



INTERNATIONAL BROTHERHOOD OF TEAMSTERS

WINTER 2012

TEAMSTER

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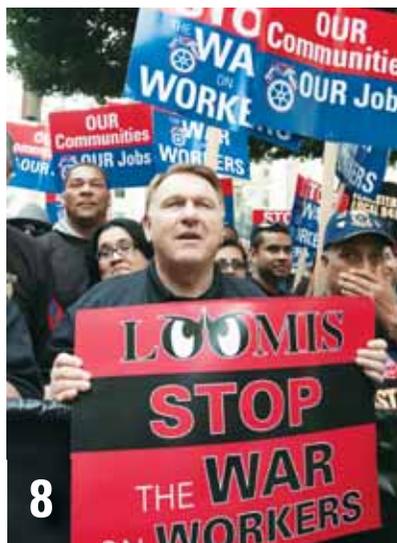
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Thank You

A MESSAGE FROM GENERAL PRESIDENT JAMES P. HOFFA

On behalf of General Secretary-Treasurer elect Ken Hall and the entire General Executive Board of the Teamsters Union, I want to extend a sincere thank you for having enough faith to elect us to represent you for the next five years.

The recent vote on Officers for the International Union was a referendum on the vision and priorities of this administration. You have instructed us to keep fighting corporate greed and to stop the war on workers.

Everything this administration has accomplished is because of you, the 1.4 million brothers and sisters who make up the International Brotherhood of Teamsters. Your commitment, fortitude and, most importantly, your solidarity, have made this proud union the centerpiece of the American labor movement.

We are Teamsters

This administration has worked tirelessly for you and I thank you for recognizing how far we have come. When we first took office, this union was nearly bankrupt and the morale of the membership was at an all-time low. Today, we are on secure fiscal footing thanks to General Secretary-Treasurer Tom Keegel, who is retiring.

The International Brotherhood of Teamsters has certainly come a long way, but we still have a long journey ahead of us. As we saw in the 2010 midterm elections, a large faction of the political establishment is out to

destroy unions. Unless Teamsters get out there and work for pro-union candidates, we could be legislated out of existence.

The challenges facing our union will require a lot of hard work, but together we can do it. We can do it because we are Teamsters. In the last year, Teamsters all over the country have shown the fortitude to stand up to politicians and say, "Stop taking our rights away from us."

For those who have been involved in the fight against the war on workers, I salute you. You are doing a service not only for your union brothers and sisters, but for future generations. With your help, we will continue to move forward together.

For those who have not yet gotten involved or think that the war on workers has no bearing on your life, I urge you to take a close look at every presidential candidate and their views on labor unions. This year's presidential election could be a disaster for working families, the middle class and the labor movement if the wrong person is elected.

Teamsters don't sit on the sidelines during elections. In 2012, let your representatives know that you're a Teamster and that you and your family vote.





Overwhelming Defeat of SB5 Sends a Message Nationwide Ohioans Vote Big For The Middle Class

Middle-class workers scored a huge win on November 8, defeating Ohio Gov. John Kasich's anti-union bill, Senate Bill 5. The measure lost in a statewide referendum by a stunning 61-39 percent.

Ohio Teamsters' leadership said the defeat of SB5 showed Ohio's strong support of collective bargaining for government workers. SB5 would have stripped more than 350,000 public workers of nearly all their collective bargaining rights.

"Ohio voters just sent a wake-up call to American politicians: If you try to blame workers for problems caused by Wall Street, you will pay a price. If you attack workers, you will lose. And if you stand up and fight for the middle class, you will win," said Jim Hoffa, Teamsters General President.

"John Kasich thought he could get away with blaming workers for a budget deficit caused by Wall Street greed. He was dead wrong. Now he's one

of the most unpopular governors in the country," said Al Mixon, International Vice President and Secretary-Treasurer of Cleveland's Local 507. "Ohio voters understand that nurses and snowplow drivers and fire-fighters don't go to work for the government to get rich. Ohioans showed us that they won't stand for attacks on middle-class workers. I'm sure they're no different from voters in any other state."

"On behalf of all Ohio Teamsters and organized labor, the citizens of Ohio sent a message to Gov. Kasich and the Koch brothers, 'Keep your hands off our rights to collectively bargain,'" said William Lichtenwald, President of the Ohio Conference of Teamsters and Local 20 in Toledo, Ohio.

"This isn't just a big victory for the Teamster snowplow drivers, corrections officers and nurses who work for the state of Ohio. It's a big victory for Ohio's middle-class workers," said Gary Tiboni, President of Joint Council 41 in Northern Ohio and Local 436



in Valley View.

"I hope the politicians in Columbus wake up and start listening to the middle class and

looking out for our interests as opposed to corporate interests," said Randy Verst, President of Joint Council 26 in Cincinnati.

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HOFFA TAKES FIGHT TO THE BORDER

Owner-Operators, Lawmakers Join Teamsters to Stop Cross-Border Program

Teamsters General President Jim Hoffa took the fight to keep dangerous Mexican trucks off America's highways to the border in Otay Mesa, Calif., joining lawmakers and a representative from the Owner-Operators Independent Drivers Association (OOIDA) at a press conference and rally to protest the U.S. Department of Transportation's latest cross-border truck pilot program.

With hundreds of members holding "NAFTA Kills" and "Stop the War on Workers" signs in attendance, Hoffa addressed members of the press regarding the dangers of opening the border to Mexican carriers. The news conference, which was held with California's busiest border crossing as a backdrop, was also attended by U.S. Rep. Bob Filner (D-CA), U.S. Rep. Duncan Hunter (R-CA) and Todd Spencer, executive vice president of OOIDA.

The pilot program got off to a rocky start when the Federal Motor Carrier



Safety Administration (FMCSA) approved trucking operator Grupo Behr from Tijuana, Mexico. The carrier owned one 20-year-old semi-tractor trailer with numerous safety issues. FMCSA had to disqualify it from the program after the

Teamsters Union and others brought Grupo Behr's safety record to light.

"This pilot program will be a fiasco, just like the last one was," Hoffa said. "You know it's in trouble when the very first carrier that DOT approves is axed because of safety concerns. DOT has never been able to verify the safety of Mexican trucks. That's why the Teamsters have fought for more than 17 years to keep the border closed to a permanent program that would let any Mexican truck travel anywhere in the United States.

"Opening the border to unsafe Mexican trucks isn't in America's interest. Multi-national corporations are the only ones that will benefit from this program,"

Hoffa said. "Not only are Mexican trucks unable to meet U.S. safety standards, but there's a drug war going on in Mexico that DOT seems to be ignoring. The U.S. State Department has issued travel advisories for Mexico. This is not a reciprocal agreement—no U.S. drivers would dare venture into Mexico."

Not About Red or Blue

Cross-border trucking is an issue that has always been met with broad, bipartisan opposition. Congress has repeatedly ordered similar programs shut down, voting 411-3 in the U.S. House of Representatives and 75-23 in the U.S. Senate to scuttle a Bush-era pilot program. Further, the Teamsters have filed a lawsuit in the 9th Circuit Court challenging the legality of the current program. More recently, Hunter has co-sponsored HR 2407, with U.S. Rep. Peter DeFazio, (D-OR). HR 2407 would require the pilot program to be ceased in three years and Congress to vote on the issue again.

This is not only an issue about highway safety—America cannot afford to allow any program to go forward that will threaten American jobs.

"We're literally taking good jobs here in America and passing them over the line to Mexico," Rep. Hunter said.





Workplace Tragedy Impacts Union Family

Donation Fund Memorializes Members of Local 287

In early October, two members of Local 287 in San Jose, Calif. lost their lives in a workplace tragedy. To honor them, Local 287 Secretary-Treasurer Bill Hoyt and the local's Executive Board set up a memorial fund for the families of the two members.

Both victims, Mark Munoz and Manuel Guadalupe Pinon, were employees of Lehigh Hanson's Permanente Cement Plant in Cupertino, Calif. What started as a meeting about workplace safety deteriorated into three deaths. Seven others were injured.

"Mark and Manuel were good members of our local union," Hoyt said. "Setting up a donation fund to help their families cope with this enormous loss was the least that we could do. Many members of our local union attended the funerals for both men. Their deaths have had a profound impact on our local union family."

Pinon had worked at the cement plant for 15 years, and took care of his grandparents during the week and would travel home to Newman, Calif. on the weekends to be with his family. Pinon had served as a shop steward and was known for his generous nature. Pinon leaves behind his wife, three daughters and two sons.

Munoz had spent 32 years at Lehigh as a truck driver and was the father of a son and daughter. He also left behind his mother, who described him as "wonderful."

Those wishing to make a donation to the memorial fund can do so by sending a check, made out to "Teamsters Local 287/Lehigh Hanson Victims Donation," to:

Teamsters Local 287/Lehigh Hanson
Victims Donation
c/o United Labor Bank, Suite 120
2550 N. First Street
San Jose, Calif., 95131



Farm Workers Harvest Strong Contracts

3,000 Teamsters Ratify Agreements at Dole and Taylor Farms

About 3,000 Local 890 Teamsters working at Dole Fresh Foods and Taylor Farms recently ratified strong contracts that provide for improved wages, benefits and working conditions. The salad plant and farm workers work in California and Arizona.

