldwide solidarity measures to be initiated.

Intense support also comes from the Transport Workers Union (TWU), which represents 12,000 Toll employees in Australia. Rank-and-file and union leaders alike have traveled to Los Angeles on solidarity missions, including to serve as election monitors. Toll responded to the visit by going on a firing spree of workplace leaders.

“Toll employees in the U.S. deserve a fair day’s pay for a hard day’s work. In Australia, we have negotiated agreements for decent pay, safe working conditions and proper job security for our members at Toll. Our colleagues across the Pacific in the U.S.A. are entitled to the same,” said Tony Sheldon, TWU National Secretary. “We will continue to support our brothers and sisters in the U.S. until each and every one of them have a strong contract with middle-class wages and safety protections, a proven model that has made Toll so successful.”

Toll’s treatment of its workers made international headlines and recently prompted Los Angeles Mayor Antonio Villaraigosa and U.S. Congresswoman Janice Hahn (D-CA) to express public outrage over Toll’s barrage of anti-worker attacks that affect their constituents.



# ORGANIZING ROUNDUP



## Aerospace Workers Join Local 986 in California

**O**n April 3, 253 workers at Ducommun AeroStructures in Monrovia, Calif. became Teamsters when a majority of the workers voted to join Local 986.

The bargaining unit consisted of more than 230 members of the Machinists' Union (IAM) who were frustrated with poor representation. The workers had a choice of no union, IAM or the Teamsters. They voted 180 for the Teamsters, 52 for the IAM and seven votes for no union.

The new members' job classifications include manufacturing technicians, material coordinators, inspectors, machinists, assemblers, painters and mechanics.

Local 986 already represented 15 members at Ducommun AeroStructures who were instrumental in the organizing drive throughout the plant.

"We witnessed the strong representation that the Teamsters provided to their members and that is what we wanted for all of the workers at Ducommun AeroStructures," said Richard Martinez, a member of the organizing committee.

"I have been a union member for almost 30 years but I always wanted to be a Teamster," said Rose Gutierrez, another organizing committee member.

"Today is a great day to be a Teamster. I am thrilled to have my brothers and sisters join our union," said Michael Stanton, chief shop steward.

"The workers won despite a vicious anti-union campaign waged by Ducommun AeroStructures and an anti-Teamster campaign waged by the IAM," said Chris Griswold, Secretary-Treasurer of Local 986 in South El Monte, Calif. "However, these workers remained united and focused on improving their lives with a Teamster contract."

Ducommun AeroStructures designs, engineers and manufactures the largest, most complex contoured aerostructure components in the aerospace industry. The company provides supplies for commercial aircraft, regional and business jet aircraft, military aircraft, commercial and military helicopters, and space launch vehicles.

## LOCAL 386

### **Republic Waste**

With a unanimous vote, 13 workers at Republic Services in Los Banos and Atwater, Calif., voted to join Local 386 in Modesto.

"The workers at the two locations are seeking fair treatment and respect," said John Costa, Local 386 Vice President. "They also often work without breaks or lunches, and they are seeking affordable health care. Some of the workers pay more than \$300 a month for health care."

Republic sent someone from Phoenix to talk to the workers to persuade them to vote against forming a union, but the tactic failed miserably.

"We have had several organizing victories at Republic in recent months and we hope to build on this momentum so that these workers gain a more secure future," said Bob Morales, Director of the Teamsters Solid Waste, Recycling and Related Industries Division.

## LOCAL 838

### **First Student**

First Student monitors in Olathe, Kan., voted to join Local 838 in Kansas City, Mo. The 95 workers are uniting for better wages, benefits, respect and a voice on the job.

"I feel the industry that we're in really needs to drive up their standards. We need better benefits and pay, especially given the jobs that we do," said Patricia Heath, a First Student monitor.

The monitors join the more than 200 school bus drivers at this location who were already

members of Local 838.

The victory is the latest in an effort to organize private school bus and transit workers across the country. Drive Up Standards is a national campaign to improve safety, service and work standards in the private school bus and transit industry. Since the campaign began in 2006, more than 32,400 drivers, monitors, aides, attendants and mechanics have become Teamsters.

## LOCAL 142

### **Wittenberg Village Nurses**

More than 140 members of the nursing staff of Wittenberg Village in Crown Point, Ind., recently joined the Teamsters Union.

The NLRB certified the election results and, after a hard-fought campaign, the vote was 74-41. Local 142, based in Gary, Ind., now represents the workers.

Wittenberg Village is a rehabilitation and assisted living center for senior citizens. Lutheran Life Communities, an Arlington Heights, Ill.-based company, owns Wittenberg Village.

## LOCAL 509

### **Durham School Services**

School bus drivers and monitors with Durham School Services in Summerville, S.C., have voted to join Local 509, uniting for respect and fair treatment in their workplace.

The 165 drivers and monitors, who transport school children for Dorchester County

School District 2, were determined to form their union with the Teamsters in the face of strong resistance by company management to their efforts to organize.

"This is the start of a new beginning for all of us. Everyone is excited and glad that this victory belongs to us," said Annette Hill, a driver. "I voted Teamsters because I want us to have respect."

## LOCAL 445

### **Newburgh Police**

Police officers and detectives in Newburgh, N.Y. recently voted unanimously to join Local 445 in Rock Tavern, N.Y.

"It's a tough city, and the police need a tough union," said Michael Pitt, one of the new Teamsters.

"Newburgh police are among the lowest paid law enforcement personnel in the Hudson Valley," said Adrian Huff, Secretary-Treasurer of Local 445. "Over the past 10 years, their pay has increased by less than half of 1 percent."

Turnover is high among this group of workers, which Huff said essentially serves as a training ground for other local departments.

## LOCAL 856

### **City of Concord Employees**

On April 17, nearly 150 city of Concord employees voted to become members of Local 856 in San Bruno, Calif. In a staggering show of solidarity, the field and operations and administrative, clerical and technical units voted 100 percent and 93 percent respectively to

join the Teamsters Union.

The new Teamsters serve as maintenance technicians, police dispatchers, landscape gardeners, crime scene technicians and in other classifications vital to city operations.

"We've never been more united," said Greg Fabian, an equipment mechanic who has worked for the city for nine years. The election had a 90 percent voter turnout among eligible voters.

