



INTERNATIONAL BROTHERHOOD OF TEAMSTERS

JULY/AUGUST 2010

# TEAMSTER

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

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# Supporting Financial Reform

A MESSAGE FROM GENERAL PRESIDENT JAMES P. HOFFA

**M**ost Americans were dismayed by the bailout for Wall Street, but nearly everyone understands that a healthy financial sector is necessary for economic growth.

Employers depend on credit and capital to create jobs. We get that. They need to borrow or raise money so they can invest in buildings and machinery, pay their workers, contribute to pension funds and lay the groundwork to expand and create more jobs.

But too often, financial services firms actually undermine our society's goal of broad-based economic prosperity.

## Irresponsible Practices

In recent years, financial firms have become predators on the wealth created by previous generations of management, labor and capital. They started to make money through irresponsible speculation and lending practices rather than through prudent investment.

Financial institutions siphoned billions of dollars from working families through deceptive products and excessive fees. They plundered middle-class households, leaving them too indebted to stimulate a robust economic recovery. They took trillions from our national treasury through a

variety of bailouts, and they found ways to drain healthy companies of cash, either by gaining control of them or by selling financial products that undermine their stability.

The financial institutions created to foster prosperity are now choking economic growth.

## Fighting for What's Right

That's why we strongly supported financial reform. We fought for an agency to protect consumers from banks' unfair practices. And we repeatedly urged Congress to require stronger oversight of derivatives—complicated financial products that in one instance almost forced YRCW into bankruptcy. It shouldn't take the Teamsters' intervention to stop banks and private investors from trying to drive companies into the ground.

As this magazine goes to press, it looks as if we didn't get everything we wanted in the Financial Reform Bill, but we made a good start. And we'll continue fighting for what's right, and what's fair, and what will bring prosperity to every American who works for it.

*James P. Hoffa*





## Majority Rules

### Teamsters Push Union Organizing Rule Change

Thanks in part to the efforts of Teamsters, workers everywhere secured a landmark victory recently when the National Mediation Board (NMB) adopted a rule change to make rail and airline elections fairer.

The NMB changed the way rail and airline elections have been conducted for the past 75 years. The new rule bases Railway Labor Act (RLA) elections on a majority of those voting "yes" versus a majority of the overall unit voting. The old system meant that workers who didn't vote were counted as "no" votes, which is fundamentally undemocratic.

"Workers who want to form unions are looking for job security and peace of mind. By changing the rule, the NMB has leveled the playing field, giving workers a fairer chance to form unions," said Jim Hoffa, General President. Hoffa said that the rule change brings union elections up to modern standards of democratic elec-

tion law. The new rule was scheduled to take effect July 1, 2010.

Teamsters were instrumental in getting the rule changed. Last year, International Vice President John Murphy and three Continental Airlines workers, who at the time were forming their union with the Teamsters, testified at the NMB hearing.

"The reality of the Board's current rule is that it imposes an undue burden on employees in exercising their right to [form a union]," Murphy testified. "This reality of nonparticipation means that employees must attain a super-majority of voters."

Continental workers from Newark, Houston and Cleveland testified. Three other Continental workers attended to bolster the Teamsters' presence. Jim Dolezal, a worker from



Cleveland, presented the board with 2,200 signatures of his co-workers across the country who signed petitions seeking the rule change.

In the wake of the victory, the Continental workers who testified expressed their joy.

"The Teamsters gave us an opportunity to change the course of history when they asked us to give oral testimony before the NMB," said Russell Rego, a worker at Continental in Newark. "We told it like it was. We did not mince words! This ruling is

one huge battle victory."

"It was exhilarating to hear the board's decision," said Reggie Robinson, a worker from Houston. "Now workers have a real chance and a fair chance to form a union."

In addition to the testimony, three Continental workers also met with Hoffa and members of the NMB in the fall of 2009 to discuss the need to change the election rules. The meeting took place at Teamster Headquarters in Washington, D.C.

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

#### GENERAL EXECUTIVE BOARD

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

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

**VICE PRESIDENTS AT-LARGE**  
Randy Cammack  
845 Oak Park Road  
Covina, CA 91724

Fred Gegare  
1546 Main Street  
Green Bay, WI 54302

Ken Hall  
267 Staunton Ave. S.W.  
South Charleston, WV  
25303

Albert Mixon  
5425 Warner Road  
Unit 7  
Cleveland, OH 44125

Fredrick P. Potter Jr.  
3400 Highway 35  
Executive Plaza, Suite 7  
Hazlet, NJ 07730

Fred Simpson  
20300 Civic Center Dr.  
Suite 320  
Southfield, MI  
48076-4169

George Tedeschi  
25 Louisiana Ave. N.W.  
Washington, D.C. 20001

**TEAMSTERS CANADA**  
Robert Bouvier  
President  
Teamsters Canada  
2540 Daniel Johnson  
Suite 804  
Laval, Quebec  
Canada H7T 2S3

Tom Fraser  
1890 Meyerside Drive  
Mississauga, Ontario  
Canada L5T 1B4

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

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

John T. Coli  
5940 W. Montrose Ave.  
Chicago, IL 60634

Brad Slawson Sr.  
9422 Ulysses St. N.E.  
Suite 120  
Blaine, MN 55434

Gordon Sweeton  
1601 Maiden Lane  
Joplin, MO 64802

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

Daniel J. Kane Sr.  
1308 Pierce Street  
Rahway, NJ 07065

George Miranda  
110 Wall St., 3rd Floor  
New York, NY 10005

John Murphy  
348 D Street  
Boston, MA 02127

**SOUTHERN REGION**  
Tyson Johnson  
1007 Jonelle Street  
Dallas, TX 75217

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

**WESTERN REGION**  
Rome A. Aloise  
2100 Merced St.  
San Leandro, CA 94577

J. Allen Hobart  
14675 Interurban Ave. S.  
Suite 301  
Tukwila, WA 98168

Rick Middleton  
450 Carson Plaza Drive  
Carson, CA 90746

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

Frank Gallegos  
207 North Sanborn Rd.  
Salinas, CA 93905

Henry B. Perry Jr.  
976 E. Brooks Ave.  
Memphis, TN 38116



## Fighting Back

### Local 174 Waste Workers Defeat Waste Management's Takeaways

After waging a two-day strike against Waste Management Inc. (WMI) this past spring, Local 174 members in Seattle ratified a new contract and defeated the company's attempts at taking away their hard-fought benefits.

"The company wanted to cut our members' retirement security, health insurance and other area standards," said Rick Hicks, Secretary-Treasurer of Local 174. "I'm proud of our members who stayed united and determined to win this fight. This was an important victory. These workers perform a very dangerous job and they deserve to be paid fairly and receive good benefits."

Local 174's effort can serve as a model for other local unions who may face similar battles. The drivers provide trash, recycle and yard waste services for King and Snohomish counties in the Seattle region.

"We demonstrated to Waste Manage-

ment and other waste companies that the Teamsters are prepared to fight and not let the company use the excuse of this recession to take away our members' benefits," Hicks said.

#### Overwhelming Support

Following the strike and after a tentative agreement was reached, the new five-year contract was ratified by 96 percent of the vote. The contract calls for annual increases in total compensation, which covers health benefits, wages and retirement.

"Health and welfare benefits was one of our key issues," said residential driver Brett Lohrman, a 12-year WMI employee. "We have a tough job, with workers getting hurt and sick all the time. We just wanted to know that we'd be taken care of when that happens. We knew this was not just our fight. We were taking a stand for Teamster brothers and sisters everywhere.

The company seriously underestimated our solidarity. They thought we were weak and we proved them wrong."

Hicks said the WMI workers regularly report company retaliation for workplace injuries and intimidation for reporting safety hazards. They say they are discouraged from filing state workers' compensation claims and forced to work mandatory overtime.

Local 117, Joint Council 28 and the International Union also worked to build the campaign, which included reaching out to community allies and elected officials. Members of Local 117 stood in solidarity with the striking members of Local 174. Prior to the WMI strike, Local 117 settled a related dispute with Republic, another waste company.

"The solidarity among our local and Local 117 is an example of what can happen when locals work together," Hicks said.



## Sikorsky Workers Shift Into Over-DRIVE To Protect Jobs

### Nearly 1,000 Members Sign Up For DRIVE In Four Days

Sikorsky Aircraft in Stratford, Conn. had a problem and that meant the 3,500 members of Local 1150 that work for the company also had a problem.

The company had recently learned the federal government was considering purchasing Russian-made helicopters for \$80 million for use in the war efforts in Iraq and Afghanistan. This purchase would set a precedent that could threaten future op-

portunities for Sikorsky to secure government contracts, and in turn, also threaten the livelihood of its union workers.

Concerned over this recent development, Sikorsky President Jeff Pino approached the Teamsters to help lobby politicians in Washington and prevent this plan from going forward.

“We don’t make a habit of spending Teamster money to rescue employers,” said Local 1150 Secretary-Treasurer Rocco Calo. “What we do better than anyone, however, is step up to the plate to protect our jobs. That’s how we approached this situation.”

#### Mobilizing the Members

Calo knew that when mobilized, Teamster members were a force to be reckoned with. He contacted the International Union and called in DRIVE representatives Dennis Caza and Tim Dunn and International representative Mike Clark to help raise awareness among his members of this threat to their jobs. DRIVE is the Teamsters’ national political action committee.

Over four days, Clark, Caza and Dunn met with Local 1150’s members and delivered a simple message—to fight for your jobs, we must elect representatives that will support us and then hold their feet to the fire to make sure they make the right decisions for the working families that put them in office. They received an overwhelming response—nearly 1,000 workers signed up as new DRIVE members.

“With this kind of response, you should be very, very proud to be members of this local,” Dunn told members.

Ralph “Rocky” Raccio, a 31-year Sikorsky Teamster who works as a machine operator at the overhaul and repair facility in Shelton, Conn., knew that this was a fight that his brothers and sisters at Sikorsky could not watch from the sidelines.