"We negotiated increases in wages and improvements to the health and welfare for our members. We also successfully fought to keep Dole from subcontracting work to outside contractors, and we will continue the fight to keep these workers under contract," said Crescencio Diaz, President of Local 890 in Salinas, Calif.

The workers harvest and pack the ready-to-eat salad sold in bags at grocery stores, and work in the warehouses as packers, washers, operators, mechanics and a variety of other job classifications. Both plants are wall-to-wall Teamsters.

Real Protection

Like many of her co-workers, Lilia Sandoval has had a long tenure at Dole in Soledad, Calif. She started work there in the fields in 1976, then moved on to packaging, followed by quality assurance, and now works as a logistics clerk in the warehouse. Sandoval has been a shop steward for 15 years and was also a member of the committee that negotiated the three-year agreement with Dole.

"Over the years we've seen many improvements to our wages, benefits and retirement," Sandoval said. "It's good to have the Teamsters and I would recommend to anyone who doesn't have that experience to join the union, because we have protection."

"I'm really happy with what we've done because I think this is a really good contract for us," said Julio Gonzalez, a scanner with Taylor Farms in Salinas, Calif., a shop steward and a member of the negotiating committee. He's worked at Taylor for six years. "The most important thing is having respect on the job, and that comes from having a good contract, because without a contract, the company can do whatever they want."

Local 890 keeps connected with the members by providing a business agent when the farm workers travel to Arizona for seasonal work, ensuring that their rights on the job are maintained and the contract is enforced.

"We always have a representative there for support," Diaz said. "And we encourage our fellow Teamsters to support their brothers and sisters by looking at the labels, and eating a lot of salad."

Locked-Out Ohio Teamsters Fight Back, Win Strong New Contract



STAND STRONG, STAND TALL

Workers at International Fiber Corporation, a powdered cellulose and fiber manufacturer in Urbana, Ohio, have a motto by which they live: stand strong and stand tall.

That motto became a way of life for the 94 members of Local 957 in 2011 when, without warning, the employees were locked out. Workers like Jeff Armstrong, a 26-year International Fiber Corporation employee, spent four long months on the street.

“It really ticked people off,” Armstrong said. “We felt like we were treated like animals. The majority of us had worked for this company for a really long time and what the company did just wasn’t right.”

The workers’ contract had expired on February 12, 2011, but employees agreed to continue working without a contract until a new deal was reached. The company, however, had other ideas. The lockout started April 30 when management brought in sheriffs to escort employees out of the building.

After locking out employees, the company gave workers three days worth for furlough pay and demanded that workers vote on a company-proposed contract by May 30. That contract included a number of proposals that just didn’t sit right with Armstrong and his co-workers.

Instead of caving to the company’s demands, though, the workers fought back. Four months later, a deal was reached that both parties agreed upon. Don Minton, Local 957 business agent, credits the solidarity of International Fiber Corporation’s employees for the victory.

“The company just stonewalled and stonewalled, but these members really stuck together,” Minton said. “I’m proud of their tenacity.”

Employees of International Fiber Corporation a recently ratified a contract by 78 percent. The four-year agreement contains a number of highlights, including better health coverage and an anti-outsourcing clause. For Armstrong, the new contract provides a sense of relief and hope.

“Our duty as a committee was to get the best contract possible and I think we did that,” Armstrong said. “As Teamsters, we have to stand strong, stand tall and fight for what we believe in. In the end, we got what we wanted and now we’re back to work. That’s what matters.”

First-Class Representation



Airline Division Offers Mechanics License Protection Program

A new protection program available to aviation technicians offers legal assistance should technicians find themselves in hot water with the FAA. The program, which is similar to other protection programs for law enforcement officers, was made available in late 2011 thanks to collective efforts between the Teamsters Airline Division and participating locals.

“We’re always looking for ways to enhance our representation,” said Chris Moore, Chairman of the Teamsters Aviation Mechanics Coalition (TAMC) and Airline Division representative. “In recent months, the FAA has taken a more punitive approach to violations and, in some cases, is denying the voluntary self-reporting cases it once accepted. This new program offers our members protections, should they need it.”

The program works by establishing a series of channels mechanics may utilize, should they receive a letter of investigation from the FAA. Some of those channels include partial and full legal assistance.

“This is one of those things that’s like life insurance—you hope you never have to use it, but you’re glad it’s there,” said Dan Stunda, a member of Local 19 in Houston. “This is about not having to go it on your own. I’m glad the Teamsters are offering us professional guidance, should we need it.”

For more information, contact the license protection program administrator at your local or contact the Teamsters Airline Division at 202-624-6848. More information can be found at www.teamsterair.org.



More Teamsters at American Bottling

Employees working as checkers and merchandisers at the American Bottling Company near Atlanta voted in October 2011 for representation by Local 528. The 50 new members join the drivers and warehousemen who are already members of the local.

“We want to be treated fairly,” said Lemuel Collins, a merchandiser. “We tried to have meetings with the company. They always said they were working on improvements but nothing ever changed.”

Merchandisers like Collins bring pallets of soft drink products into stores. The merchandisers also set up displays, make sure the floor is stocked neatly and that the coolers are full.

“When we first got the call from merchandisers and checkers to help organize the unit, the treatment at American Bottling was pitiful,” said Johnnie Edwards, a business agent with Atlanta’s Local 528. “Management had them working six days a week and fuel pay was a big issue. Everyone was happy to join the union.”

At least one of the checkers in the unit had been a union member at another soft drink bottling facility in another state. Once he began working at American Bottling he asked why they weren’t yet Teamster members. He spoke highly of the good wages and benefits he had had under a union contract. After hearing about the advantages of being union, the checkers and merchandisers at American Bottling were so enthusiastic about joining the Teamsters that the vote for representation was unanimous.

“We were pleased to help this new unit organize and our conference will do everything we can to assist them in winning a solid first contract,” said David Laughton, Director of the Brewery and Soft Drink Workers Conference.

Bread Drivers Rise to the Occasion

Noe Ornelas Jr., a delivery driver for Labriola Baking Company in Alsip, Ill., travels 130 miles a day, making 30 stops to deliver artisan breads.

“We looked around, and all the other drivers we talked to had Teamsters Local 734 and they were happy. It was the right thing to do, becoming Teamsters,” Ornelas said.

Representing more than 2,000 men and women in the bakery industry, Local 734 in Chicago recently welcomed nearly 40 new delivery drivers with Labriola. The baking company provides homemade Italian, French and German breads to restaurants, retail stores and hotels across the Chicago metropolitan area.

“The delivery drivers at Labriola fought for representation, but by standing together, they’ve stayed the course toward a powerful Teamster contract,” said Brian Meidel, Local 734 President. “Local 734 has represented bakery workers for more than a century, and we couldn’t be more excited to welcome Labriola to our proud tradition.”

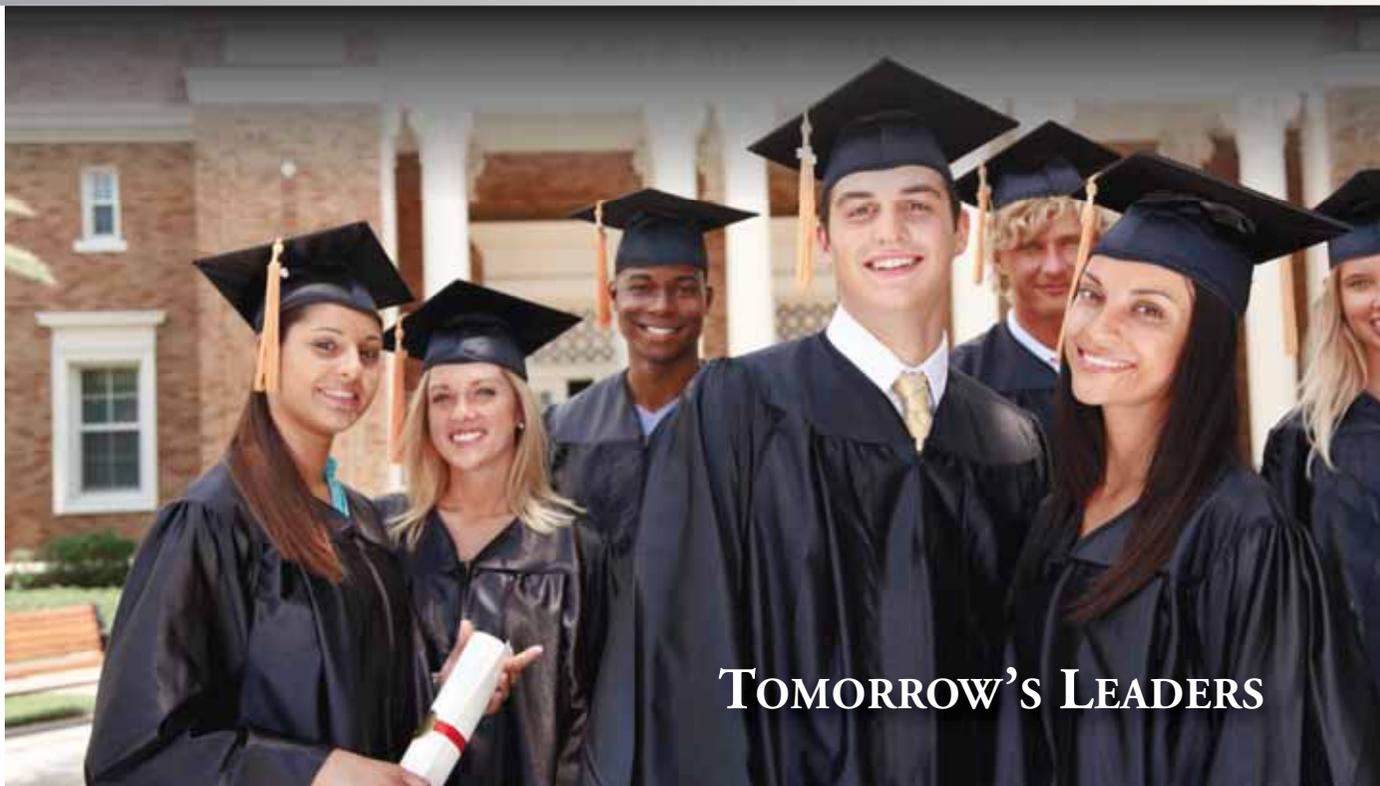
“The drivers at Labriola should be incredibly proud of themselves,” said John T. Coli, International Vice President and President of Chicago’s Joint Council 25. “As a growing Chicago company, Labriola has seen record profits in its industry. It’s gratifying to see workers claim their stake in its success and its future.”