The employees have struggled with layoffs, rising medical costs and furloughs in recent years.

## LOCAL 179

### **Illinois Central School Bus**

School bus drivers and monitors with Illinois Central School Bus in Coal City, Ill., voted to join Local 179 in Joliet, uniting for respect and better working conditions. There are 80 drivers and monitors in the bargaining unit.

"This is a wonderful thing. I'm looking forward to having more job security and a voice at the bargaining table. Now that we're Teamsters, we will have backing," said Charles Squellati, a monitor.

"We are happy that these dedicated school bus workers chose to be represented by Local 179," said Tom Flynn, President of Local 179. "We are looking forward to negotiating to better their working conditions."

The Coal City drivers and monitors united to form their union, along with the help of the International Union, Joint Council 25 and Local 179, in a truly collaborative effort.

Teamster Casinos: Bally's Resort and Casino, Las Vegas • Caesars Palace, Las Vegas • Caesars Riverboat Casino, Elizabeth, Ind. • Circus  
Gate Hotel and Casino, Las Vegas • Harrah's, Las Vegas • Harrah's Tunica Casino and Hotel, Tunica, Miss. • Las Vegas Hilton Hotel  
Ontario • Trump Plaza Hotel Casino, Atlantic City, N.J. • Paris Las Vegas Hotel and Casino • Rio Las Vegas Hotel and Casino • R

# Teamsters Hit Trifecta



Casino Workers at Three Detroit Locations Ratify Contracts

us Circus, Las Vegas • Excalibur Hotel Casino, Las Vegas • Flamingo, Las Vegas • Four Queens Resort and Casino, Las Vegas • Golden and Casino • Luxor, Las Vegas • OLG Casino Point Edward, Point Edward, Ontario • OLG Casino Thousand Islands, Gananoque, On- riviera Hotel and Casino, Las Vegas • Stratosphere Tower, Las Vegas • Tropicana, Atlantic City • Tropicana, Crestview Hills, Ky.



Detroit's economy has struggled more than most of America's metropolitan areas. That's why Teamsters there know the value of a union contract.

The recent ratification of a contract for Teamsters at the MGM Grand Detroit wraps up a trio of great contracts for Detroit's Teamster casino workers. Teamsters at the MGM Grand Detroit join Greektown Casino and MotorCity Casino Hotel, who approved their contracts in late 2011.

"After all of the hard work in obtaining a fair agreement, and it was extremely difficult, I'm pleased that the membership backed us up with the yes vote," said Taryn D. Warr, a five-year employee of MGM Grand Detroit that works as a front desk representative and was a member of the negotiating team. "These Teamsters work hard for the pay and benefits they receive in providing the best possible service to the casino guests, and I'm just proud to have been part of the process with helping them have a voice at the table."

Each of the three agreements includes ratification bonuses with a 2-percent wage increase in year four. Also, health care plans were maintained for members represented by the unions in the Detroit Casino Council, which represents nearly 6,000 union members at the three Detroit casinos. Local 372, which represents Teamsters at these three casinos, is a member of the Detroit Casino Council.

"The dedicated and passionate work that the bargaining team and the entire Detroit Casino Council put into getting the best possible contract is to be commended," said Veronica Sawyer, Teamsters International Representative and chief spokesperson for the Local 372 bargaining committee. "I'm just so proud of the council membership who gave this excellent team the leverage it needed to get this contract. Now that the agreement has been ratified, it's time to show customers in this region that Detroit is the Midwest destination for excellent gaming and service."

"We organized these workers back in 1999 and 2000. They're hard workers and great Teamsters who know how to stick together during tough times," said Ron Renaud, Secretary-Treasurer of Local 372.

### Greektown

In October 2011, casino workers voted by a 3-to-1 margin to ratify a new, four-year agreement with Greektown Casino in Detroit. The valet, front desk, phone operators, warehouse, grounds and general workers are represented by Local 372.

"I'm extremely happy with the supportive vote today for all the hard work that this bargaining committee went through to get the best possible contract for our membership," said Tavara McCree, an 11-year employee of the Greektown Casino and member of the Local 372 bargaining committee. "The vote proves that the process works."

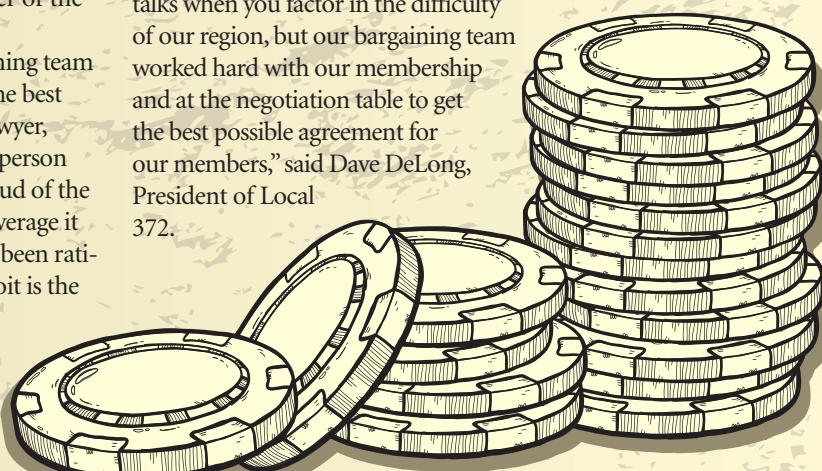
"I'm proud of our bargaining team and the Teamsters working at Greektown Casino who gave us the leverage we needed to bargain a fair and equitable contract in very difficult economic times," Sawyer said. "Our members turned out in huge numbers and voted by a three-to-one margin to support this bargaining team."

### MotorCity

MotorCity Casino workers in Detroit voted to ratify their agreement shortly after the Greektown contract was ratified. The valets, front desk staff, phone operators, warehouse, grounds and general workers are represented by Local 372.

"As a Trustee of the local and a member of the bargaining team for Local 372, I'm elated with the vote," said member Mark Williams, a valet that has worked for nine years at MotorCity Casino Hotel. "Our team worked hard on seeking out the concerns of the members, bringing those concerns to the table in a tough set of negotiations, and then through the democratic process, receiving a positive reaction to that hard work. It's time to get back to work making MotorCity Casino Hotel one of the best venues to visit in the Midwest."