“We need to keep the good jobs in our country,” Raccio said. “We have the technology and the skilled workers, but everyone, including our own government, wants to do it cheaper and that puts our jobs at risk. I want to preserve these jobs for the kids growing up now.”



## Giving Made Simpler

### Teamsters Disaster Relief Fund Now Has Online Donation Option

It’s well known that Teamster members have big hearts. But in the hustle and bustle of everyday life, giving can sometimes be a challenge. There may not be enough hours in the day or, between work, laundry, kids and grocery shopping, one might just simply forget.

That’s why the Teamsters Human Rights Commission has made donating to the Teamsters Disaster Relief Fund easier.

Now, instead of writing out checks and addressing envelopes, members who want to donate to the Disaster Relief Fund can just click a button. A new website, [teamstersdisasterrelieffund.org](http://teamstersdisasterrelieffund.org), allows members to donate online.

“Giving to others and to the community is a large part of the Teamster culture and tradition. This new website makes giving easier for our working families,” said HRC Director Antonio Christian. “By giving to the Teamsters Disaster Relief Fund, our members know that their money is going to help other Teamsters who are in need.”

Established in 1991, the Teamsters Disaster Relief Fund was developed to assist Teamster members who have suffered losses from natural disasters after the media has long forgotten. Through this program, Teamsters are able to provide needed relief and outreach to members and their communities when it is needed most.



## Teamsters Launch Campaign On FedEx Abuses

**H**ave you ever had an airplane taxi down your street to deliver a package? Of course not. The package arrives at your home or office on a truck.

But FedEx officials say their company is an airline, and all its FedEx Express employees must remain under the jurisdiction of the Railway Labor Act, a law that governs railway and airline employees. All other package and freight-delivery companies in the United States have their workers covered under either the RLA, if they work on airplanes, or the National Labor Relations Act, if they don't.

The Teamsters know this “we are an airline” talk is just a ploy FedEx uses to make it harder for its workers to unionize. In April, the Teamsters launched [www.fedexdriversarentpilots.com](http://www.fedexdriversarentpilots.com) to show just how ludicrous FedEx's claim is. More than 90,000 FedEx Express employees who never even touch an airplane are treated as airline workers.

Through this website, advertising and videos, the Teamsters are urging Congress to pass legislation closing the loophole that gives FedEx this special status allowing them to treat their truck drivers as pilots.

“This is a simple issue of fairness,” said Jim Hoffa, General President. “No company should be able to hide behind a special deal bought by political influence. It's time to level the playing field and close the FedEx loophole.”

“FedEx's unwillingness to do business on a level playing field shows that the company only thinks of the bottom line, and not its workers,” said Ken Hall, International Vice President and Package Division Director. “FedEx's attempt to preserve its special political favor by arguing the company is an airline is absolutely ridiculous.”

There is a measure in Congress that could level the playing field. The Express Carrier Employee Protection Act would establish one set of rules for all package delivery companies. The provision is in the House-passed version of the Federal Aviation Administration (FAA) Reauthorization Bill, which also includes important safety measures for the traveling public and the industry. The bill would also create more than 125,000 new jobs each year.

Check out some funny videos on [www.fedexdriversarentpilots.com](http://www.fedexdriversarentpilots.com)

## Good, Green Jobs

### Teamsters Work With Other Groups Toward Common Goal



**T**he Teamsters Union teamed up with other labor organizations, environmental agencies and concerned citizens from across the country in early May for a single cause: good, green jobs.

The union helped sponsor the fourth annual Good Jobs, Green Jobs Conference, which is designed to raise awareness about and fight for good-paying green jobs across the global supply chain.

“We need to create good jobs at home now more than ever,” said Jim Hoffa, General President Jim Hoffa. “Green jobs will help strengthen our country and our middle class. America's workers deserve jobs that are safe and clean—for themselves, their families, their communities and the environment.”

Whether it is reducing carbon emissions and retrofitting trucks, supporting the expansion of light rail, reducing energy usage and adding solar panels to warehouses, or eliminating exposure to dangerous chemicals, the Teamsters are fighting for the day when blue-collar jobs are green.

Teamsters had a prominent role in several workshops and panels, with topics focusing on sustainable food chains, recycling and climate change. Fred Potter, International Vice President and Director of the Teamsters Port Division, addressed how clean and safe trucks improve America's ports.

“Families near ports are choking on fumes, suffering from cancer and heart disease. Good jobs are something America's workers should be entitled to,” Potter said. “The Teamsters Port Division supports making the production and distribution of goods, products, and services more sustainable.”



## First Observers



### Teamsters Train Members In TSA Program

**T**eamster members from 12 states took part in a training to become instructors in a security program sponsored by the Transportation Security Administration. Teamster leaders from locals 516 and 886 in Oklahoma to members from as far away as Florida, Illinois and California participated in the day-long meeting and exercises on April 18 in Oklahoma City.

The First Observer program was established to increase the number of eyes and ears in the national transportation system to protect our nation's critical infrastructure from potential terrorist attacks. The Teamsters Union is part of a consortium of partners that have taken on the challenge to train 1 million people by September 11, 2011.

Oklahoma City was chosen as a central location for the training in order to coincide with the 15th anniversary of the bombing of the Alfred Murrah federal building.

"We were pleased to host this training event surrounding our sacred remembrance of those who lost their lives in the Murrah building bombing 15 years ago," said Randall Loewenkamp, President of Local 886 in Oklahoma City. "All of the residents here were profoundly affected by the bombing and we appreciate the opportunity to be part of a program which is geared toward preventing a similar tragedy."

"I thought the training was very informative," said Bill Johnson, a driver with YRC in Memphis. "The training gave me a perspective on what to look out for. The representatives from the Boston police and the former CIA agent added a lot to the program, too, since they have been involved in high-profile cases."

The program was taught by Teamsters National Training and included nationally recognized counterterrorism experts. Supported by a grant from the Department of Homeland Security, this training was an effort to increase the number of instructors to meet the training commitment and there are plans to conduct similar trainings at the Joint Council level across the country.

"I had never participated in something like this before and it has made me more vigilant and aware," said Jean Moore, Recording Secretary for Local 516 in Muskogee, Okla. "All of what we learned really applies to what people are doing on the road. We plan to present this information to our members during membership and steward meetings."

After the training, the participants toured the Oklahoma City Memorial Museum to reinforce the importance of training more people in the program. The group of trainees, local Teamsters and their families placed a memorial banner as a tribute to honor those who lost their lives and sacrificed in the recovery efforts as a result of the bombing. At the end of the day a separate training was held for members of the Oklahoma City community.

"Many of our members who participated in this training had never been to Oklahoma City," said Mark Johnson, Teamsters National Training Director. "Participating in the training and having it reinforced by visiting the site where in an instant 168 people were killed by an act of domestic terrorism was sobering and brought home the seriousness of the First Observer program."

For more information, contact [firstobserver@teamster.org](mailto:firstobserver@teamster.org).



## Language of the LAW

Storm Lake is a town of about 10,000 in Iowa, midway between Des Moines and Sioux Falls, S.D. It's a diverse place, with residents from far reaches of the world, including Latin America, Laos and Vietnam. Many of these workers, who work in the town's meat processing and packaging plants, face language barriers that are being broken down through the Storm Lake Police Department's acclaimed diversity program. It's Teamster detectives and officers who are on the front lines, making sure crime is combated and residents are protected, no matter what language they speak.

"In such a small department, it's great that diversity is recognized and this speaks to the agency's and the city's priorities," said Detective John Koontz, a shop steward and five-year member of Local 554 in Omaha.

Koontz's department has gained national recognition for its diversity program. The U.S. Department of Justice's Office of Community Oriented Policing Services (COPS) partnered with the Vera Institute of Justice to conduct a national assessment of best practices in police work. The report highlighted only six police agencies in the nation, five of which were in major metropolitan areas. Storm Lake was the only rural area to achieve such a commendation.

### Police Work

Koontz is one of two Teamster detectives with the Storm Lake Police Department. The department employs about 15 Teamster police officers, as well as two civilian community service officers, who are fluent in Spanish and Lao.

"We go through diversity training on a regular basis, and if we have an influx of refugees or workers from a certain area, we will bring in outside experts who are familiar with that culture," Koontz said.

Koontz and his co-workers have attended trainings to learn about many ethnic peoples, including the Hmong culture. The Hmong are an Asian ethnic group from Vietnam, Laos, Myanmar and Thailand.

"We are very proud of our members who have participated in trainings that will further complement their ability to serve the citizens of Storm Lake," said Jim Sheard, Secretary-Treasurer of Local 554.

## Take Advantage Of Health Care Reforms

### Parents Able To Keep Adult Children On Their Policy Until Age 26

Many Teamsters will soon be able to take advantage of the historic health care reform legislation that President Obama signed into law on March 23. For most insurance plans, parents will be able to keep their children up to age 26 on their policy beginning sometime this year.

"This is good news for many Teamster families who worry about health insurance for the young adults in the family," said Jim Hoffa, Teamsters General President.

"Health care reform is good for our country in the long run, because it will help control costs and strengthen our economy. But it is also bringing immediate benefits to working families.

Starting no later than January 1, 2011 for most plans:

- Parents will be able to keep adult children on their policy to age 26. Many employers are making this change before January 1, 2011. The federal government recently issued regulations on the requirements for employers and insurers to provide coverage to young adults up to age 26.
- Insurance companies will no longer be able to deny coverage to children with pre-existing conditions.
- Insurance companies will not be able to cancel a person's coverage if they get sick.

A \$250 rebate will be given to Medicare beneficiaries who hit the gap under their Medicare Part D prescription drug coverage in 2010.

The U.S. Department of Health and Human Services is working furiously to implement these changes. Many, many details need to be ironed out.