In the days leading up to their vote, the Labriola drivers witnessed true Teamster solidarity, as Teamsters from Joint Council 25 and 11 Teamster locals rallied behind them.

“I think having the union is going to help us in a lot of ways, to better our working conditions and maybe we can get more time to spend with family,” said Armando Rosales, a four-year route sales driver, who works 10-12 hour days, six days a week.



Labriola Bakery Workers Join Teamsters Local 734



TOMORROW'S LEADERS

2011 James R. Hoffa Memorial Scholarship Winners

The memory of former Teamsters General President James R. Hoffa is honored each year when deserving students across the country apply for and are awarded scholarships through a fund bearing his name. Established in 1999, the James R. Hoffa Memorial Scholarship Fund ensures that the best and brightest students who are the children or grandchildren of Teamsters can attend college.

In 2011, the Teamsters Union awarded scholarships totaling more than \$379,000 to 100 students.

“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.”

\$10,000 SCHOLARSHIP WINNERS

Canadian Region

Tracy Anthonsen, Local 31, Mission, British Columbia
 Claudia Frankfurter, Local 847, Mississauga, Ontario
 Dexter James, Local 464, Vernon, British Columbia
 Jamie Speirs, Local 464, Victoria, British Columbia
 Taiysa Worsfold, Local 213, Kamloops, British Columbia

Central Region

Kelsi Burton, Local 688, Kaiser, Mo.
 Michael Hafeman, Local 120, East Dubuque, Ill.
 Eric Haugen, Local 320, Benidji, Minn.
 Montana Hayes, Local 554, Superior, Neb.
 Helen Heines, GCC Local 619, Shepherdsville, Ky.

Jaclynn Klimek, Local 695, Le Sueur, Minn.
 Scott Kottkamp, BLET Division 32, Aurora, Ill.
 Erin Rossiter, Local 238, Spencer, Iowa

Eastern Region

Daisy Gonzalez, Local 804, Flushing, N.Y.
 Kristen Holl, Local 550, Setauket, N.Y.
 Casey McLaughlin, Local 804, West Islip, N.Y.
 Dana Mikiewicz, Local 584, Paramus, N.J.
 Rebecca Russell, Local 355, Glendale, Del.
 Kelsey Snedeker, Local 177, Secaucus, N.J.
 Olivia Valcarce, Local 170, Sterling, Mass.

Southern Region

Austin Baxley, Local 767, Como, Texas
 Austin Brown, Local 480, Hermitage, Tenn.
 Destiny Cobb, Local 528, Lawrenceville, Ga.
 Jacquelyne Singleton, Local 217, Jackson, Tenn.
 Jacqueline Skelton, Local 984, Somerville, Tenn.

Western Region

Noel Gutierrez-Morfin, Local 839, Pasco, Wash.
 Kristin Lacey, Local 386, Merced, Calif.
 Daniel Lundi, Local 166, Corona, Calif.
 Kaysha Lybecker, Local 117, Spokane, Wash.
 John Schenderlein, Local 267, Fort Collins, Colo.
 Lana Stump, Local 760, Yakima, Wash.

For more information or to see the \$1,000 scholarship winners, visit www.teamster.org.



moving > forward together

**General President Jim Hoffa
Outlines Plans for the Future**

By reelecting General President James P. Hoffa, the membership has given a mandate to build Teamster power. Teamster magazine recently discussed with Hoffa his vision for the future and the challenges that lay ahead.

Congratulations on your election victory. What do you think your overwhelming margin of victory signifies?

It shows that members have paid attention to what we've done since the last election and want us to continue fighting on their behalf. A labor union needs to do more than bargain contracts, protect workers and organize new members. It also needs to unify members behind common goals. The election outcome tells me that the Teamster membership knows we must stand as one if we are going to succeed.

This was such an incredible and inspiring year to be part of the labor movement. Rank-and-file Teamsters and members of every other union came together and said, with one loud and unified voice, "You can't take our rights without a fight." The war on workers has been going on for decades, but it really came to a head in 2011. I know a lot of Teamsters were happy with this union's involvement in fighting to stop the war on workers.

You're talking about Wisconsin Gov. Scott Walker's clumsy power grab that resulted in months of protests by hundreds of thousands of people in Madison, correct?

Yes, Wisconsin and elsewhere. When a slew of anti-labor politicians took office early last year, things looked bleak for unions—especially public sector unions. Gov. Walker's ham-handed overreach in gutting union rights in Wisconsin certainly kicked off the latest round in the war on workers, but this time, union members from all over the country finally recognized what the fight is actually about: inequality. Union members and working families



were and are still being punished for the excesses of Wall Street.

The Teamsters represents about 250,000 public employees all over the country, but that's not the only reason we got involved in the fight. These restrictions that anti-union politicians are proposing and, in some cases, enacting, are just the beginning. If these attacks are successful, of course the next target will be on private sector unions and our collective bargaining rights.

Is the public buying the line that union workers are to blame for the nation's economic troubles?

No. This country isn't nearly as divided as our politicians make it out to be. By and large, the American people want fair taxation for our richest citizens. They want to hold corporate America accountable. They want the right to join a union and to bargain for the wages and benefits that their families rely on. They want corporate tax dodgers to pay their fair share. Congressional Republicans are on the wrong side of each of these issues and that's where the real divide is in this country—one political party has hamstrung an economic recovery by kowtowing to their corporate donors.

Now that the Teamster election is over, what is your top priority in your next term?

Teamster elections are always spirited, but after the last ballot has been counted, we must remember that we are all brothers and sisters with a common goal: to keep the Teamsters as North America's most powerful union. That's my first priority as General President: to keep our brotherhood strong. Our union is stronger when our membership takes an active role in the union. We should all work together within the Teamsters to put our differences aside to get things done for working families.

Are you using any new techniques to get members involved?

We have greatly expanded our web presence and outreach on the Internet. The use of new media has become critical in our efforts to educate our members, potential members and the general public. Our use of Facebook, Twitter, YouTube and other social media platforms has exposed us to countless new people—and connected the union with other groups, individuals and politicians who we might not have worked with before.

Do you think the Teamsters can keep organizing at the same pace as the last few years?

Yes, absolutely. We have the best organizers in the labor movement working for us. Fighting the war on workers is not only about protecting workers but about increasing our union's clout, which means organizing in our core industries. In the last few years, the Teamsters have overseen the greatest number of organizing victories of any union in this country. Even during a recession we've organized more than 140,000 new members. More members means more power, and with the nationwide push to delegitimize public sector unions, we have to work harder than ever for public employees. We recently organized 20,000 Florida Department of Corrections officers. That bolsters the rest of our public sector workers.



With General Secretary-Treasurer Tom Keegel retiring, can members be confident that the union will continue to focus on keeping their fiscal house in order?

Absolutely, and Ken Hall is a great successor in that respect. While we're all sorry that Tom Keegel is retiring, I couldn't be happier that Ken was elected as his replacement. Ken will use his knowledge as a contract negotiator and a pension trustee to make sure the union's resources are used to grow and strengthen the Teamsters Union. He has an intimate understanding of what it will take to keep this union financially sound, and his experience in union matters is quite deep. He has been negotiating great contracts for decades. He was the lead negotiator of the last three national UPS contracts and made great gains for our members even in difficult economic times.

Throughout Ken's time in the union, his one and only goal has been to improve working conditions for Teamsters. He has been building this union since he joined as a young man and will continue with his record of negotiating and protecting good contracts and organizing new members. It helps to have someone who has consistently reached across the political divide to work with everyone—as long as it benefits Teamsters. When Ken goes to Capitol Hill, members of congress want to hear what he has to say. When the war on workers heated up last year, Ken wasn't in his office waiting for everything to blow over. He was out there giving speeches, rallying the troops and letting people know labor is in this fight.

You didn't sit out that fight, either.

Absolutely not. As President of the nation's most powerful union, I had a duty to be out there fighting like hell in Wisconsin, Indiana, Ohio, Missouri, Michigan and elsewhere. What these Tea Party conservatives are doing is trying to take away any right workers have on the job and to give CEOs and management all the power. We can't let that happen.