"This was a tough set of contract talks when you factor in the difficulty of our region, but our bargaining team worked hard with our membership and at the negotiation table to get the best possible agreement for our members," said Dave DeLong, President of Local 372.



## ★ TMAP Courses Offered ★

TMAP, in association with Helmets to Hardhats, offers the following courses to veteran, Reserve and Guard communities at no cost to the candidate:

- **200-Hour Teamster/Military CDL Licensing Program;**
- **Teamster Construction Apprenticeship Program;**
- **40-Hour Basic Hazardous Waste Worker Course;**
- **8-Hour Hazardous Waste Refresher Course;**
- **8-Hour Hazardous Materials Transportation Awareness Course;**
- **16-Hour Emergency Responder - Operations Level Course;**
- **10-Hour Construction Safety and Health Outreach Course; and**
- **10-Hour General Industry Safety and Health Outreach Course.**

Major funding for these courses comes from a National Institute of Environmental Health Sciences Worker Training Grants Program. This grant was awarded to the International Brotherhood of Teamsters for use by construction workers at hazardous waste sites, which the Whiting oil refinery plant qualifies as.



dump truck and a school bus used to shuttle employees to and from the refinery. Originally constructed in 1889, the refinery has been undergoing a modernization process since 2008. New infrastructure elements (an enlarged barge unloading facility and a 47-acre contractor trailer complex) have been part of the improvements.

## Values Learned on the Job

Garcia credits his prior training in the military and his membership in the Teamsters with his ability to find full-time work, which allows him to provide for his family as a single parent.

"I take pride in my work and try to be a good employee," Garcia said.

His diligence and training has paid off. Garcia said the courses he took through TMAP have already paid for themselves "10 times over."

Many other Teamster members have been assisted by the TMAP program, especially in the Midwest.

"Our Chicago-area local unions have greatly benefited from the training and job placement assistance that TMAP and Helmets to Hardhats provides," said John Coli, International Vice President and President of Teamsters Joint Council 25 in Chicago. "Veterans' military training gives them a unique set of talents that are very applicable to construction jobs. We are pleased to have them as brothers and sisters in the Teamster family."

[www.teamster.org/tmap](http://www.teamster.org/tmap) ★ [tmap@teamster.org](mailto:tmap@teamster.org)

**Michael Yauger, President, Local 786 ★ (312) 666-2750**

## ★ Disability Benefits ★ ★ ★ ★ ★ ★ ★ ★

Another initiative undertaken by TMAP has been to assist veterans to receive disability payments that may be owed to them. TMAP has produced a Veteran Registration Form, which is available at your local union or through the TMAP website ([www.teamster.org/tmap](http://www.teamster.org/tmap)).

Once completed, the form will assist TMAP in tracking down services or funds which may be due to a veteran.

"We've already helped military veterans receive payments for chronic illnesses that they otherwise would not have gotten through their insurance companies even while paying a high premium," said Michael Yauger, President of Local 786 in Chicago and Teamster liaison to the Helmets to Hardhats program.

"Military service can take a great toll on someone physically and emotionally, and we need to support our veterans with the services due to them," Yauger said. "Financial compensation for an illness or disability acquired during a tour of duty is certainly the least we can do to show our veterans that we care about them."



# No Room In Our Democracy For ALEC

A MESSAGE FROM GENERAL PRESIDENT JAMES P. HOFFA

The war on workers isn't just being waged by politicians at the state level trying to take away collective bargaining rights and implement right-to-work laws. It also ranges from big business and their shadowy front groups on up to the Supreme Court.

The Supreme Court's Citizens United decision, which says corporations can pour unlimited sums of money into influencing elections, goes hand in hand with Mitt Romney's statement that "Corporations are people."

As more Americans realize how deep the pockets of big business are and what lengths they will go to in order to take away workers' rights, they are fighting back. You can see it happening with a group called the American Legislative Exchange Council (ALEC).

Only recently has ALEC been exposed publicly, but the Teamsters Union has been sounding the alarm for some time, including in past issues of this magazine.

Approximately 2,000 state lawmakers throughout the country belong to ALEC. They introduce bills written by and for ALEC's corporate members, including Koch Industries, Walmart and other multinational corporations. The members' goals are corporate profit and corporate power. They want more tax breaks, an end to unions, and more contracts to run private prisons and schools.

Now that public pressure has been turned up on the group, corporations like Coca-Cola, Pepsi, Kraft Foods, McDonald's, Procter and Gamble, BlueCross BlueShield and many others are dropping their support for ALEC.

In Wisconsin, ALEC-alumni Gov. Scott Walker's bill stripping government workers of their collective bargaining rights mirrors ALEC's anti-union philosophy. In Ohio, ALEC drafted an anti-worker bill that became SB5, since overturned by voters.

More than 50 bills written by ALEC have been introduced in Virginia over the past few years. In New Jersey, Gov. Chris Christie's plan to replace public schools with corporate schools was written mostly by ALEC. Utah's governor just signed a bill demanding Congress turn federal lands over to the state. In Georgia, four Senators who belong to ALEC co-sponsored a bill to make picketing a crime punishable by a year in prison.

I hesitate to even call this group "conservative." There's nothing conservative about privatizing national parks, restricting the right to free speech and selling off public education to for-profit corporate schools. And there's no room in our democracy for such a predatory organization.



## **REPORT TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS**

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

DATED: April 24, 2012

### **I. INTRODUCTION**

This is Report Number 2 of the Independent Review Board ("IRB") for 2012 regarding activities conducted pursuant to the Consent Order. In this Report we will discuss matters currently before us including three new reports. In some detail, you were previously informed of prior charges against IBT officers and members and recommended Trusteeships by IRB. This report will provide the status of those prior charges and Trusteeships.

### **II. NEW REPORTS**

#### **A. SCOTT L. AARON, LOCAL 272, NEW YORK, NEW YORK**

On March 1, 2012 the IRB issued an Investigative Report to the Executive Board of Local 272 concerning Scott L. Aaron, a member of Local 272. This report cites the following charge against Mr. Aaron:

While a member of Local 272 and the IBT, you brought reproach upon the IBT when you obstructed, interfered and unreasonably failed to cooperate with the duties of the Independent Review Board. Having received notice from the IRB that your sworn statement was scheduled for February 15, 2012, you willfully and without justification failed to appear for your scheduled in-person sworn examination.