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

#### Correction:

In the last issue of Teamster magazine, the quote in the Diamond Walnut story should have read:

"The first contract is the foundation. The second contract is the structure that together we will build upon for a powerful future," said Lucio Reyes, Secretary-Treasurer of Local 601 in Stockton. "This is proof that good-faith bargaining does work."

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

## UNITY Conference Showcases TEAMSTER Strength, Pride

**M**elissa Smith proudly held up a sign with the word “Power” emblazoned on it. She was among hundreds who rallied in support of Clark County School District workers who want to be Teamsters.

“We need a strong union,” said Smith, a warehouse worker with the school district for 13 years. “We need to be Teamsters!”

Smith was joined by many of her co-workers and a large delegation of Teamsters who came from the Unity Conference to show their support. The union’s annual conference has always been a healthy mix of rallies and activism, speeches, powerful videos and emotional stories of struggle, hard work and victory.

There was plenty of Teamster-style talk during the two-day Unity Conference and plenty of Teamster business to talk about. More than 1,600 Teamsters came to Las Vegas to review the past year and prepare for the next.

“We listen, we learn, we have great speakers, but most important, we’re together,” Teamsters General President Jim Hoffa told the crowd.



# TEAMSTERS ON THE MARCH



“In tough times, workers need a tough union. Now more than ever it is important that workers have a strong partner in the workplace,” said Tom Keegel, Teamsters General Secretary-Treasurer. “That’s why we are here today—to show the support and strength that a unified Teamsters Union will bring to the table for these Clark County workers.”

It was a year in which Teamsters families coped with the effects of the great recession that has ravaged America. Nonetheless, the union scored a number of successes, including organizing victories, jobs saved, contracts signed and an important change in a rule governing organizing vote counts.

“We’re on a roll, and we’re getting it done right now,” Hoffa said.

### Breaking News: A Teamster Victory

Hoffa began the second day of the conference with a momentous announcement that drew one of the most sustained standing ovations of the event. The National Mediation Board announced that it had changed the regulation on voting so that majority rule will now prevail in airline and railroad organizing elections. The new rule will make it fairer, and therefore easier, to organize railroad and airline workers.

“That’s a victory!” Hoffa told the cheering audience.

Despite the difficulties organizing under the old rule, Teamsters managed to score the labor movement’s most successful organizing campaign in five years. Eight thousand Continental Airlines fleet service workers voted in February to become Teamsters. The victory was all the more impressive as the workers had failed to organize with other unions several times before.

### Teamsters: One Little Word That Made A Big Difference

Fleet service worker Scott Phillipsen of Houston was featured in a stirring video about the Continental campaign. Phillipsen was a leader in the historic effort.

“Ten years we’ve been trying to get a union,” he told his fellow workers. “We’ve had five attempts, we haven’t made it.

“You know what the difference is this time? I’ll say it in one word: Teamsters!”

On Feb. 12, Continental workers voted overwhelmingly to join the union.

Almost immediately, Continental retaliated against the

## Delegation Delivers Neutrality Letter to Clark County School Board



## Teamsters Teach District How To

**L**abor and community members turned out in force at the Clark County School District building on May 10 to support the 11,000 Clark County School District workers who are seeking a strong voice in the workplace to address workplace concerns. The workers are facing budget cuts and potential layoffs in the coming year.

In 2006, the workers overwhelmingly voted to join Local 14 in

Las Vegas, but they were denied certification by the Employee Management Relations Board (EMRB). The EMRB ruled that the unit would need the majority of all eligible workers to vote for the Teamsters rather than the more common simple majority of voters to win representation.

In December 2009, the Nevada Supreme Court ruled the 2006 election results inconclusive and ordered the EMRB to

Teamsters by shutting down seven stations and putting 150 people out of work.

Tom Adams, a Continental fleet service worker from Kansas City, came to Las Vegas to tell his brothers and sisters what happened next.

Adams was one of the 150 whose job was cut after fleet service workers voted to become Teamsters.

Continental offered him and the other soon-to-be-unemployed employees their same jobs at the same airports. The offer was offensive. He'd have to take a big pay cut with few benefits working for a nonunion staffing company.

Adams said he was told the Teamsters would take care of him, even though he worked part time.

The Teamsters told Continental management that the proposal was unacceptable. In the end, the airline decided to keep the stations open. Adams and others kept their jobs, their pay and their benefits.

"The Teamsters had my back," Adams said.

He wasn't the only one. Bob King, the United Auto Workers' next leader, told the Unity audience how the Teamsters and the UAW looked out for each other.

## Looking Out For Each Other

When the UAW went on strike, King said, Jim Hoffa was the first union leader to pledge his union's support. The Teamsters recently joined UAW in protesting Toyota's shutdown of its NUMMI auto plant in Fresno, Calif.

The UAW reciprocated by helping the Teamsters put pressure on the auto companies to keep their carhauling contracts with union employers.

"The UAW has the back of the Teamsters, the way you have the back of the UAW," King said.

Since September, the UAW has helped the Teamsters wage a bold campaign against auto companies that, in the words of one Teamster, "Took jobs away from trained, experienced carhaul drivers and gave them to anyone who had a truck they can haul a car on."

A series of rallies and protests were staged throughout the country, including embassies in Washington, hundreds of auto dealerships and auto shows in Detroit, New York and Washington.

As a result, 3,000 Teamsters carhaul jobs have been saved, as Ford and GM retained Allied Systems Holding, Inc.

The UAW isn't the only union the Teamsters are looking out for.



# Support School Workers

conduct a runoff election.

"The Teamsters are not going to give up until these workers get the representation they deserve," said Randy Cammack, International Vice President, to the hundreds of supporters that attended the rally. "We will continue to fight for them."

Following the rally, a Teamster delegation delivered a letter to the Clark County School Board President Terri Janison and

Superintendent Walt Ruffles, calling on the school board, as well as administrators and supervisors within the school district, to remain neutral and allow the support staff to decide which union will represent them.

"We were here to deliver a message to the Board of Trustees of the Clark County School District to respect their employees' right to make their own choice," Cammack said.

NFL Players Association chief DeMaurice Smith told the Teamsters assembled at Unity that he wouldn't be there without us.

Years ago, he explained, the NFL owners kicked the players out of their building and froze their line of credit. "One union helped," he said. "The Teamsters."

Smith said the union is expecting a lockout in the 2011 season because of disputes over health insurance and 401(k) retirement plans.

"We're going to stand with you in any fight you have," Hoffa told Smith.

Though speaker after speaker acknowledged the difficult economic times that have continued for working people, the Teamsters had reason to celebrate.

### The Lifeblood Of The Union

Teamsters organized 80,000 people in three years, including 35,000 school bus workers and 26,000 public service workers. Teamster training sessions, known as boot camps, played a major role in those successes. The organizing department held 26 boot camps in the past year, resulting in 1,600 member organizers. The Teamsters will have organizers at every Joint Council and every local union, Hoffa said.

"What's the lifeblood of our union? It's organizing," Hoffa said. "Our goal has been to build a mighty army, and we have done that."

Hoffa pledged to organize 100,000 FedEx workers. To reach that goal, the law must be changed so FedEx is governed by the National Labor Relations Act, the same law that covers its competitor, UPS. FedEx is currently governed by the Railway Labor Act, making it extremely difficult to organize.

"We're trying to change the law right now," Hoffa said. "It's a tough battle in Washington."

Bob Bouvier, President of Teamsters Canada, is determined to organize FedEx in Canada. Bouvier told the audience about the national campaign launched in September. Since then, FedEx has spent millions of dollars to defeat the Teamsters, he said.

"We will never quit," vowed Bouvier. "We're together and we're accustomed to tough times."

"Employers know that when they've got the Teamsters after them, they're in for a rough ride," he said. "I look forward to welcoming new FedEx Teamsters."

### Ain't No Stopping Us Now

Organizing 35,000 bus workers wasn't easy. Teamsters fought many, many bruising battles to raise living and working standards for the people who make sure children get to and from school safely. One of the toughest fights involved 1,700 Baumann Bus Company workers on Long Island.

Pamela Mason was one of a half-dozen women who work for Baumann. In the fall of 2008, Mason and the women started talking about joining Local 1205 in Farmingdale, N.Y. They wanted respect, affordable health care and fair wages.

Local 1205 President Tim Lynch recounted the company's illegal threats, bully tactics, massive lies, the money spent on out-of-state union busters. "It was a dirty campaign," Lynch said.

Mason, a leader in the campaign, refused to be intimidated. "We need the Teamsters badly, so badly, so we can have some R-E-S-P-E-C-T," she told her fellow workers during the organizing battle. "Decent wages, affordable health care—these are long, long, long, long overdue."

Her confidence was infectious. "When I see all of us here uniting, I see us all today, I am confident, I know deep down in my heart we will have our Teamsters Union," she said. "We have a slogan for us. It is, 'Ain't no stopping us now.'"

She was right. In November, the workers voted overwhelmingly to become members of Local 1205.

Appearing on stage at Unity, Mason expressed confidence that the Teamsters would negotiate a contract with Baumann next month.

Teamsters have also organized thousands of bus workers at Durham School Services and First Student. In fact, Teamsters have negotiated 240 contracts with wage increases for First Student bus workers.

But that's only the beginning. International Vice President Rick Middleton announced at Unity that negotiations will soon begin with First Student, the Teamsters' largest school bus em-



ployer, for a national contract.

Once that happens, Middleton said, “We’re going to organize on a massive scale.”

“We are on the march!” Hoffa said.

## We’ll Get It Back

No one could ignore the impact of the great recession.

Robert Kuttner, economist and editor of the American Prospect magazine, presented some grim facts about the state of the economy.

Six million people are more than 60 days behind in their mortgages, and three out of four houses are in foreclosure in Nevada, he said.

Kuttner urged the Teamsters at Unity to push President Obama hard to create jobs. “People respect you when you hang tough,” he said.