Was the union caught off guard by the slew of anti-worker legislation that was introduced after the midterm elections in 2010?

As soon as the ballots were counted in November 2010, the union mobilized staff, leadership and members to fight a state-by-state attempt to de-unionize the country. A 50-state strategy was devised as the International’s Field Action Department kept tabs on anti-worker proposals going on in every state capital.

We realized that what worked in one state might not work in another. We knew it was going to take a complex effort to counter this war on workers and that’s exactly what the Teamsters Union put into practice. We know when anti-worker legislation is introduced and we’re there to fight it. If it passes, we’ll continue fighting it. Look at what happened in Ohio. After the overwhelmingly conservative legislature passed SB5 and the governor signed it, the Teamsters played a huge part in collecting the 1.3 million signatures needed to overturn the bill.

What can rank-and-file Teamsters do to help make this union stronger?

The two most important ways members can get involved is through organizing and political action. We have had a lot of success in recent years with having Teamster members assist in organizing campaigns. Also, members have gotten involved in politics in a big way. They lobby their politicians at the city, state and national level, plus they have gotten more and more involved in the elections. In addition, more Teamsters themselves are actually running for office and winning.

Another important way members can get involved is through DRIVE, the union’s grassroots political action committee. Members can contribute to that and know the money will be used to elect pro-union politicians. If there’s one thing we learn every election season, it’s that political power requires grassroots work

and funding. That’s why DRIVE is a necessary way for members to get involved.

During the recession, local unions had to tighten their belts. Did the International?

We had to make big changes, yes. A lot of people were saying we had to take the easy way out and raise dues or the per capita from local unions. We didn’t do that. The price of so many things are going up for our members—groceries, gas, tuition, mortgage payments and everything in between—and we didn’t want to make things worse. Instead, we made changes at the International Union that ensured our members the same level of involvement from the Teamsters without losing anything.

With all these new fronts in the war on workers, will the Teamsters Union continue working on issues like stopping right-to-work laws and keeping dangerous Mexican trucks off American highways?

There are certain issues that the Teamsters will always be involved in. As long as right-to-work laws continue to exist, the Teamsters will fight them. As long as politicians try to allow dangerous trucks access to U.S.

roads without having to meet the same safety requirements as American trucks, we will fight them. There are certain issues that are at the very heart of the labor movement. If unions stop fighting for these core issues, they will become irrelevant.



What do you see as the biggest challenge facing the Teamsters?

The war on American workers will heat up before it slows down. We are in the midst of a very long fight and we’re in it for the long haul. I’m confident we’ll win. The good news is the war on workers has not just rejuvenated the labor movement; it’s the whole middle class that’s united now in stopping the war on workers. This is a battle that’s going to take help from everyone who believes in collective bargaining, in workers’ rights and in a strong middle class.

During the YRC fight, our union was told time and again to let it go—when Wall Street wants a company to go belly up, it’ll go belly up. We weren’t going to sit back and let 30,000 members lose their jobs. The Teamsters Union went to the mat for these workers and saved their jobs by shaming the fat cats who stood to make a fortune off the demise of YRC.



FISCAL POWER

General Secretary-Treasurer Elect Ken Hall on His New Role

Ken Hall is a 36-year, second-generation Teamster who has been involved in every facet of the union, from rank-and-file member, steward, business agent and local union President to being elected an International Vice President in 2006.

He has served as Director of the Teamsters Package Division, President of Local 175, union chair of a pension fund covering more than 40,000 employees at UPS and union chair of the UPS 401(k) program, with more than \$5 billion in assets. Hall will replace Tom Keegel, General Secretary-Treasurer since 1999, who is retiring.

When you were working in the oil fields for Penzoil in your first Teamster job as a young man, did you ever see yourself as the second-in-command at North America's most powerful union?

It has truly been an incredible journey, but those who know me will tell you I'm still a regular guy from Lincoln County, West Virginia. I'm particularly proud that members of Local 175 in South Charleston, W.V., which I'm still the President of, voted for me with more than 90 percent of the vote. Although I have worked with Teamsters throughout the union in my capacity as Package Division Director and an Inter-

national Vice President, the members in my home local know me the best and their support and confidence in me means a lot.

What are your priorities as Teamsters General Secretary-Treasurer?

My main priority is the same as that of General Secretary-Treasurer Keegel: to keep the union's financial house in order. A union can't be strong without that. Keegel, together with General President Jim Hoffa, have put this union on firm footing in that regard, which means I can focus on other challenges while continuing down the path they have laid. We still have major contracts to negotiate and benefits to protect. The Teamsters must continue to organize in our core industries and protect workers in every link of the supply chain.

Do you think it will be difficult to follow in the footsteps of Tom Keegel, probably the union's most effective Secretary-Treasurers in history?

It will. He has done a lot of good throughout his career. We all owe a debt of gratitude to Tom Keegel. He, along with our General President, took our union from nearly bankrupt to \$126 million in the black. Thanks to Keegel's leadership, we

now have a Strike Fund that strikes fear in the hearts of even the largest companies we represent. Tom also set up a Benefits Committee that enables leaders of pension and benefit funds from around the country to exchange information and address the challenges facing our funds together. The Committee also provides our trustees with valuable education so we can better serve our members. He truly set the groundwork for this union to tackle the important issues for the next several decades.

UPS and UPS Freight Teamsters are familiar with your accomplishments as Director of the Package Division, but many Teamsters may not know you were the architect of the 1997 UPS strike that forced the company to create thousands of new full-time jobs. You also played a lead role in securing an early contract with UPS in 2007 that protected Teamster members from the economic collapse of 2008. Will you continue to have an active role in the Package Division?

Yes. I committed to our members that I would and that's exactly what I am going to do. I'll continue to head the Package Division and will again lead negotiations for the next UPS and UPS Freight contracts.

THE MAN CORPORATE AMERICA IS AFRAID OF

Ed Schultz is a television and radio host who actively supports the labor movement and has been a close friend to the Teamsters Union. He frequently has General President Jim Hoffa on “The Ed Show,” his daily news talk program on MSNBC, and is one of the few show hosts who regularly speaks with union leaders on labor issues. Schultz recently spoke with Teamster magazine.

What influenced your opinion of the labor movement?

I think being in the media and covering different stories in the heartland brought me to the conclusion that there’s clearly an attack on labor in this country. I saw the standards of the middle class eroding. It didn’t take long for me to realize the lifeblood of the middle class is collective bargaining and fairness in the workplace. I am a firm believer that if economy turns around it’ll be because of how we treat our workers.

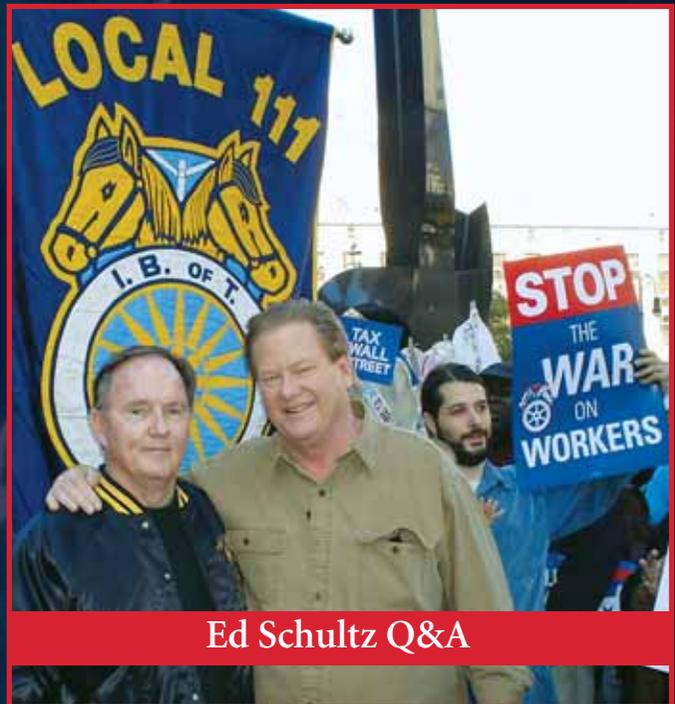
The conservative agenda has been relentless over last 30 years toward American workers. They vilify the word ‘union,’ and vilify collective bargaining. Those things are always in the media being presented as being the problem. Now this is really playing out in their political agenda at a torrid pace unlike how it has ever been before. Six radical governors are all attacking public employees, all restricting voices in the workplace and are out to depress wages and cut benefits and steal pensions. A lot of the war on workers has to do with destroying the infrastructure of the Democratic Party. You cannot be a true progressive and dismiss the war on workers.

You were the first to do a national show in Wisconsin when Gov. Scott Walker wanted to take rights away from public-sector employees. Why was it important to you to tell the story of working men and women from there?

This was an unforeseen radical agenda that rose up fast. It was well orchestrated, well funded, well thought out and there was really only one option for those 14 senators. They had foresight to slow the process and make sure people caught up with the story. I knew the story had wide-ranging ramifications. We’re now at the point of covering a potential recall. This could be a wake-up call to an overreaching, agenda-driven political machine.

THE ED SHOW

Tune in to “The Ed Show” on weeknights at 8 p.m. EST on MSNBC. For information on “The Ed Schultz Show,” his syndicated radio program, his podcasts and writings, visit WeGotEd.com.