The Executive Board of Local 272 has 90 days within which to file the charge, hold a hearing and forward a written final report to the IRB. The IRB will then consider the recommendations in that report and make a determination as to its adequacy.

#### **B. RICHARD LEVY, LOCAL 272, NEW YORK, NEW YORK**

On March 1, 2012, the IRB issued an Investigative Report to the Executive Board of Local 272 concerning Richard Levy, a member of Local 272. This report cites the following charge against Mr. Levy:

While a member of Local 272 you brought reproach upon the IBT when you obstructed, interfered and unreasonably failed to cooperate with the duties of the Independent Review Board. Having received notice from the IRB that your sworn statement was scheduled for February 15, 2012, you willfully and without justification failed to appear for your scheduled in-person sworn examination.

The Executive Board of Local 272 has 90 days within which to file the charge, hold a hearing and forward a final written report to the IRB. The IRB will then consider the recommendations in that report and make a determination as to its adequacy.

#### **C. LOUIS LOMBARDO, LOCAL 831, NEW YORK, NEW YORK**

On March 1, 2012, the IRB issued an Investigative Report to General President Hoffa concerning Louis Lombardo a member of Local 831. This report cites the following charge against Mr. Lombardo:

While a member of the IBT, you brought reproach upon the IBT and violated your oath of membership by knowingly associated with members of the Gambino La Cosa Nostra Family including Joseph Juliano and Vincent Romano.

In a letter to the IRB from General President Hoffa, dated March 2, 2012, Mr. Hoffa determined to adopt and file the charges against Mr. Lombardo and in accordance with past practice, these charges were referred back to the IRB for adjudication. The IRB has this matter under consideration.

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

#### **A. LOCAL 82, SOUTH BOSTON, MASSACHUSETTS**

In a memorandum dated January 5, 2012, from Gary S. Witlen, Director, IBT Legal Department, the IRB was advised that Local 82 has merged into Local 25 located in Boston, Massachusetts. As a result, Mr. James P. Hoffa, IBT President, has released Local 82 from Trusteeship effective December 31, 2011.

#### **B. IRB HOLDS HEARINGS AND MAKES FINAL DETERMINATIONS ON LOCAL 82, SOUTH BOSTON, MASSACHUSETTS**

IRB hearings were held on October 11, 2011 at the Sheraton Boston Hotel, in Boston Massachusetts to address remaining unresolved charges against officers and members of Local 82.

Based on the results of these hearings and any Post-Hearing submissions, hearing transcripts, Post-Hearing Memorandums by the Chief Investigator, Answering Memorandums by the persons charged, and the Chief Investigators Reply Memorandums, final opinions and decisions were reached by the IRB on unresolved charges. These charges involved members Thomas Flaherty and James Deamicis, five Officers of the Executive Board: Leif Thornton, Cherly Milisi, Francis Dizoglio, John Logan, and Nicholas Murphy; and member Lawrence Maguire, as discussed below.

##### **James Deamicis and Thomas Flaherty**

On January 24, 2012, the IRB issued its opinion and decision regarding charges against Messrs. Deamicis and Flaherty as follows:

Messrs. Deamicis and Flaherty were charged with acting in concert, with two former principal officers of Local 82 to arbi-

trarily and selectively enforce unauthorized voting rules by knowingly allowing favored ineligible members to vote on a proposed collective bargaining agreement with a trade show contractor. These actions brought reproach upon the Teamsters while injuring fellow members.

Mr. Deamicis also brought reproach upon the IBT because he knowingly violated the terms of a prior suspension by exercising all rights of membership, including attending meetings, voting on collective bargaining agreements and serving as a chief steward.

The penalties determined for these individuals were stated as follows in the opinion and decision.

Because Mr. Flaherty has no prior record of bringing reproach upon his Local, he is hereafter barred for a period of five years from holding membership in or any position with the IBT or any IBT-affiliated entity; from seeking or accepting from the IBT or any IBT-affiliated entity any salary, severance payment, allowance, fee, payment for unused vacation, or compensation of any kind except fully vested pension compensation and fully vested welfare benefits; and from the date of expulsion from having any contributions made on his behalf by any IBT entity to any pension, health and welfare, severance or other benefit fund.

Since Mr. Deamicis also knowingly violated the terms of a prior suspension, he is hereafter permanently barred from holding membership in or any position with the IBT or any IBT-affiliated entity; permanently barred from seeking or accepting from the IBT or any IBT-affiliated entity any salary, severance payment, allowance, fee, payment for unused vacation, or compensation and fully vested welfare benefits; and permanently barred from the date of expulsion from having any contributions made on his behalf by any IBT entity to any pension, health and welfare, severance, or other benefit fund.

On January 24, 2012, the IRB submitted Application 156 on this matter to Chief Judge Preska for review, and if affirmed, to be entered as an order of the Court.

Leif Thornton, Cheryl Milisi, Francis Dizoglio,  
John Logan and Nicholas Murphy

On January 25, 2012, the IRB issued its opinion and decision on charges against members of the Executive Board of Local 82 as follows:

All members of the Executive Board of Local 82 were charged when significant non-routine expenditures were never put to a vote before the members, nor were their actual costs disclosed to the membership. A second charge applicable to Messrs. Dizoglio, Logan and Murphy, is that they signed approval of financial reports without first verifying the bank account balances or any supporting financial documentation.

The Opinion and Decision includes the following penalties on these matters. The IRB holds that each of the five respondents be barred permanently from holding office or employment with Local 82 or any successor union. This remedy is not unduly harsh; no respondent will be suspended from working or earning their livelihood, nor will they be barred from exercising their rights as union members, save the right to hold office. They are simply prevented from ever again serving in that position of their brothers'

trust of which they have shown themselves to be unworthy.

On January 25, 2012, the IRB submitted Application 155 on this matter to Chief Judge Preska for review, and if affirmed, to be entered as an order of the Court.

#### Lawrence Maguire

On February 22, 2010 the IRB issued its opinion and decision on the charges against Mr. Maguire.

Mr. Maguire brought reproach upon the IBT by intimidating a witness and assaulting a Police Officer while an IBT member.