He pointed out the administration could help unions without congressional action. For example, he said, the federal government could decide to contract only with companies that respect workers’ right to organize.

“You could not get a war contract in World War II if you were a union buster,” Kuttner said. “It is a disgrace that FedEx has one single federal contract.”

General Secretary-Treasurer Tom Keegel also acknowledged that times have been tough, but he pledged better days ahead.

Echoing a theme repeated often during the two days of speeches, Keegel said that it was unregulated greed on Wall Street that brought this country to its knees. He urged the government to help working families as it had helped Wall Street. Specifically, he called for relief for pension plans that suffered from the market meltdown in 2008.

“The market crash did horrible damage to defined benefit plans and threatens millions of workers relying on getting a pension when they retire,” Keegel said.

“The government passes out billions of dollar to the very same thieves who got us in this mess,” Keegel said. “That needs to stop.”

“They bailed out Wall Street, now it’s time to bail out the pen-

sion plans for the workers in this country that put them guys in office,” he said.

Pension plan reform is the most important legislation before the Teamsters, he said. “We need to make them understand how important this is to us.”

Keegel had some good old-fashioned Teamster-style straight talk for politicians who wouldn’t help unions: “They can all kiss my ass, that’s for sure.”

## One Pro-Union Politician

California’s attorney general, Jerry Brown, is one politician with a long history of supporting labor and opposing bad trade deals and deregulation. As attorney general, he prosecuted companies who cheated workers of their wages.

He’s running for governor of California—again, after he ran for and won that job in 1975. He ran for president of the United States in 1976, and Jim Hoffa served as a delegate for Brown to the Democratic National Convention.

“We gotta take care of our own country,” Brown said at the Unity Conference. He blamed ideologues who deregulated the financial services industry for the country’s economic troubles. Brown pointed out that the wealth lost from the housing and stock market meltdown averaged \$85,000 for every man, woman and child in America.

“There’s a lot of scapegoating going on,” he said. “The stakes are getting higher because the screw-up is getting greater.”

“We’ve got to pull our country together and forge a common purpose,” he said. “It’s the middle class that makes this country work.”

Jim Hoffa said he couldn’t agree more. “We’re the ones who built this country,” he said.

He earned perhaps the biggest applause line of the Unity conference when he expressed the indignation that so many in the hall felt over the taxpayer bailout of the banks.

“They said the banks were too big to fail,” Hoffa said. “I say the American worker is too big to fail. What about a bailout for us?”





# The New GENERATION

In 1964, well before today's generation of young Teamsters were even born, Bob Dylan sang, "The Times They Are A-Changin'." The song warns, "You better start swimmin' or you'll sink like a stone. For the times they are a-changin'."

It was at the 2008 Teamsters Women's Conference, appropriately themed, "Teamster Women Making Waves," that Teamster youth came together and began to shape their vision for the future.

They formed Teamsters for Tomorrow (TFT), a group of Teamsters age 35 and under, who are looking to build upon the union's proud past for generations to come through education, communication, membership and organizing.

"We need to understand that these Teamster youth are not so much our future, but our present. Through mentoring and preparing them for their roles, we can continue the success of our great union," said Antonio Christian, Director of the Human Rights Commission, of which TFT is a part.

The formation of such a group is reflective of a larger, growing movement of activist youth. The new generation of Teamsters has a reverence for the past and an enthusiasm for facing the challenges of the future. And through their actions, they intend to make Teamster history.

## Millennial Movement

While young Teamsters throughout North America have fought

for worker justice for decades, this is the first time that an organization specifically for Teamster youth has taken on such widespread form.

"Teamsters for Tomorrow works well as a grassroots movement because young people can immediately see what their involvement means, and that is changing lives," said Maria Williams, who heads up Local 117's own TFT in Tukwila, Wash.

The group is involved with a variety of initiatives to support Teamster members and their communities at large. A leadership summit held at Local 117 in November drew nearly 100 Teamsters age 35 and under from grocery, warehouse, public sector municipalities and dozens of other industries.

"It was great to see young people that are so motivated and engaged in conversations. You could see the light bulb click on," said Kris Fish, a TFT participant and member of Local 117 who works at Kraft Foods. "That's why I became a shop steward, so the younger guys on my shift could have a voice."

A recent bowl-a-thon event organized by the group attracted more than 200 Teamsters of all ages and raised more than \$2,000 for the Jeff Alfieri Scholarship Fund to benefit high school seniors and college students whose parents are Teamster members.

"The group has really designed what their future is going to look like by being involved and sharing in the daily struggles of working-class families, like with our toy drive and with painting a house for a deserving family," Williams said. "Young people are mobilizing all over and young Teamsters have the potential to be at the front lines."



# GENERATION

## Teamster Youth Lead The Way

In New York, Renee Taylor is a member of Local 237 and a TFT member. Taylor takes part in community service projects and brings her fellow Teamsters along to work with children and senior citizens, among other activities.

“I believe it’s important to empower our fellow Teamsters to volunteer in the community and to learn more about labor and human rights,” Taylor said.

Renee Hinson, a member of Local 728 who works in the movie industry in Atlanta, heads up the southern region for TFT.

“We held a toy drive during the holidays for the children of Teamsters who had faced layoffs. There were grown men crying, thanking us for helping their children so they wouldn’t go without,” Hinson said. “We will definitely be doing this again next year.”

Hinson, a young mother of four, skillfully manages a balancing act between family, work and involvement in her union. She is also a third-generation union member and the first Teamster woman in her family.

### Continuing The Tradition

While many young Teamsters like Hinson come from union families, Ben Speight, an intelligent and articulate 28-year-old from Georgia, did not. But like many of his contemporaries, Speight developed a passion for worker justice while receiving his education at Valdosta State University. As a cafeteria worker, he started an organizing drive to achieve better working conditions, and was subsequently terminated for his activities. Undeterred,

Speight carried on for four years with a living wage campaign before he was hired at UPS as a part-time sorter and became a Teamster shop steward. He is now an organizer with Local 728 helping workers at global companies join the Teamsters.

“We follow in a long, proud tradition of Teamster leaders that started out as organizers in their teens and 20s. To learn from those that came before helps us sharpen our skills and go through our struggles,” Speight said. “A lot of young workers and organizers look at our efforts as a sprint, but this is a marathon for justice for working people. That’s the reason the Teamsters Union has been around for 107 years, because you constantly pass it on to the ones coming up behind you.”

Michael Gonzales, Political Action Director, business agent and organizer with Local 174 in Tukwila, puts it this way: “You’re never too young to participate.”

### Type, Text And Tweet

Participation, however, may not equal physical presence. In an online world, the new generation of Teamsters is turning the old methods of communication, which are critical of any movement, on its head.

The TFT group currently has 231 “friends” on Facebook, not to mention a flurry of Twitter tweets and visitors to their website. The new language of technology is propelling the movement forward, at the same time as it presents new, never-before-seen challenges.

“I’ve had to tell some stewards you can’t text message your



grievance in, you have to write it out,” Gonzales, who is 33, laughs. “The way we communicate with our members is the biggest change we’re going to see in the next 10 years.”

### The March Is On

This technological revolution has created a gap between the generations, but it has also created new methods of mobilizing in areas that young Teamsters most want to get involved—in their communities, politics and grassroots activism.

“Come senators, congressmen. Please heed the call. Don’t stand in the doorway. Don’t block up the hall ... There’s a battle outside and it’s ragin,” Dylan sang.

Whether it’s marching for worker justice on the West Coast or on Capitol Hill, young Teamsters realize that the excitement and eagerness communicated online must be harnessed and translated to action in order to elicit real change for the future.

Part of this future includes a younger generation of Teamsters in leadership positions. In addition to having a diverse membership, Joint Council 25 also boasts a diverse staff. Local 727’s six business agents are all under the age of 38 and all have college or advanced degrees.

“We’re proud to have talented business agents who are continuing

the good work of our union,” said John T. Coli, International Vice President, President of Joint Council 25 and Secretary-Treasurer of Local 727 in Chicago.

One of those business agents, Cristian Leiva, holds a law degree and came to work for the local in October.

“I’m definitely relating to younger members and our diverse membership. I speak Spanish, so that helps,” 31-year-old Leiva said. “Everything changes, and we’re combining the old with the new.”

Brian Buhle, the recently appointed member of the General Executive Board (GEB) and Secretary-Treasurer of Local 135 in Indianapolis is, at 44, the youngest member on the GEB.

“It’s certainly an honor being the youngest member,” Buhle said. “Having grown up as an organizer, I believe organizing is very important. It’s like a pendulum that swings back and forth, but the current economic backdrop makes it challenging.”

Times are tough, especially for young people looking to make their start in the working world. According to a recent Pew Research Center study, nearly 40 percent of 18-to 29-year-olds are unemployed or out of the work force, the highest level among this group in more than three decades. Ten percent of 18-to-34-year-olds said they had to move back in with their families because of the recession.

“I’m a college grad, but even as a college grad, at the time, the prospects of moving into a white-collar managerial posi-

tion weren't great and now it's even more severe," Speight said. "More workers are looking into blue-collar jobs with stable employment and a rising income where you actually have a voice and respect in the workplace. That's important for young people today more than ever."

Young Teamsters believe the key to bringing their peers into the middle class is through educating them about the Teamsters and the labor movement. They have their work cut out, recognizing that young Americans today are likely more familiar with Lady Gaga than they are with Mother Jones.

James Wells, a Continental fleet service worker with Local 25 in Boston, advises young people to learn the history and the benefits of the union.

"It's important to be educated, not apathetic. I look at it as having a say in your livelihood," said Wells, who helped organize his co-workers. "Everyone's looking for their piece of the pie, and if you don't fight for it, you're just waiting for the scraps to be given to you."

"I would like us to be able to go into school systems on career day and have a booth showing our history, where we've been, where we are now and the possibilities a young person can have moving forward," said Hinson, who has authored a children's book about the Teamsters.