Ed Schultz Q&A

Conservative talk show host Rush Limbaugh is your biggest competitor. What is it like going up against one of the most well-known but most closed-minded, anti-labor commentators in the country?

Our industry is overwhelmed by conservative talkers. It’s not the free market they love to say it is. We’re moving right along, doing business in a very conservative environment where the landscape of talk radio hasn’t changed much in the last 10 to 20 years. There is a market for us.

There has been a lot of talk about what labor is learning from the Occupy Wall Street movement, but many in the labor movement have been fighting these battles for years. How do you think labor and Occupy Wall Street could be working together better?

The Occupy Wall Street people are very concerned about having their movement hijacked. I think if they don’t engage politically, their movement is all show and tell. The unions and organized labor engage politically, get boots on the ground and support candidates. They do the infrastructural things done to get favorable candidates elected to office that will be a voice for labor.

What can Teamster members do to change the tenor on Capitol Hill?

Stay visible. Stay vocal. Don’t be afraid to tell your story. Teamsters need to continually advocate the positive results of collective bargaining and organized labor. There is no other option.

TEAMSTERS ELECT GENERAL EXECUTIVE BOARD,

AT-LARGE VICE PRESIDENTS



ROME ALOISE

Teamster Since 1967: Secretary-Treasurer of Local 853 in San Leandro, Calif., Chairman of the Teamsters Health and Welfare Fund in California, Trustee of the Western Conference of Teamsters Pension Trust Fund and President of Joint Council 7 in San Francisco.



FERLINE BUIE

Teamster Since 1966: President of Local 922 in Washington, D.C., President of Joint Council 55 in Washington, D.C. and an advisor to the Teamsters Human Rights Commission.



GEORGE MIRANDA

Teamster Since 1967: Secretary-Treasurer of Local 210 in New York, President of Joint Council 16 in New York, President of the Teamsters Hispanic Caucus, Chairman of the Board of the Teamsters Airline Division and Vice President of the NYC Central Labor Council.



AL MIXON

Teamster Since 1977: Secretary-Treasurer of Local 507 and Secretary-Treasurer of Joint Council 41, both in Cleveland, Representative for the Teamsters Industrial Trades Division and Chairman of the Teamsters National Black Caucus.

EASTERN REGION VICE PRESIDENTS



DAN KANE SR.

Teamster Since 1962: President of Local 111 in Rahway, N.J., Director of the Labor Research Association and Secretary-Treasurer of the Irish American Labor Coalition.



JOHN MURPHY

Teamster Since 1969: Secretary-Treasurer of Local 122 in Boston, Director of the Teamsters Rail Conference, the union co-chair of the Teamsters National 401(k) Plan and a Trustee on the union's employee benefit funds.



SEAN M. O'BRIEN

Teamster Since 1990: President of Local 25 in Boston and Joint Council 10 in Manchester, N.H.



BRIAN BUHLE

Teamster Since 1989: Secretary-Treasurer of Local 135 in Indianapolis and Vice President of Joint Council 69.

WESTERN REGION VICE PRESIDENTS



RANDY CAMMACK

Teamster Since 1967: President of Joint Council 42, Secretary-Treasurer of Local 63, Trustee of the Western Conference of Teamsters Pension and Vice President of the California Federation of Labor.



RICK MIDDLETON

Teamster Since 1968: Secretary-Treasurer of Local 572 in Carson, Calif., member of the Advisory Committee for Joint Council 42 and International Chairman of the Drive Up Standards campaign for bus drivers.



STEVE VAIRMA

Teamster Since 1982: Secretary-Treasurer of Local 455 in Denver, President of Joint Council 3 and Western Region Director for the Teamsters Warehouse Division.



ROBERT BOUVIER

Teamster Since 1973: President of Teamsters Canada.

TEAMSTERS CANADA VICE PRESIDENTS

EASTERN REGION VICE PRESIDENTS



FREDRICK POTTER

Teamster Since 1970: President of Local 469 in Hazlet, N.J., and the Director of the Teamsters Port Division.



FREDDIE SIMPSON

Member Since 1974: President of the Brotherhood of Maintenance of Way Employees Division of the Teamsters Rail Conference.



GEORGE TEDESCHI

Member Since 1959: President of the Graphic Communications Conference (GCC) and a past president of the formerly independent Graphic Communications International Union.



WILLIAM HAMILTON

Teamster Since 1966: President of the Pennsylvania Conference of Teamsters, Joint Council 53 and Local 107 in Philadelphia, and Trustee and Co-Chairman of the Health, Welfare and Pension Fund of Philadelphia.

SOUTHERN REGION VICE PRESIDENTS



JOHN COLI

Teamster Since 1971: President of Joint Council 25 in Chicago and Secretary-Treasurer of Local 727.



GORDON SWEETON

Teamster Since 1964: Assistant Director of the National Freight Division and former President of Local 823 in Joplin, Mo.



TYSON JOHNSON

Teamster Since 1967: Director of the Teamsters Freight Division and Trustee of the Southern Region Pension Trust.



KEN WOOD

Teamster Since 1970: President of Joint Council 75 and Local Union 79 in Tampa and Trustee of Local 2011 in Tampa.

INTERNATIONAL TRUSTEES



STAN HENNESSY

Teamster Since 1972: President of Local Union 31 in Delta, British Columbia, Recording Secretary of Joint Council 36 in Vancouver, British Columbia and a member of the Teamsters Canada Executive Board.



CRAIG McINNES

Teamster Since 1984: Vice President of Joint Council 52, Director of the Teamsters Administrative Service, President of Local 938 and Trustee on the Canadian Teamster Pension Plan.



RON HERRERA

Teamster Since 1975: Secretary-Treasurer of Local 396, Executive Director of the National Hispanic Caucus and Trustee of Joint Council 42.



JIM KABELL

Teamster Since 1972: President of the Missouri-Kansas-Nebraska Conference of Teamsters, Vice President of Joint Council 56 and Secretary-Treasurer of Local Union 245.



KEVIN MOORE

Teamster Since 1982: President of Local 299 in Detroit, Trustee of Joint Council 43 and Director of the Local 299 Political Action Committee.

MAXIMUM



20,000 FLORIDA DEPARTMENT OF CORRECTIONS OFFICERS CHOOSE TEAMSTERS

Maureen Schlipf works a tough job, protecting the public from dangerous criminals, and she's looking for protections for herself and her co-workers.

"We keep the bad guys behind the fence to keep everyone out there safe," said Schlipf, a correctional officer with the Florida Department of Corrections (FDOC). "It's a very important job and oftentimes we're not recognized for what we do. We're excited to have the Teamsters now and have hope for the future."

In the largest single Teamster organizing victory in decades, nearly 20,000 correctional, probation and parole officers with FDOC joined the Teamsters. The recent vote for Teamsters Local 2011 was a decisive victory over the officers' previous association.

"This is a great day for Teamsters and FDOC officers," said Jim Hoffa, Teamsters General President. "FDOC officers have shown that in tough times, they want a tough union to represent them. On behalf of the 1.4 million Teamster members, I congratulate these officers for joining the growing movement of public service workers nationwide seeking Teamster power."

"We welcome FDOC officers to Teamsters Local 2011, a newly chartered local that will solely represent and serve the interests of FDOC officers," said Ken Wood, International Vice President and Acting President of Local 2011, based in Tampa. "These officers go to work every day to keep our communities safe and they deserve the best representation, which Local 2011 will provide."

Real Union Power

FDOC officers chose Local 2011 in an election conducted by the state Public Employees Relations Commission (PERC), seeking real representation and a voice on the job. Under their previous association, many officers felt they did not have adequate representation. The officers had not had a pay raise in more than six years and the state recently required that officers contribute 3 percent of their salaries into the state retirement fund. In May, the Florida Legislature passed a plan to privatize prisons in FDOC Region 4, an area that includes more than 30 prison facilities in 18 counties. Privatization poses a threat to about 4,000 officer jobs.

"This Teamster victory is a statewide referendum that FDOC officers want a new voice in the workplace and in the state capitol," said Michael Filler, Director of the Teamsters Public Services Division. "It's time for elected officials and government administrators to value the thousands of public employees who protect communities against Florida's inmate population. The Teamsters look forward to beginning that dialogue to correct the years of neglect within the Department of Corrections."

Sgt. Bill Bishop works at Walton Correctional Institute (CI) and is tired of officers bearing the brunt of state cuts. He believes the Teamsters will make a big difference.

"The Teamsters are a union. We will build our union based on our specific needs and wants. It's all about us, not a group of lawyers

SECURITY



telling us what we have to have,” he said, referring to the prior weak association. “We decide what we want and what is best for us.”

FDOC officers took their future into their own hands, mobilizing with the Teamsters throughout their campaign to organize. FDOC officers and Teamsters rallied outside the Boca Raton-based Geo Group, a private prison company and one of the main bidders on the operations of Florida prisons. They wrote letters to the editors of newspapers throughout the state showing their opposition to privatization. FDOC officers also worked to get local elected leaders to adopt resolutions opposing privatization in Florida counties.

During their organizing campaign, the officers faced the challenge of communicating with co-workers spread far and wide throughout the state. At their facilities, they talked to their co-workers, held meetings, traveled together to lobby in Tallahassee and spread their message online via a website, www.FDOCTeamsters.org, while also participating in a Facebook group with more than 1,000 “friends.” They came together, never losing momentum in their tireless efforts to form a union with the Teamsters.