The penalties included in this opinion and decision states that Mr. Maguire is hereafter permanently barred from holding membership in or any position with the IBT or any IBT-affiliated entity; from seeking or accepting from the IBT or any IBT-affiliated entity any salary, severance payment, allowance, fee, payment for unused vacation, or compensation of any kind except fully vested pension compensation and fully vested welfare benefits; and from the date of expulsion from having any contributions made on his behalf by any IBT entity to any pension, health and welfare, severance, or other benefit fund.

On January 22, 2012 the IRB submitted Application 158 on this matter to Chief Judge Preska for review, and if affirmed, to be entered as an order of the Court.

### C. BERNARD PISCOPO, LOCAL 82, SOUTH BOSTON, MASSACHUETTS

On February 2, 2012, the IRB issued its opinion and decision on the charges against Mr. Piscopo.

Mr. Piscopo was charged with bringing reproach upon the IBT by killing a man with a weapon while an IBT member, as evidenced by his conviction for manslaughter.

The penalties in this opinion and decision included the following:

Mr. Piscopo is hereafter permanently expelled from holding membership in Local 82, the IBT and IBT-affiliated entities and permanently barred from holding office or employment (including as an independent contractor or consultant) with Local 82, the IBT and all affiliated entities. Mr. Piscopo is permanently barred from seeking or accepting from the IBT or any IBT-affiliated entity any salary, gratuities, gifts, severance payments, allowances, fees, benefit payments or contributions or other compensation of any kind from Local 82 or other IBT affiliated entities; except that he may receive any pension, vacation or other benefits from existing plans or programs maintained by Local 82 or other IBT affiliated entities which had vested or accrued prior to his expulsion from membership.

On February 2, 2012 the IRB submitted Application 157 on this matter to Chief Judge Preska for review, and if affirmed, to be entered as an order of the Court.

### D. LOCAL 107 PARTIAL TRUSTEESHIP – PHILADELPHIA, PENNSYLVANIA

In a letter dated August 26, 2011 from Bradley T. Raymond, IBT General Counsel to John J. Cronin, Jr., IRB Administrator, IRB was informed that the partial trusteeship of Local 107

proceeded very smoothly and has addressed the concerns of the IRB.

In a letter dated March 13, 2012 Mr. Hoffa informed the IRB that Mr. Ronald B. Schwab, was relieved of his responsibilities as temporary Trustee of the Motion Picture Division of Local 107. IBT anticipates continuing to monitor Local 107's convention industry for the near future after which Local 107 will be considered for release from trusteeship.

#### **E. LOCAL 630, LOS ANGELES, CALIFORNIA**

In a letter dated September 27, 2011 from James P. Hoffa, IBT General President, to the Co-Trustees of Local 630, Mr. Hoffa, decided to continue the Trusteeship.

In a notice dated September 26, 2011 to the officers and members of Local 630, Mr. Hoffa pointed out that the trustees had begun to adopt procedures ensuring that the excesses of the past are not repeated. This includes: determining whether the prior administration acted appropriately in transferring assets from the strike fund into the general fund; and, unraveling the financial arrangements between the Local and the Food and Drug Council. Mr. Hoffa also stated that the Local has to adopt policies and procedures that reflect the current state of the Local's finances, and ensure that future officers understand their fiduciary duties; but also that, new leaders need to be educated as to the proper role of Teamster officers.

On January 18, 2012 the IRB was informed that Rick Middleton, was relieved of his responsibilities as Co-Trustee of Local 630. Further decisions on this Trusteeship is under consideration by the IBT.

#### **F. OSWALD MARTUCCI-LOCAL 669, ALBANY, NEW YORK**

On December 22, 2011 the IRB issued an Investigative Report to General President Hoffa concerning Oswald Martucci, Secretary-Treasurer and Principal officer of Local 669. This report cites the following two charges against Mr. Martucci:

##### **Charge One**

While the principal officer and a member of Local 669, Mr. Martucci violated his fiduciary duties to the Local and its members, embezzled and converted Local 669 funds to his own use, and brought reproach upon the IBT in violation of the IBT Constitution and Local 669 Bylaws, to wit:

Between approximately February 2006 and May 2010, while Secretary-Treasurer of Local 669, you embezzled approximately \$6,184 from Local 669 as described in the report.

##### **Charge Two**

While the principal officer and member of Local 669, you brought reproach upon the IBT and violated the Local's Bylaws and the IBT Constitution, to wit:

Between July 2010 and August 2011, you took \$1,950 in travel allowances without submitting receipts as the travel policy of the Executive Board required and approved on May 8, 2004, as described in the report.

Mr. Hoffa was given 90 days within which to file the

charge, hold a hearing and forward a final written report to the IRB. The details in this report accompany the discussion of the following report in which the IRB also recommends that Local 669 be placed in Trusteeship.

A hearing was held on this matter on March 3, 2012. The results of this hearing will be considered by the IRB.

#### **G. LOCAL 669, TRUSTEESHIP RECOMMENDED, ALBANY, NEW YORK**

On December 22, 2011 the IRB issued an Investigative Report to General President Hoffa recommending that Local 669 be placed in Trusteeship because the Local's sole full-time officer, Mr. Oswald Martucci, as discussed above, appears to have embezzled from the Local. Because the Local lacks adequate financial controls, the funds of the Local are at risk. The Local is not being run in the interest of its members. A Trusteeship can address the organization-wide financial controls which need attention in Local 669.

As of December 2010, local 669, located in Albany, New York, had 724 members. The Local represents soft drink and brewery workers and delivery employees. Since July 2009, Oswald Martucci has been the Local's Secretary-Treasurer and principal officer. Martucci is the Local's only full-time officer. The Local's six other officers are employed by companies with collective bargaining agreements with the Local.

The report discusses in detail several financial control problems including the following:

- Submission of false receipts to the Local.
- Billing the Local twice for the same expense.
- Without Executive Board approval required by the Local's Bylaws, officers in the Local began keeping all of their travel allowances without submitting any receipts to the Local to support the advanced money they received.
- The Local failed to comply with IBT's 2000 Local Union Financial Policies and Procedures Manual. For example, many of Mr. Martucci's receipts did not contain sufficient information to determine the purpose for the expenditure.

Based upon the types of findings discussed in the Investigative Report, the IRB recommended the IBT General President place Local 669 in Trusteeship. The IBT held a hearing on this matter on February 16, 2012. The results of this hearing will be considered by the IRB.