Teamster youth believe their peers, once educated on the union, will be able to relate it easily to their own lives.

"Once students learn about how they can unite for change, I think they will become empowered," Speight said. "I think young workers more often than not want to challenge the way things have been done in their workplaces, rather than concede to the status quo."

Challenging the status quo is a part of being young. But what happens when Teamsters pass the magical marker that is 35 years of age?

"We joke about that age cap in our TFT group," Williams said. "Once you make contact, you care about it for life."

## MEMBER SPOTLIGHT

"Now is not the time to be afraid," said Reggie Robinson. The bold 32-year-old who works on the ramp at Continental Airlines in Houston was unafraid for 13 years as he worked to organize his co-workers at the airline. In February, Robinson and nearly 8,000 of his co-workers joined the Teamsters.

"I wanted to get involved because I felt like if you don't, you're accepting what happens to everybody. When I started doing this, I was young, didn't have a family and had the energy and strength. I knew the importance of securing a future," said Robinson, now a member of Houston's Local 19.

Recently, Continental Airlines began talk of closing seven stations around the country, which would have resulted in layoffs, but reversed this decision after meeting with Teamster representatives.

"I believe we would never have gotten these stations back if not for the Teamsters working in there to protect these jobs," Robinson said.

Five months after Robinson and his fellow fleet service workers testified before the National Mediation Board in Washington, D.C., the board adopted an historic rule change, making it easier and fairer for airline workers to form their union.

"Nobody can divide or stop us, if we all come together—the young, middle aged, elderly, as one viable force. We are an unbeatable team," Robinson said.





When corrections officers for the city of Cleveland reached out to Local 507 for representation, Secretary-Treasurer Al Mixon was astonished at how the officers had been treated not just by management, but by their former union.

“It was one of the worst things I’ve ever seen,” said Mixon, also an International Vice President. “Their working conditions are terrible. There are grievances filed that have never been processed. There are many issues with the contract that have not been resolved.”

The officers were seeking new representation and Local 507, in conjunction with Joint Council 41’s efforts led by organizer Rick Kepler, worked tirelessly on the campaign. In April, the officers voted overwhelmingly to become Teamsters. There are 175 officers in the bargaining unit.

“We’re thrilled to be able to show them what a strong union can accomplish for them,” Mixon said. “And we’re proud to have them as Teamsters.” The officers are thrilled to be Teamsters.

“We wanted a strong labor union to represent us and the Teamsters are the right union for us,” said Jesse Crumbley, a 21-year veteran who works as one of the medical transport officers. “We want a union that will make sure our contract is enforced.”

Mixon credited the help of three law enforcement Teamsters; Charles Marshall of Local 355 in Baltimore, Ron Hackett of Local 17 in Denver and John Shariff of Local 637 in Zanesville, Ohio. The officers spent several days meeting with the Cleveland corrections officers, answering questions about being a Teamster.

“These officers can relate to one another and it was great to have their input as both members of law enforcement and Teamsters,” Mixon said.

# Cleveland Corrections Officers Lock In Teamsters Representation

Victory Is One Of Six For Joint Council 41 In April



## Feeling Unrepresented

Corrections Officer Kim Colon also said she felt at times she had no one sticking up for her.

“Our former union did not have our best interests at heart,” said Colon, a 23-year veteran. “I filed several grievances on different matters and the person I talked to at the union tried to get me to combine them. Then he just stopped answering my calls and never contacted me again. That’s when I filed charges against the union.”

Colon’s reasons for joining the Teamsters are simple: better representation.

“We had a contract under our previous union, but it was not honored,” Colon said. “The city was allowed to make up its own rules regarding us. We need somebody to stand behind us who is going to challenge them on that.

“We are not asking for the world, we just want our contract honored,” Colon said.

## Unresolved Issues

Crumbly said one of the pressing issues is the desire of Cuyahoga County officials to take control of Cleveland’s jails.

“We’ve heard all sorts of rumors, like possible layoffs, and that we may have to reapply for our jobs,” Crumbly said. “But now that we’re Teamsters, the county knows it will be dealing with a much stronger union than the one we had before.”

Crumbly and other officers have laundry lists of working conditions that need to be improved, but high on everyone’s list is safety. City officials have pared down the number of corrections officers over the years because of budget cuts and now the ratio of officers to inmates can be daunting, especially at the holding cell.

“There are usually about 120 inmates in the holding cell on a given day,” said Paul Marich, a 16-year veteran. “There is a severe overpopulation of prisoners. The ratio of prisoners to guards is often 15-to-1, or 30-to-1, depending on the day.”

Marich said when officers would complain to their former union about the working conditions, they got no help.

“Our complaints went nowhere,” Marich said. “It was as if we had no representation at all.”



## Big Victory For Joint Council 41

The successful organizing campaign with the corrections officers was one of six victories for Joint Council 41 in April. Five of the victories were in the public services field.

Joint Council 41 President Gary Tiboni credits the success to a program the council started three years ago, where it offered grants of \$10,000 per year to its 26 locals to be used for organizing.

“This money helps the locals defray costs for meeting spaces, fliers, T-shirts, anything that is needed for an organizing campaign,” Tiboni said. “Most locals don’t have this kind of money, and this program has proved so successful that we’ve increased the grants to \$15,000 this year.

“We hope to continue to increase our organizing victories this year and next,” Tiboni said.





## Driving For Fare-Ness

### Taxi Drivers In Charlotte Join Local 71



make ends meet, said Randy Conrad, Local 71 organizer.

Local 71 currently represents about 140 drivers who work at companies that serve the airport and Charlotte. Drivers who work at the same companies that service other areas are seeking representation. There are about 350 drivers who service other areas who could end up joining the union.

“The drivers at the rally were protesting working conditions and were seeking independence from cab companies,” Conrad said. “By being independent drivers, it will make it much less costly for the drivers,

**A**bout 140 taxi drivers in Charlotte, N.C. have joined Local 71 in their fight to make a decent living for themselves and for their families.

“Everyone around the country understands who the Teamsters are, and being Teamsters is already making a big difference as we work to improve our lives,” said William Dobbins, who has driven a taxi in Charlotte for more than two years.

For example, Dobbins said, about 100 of the new members protested in mid-June in front of the Government Center to call for consistent enforcement of city regulations that will help the drivers.

“The rally got a lot of attention and helped our cause,” Dobbins said.

“The taxi drivers came to us looking for someone they knew could help them in their fight for better working conditions,” said Ted Russell, President of Local 71. “We still have a long way to go but one thing is for sure, we’re not going anywhere, we are here to stay for these drivers.”

#### **Inconsistent Rules**

Right now city rules and regulations are not enforced consistently, which makes it very expensive for drivers to

putting more money in their pockets to support themselves and their families.”

Dobbins said the drivers want to own their own taxi medallions, which are used to license taxis. Owning their own medallions will protect the drivers’ interests and give them financial security. Right now, companies require drivers to operate the company-owned cars and then the companies require the drivers to pay \$250 a week, or more, to drive the company cars. Over time, medallions go up in value, so owning one gives drivers an investment that has value, similar to a 401(k) retirement account, Dobbins said.

Amanuel Hagos, who is originally from the African nation of Eritrea, said he currently pays \$225 a week to simply have the company’s logo on his own vehicle. “All the expenses are mine and I pay the company \$225 a week,” he said. “We are barely making a living,” he said. “The owners are getting richer and richer and we are getting poorer and poorer.”

Hagos likened being a Teamster to having an umbrella to protect you from rain and the hot sun.

“In order for our voices to be heard, we need to be organized,” he said. “The Teamsters are standing up for us so that we are protected.”

## [LOCAL 776](#)

### Durham School Services

**S**chool bus drivers with Durham School Services in Spring Grove, Pa. have voted to join Local 776 in Harrisburg. The drivers united to protect their rights on the job and improve their working conditions. There are 95 workers in the bargaining unit.

“We united so we can have some oversight to be paid properly and have a say,” said Kathy Sterner, a driver.

“This was a great victory. The workers were prepared and ready to unite, and there was a good partnership between the International Union, local union and Joint Council,” said Robert Snyder Jr., President of Local 776.

## [LOCAL 348](#)

### Copley Fairlawn School District

**R**ecently, 154 school workers at the Copley Fairlawn School District became Teamsters.

Joint Council 41 President Gary Tiboni said that one of the reasons they became Teamsters was that his local, Local 436, had previously organized another group of school workers in the Brooklyn school district.

When Local 348 in Akron, Ohio began its organizing campaign at Copley, Brooklyn school district workers from Local 436 talked to them and were the turning point in the campaign.

The group includes bus drivers, secretaries, teachers’ aides, custodians, maintenance and cafeteria workers.

## [LOCAL 553](#)

### Rose Fence

**E**mployees at one of Long Island’s largest residential fence companies, Rose Fence, have voted to join Local 553 in New York.

“Some Rose Fence employees contacted our local union about a month ago,” said Demos Demopoulos, President of Local 553. “They had seen our name on the Internet when they did a Google search for unions in the area. We had just organized the horse carriage drivers in New York which has gotten us a lot of publicity, too.”

The 70 Rose Fence employees work as drivers, installers and helpers. They had never been represented by a union before, but recently the company cut their health care. The workers wanted the protection of a union and someone to fight to get their health care benefits back.

The new Local 553 members will be part of the Building Material and Construction Trade Division.

## [LOCAL 492](#)

### Pat Salmon and Sons

**S**ixty drivers at a freight company in Albuquerque, N.M. have voted to join Local 492.

The drivers at Pat Salmon and Sons Inc., which transports mail for the U.S. Postal Service, voted 37-18 to join Local 492. The drivers transport mail coast-to-coast. The company currently operates more than 100 postal contracts with operations in 26 states.

“The workers want affordable health care benefits,” said Moises Ortega, President and Business Agent for Local 492. “They now have a 401(k) plan, but they also want to negotiate a pension plan. They also want improved working conditions.”