Mobilizing

Outside an area known as Florida’s “Iron Triangle,” where a number of prisons are located, a group of workers held an organizing committee meeting in February 2011. Several dozen FDOC officers were there.

The officers go over their tasks for the coming week and talk about outreach to their co-workers and getting cards signed. Though they are tired, they are undeterred in reaching their goal to form a new union.

“It’s wonderful that we are Teamsters,” said Schlipf, who has worked at Florida State Prison in Raiford for six years. “We just want better conditions, more support and someone that has our back to make things better for our future. That’s why we voted Teamsters.”

Like many officers, Schlipf and her husband, Kevin Schlipf, both work for FDOC.

“We’re so happy. We’re ready for a change. Everyone needs to be treated fair and equal. There was a time when we had unity and we’re ready for that again,” said Sgt. Kevin Schlipf, who has worked at Union Correctional Institution for 11 years.

“With the Teamsters, everybody helps each other out, you can count on one another and I think we’ve been lacking that,” said Kimberly Schultz, a probation specialist in the Miami area. “We deserve respect and recognition that we don’t feel that we’re getting. The Teamsters will give us really great representation.”

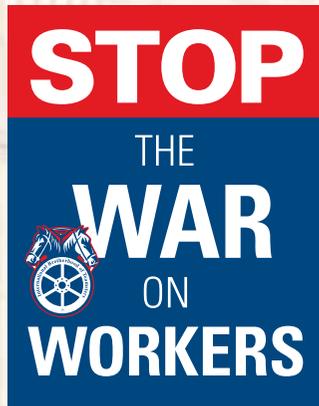
Protecting the Public

Sgt. Barry Granofsky, an officer for more than 10 years, said he is happy to be a Teamster—for the second time in his career—as he and his co-workers cope with a very stressful job day in and day out.

“Every day you go in there and you don’t know if you’re going

Privatization Fight Intensifies

As this magazine went to press, the fight against prison privatization was intensifying as FDOC officers and Local 2011 were mobilizing to fight two bills in the Florida Legislature that would privatize prisons in South Florida. Officers and Local 2011 were also fighting plans to close 11 prison facilities. For the latest information, visit www.FDOCTeamsters.org



to leave,” said Granofsky, who works at Zephyrhills Correctional Institution. “In my camp, you have murderers, rapists, pedophiles, you name it. You have to constantly keep your eyes moving.”

Officers try to do their “eight in the gate,” meaning they work their eight-hour shift and try to leave the pressures and stress behind at work.

“You try not to bring the pressures home or else you won’t have a home life,” Granofsky said.

Before working at FDOC, Granofsky worked 30 years as a UPS Teamster in New York.

“The big difference is that at UPS, chances are you’re going to come home around the time your family expects you home,” Granofsky said. “In the Department of Corrections, if something happens, you stay there.”

In addition to dealing with risky situations, correctional officers have to make sure their actions are justified. “You have to defend yourself on paper,” he said. “That’s where the Teamsters come into play. We’re going to have more job protections than what we had.”

Granofsky said he is elated to have those protections again as a Teamster, something he enjoyed for three decades up north.

“I’m back in the old days,” he said of being a Teamster again. “I feel now that I can go into the office with my shop steward and feel protected.”

Sgt. Anthony Caravaglio, an officer at Martin Correctional Institution, said he deals with “the worst of the worst” inmates, those serving long sentences in maximum confinement, including inmates serving triple life sentences for murder.

“I feed inmates, take care of them, I’ve got to give medication to them through the food flap,” he said.

Right now, he doesn’t have the proper equipment to feed the inmates, which makes his job less safe.

Caravaglio said officers are worried about their jobs.

“Everyone’s walking on egg shells,” he said. “You can do a thousand things right and if you do one thing wrong, the state will try to find a reason to fire you.”

With the Teamsters, there is more hope, he said.

“I was a Teamster for 13-and-a-half years at Local 807 in New York working as warehouse foreman,” he said. “I know what the Teamsters do. I have my faith in the Teamsters. I swear by them. The Teamsters will start to make positive changes here in Florida.”

Lt. Stephanie Tredinick also works at Martin Correctional Institution and is happy to be a Teamster again.

“I know what the Teamsters can do for us because I was a Teamster before, and I think it’s awesome to be a Teamster again,” Tredinick said. “I like that I have a union with backbone. The Teamsters have a lot of leverage and weight.”

That weight was apparent through the support and encouragement FDOC officers received from fellow Teamster correctional, probation and parole officers throughout the country as they organized.

“I encourage all FDOC officers to join the Teamsters,” Gerard Sims Jr., a correctional officer in Cook County, Ill. and a member of Local 700, told the Florida officers. “In this field and line of work, proper representation is critical. The Teamsters have a great track record for excellent representation of correctional officers all over the country.”

Phyllis Cherry, a correctional officer with the Washington Corrections Center for Women and a shop steward with Local 117 in Seattle, sent messages of encouragement on Facebook to the

TEAMSTERS FIGHT For FDOC Officers

Even before FDOC officers joined the Teamsters, the union was fighting hard on behalf of the officers, including the filing of an ethics complaint against Florida Gov. Rick Scott over prison privatization, the filing of a wage-theft lawsuit and a lawsuit to overturn pension “reform” in the state.

In August, Teamsters stood with FDOC officers by joining a lawsuit against the state to overturn unfair changes to the Florida Retirement System (FRS) reform. Under changes to FRS, state and public employees are required as of July 1 to contribute 3 percent of their salaries into the state pension fund. A decision on this case is pending.

In mid-September, the Teamsters Union filed the ethics complaint, raising major concerns about Gov. Scott, political parties and candidates accepting nearly \$1 million in political and inaugural donations from two companies that have advocated for the governor to privatize the state’s prison system and are seeking contracts.

Two weeks after the filing, the Florida Commission on Ethics found that the ethics complaint filed by the Teamsters was “legally sufficient” and would result in an investigation into Gov. Scott’s plan to privatize the state’s prisons. While the complaint was later dismissed, the Teamsters showed that it is a union willing to fight for its members.

Then, in October, the Teamsters filed a federal complaint with the U.S. Labor Department against the Florida Department of Corrections asking for an investigation into repeated wage theft which systematically short changes workers out of pay. The investigation is pending.

The complaint contends that FDOC has not complied with federal pay laws. Wage-and-hour regulations require that workers get paid for duties carried out before and after a shift. The union’s review indicates a pervasive practice at many prisons throughout the state where management has allowed uncompensated work to be performed.

“I work very hard, but I have a difficult time making ends meet,” said Sgt. Aaron Cobb, an FDOC officer. “On average, I am not paid for 50 minutes of every day when I am on the work premises. I want to make the Department of Corrections a better place to work. That’s why we are standing up with the Teamsters for what’s right.”

The Teamsters set up a toll-free hotline for officers to report wage theft and numerous officers did so. That information may be part of the investigation.

FDOC officers.

“Just a quick hello from one of your fellow sisters in the fight for workers’ rights,” one of her messages read. “I must say that I wish you all the best in your fight and you will see...as a Teamster, fighting is always good. Never give up the fight. Don’t be shy if you have any questions.”

Aggressive Representation

“The Teamsters will be aggressive, proactive and understand that not every battle is going to be won, but at least they will fight for us,” said Sgt. Thomas Johnson with Marion Correctional Institute. “That’s what we need because we’ve been stepped on for so many years. I’m feeling good about being a Teamster. It’s something I’ve been looking forward to over the last 13 months since the campaign began. The morale is already starting to pick up.”

Penny Reeder, a correctional officer with Florida State Prison in Raiford, felt the change in morale at her facility, as well.

“When I went into work the day after the vote, everyone was smiling and high-fiving,” Reeder said.

In August, Reeder and Schultz attended the 2011 Teamsters Women’s Conference in New York City, where they spoke to an audience about the jobs they do and the reasons they wanted to join the Teamsters. Reeder brought tears to the eyes of Teamsters in the audience as she spoke about her job.

“I’ve worked for FDOC for 12 years and my husband, Glynn, has been there for 22 years. When we go in every day, we are thankful to have made it back home.”

Following the vote, Reeder said, “I knew this day would come. I’m honored to be a Teamster. Now we have to work just as hard as we did organizing in moving forward and signing up members.”

FDOC Officers Take Political Action to Fight Prison Privatization

From attending County Commission or City Council meetings and calling their state legislators to writing letters to the editor, FDOC officers took part in political actions across the state that were pivotal to the organizing victory.

Officers spoke in front of county commissions in Martin and Okeechobee counties about why privatization is bad for their communities, getting those boards to adopt resolutions against privatization. County and city officials across Florida adopted similar resolutions.

“Privatization is wrong,” said Chuck Silva, a correctional officer at Martin Correctional Institution, to local public officials. “We have people here whose lives are built around the prisons.”

Silva, who has worked at FDOC for about two years and was a correctional officer in California for 10 years, told elected officials that privatization would lower wages and reduce benefits, which would have negative consequences in communities already hit hard by the recession.

As an FDOC officer, Silva said it would cost him \$500 more per month to pay for medical coverage for his son, who has a health issue, if he worked for a private company. He knows that because he worked for a division of one of the private companies vying for the state contract to run prisons.