#### **IV. TOLL-FREE HOTLINE**

Since our last report to you, the hotline has received approximately 90 calls reporting alleged improprieties. As in the past, all calls appearing 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 only by an IRB investigator. The recorded information, if complete and within IRB jurisdiction, is forwarded directly to the Investigations Office in New York City. Please continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (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.irb-cases.org](http://www.irb-cases.org). The website also makes available a copy of the Consent Decree.

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

# TEAMSTER LIFESAVER



## Republic Services Driver Comes to Aid of Injured Man

Phil Gaston is a truck driver with 24 years of experience at Republic Services, known locally as Allied Waste Services of Lynnwood. He's also a proud Teamster, a member of Local 38 in Everett, Wash.

On February 29, 2012, midway through his route in Edmonds, Wash., Gaston noticed a man in distress. As Gaston climbed out of his truck to help, he saw that the man's leg was bleeding profusely. The resident had cut an artery with box cutters while working in his garage.

"That's when my instincts kicked in," said Gaston, who took some first aid training about 30 years ago. He grabbed a roll of paper towels from the truck and started applying direct pressure to the man's wound.

"I realized I wasn't going to be able to apply enough pressure to slow the bleeding," explained Gaston. "I had to move fast so I took the man's belt and used it as a tourniquet."

During the incident, the injured resident was on his cell phone to 911 operators. Gaston saw that the operators were having a difficult time pinpointing the location of the cell phone. The man appeared to be going into shock as he tried to give directions. Maintaining pressure on the wound, Gaston helped the 911 operator with directions to the location.

"I stayed with him until paramedics arrived and took him to the hospital," Gaston said. "He later told me he'd cut himself seconds before I spotted him. It was pure coincidence."

Gaston said he was lucky it was a wound he could get to and deal with, and lucky he remembered his training.

"I remember the [first aid] course well," he said. "It was during meat cutting training 27 years ago; an industrial accident course."

For saving the man's life, Gaston has already received numerous commendations.

The local fire chief, Captain John Magee, contacted Gaston's boss and told him Gaston had saved a man's life while on his route. Magee conveyed the district's appreciation for Gaston's Good Samaritan act and for "going above and beyond the call of duty."

In April, he was awarded the Veterans of Foreign Wars (VFW) National Life Saving Award by VFW Post 1040.

"Going above and beyond the call of duty is normal for Teamsters, but Gaston's actions stand out," said Barry Lund, a Local 38 business agent who represents the Republic workers. "Gaston was not only in the right place at the right time, his quick thinking in an emergency saved someone's life. I'm proud to call him my Teamster brother."

*"I HAD TO MOVE FAST SO I TOOK THE MAN'S BELT AND USED IT AS A TOURNIQUET."*

*-PHIL GASTON*





# TEAMSTERS

## TEAMFUNDSTORE ★ Merchandise Order Form

TOGETHER WE WILL FIGHT TO **STOP THE WAR ON WORKERS**



Classic cut, 100% cotton t-shirt. Navy with large multi-color Stop the War on Workers design printed on front.  
Sizes: M-3XL

Classic cut, 100% cotton t-shirt. White with large multi-color Stop the War on Workers design printed on front.  
Sizes: M-3XL

Men's cut, 100% cotton pique polo shirt. Black with multi-color Stop the War on Workers design embroidered on left chest. Sizes: M-3XL

Ladies' cut pique polo. Navy with red v-neck and tipping. Multi-color Stop the War on Workers design embroidered on left chest. Sizes: S-3XL

**Item: TF1016**  
**\$20.00**

**Item: TF1017**  
**\$20.00**

**Item: TF1018**  
**\$45.00**

**Item: TF1019**  
**\$45.00**

Additional merchandise available online. Direct donations to TEAM Fund accepted at [www.teamfundstore.com/donate](http://www.teamfundstore.com/donate).

(\*) Indicates Required Information

\*Name: \_\_\_\_\_

\*Address: \_\_\_\_\_

\*City: \_\_\_\_\_ \*State: \_\_\_\_\_ \*Zip: \_\_\_\_\_

\*Phone: \_\_\_\_\_

E Mail: \_\_\_\_\_

By checking this box you acknowledge that you are a U.S. citizen and not a Teamster employer or affiliate and are eligible to make a contribution to the TEAM fund. \*\*

\*Employer: \_\_\_\_\_

\*Occupation: \_\_\_\_\_

**Please Enclose Payment with Order Form (Checks Only)**

Make Check Payable to "Team Fund Store"

Credit Cards accepted online at [www.teamfundstore.com](http://www.teamfundstore.com)

\*\* The TEAM fund store can not accept purchases or contributions from employers or non U.S. citizens. The TEAM fund store can also not accept purchases made with union funds.

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★ **Mail Order Form to:** Team Fund Store c/o Financial Innovations, Inc.  
One Weingeroff Blvd., Cranston, RI 02910

★ **Fax Order Form to:** 401-467-3570, Attn: Team Fund Store

★ **Shop Online:** Visit our online store at [www.teamfundstore.com](http://www.teamfundstore.com)

Item #	Item Name	Size	Qty	Price	Total

SHIPPING RATES	
\$1 - \$20	\$6.95
\$21 - \$75	\$9.95
\$76 - \$100	\$11.95
\$101 - \$250	\$15.95
\$251+	5% of total

Subtotal	RI Residents add 7% Tax Shipping (see chart)	Total



# TEAMStar

## Early Retiree Health Plan



The IBT is pleased to announce the availability of TEAMStar Early Retiree Health Plan. This plan makes limited benefit, basic hospital, medical and surgical insurance available to Teamster members and their families. It is designed for those who have retired before age 65 and find themselves caught in the gap — not yet eligible for Medicare and either totally without health insurance or seriously underinsured.

The TEAMStar Early Retiree Health Plan provides coverage for hospital and surgical expenses (including hospital benefits up to \$100,000 per sickness or accident), outpatient nonsurgical charges, ambulance charges, and an accidental death benefit. **This coverage is offered at group rates available to Teamster members only.**

This is a limited benefit policy and does not cover all your health care expenses.