Local 492 recently had a first round of negotiations with the company and exchanged non-economic contract proposals.

## [LOCAL 261](#)

### INMETCO

**W**orkers at a plant in Pennsylvania who recycle nickel-cadmium batteries have voted by a nearly 2-1 margin to join the Teamsters. The 68 workers at INMETCO joined New Castle, Pa.-based Local 261.

“The current owner, Horsehead Holding Corporation, bought the plant and made significant changes to the workers’ health and welfare benefits which resulted in higher costs for the workers,” said Doug Robbins, Local 261 President. “The company also eliminated the pension plan. After these significant cuts, the workers were afraid of additional cuts. They came to us seeking strong union representation.”

The plant in Ellwood City

is the only one of its kind in North America that recycles nickel-cadmium batteries. The batteries are used in cell phones.

## [LOCAL 17](#)

### SMG

**W**orkers at SMG in Denver secured a strong voice in the workplace recently when they became the newest members of Local 17. The trade show employees voted unanimously, 20-0, to join the union.

“This victory was about workers’ rights and freedoms,” said Ed Bagwell, Recording Secretary and Business Agent for Local 17 in Denver. “It shows the power of the Teamsters to organize in these tough times.”

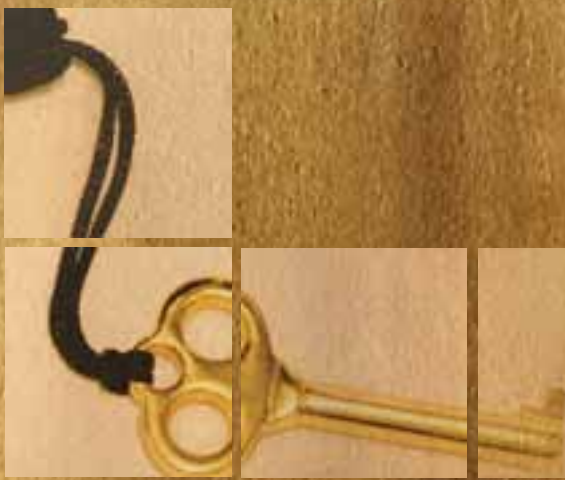
The workers were motivated to join a union, but had trouble finding the right fit.

“We’ve been trying to get a union into our shop for awhile,” said Elmo Simmons a two-year employee at SMG. “We approached a few other unions and they blew us off. That all changed when we met with Local 17. Everything that Ed Bagwell promised he and the union would do, they did. We’re ecstatic to be Teamsters and are looking forward to a long, productive partnership.”

# Unlocking *Their* Future

*Through Education*

The James R. Hoffa Memorial  
**SCHOLARSHIP FUND**  
**WINNERS**





**S**minu Bose, the daughter of two Teamsters from New York, has always been driven, passionate and caring. She knew from an early age that she wanted to go into medicine; what she didn't know was how difficult the journey getting there would be.

Bose contracted meningitis her senior year of high school. The experience, which proved to be life changing, caused Bose to focus her attention and reexamine her dreams. She found that medicine truly was her calling.

"Being able to see the entire experience from a patient perspective, I was able to pick out what was wrong with the health care system and what was right with it," Bose said. "I realized the only way to make a big difference in the system is from an administrative standpoint. That way, you can influence many doctors instead of just one."

And so Bose chose to pursue a degree in molecular and cellular biology with a minor in entrepreneurship and management at John Hopkins University. She hopes to enter medical school after graduating.

Currently, she is enjoying summer vacation after completing a very successful freshman year. While at the university, Bose joined

and was elected performance director of an a cappella group; she also holds a research position at the Johns Hopkins research lab.

Her pride and joy, however, comes from being a member of Global Brigades, an organization that allowed her to travel with other students and doctors to Honduras. While in the Central American country, Bose performed community service and helped administer health care to local residents.

"We went to three different villages and were able to treat over 800 patients. It really was an amazing experience—something you can't image until you've done it," Bose said. "I came back with an even greater interest in medicine."

Bose said having the opportunity to participate in such unique experiences would have been difficult without being awarded the James R. Hoffa Memorial scholarship, for which she applied at the end of her senior year. Upon reflection, Bose said winning the scholarship gave her the confidence she needed to pursue her dreams.

"I had a really tough senior year of high school because of the meningitis. Winning the scholarship was a great way to end my high school career," Bose said. "It was a way for me to know that the work I did and the sacrifices I made were appreciated."



## Legacy Of Learning

Each year, the Teamsters Union awards students like Bose with scholarships from the James R. Hoffa Memorial Scholarship Fund. Established in 1999, the fund ensures that the best and brightest students who are the children or grandchildren of Teamsters can attend college.

On average, attending a four-year college or university in the United States costs a single student \$35,000 per year, or \$140,000 over the course of the degree program. Such a price tag is daunting—especially for working families who may have more than one child in college a time, or who must deal with other financial setbacks.

“My father believed in the importance of education. This scholarship fund honors the man he was and the values he stood for while ensuring his legacy is passed on to future generations,” said Jim Hoffa, Teamsters General President. “As Teamsters, we want to make sure that when opportunity knocks, these students are able to answer the door.”

Applicants are chosen based upon their academic achievement, SAT/ACT scores, character, potential and financial need.

## The Difference Between Dreaming And Doing

For Jillian Kapturowski, a science pre-professional major at the University of Notre Dame, the James R. Hoffa Scholarship meant the difference between dreaming a dream and actually living one.

“Notre Dame has been the biggest dream come true. I always wanted to attend this school and the scholarship made it a reality,” Kapturowski said. “Without the James R. Hoffa Scholarship, I would have chosen a different school. But with this scholarship, Notre Dame definitely became a doable option.”

Kapturowski, who is originally from New York, hopes to one day be a pediatrician.

“I love working with kids and from a very young age, I absolutely loved science. That passion has really grown over the past few years,” Kapturowski said. “Each science class I get into, I’m just fascinated by all of the things I learn.”


Aside from studying biology and science, Kapturowski is also a member of the women’s choir, which provides music and song for vigil masses held on campus every Saturday. In the fall, Kapturowski will spend time away from Notre Dame, studying abroad in England.

Kapturowski is convinced that without help from the James R. Hoffa scholarship, she would not have the same experiences or opportunities she is benefiting from today.

“Studying abroad is something that I wouldn’t have been able to experience were it not for this scholarship,” Kapturowski said. “I can only say thank you to the people who have helped me get to do these really amazing things. The lessons I’m learning in college will stick with me for the rest of my life.”

And Kapturowski isn’t the only James R. Hoffa scholarship recipient to have a successful collegiate career. Katherine Castree, currently a community health major at the University of Illinois, has big plans for her future.

After graduating, she will attend a master’s program at the University of St. Louis, where she has a graduate research assistantship.



*“I can only say thank you to the people who have helped me get to do these really amazing things. The lessons I’m learning in college will stick with me for the rest of my life.”*

—Jillian Kapturowski  
Scholarship Winner

Obtaining a master's will propel Castree to the career of her dreams: hospital management.

"I wanted to do something in health care—I always knew that. But I didn't want to be a doctor or a nurse. I really enjoy leading and organizing things, so I thought working on the management side of things would be best," Castree said.

Although Castree has worked hard throughout her educational career—she currently has a 3.9 GPA—she knows her success wouldn't have been possible were it not for the James R. Hoffa Memorial Scholarship.

"I don't think I'd be where I am today without the Teamster scholarship. My dad was laid off earlier in the year for seven months. That was really stressful," Castree said. "I also have a brother who was in college the same time as me, so the scholarship was really a huge help."

## Peace Of Mind

Megan Doberstein, who received the scholarship in 2008, agrees. She is currently attending Waldorf College where she is pursuing a degree in elementary education.

Doberstein learned of the scholarship through her father, who is a member of Local 320 in Minneapolis. The scholarship, Doberstein said, helped open doors that otherwise may have remained locked.

Most importantly, Doberstein said the scholarship has given her peace of mind.

"I don't have to worry as much now about trying to save up and fend for college," Doberstein said. "I'm less stressed and I feel with this scholarship, I can spend more time actually being a student."



Lindsey Maxon, a student at the University of Texas at Austin, offered very similar sentiments. For Maxon, the James R. Hoffa Scholarship allows her to focus on what she loves best—writing.

"I'm a fiction writer. So far I've mainly written short stories, but I've written some essays and some poetry. My goal is to some day write novels, though I hope to branch out into other areas." She said.

Maxon received the James R. Hoffa Memorial Scholarship in 2009 and hopes to make a career out of writing. She is pursuing a



degree in Plan Honors II, a course that allows her to study and explore a variety of subjects within the realm of liberal arts. He hopes to use the degree as a foundation for post-secondary education.

"I'm a writer and a very curious person. I wanted the opportunity to study a variety of different topics at the undergraduate level, so Plan II honors really appealed to me," Maxon said.

Maxon is a Dedman Distinguished Scholar and a member of EGaDS! Electronic Game Developers Society. Though she enjoys writing short fiction stories, she has also considered pursuing a career writing scripts for video games.

Maxon believes the James R. Hoffa Memorial Scholarship has given her the opportunity to pursue her interests without the worry of financial burden.

"Receiving this scholarship meant a lot to me because it meant I could go to college and focus on my academics, not on what my debt would look like when I got out of college," she said.

## Inspired To Reach Higher

Like Maxon, David Dvorak, a student at Trinity Western University in British Columbia, Canada, said the James R. Hoffa Memorial Scholarship gave him what he needed to achieve his goals.

Dvorak has always been intrigued by math and science, but it wasn't until college that he found his true calling. Dvorak started out as a math major, but quickly switched his concentration to physics. Learning how the world works, he said, was much more appealing.

The freedom to explore his tastes and talents would have been a much more stressful process were it not for the James R. Hoffa Memorial Scholarship, Dvorak said.