Silva joined other officers at the county commissions, including Sarah Babineaux, a co-worker at Martin Correctional Institution.

“By simply sharing our personal stories, we shined a light on the dangers of prison privatization,” Babineaux said. “Building a coalition of officers, elected officials and community members is the key to beating back privatization and that power is in the hands of each and every FDOC Teamster activist.”

Silva said he and his co-workers are thrilled to be Teamsters.

“The Teamsters are the only union with the power in Florida to help FDOC officers,” he said. “The Teamsters have the political pull, the power where they can get something done.”



“It’s time for us to make the changes we need and not allow Tallahassee to make the changes for us without considering our views,” said David Donahue, a lieutenant at the Levy Forestry Camp. “I’m ready for us to get our plan in motion and get it going.”

Col. William Muse served for 33 years with FDOC. As a colonel, he was not a member of the bargaining unit. Upon his retirement, the highly respected Muse traveled to facilities throughout the FDOC system and helped FDOC officers organize with the Teamsters.

“Now is the time to get active. FDOC officers can’t sit back and reap the benefits of what other people have worked so hard for. It’s important to fill out an application for Teamster membership and register to vote to send a message to Tallahassee that FDOC officers are united in solidarity as Teamsters,” Muse said.

Jarrett Jarvis, a probation supervisor with Circuit 3, based out of Madison County, is happy to see correctional, probation and parole officers throughout the FDOC system come together for a united purpose.

“I’ve worked as a correctional officer, as well as in probation and parole,” Jarvis said. “I can speak for all entities that this has been a long time coming.”

Jarvis believes all FDOC officers must participate in their newly formed union. Jarvis wants to see all his fellow officers sign up to become Teamster members and be actively involved in their union. In the coming weeks, FDOC Teamsters will have the opportunity to attend facility meetings, nominate shop stewards and plan for the future of their union.

Maureen Schlipf is as ready as anyone for what is to come.

“We’re excited to go to the next phase of getting organized and showing the strength of the Teamsters for the officers,” Schlipf said. “We’re so excited about this new era.”





When FDOC officers voted to join the Teamsters, they joined the newly created Local 2011, of which Ken Wood is the Acting President. Wood is also an International Vice President, President of Joint Council 75 and Local 79 in Tampa. He recently spoke with Teamster magazine about the FDOC victory.

Why did a separate local union, Local 2011, get established rather than having the existing local unions in Florida represent the FDOC workers?

Local 2011 was established prior to the vote to show FDOC officers that the Teamsters Union is serious about providing the top-notch representation the union has provided for years. We wanted to establish a union that solely represents correctional, probation and parole officers across the entire state of Florida. FDOC officers have unique challenges, issues and needs, so they need one central local union that can address their concerns—Teamsters Local 2011.

What's next after the election?

At press time of this edition of Teamster magazine, Local 2011 is moving quickly to support FDOC correctional, probation and parole officers. This includes establishing the local's leadership, business agents and shop stewards. I am currently Acting President, but we will soon hold elections to elect permanent officers, includ-

ing a President and Secretary-Treasurer. Local 2011 will also set up a system of electing shop stewards (associate grievance representatives) at each FDOC facility. Nominations will soon be accepted for shop stewards. Those who are elected to be shop stewards will receive solid training so they may adequately fulfill their new duties. Trainings will take place in multiple locations throughout the state to educate FDOC officers on what being a steward is all about. We will also be holding facility meetings and will continue to reach out to members.

What about bargaining a first contract?

Local 2011 wants to know FDOC officer priorities for contract bargaining in advance of the PBA contract expiration in June of 2012. We developed a bargaining survey that officers are filling out now. The survey is available on our FDOC website and we are handing out surveys at each facility. This information will be critical as we take the next steps to bargain a strong, first Teamster contract.

How will you communicate with officers?

Communication is critical. Our website at www.FDOCTeamsters.org and our Facebook page will stay up and will be updated regularly. Officers' contributions in all these communications vehicles are needed and appreciated.





Pharmaceutical Employees Join Local 79

Just What the Doctor Ordered

Timothy Jankowski has limits and he knows when they've been stretched. Jankowski was tested and tried by his employer, McKesson Pharmaceutical, almost to the point of quitting, but he knew he was better than that.

So, earlier this year, Jankowski made a phone call. He wanted change and he believed he and his co-workers could be the catalysts for that change.

"My workplace was becoming abusive. The rules were changed on a daily basis and there was no handbook we could go by," Jankowski said. "I thought I'd stand up and try to do something for all the rest of the good people who work here."

Jankowski's efforts, and the efforts of his 161 co-workers, paid off in September when the unit voted to become members of Local 79 in Tampa, Fla.

The campaign they led was anything but ordinary. When Jankowski and his co-workers were pulled into mandatory anti-union meetings, the McKesson Pharmaceutical employees would challenge the propaganda spewed by management.

When management brought in union busters, Jankowski and his co-workers organized black shirt days to show their solidarity. And when managers walked through the polling location as voting was taking place, the pharma-

ceutical employees refused to be intimidated.

"This was one of the best committees I'd ever worked with. They were taking the boss on in every aspect, despite a heavy anti-union campaign from management," said Randy Pines, Local 79 organizer and political liaison.

Focus on the Future

"We got together and stood our ground," Jankowski said. "We worked really hard to get the union, so when the vote came through and we learned that we were Teamsters, it felt really great."

For Jankowski, that feeling was amplified by the fact that Teamster membership is in his blood.

"I've always wanted to be a Teamster. My grandfather was a Teamster and my father was a Teamster," he said. "I think they would be proud to see me now."

Jankowski and his co-workers are now focused on the future and a strong Teamster contract.

"We work for one of the largest medical drug suppliers in the world. Securing better benefits for ourselves and our families is our number-one priority. We'd also like to see better pay and more respect," Jankowski said. "We want management to treat us like people, not numbers."

[LOCAL 610](#)

First Student

School bus drivers in Washington, Mo., have voted overwhelmingly to join Local 610. The 95 drivers and monitors are seeking fair wages, a voice on the job and an end to favoritism.

“My co-coworkers and I are hardworking men and women who deserve to be treated fairly and with respect,” said First Student driver James Parson. “Now that we’re Teamsters, we will have a voice.”

“The committee is very strong. These workers really showed a united front throughout their entire organizing campaign,” said Jeffrey Hall, Vice President and Business Agent at Local 610. “I’m excited to welcome these workers to the Local 610 family.”

[LOCAL 287](#)

STA

Eighty Student Transportation of America (STA) workers in San Jose, Calif., have voted to become members of Local 287, uniting for respect and a voice on the job.

“I look forward to better benefits and being treated with respect on the job,” said Kelly Watson. “My co-workers and I have really worked hard to come to this point and we’re going to continue to work hard so we can secure a strong contract.”

During their organizing campaign, STA workers held a “Speak Out,” a meeting where they brought their concerns and working conditions to the attention of the community. Dozens of workers spoke about the

struggles they faced and why they chose to form their union.

“We are elated to welcome these workers to our union and into the Teamster family,” said Bob Blanchet, President of Local 287. “These are hard-working people who will make a great impact on our local and we look forward to helping them secure a strong Teamster contract.”

[LOCAL 396](#)

Waste Management

Workers at Waste Management in Moreno Valley, Calif., have voted by a wide margin to join Local 396. There are 160 workers in the bargaining unit.

“Organizing is a major emphasis for our division and this is a big victory for the Waste Management workers in Southern California,” said Bob Morales, Director of the Teamsters Solid Waste, Recycling and Related Industries Division. “We are actively organizing and we hope to win more campaigns to help waste workers improve their lives.”

By a vote of 94-62, the drivers, mechanics and transfer station workers joined Local 396. The workers prevailed in the face of a vicious anti-union campaign waged by the company.

“The workers want respect, fair work rules, an end to favoritism, seniority protections and affordable health care,” said Chuck Stiles, Assistant Director of the Waste Division.

[LOCAL 781](#)

Micron Metal Finishing

By a 30-9 tally, workers at Micron Metal Finishing near

Chicago voted to join Local 781 in Des Plaines, Ill. There are 51 workers in the bargaining unit.

“The workers put industrial finishes on different metal parts,” said Paul Stripling, Local 781 President. “Their health care is very expensive and no one can afford to pay for it. The workers earn about \$10.50 an hour so they also are seeking fair wages for the work they do.”

Safety is another major issue.

“Company safety procedures are on paper only,” Stripling said. He noted that the workers are concerned about inhaling dangerous chemicals and they want steps taken to improve safety and ventilation.

“I want to thank Local 781 Vice President Hernon Gomez for coordinating the campaign,” Stripling said. “We also had two Local 781 volunteer organizers, Gerard Adams and Wally Swanson, who received excellent training from International Union organizer Greg Chockley.”

[LOCAL 912](#)

Threshold Enterprises

Workers with Threshold Enterprises in California recently voted to join Teamsters Local 912. The 366 workers manufacture, warehouse and package vitamins at two Threshold facilities in Santa Cruz and Scotts Valley. The workers are seeking respect and better working conditions.

“We’re excited. We’re happy about this successful vote and to be able to change the lives of more than 360 people,” said Brad Sebring, Secretary-Treasurer of Local 912 in Wat-

sonville, Calif.

“They did a lot of work to organize because they want to see changes,” said Santos Lerma, President of Local 912.