**For a free information packet, call 1-800-808-3239  
There is no obligation and no agent will call on you.**

# PEACH OF A WIN

## Teamsters Mobilize Atlanta to Beat Back Political Attack

**E**xtemist lawmakers in Georgia thought they could quickly and quietly take away citizens' rights to free speech and workers' rights to form a union.

They forgot to take the Teamsters into account when they filed SB 469, a bill that would make it a felony to picket. The bill would also have let the government interfere with a worker's decision to join a union.

Georgia Teamsters were floored and furious when they learned of the political attack on working families. Local 728 President Randy Brown immediately launched a fierce five-week campaign to kill the bill. The fight inspired the largest mobilization of workers and community activists in Atlanta in years. It included veterans

of the civil rights movement, Tea Party activists, Occupy Atlanta, Jobs With Justice, the Sierra Club, the ACLU, clergy and community groups.

"Very few people thought we could kill this bill, but we were determined to stand up for our rights," Brown said. "These corporate-backed politicians learned that they can't intimidate working people when we stick together, get active and organize."

Atlanta Teamsters used new media to alert the public to SB 469 from the beginning, when political director Eric Robertson tweeted the bill's text. They created Facebook event pages to enlist support and interest in lobby days, press conferences and rallies. They used patch-through calls for members to tell their representatives to

vote against the bill. They sent out email alerts and robocalls.

SB 469 still moved through the Georgia Legislature, though working people packed committee hearings and staged a massive rally of more than 2,000 people.

A week before the session ended, the Atlanta Tea Party announced it opposed the bill as an assault on free speech. A news conference on the last day of the session featured a Tea Party leader, labor leaders and civil rights leaders speaking out against the bill. SB 469 was never brought to the House floor by the time the clock struck midnight, the official end of the session. Teamster power had defeated some of the most powerful politicians in Georgia.





## O'Donnell Closes the Curtains on a Storied Career

### HUNDREDS ATTEND RETIREMENT DINNER TO HONOR 62-YEAR TEAMSTER

**I**t was a night that was part roast and part tribute, but for every attendee one thing was certain; it was all about honoring the career of a true Teamster—Thomas R. O'Donnell. While O'Donnell's career has spanned more than six decades, his impact on the families of Local 817 members will be felt far longer.

Hundreds of well-wishers filled the Metropolitan Ballroom at the Sheraton New York to pay tribute to O'Donnell who, to this day, is considered one of the most influential men to ever work in the television and motion picture industry. However, his true legacy may lay with the scholarship program he launched in 1965 that pays for the college tuition and board of every child of Local 817 members.

"When it came to the members, my father always believed in reaching for the stars," said son Thomas J. O'Donnell, President of Local 817 in Lake Success, N.Y., during his remarks. "And it was somewhere amongst the stars that he came up with the novel concept of sending the members' kids to college for free."

Through the years, the program has enabled more than 700 Teamster children to benefit from a college degree. In what was perhaps the highlight of the evening, dozens of members and their children gave their heartfelt thanks to O'Donnell for establishing the scholarship program and bettering their lives in a video montage.

Over his 62-year career as a Teamster, O'Donnell spent 50 years as the head of Theatrical Teamsters Local 817, served as Director of the Teamsters Motion Picture and Theatrical Trade Division and was elected to two terms as an International Vice President At-Large.

"There's only one Thomas R. O'Donnell, there will never be another, there can never be another," Thomas J. O'Donnell said. "When the big guy in the sky made him, he broke the mold."



### Joint Council 42 Mobilizing California Teamsters

## STOP Paycheck Deception

**A**pproximately 1,400 California Teamsters and 20 politicians turned out for a rally and seminar on April 14 in El Monte. The purpose of the event, organized by Joint Council 42 in Covina, Calif., was to fight against "Paycheck Deception" legislation.

The California ballot measure on paycheck deception will appear on the statewide ballot in November. The "Stop Special Interest Money Now Act," a title designed to fool voters, does virtually nothing to limit donations from business interests and corporate political action committees while it cripples the ability of labor unions to raise money from members for political action. At press time, the state had not yet issued a proposition number for this anti-union initiative.

Joint Council 42 has led the way in fighting against paycheck deception. They have been laying the groundwork in this fight for some time, which is how they got so many participants in this rally and seminar. At the event, each Teamster got an information packet including 20 voter registration cards. They also learned what the paycheck deception legislation would mean for their fellow union members.

"The goal is to get 20,000 new voter registrations before the November election," said Randy Cammack, President of Joint Council 42 and an International Vice President. "Soon, this core group of 1,400 members will be operating as grassroots advocates to get a 'no' vote on the proposition."

"This paycheck deception is the number-one target to silence the voices of hard-working families, and it's a crime," Rep. Linda Sanchez, D-Cerritos, told the crowd, adding that the proposed law would make it more difficult for workers to have a voice in issues important to them, such as wages and benefits. "This legislation would effectively keep you guys from participating in the political cycles."

El Monte Mayor Andre Quintero also expressed strong opposition to the ballot measure.

"What's disgusting about this initiative is they go around and tell you it's to protect your paycheck," he said.



## DEFATING PRIVATIZATION

### FDOC Officers Win Huge Legislative Battle

Florida Department of Corrections Officers and Teamsters Local 2011 made history recently, fighting back SB 2038, a prison privatization bill, in the Florida Legislature.

The Florida Senate voted 21-19 to defeat legislation that would have resulted in the closing of 27 correctional facilities and the loss of about 5,000 officer jobs.

"My congratulations go out to all the dedicated, hardworking officers for fighting back privatization. Your efforts have made the difference," said Ken Wood, International Vice President and Acting President of Local 2011 in Tampa.

Officer Bill Curtis with the Charlotte Correctional Institute was among the FDOC officers who were in the gallery during the vote.

"Everyone is positive and encouraged that the system actually worked," said Curtis, who works in Region 4, the southern portion of the DOC that would have been most significantly impacted by the privatization bill. "We would have seen privatized

prisons if the Teamsters hadn't gone to fight this thing. We owe our jobs to the work of our union."

"As soon as the vote was cast, we shouted, 'We Won!' We all started clapping and yelling, and then there was crying. We'd been lobbying the senators and working so hard. This win was all because of the Teamsters and our teamwork," said Bobbie Carroll, a 17-year correctional officer at the Jefferson Correctional Institute.