"I think the opportunities would have been present, but they would have been much more difficult to realize," Dvorak said. "This award really did make the door easier to step through."

Once he finishes his undergraduate work, Dvorak hopes to pursue a Ph.D. in physics. He thanks the Teamsters for an opportunity to shine and credits the James R. Hoffa Memorial Scholarship Fund for the encouragement he needed to challenge himself.

"I'm very thankful for having been chosen to receive this award," he said. "I think these types of scholarships encourage post-secondary education and inspire students to reach a little higher."

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



# Move That Bus!

TEAMSTERS TURN OUT THOUSANDS OF BUSES THANKS  
TO STIMULUS, STRONG UNION-COMPANY RELATIONS



Everyone knows the song—about wheels on a bus. Going round and round. Round and round, all day long.

But for 500 Teamster members in California, that song has special meaning.

That's because those wheels and that bus are 100-percent Teamster made, all the way from the windshield wipers that go slap-slap-slap to the doors that open and close, to the lights that blink on and off, on and off.

Gillig Corporation, located in Hayward, Calif., is the last all-American bus manufacturer in the United States and one of the last manufacturers left in the Bay Area. Thanks to President Obama's stimulus money, things are going to stay that way.

## Stimulus Funds

Federal Transit Administration grants have allowed local and regional transit districts to upgrade and expand their fleets when budgets are otherwise strapped, by offering those districts 80 percent of the total cost of a bus. It is up to transit districts to come up with the remaining 20 percent as well as find bus manufacturers.

That's where Teamster leadership comes in.

Through a strong partnership, the company and the union are able to work together to create a win-win situation for everyone involved. Rome Aloise, International Vice President and Secretary-Treasurer of Local 853 in San Leandro, Calif., works closely with Gillig and its employees to promote the company and its products.

“I travel around to transit districts, urging them to buy American,” Aloise said. “Because there is a ton of competition from foreign manufacturers, having a partner like Gillig really makes that job easier.”

And all that stimulus money helps, too.

Since transit districts have received funding, Gillig has been making record profits at a time when most businesses are struggling just to stay afloat.

The numbers speak for themselves: In the last year, Gillig has added 40 new employees, created a Saturday work shift, and increased its number of orders from 5,000 buses per year to 7,000 per year—for the next two years.

“This is the only place in my local that’s hiring right now,” Aloise said. “The build rate ensures the members’ work for two years out. That wouldn’t be the case if the stimulus money didn’t go into effect.”

Gillig President Danny Howard agrees, saying if the stimulus hadn’t come, the market could have easily dropped by 40 percent, meaning Gillig would only be producing 3,000 buses per year.

“I’ve heard a lot of talk about the stimulus not creating enough jobs, but you never read a statistic about the number of jobs saved. We would have had to lay off 175 workers—more than 25 percent of our people,” Howard told the Department of Labor. “That would have devastated our employees.”

## Care Goes Into Every Vehicle

Though Gillig does face strong competition from overseas, there is something that sets them above the rest: customer service, care and creativity.

Unlike other bus makers around the world, Gillig buses are made not on an assembly line, but by hand by skilled Teamster members. From the chassis to the interior, every aspect of a Gillig bus is hand-crafted and, in some cases, custom built.

As 28-year Gillig employee and Local 853 member Jeff Belunza said, those who order Gillig buses go through a process similar to ordering a brand new car.

“Buyers can choose any kind of options they want, from specialized stereo equipment to unique lights or turn signals that make noise,” Belunza said. “Our buses are the highest quality because they are made right here in our shop, by hand.”

Like Aloise and Howard, Belunza knows Gillig might not have been around to offer customers such high-quality craftsmanship were it not for the stimulus funds.

“In the 28 years I’ve been here, Gillig has had no layoffs. It came close a few times, but now that the stimulus package has come into play, Gillig has been able to stay in business,” Belunza said. “Gillig is a good company with good employees and a great product to offer.”

Aloise is quick to credit Gillig’s success with the company’s willingness to work with the union and ensure its employees stay working—even in tough times.

“Gillig is the last heavy manufacturing company left in the greater Bay Area and all of Northern California, really,” Aloise said. “That’s because of the positive cooperation between the union and the company, as well as the great job Gillig workers do each and every day.”





*"We need a good contract and fair pay for everyone."*

**-RICKY RAMIREZ, UCLA Worker**



## University Of California Employees

### Vote To Affiliate With Teamsters

# It's Academic

The 14,000-member-strong Coalition of University Employees (CUE) at the University of California system was looking for a strong union to affiliate with. They needed a union able to represent their wide variety of job classifications, ranging from clerical employees to public safety dispatchers.

Anytra Henderson, acting president of the statewide CUE, said the members decided that the Teamsters were the best union for them because of the union's strong track record of representing public service and university employees.

"Once we learned that the Teamsters represent more than 10,000 employees who work at universities and colleges, we knew we had found the union we wanted to affiliate with," Henderson said. "We need a strong union to represent us at the bargaining table."

On May 15, an overwhelming majority of voting members—81 percent—voted in favor of affiliation.

"We welcome this affiliation with CUE and we will work hard on their behalf to help them get a fair contract with the University of California," said Jim Hoffa, Teamsters General President. "The Teamsters are experts in representing education employees at all levels, and we will bring this knowledge to the table."

CUE represents administrative and library assistants, cashiers, public safety dispatchers and many other clerical employees at 10 University of California campuses. They will be chartered as an independent Teamsters local union.

### Huge Effort

Once CUE's board of directors decided they wanted to affiliate with the Teamsters, they approached Rome Aloise, Western Regional Vice President, President of Joint Council 7, and the Secretary-Treasurer of Local 853 in San Leandro, California.

Aloise said the Teamsters would be willing to help spread the word to CUE members to vote to affiliate with the union, but the timeframe to do this was a mere few weeks before ballots were mailed out.

"This meant we would have to visit 10 campuses and talk to as many CUE workers as possible," Aloise said. "It was a huge effort by many Teamsters in California and the International and from other states."

Jeff Farmer, Director of the Organizing Department, began dispatching organizers to various campuses. Michael Filler, the Public Services Division Director, began calling on

public service locals to pitch in.

Armed with literature and good walking shoes, Teamsters fanned out across California to talk to as many CUE workers as possible.

"Covering all 10 campuses our organizers were able to explain the benefits of affiliating with the Teamsters," Farmer said. "We're pleased the hard work paid off."

### Employees Voice Teamster Support

At every UC campus, the Teamsters found CUE workers eager to affiliate with the Teamsters.

"With one strong voice, we will be more powerful," said Julia Ree, who works in the library at the University of California-Riverside. "We don't have unrealistic demands, we just want what's fair and right."

"I voted to affiliate with the Teamsters because we need strong representation," said Araceli Torres, who works in Housing Services at the Riverside campus. "The Teamsters mean strength."

Ricky Ramirez, who works in the radiology department at the UCLA campus, said the Teamsters bring clout to the bargaining table.

"We need a good contract and fair pay for everyone," Ramirez said. "We can accomplish this with the help of the Teamsters."

Robert Gaskin, who works in the facilities management department at UCLA, summed up his vote for affiliation like this: "With the Teamsters, we'll get results!"

### What's Next

The Teamsters are working to develop a strategic planning process with CUE leaders, stewards and activists, Filler said.

Among the issues CUE workers want addressed are fair wages, benefits, health care and workplace safety.

"We are used to dealing with universities when it comes to contracts," Filler said. "We'll provide CUE employees with our high level of expertise on these issues."

Henderson said now that the affiliation vote is done, it's time to focus on getting a better contract.

"We work hard every day to keep the University of California system up and running," Henderson said. "We're not asking for the moon. We want what's fair and just. And we'll work with the Teamsters to accomplish this."

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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: June 1, 2010

## I. INTRODUCTION

This is the Independent Review Board's ("IRB") Report Number 3 for 2010 to you on its activities conducted pursuant to the Consent Order. In this Report we will discuss a new report and matters that have currently come before us, including the progress of existing charges about which we have previously informed you.

## II. NEW REPORT

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

On May 24, 2010, the IRB issued an Investigative Report to the Executive Board of Local 82 concerning Michael A. Doe. The report recommended that Mr. Doe be charged with bringing reproach upon the IBT by failing to appear for his scheduled IRB sworn examination on April 9, 2010. The Executive Board was given ninety days within which to file the charge, hold a hearing and forward a final written report to the IRB.

## III. PROGRESS OF EXISTING CHARGES

### A. RICHARD RADEK – BLET VICE PRESIDENT

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

General President Hoffa filed the charges against Mr. Radek and a panel was appointed to hear the charges. Before a hearing could be held, Mr. Radek submitted to the IRB an agreement in which he permanently retired from the BLET, became ineligible to hold any appointed or elected office or employment with the BLET, the IBT or any affiliate of the BLET or the IBT, and made restitution for funds the IRB alleged he received. The IRB found the agreement served to resolve the matter. Judge Preska approved the agreement on June 1, 2009.

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

We have previously informed you that BLET President and IBT Rail Conference President Edward Rodzwicz allegedly failed to cooperate with the IRB by failing to appear for his scheduled IRB sworn examination on November 4, 2009. Mr. Hoffa filed the charge and a panel was appointed to hear the charge. Before his hearing was completed, Mr. Rodzwicz submitted an agreement to the IRB which is under review.

### C. VINCENT FEDERICO – LOCAL 82, SOUTH BOSTON, MASSACHUSETTS

We have previously informed you that member Vincent Federico, while an IBT member between June 2007 and February 2010, allegedly brought reproach upon the IBT and violated his membership oath by being a member of the Patriarca LCN organized crime family. Mr. Hoffa filed the charge against Mr. Federico and referred the matter back to the IRB for a hearing. A hearing was held on May 12, 2010.