#### Unified Voice

Local 2011 was certified as the official bargaining agent for the 20,000 Florida Department of Corrections officers on December 5. Immediately, Local 2011 hit the ground running, fighting an uphill legislative battle against privatization.

During the legislative session, officers emailed and called their senators. Hundreds of officers rallied and maintained a steady presence at the Capitol in Tallahassee. They wrote letters to their local newspapers, attended meetings, signed

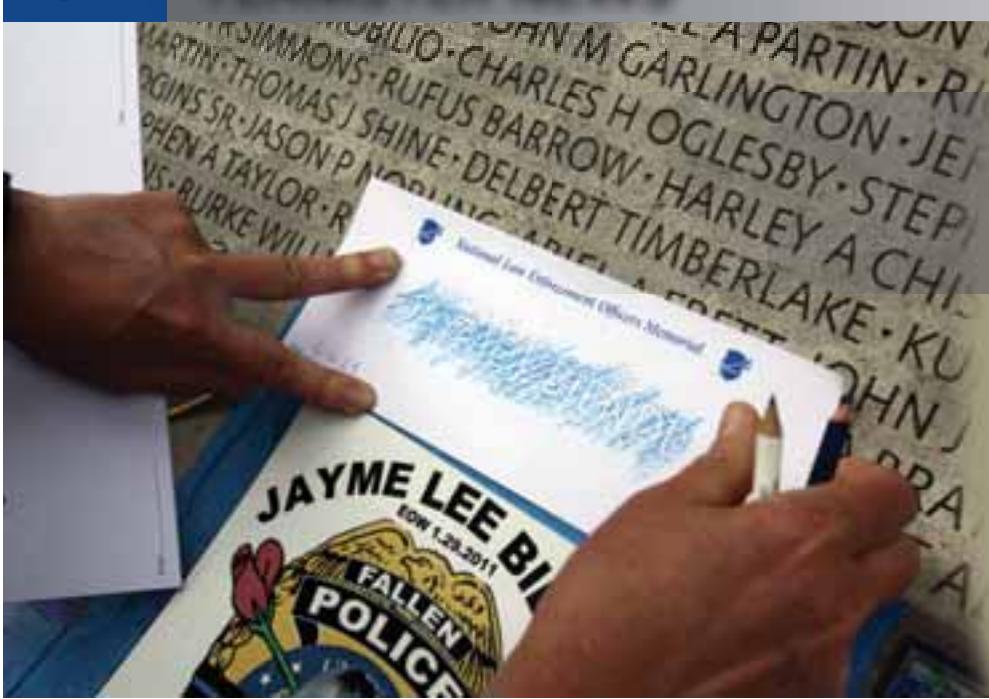
petitions, talked to the press and testified against the dangerous privatization bill that would have destroyed thousands of jobs and jeopardized public safety.

After the vote, the Florida Senate approved its budget bill with an additional amendment on privatization, adding another layer of protection from any backdoor attempts to privatize state prisons this year.

Although this victory goes a long way to close the door on privatization, Local 2011 and FDOC officers are remaining vigilant and are prepared to fight back any future attempts at privatization.

Officer Carroll knows privatization was voted down because FDOC officers worked together as a real union.

"We showed the senators that we are people and that's what counts. They saw our faces at the Capitol every day, and they saw us as people, instead of a piece of paper with the number 20,000 on it," Carroll said. "I'm thrilled to be a part of the Teamsters. We now have our voice."



# WRITTEN IN STONE

**SLAIN CORRECTIONS  
OFFICER JAYME BIENDL  
HONORED DURING  
POLICE WEEK**

Hundreds of law enforcement officers and their families gathered for a ceremony in Washington, D.C. to honor fallen officers during this year's National Police Week. Among them were the loved ones and colleagues of slain corrections officer Jayme Lee Biendl, a member of Local 117 whose name was added to the National Law Enforcement Memorial.

"It was a huge honor to be invited to come to Police Week," said Paul Crosby, Biendl's brother-in-law. Crosby was in D.C. with Biendl's father, brother and sister, along with Sgt. Paul McDermott who worked with Biendl at the Monroe Correctional Complex (MCC) near Tukwila, Wash.

Biendl, an eight-year veteran of the Washington State Department of Corrections, was strangled and killed on January 29, 2011, by an inmate while monitoring the prison chapel at MCC. She joined thousands of other fallen officers whose names are etched in the granite wall of the memorial, adorned with hundreds of wreaths, flowers and pictures encircling the memorial's park and reflecting pool.

"The ceremony was very moving and it really felt like we were part of something special," Crosby said.

## Unresolved Issues

Before her murder, Biendl had raised security concerns about poor surveillance

equipment and working alone in the chapel. Her death finally forced the DOC to look at safety problems caused by cuts to staff and other correctional programs.

Tracey A. Thompson, Secretary-Treasurer of Tukwila-based Local 117, joined Crosby and the rest of the family in D.C. where President Obama honored the lives of fallen heroes like Biendl and shook hands with family members.

As bagpipes whined at the memorial site, Thompson said that while some safety improvements have since been made at MCC and other facilities, not enough has been done to remedy the

dangerous conditions that contributed to Biendl's death.

"They're still using single-person posts in the chapel. We're still fighting them on that" said Thompson. "They've installed alarms in the microphones and the first responders now have pepper-spray, but we still feel there is a lot more that needs to be done."

For her family, friends, and her brothers and sisters at Local 117, Biendl's sacrifice was etched into their hearts long ago. Now it is forever written in stone in the nation's capital, along with so many others who gave their lives in the name of public safety.



**WHERE'S THE RALLY TO PROTECT MY JOB?**

**WHAT'S THE LATEST IN THE WAR ON WORKERS?**

***WAS THERE AN ORGANIZING VICTORY TODAY?***

**WHEN IS THE STRIKE VOTE?**

***IS GENERAL PRESIDENT HOFFA IN TOWN TOMORROW?***

**WHAT TIME IS THE MEETING?**

**WHAT'S THE CLOSEST EARLY VOTE LOCATION?**

***WHERE'S THE PICNIC THIS SATURDAY?***

**DID THE ANTI-WORKER BILL GET DEFEATED?**

***WHERE DO WE GET SIGNS FOR THE PICKET?***

***WAS THE CONTRACT RATIFIED?***

***WHEN IS THE FOOD DRIVE?***



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