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

We have previously informed you that that Peter Innaurato allegedly brought reproach upon the IBT and violated his membership oath while an IBT member by knowingly associating with a member of the Philadelphia La Cosa Nostra family. Mr. Hoffa filed the charges against Mr. Innaurato and he returned the charges to the IRB for a hearing. The IRB's hearing was postponed after Mr. Innaurato submitted to the IRB an agreement in which he permanently resigned from the IBT and Local 107 and agreed never to hold membership or any position in the IBT. The IRB found the agreement served to resolve the matter. Judge Preska approved the agreement on June 1, 2009.

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

We have previously informed you that Local 282 member Michael Carucci allegedly brought reproach upon the IBT by being an associate of the Bonanno organized crime family, knowingly associating with members of the Bonanno organized crime family, and collecting unlawful debts in connection with an illegal gambling operation the Bonanno organized crime family ran. Mr. Hoffa filed the charges against Mr. Carucci and referred the charges back to the IRB for a hearing. Mr. Carucci signed an agreement in which he permanently resigned from the IBT, Local 282 and Local 917 and agreed never to hold membership in the IBT. The IRB found the agreement served to resolve the matter. Judge Preska approved the agreement on March 24, 2010.

#### **F. MONICA PEASLEE – LOCAL 533, RENO, NEVADA**

We have previously informed you that Local 533 member Monica Peaslee allegedly violated her fiduciary duties to the Local and its members, embezzled and converted Local 533 funds to her own use, and brought reproach upon the IBT when between March and June 2008, while a member and employee of Local 533, she embezzled \$13,156.23 from Local 533. Mr. Hoffa filed the charge and a panel was appointed to hear the charge. Before a hearing was held, Ms. Peaslee signed an agreement in which she agreed that for five years she will refrain from any effort to become an active member of Local 533, the IBT or any affiliate of the IBT and for 13 years, or until she has fulfilled the payment schedule for the embezzled funds, whichever is later, she will be ineligible to hold any appointed or elected office, position or employment with Local 533, the IBT or any affiliate of the IBT. The IRB found the agreement served to resolve the matter. Judge Preska approved the agreement on May 25, 2010.

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

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

In an agreement between Mr. Hogan and the IRB, Mr. Hogan permanently resigned all positions with Local 714 and Joint Council 25, and for a period of two years which began July 31, 2008, he would not hold any officer position with the IBT or any IBT affiliated entity. He further agreed not to be an officer or employee of Local 727 for five years. The IRB found the agreement served to resolve the matter. Judge Preska approved the agreement on September 2, 2008.

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

We have previously informed you that German Vazquez allegedly brought reproach upon the IBT, breached his fiduciary duty and embezzled union funds while an IBT member and Secretary-Treasurer of Local 901 of approximately \$55,532 from Local 901 as a result of four unauthorized pay raises.

Mr. Hoffa filed the charge against Mr. Vazquez and a

panel was appointed to hear the proposed charge. On March 5, 2010, Mr. Hoffa issued his decision that Mr. Vazquez be fined \$72,302.00; 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.

Two days after the IRB notified Mr. Hoffa that his decision was not inadequate, counsel for Vazquez notified the IRB that Vazquez wanted to modify the decision regarding the monetary penalty. On April 5, 2010, the IRB forwarded Application 141 to Judge Preska seeking a ruling on the IRB's "not inadequate" decision.

#### **I. VINCENT DISARIO – LOCAL 1901, LONG ISLAND CITY, NEW YORK**

We have previously informed you that Local 1901 member Vincent Disario, between approximately February 2009 and February 2010, allegedly brought reproach upon the IBT by being a member of the Bonanno organized crime family. Mr. Hoffa filed the charge against Mr. Disario and referred it back to the IRB for a hearing. The IRB held a hearing on April 14, 2010, and has the matter under review.

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

We have previously informed you that Local 1901 member Joseph Torre, while a member of Local 1901 and the IBT, refused to answer questions during his in-person sworn examination. The local filed the charge against Mr. Torre but failed to act on it. On April 29, 2010, the IRB forwarded the report and exhibits to the members of the Executive Board of Joint Council 16 which has scheduled a hearing for June 8, 2010.

#### **K. ANTHONY TURZIO – LOCAL 1901, LONG ISLAND CITY, NEW YORK**

We have previously informed you that Local 1901 member Anthony Turzio, while a member of Local 1901 and the IBT, refused to answer questions during his in-person sworn examination. Joint Council 16 filed the charge against Mr. Turzio, held a hearing and issued its decision. The IRB has the decision under review.

#### **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 juris-

diction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

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

## **V. CONCLUSION**

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

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

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

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

# ELECTION SUPERVISOR'S REPORT No. 2

RULES REPORT; OES REGIONAL STAFF; TRAINING; SEASONAL DELEGATE ELECTIONS; DELEGATE STRENGTH ANNOUNCED; CANDIDATE ACCREDITATION; PROTESTS

**Rules Report.** My last report said that the proposed *Rules for the 2010-2011 IBT International Union Delegate and Officer Election* were in effect as of May 1, 2010, with final rules to follow upon approval by the United States District Court for the Southern District of New York. The proposed *2011 Rules* were submitted to the Court jointly by the IBT and the Government on April 28. The Court allowed objecting parties to present their views, and the last date for submitting argument on any objections was June 1, 2010. All filed papers on the *2011 Rules* adoption can be viewed under the "Election Rules" button at the OES website, [www.ibtvote.org](http://www.ibtvote.org). At this writing, the Court has not entered an order. When that happens, the order approving the rules, and the Final Rules, will be posted on the OES website.

**OES Regional Staff.** OES now has in place eight Regional Directors to assist members and local unions in understanding and carrying out their responsibilities in the International Union Delegate and Officer Election, to investigate protests, and to enforce the *2011 Rules*. Each of the RD's has served OES in past IBT International Union Delegate and Officer Elections and has deep experience with the election rules. Here's the regional lineup, with the email address of each RD:

Northeast: David F. Reilly, Esq.  
dreilly@dfresq.com  
(ME, VT, NH, MA,  
RI, CT, NY)

South: Dolores C. Hall  
Hall1000@cox.net  
(FL, GA, AL, TN, MS,  
LA, AR, OK, TX, PR)

Atlantic: J. Griffin Morgan, Esq.  
jmorgan@epmlaw.com  
(NJ, DE, MD, DC, VA  
NC, SC)

Great Plains: Mary Ann Campbell  
scdennis@aol.com  
(MO, KS, IA, NE, SD,  
ND, ID, WY, NV, UT,  
CO, AZ, NM), MT

Mid-East: Denise Ventura  
dmventura@verizon.net  
(PA, OH, WV)

Far West: Christine Mrak, Esq.  
chrismrak@gmail.com  
(CA, WA, OR, HI, AK)

Mid-West: William C. Broberg  
wcbroberg@aol.com  
(KY, IN, MI, MN, WI, IL)

Canada: Gwen K. Randall, Q.C.  
grandall@davis.ca  
(All Provinces and  
Territories)

Full contact information, with the address and phone numbers for each RD, is available at [www.ibtvote.org](http://www.ibtvote.org) under the "Contact Information" button.

**Training.** OES will provide training to local unions on how to use the local union election plan on-line tool and will provide training to candidates how to use the Campaign Contribution and Expenditure Report on-line system. Contact OES to find out dates of scheduled training, or to get training materials. OES can also arrange for presentations at regional or conference gatherings (schedule permitting). For example, on May 24, Election Supervisor Richard Mark and Senior Supervisor Paul Dever

presented an overview of the *2011 Rules*, the new, online local union plan program, and the whole election process at the North American Newspaper Conference.

**Seasonal Delegate Elections.** The chart posted on the OES website of "Dates, Times, and Places" for local union delegate is starting to be filled in. Local unions that represent members employed in a seasonal food industry, have submitted plans to nominate and elect convention delegates this summer, and the plans are now under review. OES will update the "Dates, Times, and Places" chart on the website as local union plans are submitted and approved.

**Delegate Strength Announced.** With all local union election plans due by the end of September, look up your local on the table of preliminary delegate strength posted on the OES website. The table shows the number of delegates your local will elect, although final delegate strength will be re-calculated before next June's 28th International Convention.

**Candidate Accreditation.** Accredited candidates for International Union office may obtain access to membership lists and may have literature published in the *Teamster* magazine. A candidate becomes accredited by obtaining petition signatures of at least 2.5% of all IBT members eligible to vote for the office being sought. The minimum signature requirements are as follows:

OFFICE	SIGNATURES NEEDED
Union-Wide	33,437
Regional Offices	
Central	9,637
Eastern	9,520
Southern	2,986
Western	8,337
Canadian	2,957

Official forms for accreditation petitions are available at [www.ibtvote.org](http://www.ibtvote.org) (form 5 and form 16).

**Protests.** Election protests have been filed since the *2011 Rules* have been deemed effective. If you have activity to protest, please file promptly, as the *2011 Rules*, require. If you are involved in a protest investigation – as the protestor, as someone involved in the reported incident, or as a witness – OES asks for your cooperation so that we may investigate promptly and reach a decision on the facts as soon as possible. Final protest rulings, including a summary of the protest, the investigation, the decision, and any remedy, are posted on [www.ibtvote.org](http://www.ibtvote.org) as they issue.

Contact the OES to get more information about any aspect of the election procedures.

**Richard W. Mark**  
Election Supervisor

[WWW.IBTVOTE.ORG](http://WWW.IBTVOTE.ORG)

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1 1/2 oz blue shot glass with gold Teamster logo.



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Navy tee with diamond plate Teamster Tough design.



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khaki microfiber camp shirt with left chest pocket and side vents. Embroidered with Teamster logo over pocket. L, XL, 2XL, 3XL  
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## Ladies' T-Shirt TF1003

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\$251 +	5% of total

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

\*\*The TEAM Fund store cannot accept purchases or contributions from employers or non-US citizens. The TEAM Fund store can also not accept purchases made with union funds.