“We feel like we’ve achieved something big and that we have a professional union behind us,” said Victor Martinez, a five-year manufacturing worker at Threshold in Scotts Valley. “Respect and fairness is what we need, and we are glad to have the union to protect us.”

[LOCAL 728](#)

Republic Waste

Republic Waste drivers in McDonough, Ga., voted to join Local 728 after a hard-fought campaign.

“This is a great victory for our union,” said Local 728 President Randy Brown. “It adds another unit to an existing group of Republic workers in the Atlanta area. It goes to show, yet again, that we can organize waste workers in the South.”

The organizing victory marked the seventh National Labor Relations Board election won by Local 728 this year, including two at Republic.

The drivers were frustrated by wage cuts, intimidation, heavy workloads and management’s indifference to their problems.

“We deal with a lot of intimidation on the job. If you complain about anything, the first thing they tell you is, ‘There’s the door if you don’t like that,’” said Renard Henley, a Republic driver. “We didn’t need to hear that. We’ve got a family just like they do.”



TAKING BACK

AMERICA



*Momentum in Wisconsin, Ohio,
Carries Through to Occupy Wall Street*

AMERICA



On the afternoon of October 5, the Teamsters were on the march. They were headed to the massive Labor Solidarity March with Occupy Wall Street, a peaceful protest of corporate greed that would draw 15,000 people. Teamsters came from the New York boroughs, from the Hudson Valley, from New Jersey, from as far away as Philadelphia. They came by bus, by train, by subway, by car.

As they neared Lower Manhattan, electrifying news was sent over the Internet. “Teamsters Are In!” blared one blog headline as the news was tweeted and retweeted. Teamsters General President Jim Hoffa had issued an official statement supporting Occupy Wall Street:

“It’s clear what this movement is all about. It’s about taking America back from the CEOs and billionaires on Wall Street who have destroyed our nation’s economy. It’s about creating good jobs. It’s about corporate America treating its workers and customers with honesty and fairness and paying its fair share to stimulate the economy,” Hoffa said.

“Teamsters all over the country are participating in Occupy Wall Street events, and I support and encourage them. We stand in solidarity with Americans who

want better lives for themselves and for future generations.”

In reality, the Teamsters had been “in” from the beginning.

Sotheby’s Art Handlers

Julian Tysh, a Local 814 art handler, went down to Zuccotti Park near Wall Street on the second day of the encampment. Tysh and 42 other art handlers were locked out of their jobs by Sotheby’s, an extremely profitable auction house that caters to the wealthy. Tysh explained to the Occupy Wall Streeters how Sotheby’s was trying to turn their good union jobs into substandard jobs for no reason other than they wanted to. The Occupy Wall Street movement understood immediately that they needed to turn Sotheby’s into an international symbol of reckless greed.

For the next weeks, the Occupy Wall Streeters worked hand in hand with the Teamsters to try to get their jobs back. As they walked the Sotheby’s picket line, disrupted auctions and got arrested, Teamsters around the country began supporting the movement. Teamsters joined marches, sent supplies to occupiers, protected encampments and negotiated with city officials. In some cities, the Teamsters’

credibility, structure and resources helped the movement survive difficult times.

And there’s no doubt Occupy Wall Street has helped unions draw attention to our issues. One small but dramatic example was actress Susan Sarandon’s visit to the Sotheby’s picket line in October. Sarandon donned a Teamster jacket as a dozen paparazzi clicked away. Sarandon declared “I am a union member and I’m here to support other unions.” What drew the media and celebrity attention was unquestionably the presence of Occupy Wall Street.

Often overlooked is the fact that the Occupy Wall Street movement got its start with the Wisconsin protests last winter. When protesters were kicked out of the Capitol, they slept outside on the pavement in an encampment called “Walkerville.” New Yorkers protesting Mayor Bloomberg’s savage budget cuts copied the idea, setting up tents on the sidewalk in Manhattan. Months later, “Bloombergville” reappeared as “Occupy Wall Street.”

“You can draw a straight line from the Wisconsin protests to Occupy Wall Street to the defeat of SB5,” Hoffa said, referring to the union-busting bill that was overwhelmingly repealed by Ohio voters on



Nov. 8. “Scott Walker awakened a sleeping giant in February. Since then, more and more working, middle-class Americans are getting into the fight against corporate America’s war on workers.

“These protests are giving our members a way to get educated and involved. They’ve helped expose the pro-corporate, anti-worker agenda behind politicians like Ohio Gov. John Kasich, who rammed SB5 through the Legislature for one reason: to bust public sector unions,” Hoffa said.

Al Mixon, International Vice President and Secretary-Treasurer of Local 507 in Ohio, led an Occupy Cleveland rally in October.

“The corporate greed, the Wall Street greed is trying to stamp us out,” Mixon said. “We have more things in common collectively with Occupy Wall Street than we have differences. We both want to re-establish the working class and the middle class. Their message is in lockstep with our vision.”

Teamsters Rally

The labor activism sparked by Wisconsin and continuing through Occupy Wall Street extends to the private sector as corporate America continues to attack work-

ers. Teamsters at YRC know how Wall Street bankers tried to drive YRC into bankruptcy by betting the company would fail.

When US Foods (now owned by two predatory private equity firms, KKR and Clayton, Dubilier & Rice) unfairly disciplined two maintenance workers in Streator, Ill., their small strike spread to St. Louis, Buffalo, Indiana, Minnesota and New Jersey. Nearly half of US Foods’ 4,000 Teamsters honored picket lines in the rolling strike.

Teamsters rallied all over the country against BMW when it tried to throw 70 longtime Teamsters employees out of work at its parts distribution center in Ontario, Calif. In the end, the Teamsters signed a nine and a half year contract with the company.

Occupy Chicago stood in solidarity with the Teamsters on Oct. 27, when more than 100 members of the Teamsters Union, UNITE HERE, Occupy Chicago and religious and community supporters rallied in downtown Chicago to protest private equity firm Madison Dearborn Partners’ abuse of its workers.

Chicago-based Madison Dearborn owns the medical and scientific product

company VWR International. The company has denied decent working conditions to Chicago-area workers represented by Teamsters Local 673. VWR has refused to reach an agreement with the workers at VWR’s Batavia warehouse after more than five years of negotiations. And in California, VWR is planning to throw nearly 200 longtime, loyal workers onto the street by closing a warehouse in Brisbane. The closure would devastate the local economy, the community and the longtime workers and their families who have supported VWR for more than 50 years.

Leading the Way

In California, Joint Council 7 passed resolutions supporting Occupy San Francisco, Oakland, San Jose and Fresno. The resolution read, in part: “WHEREAS, just as ‘Occupy San Francisco’ demands that the nation respond to the unrelenting pressure on the middle class, on workers and on the unemployed, the Teamsters have exposed the ‘War on Workers’ which seeks to blame working people for the state of the economy and to ‘fix’ the economy by giving to the rich and taking from the middle class.”

At Occupy San Francisco, an encampment in the city’s financial district, Team-



sters joined nurses to set up a first aid station. Rudy Gonzalez, business agent for Local 856, said an occupier approached him.

“He said, ‘We’ve been waiting for labor to step up; we’re glad you’re here,’” Gonzalez reported. “I said, ‘We’ve been fighting for this for a long time. I’m glad you’re pissed off enough now to join us.’”

“Union members work hard to make a better life for their children, but now their kids are living at home after graduating from college with no job and tens of thousands of dollars in debt,” he said.

Late in the evening of Oct. 26, Bay Area Teamsters got a text message to go to Occupy San Francisco right away. The police were about to clear the camp.

“Labor showed up in force,” Gonzalez said. “Within an hour we had 500 people down there, a coalition of labor, community groups, faith groups. We helped them organize themselves into peaceful disobedience and set up active picket lines.”

From 9 p.m. to 5:30 a.m., they held the camp, arms locked around the perimeter as a brass band played. “Three busloads of police officers never moved in on us,” Gonzalez said. “They knew they would be taking union members.”

A Fight We Had to Join

Two weeks earlier in New York, Teamsters had similarly saved the Occupy Wall Street encampment. Late on Oct. 13, word had spread that the park’s owner scheduled a

cleaning, interpreted as an eviction, at 7 a.m. New York Teamsters brought their “Stop the War on Workers” signs to Zuccotti Park before sunrise along with thousands of others. They practiced making a human chain to protect the park. At 6:30 a.m., the good news was announced: the park would not be cleaned.

The feared shutdown of Occupy Wall Street didn’t happen because New York Mayor Bloomberg didn’t want to antagonize the union members there.

That same day, Joint Council 13 Occupied St. Louis, with more than 1,000 protesters and many labor unions joining the fight.

“This is a fight we had to join,” said Marvin Kropp, Joint Council 13 President. “We must stop the corporate greed in America.”

Thousands of union members Occupied Vancouver the next day, a Saturday. Patrick Sowassey, a member of Local 213, said 250 Teamsters showed up. “We got good media coverage from global TV,” he said. “We talked union with some folks. The beautiful weather helped. We must win the war on workers.” The next day, Teamsters joined a giant march in Milwaukee.

Teamsters were the first union on the ground in Oakland. Rank-and-file members have been involved on their own, and Joint Council 7 delivered supplies to the Oakland camp on the day they received

an eviction order. Throughout the Bay Area, Teamsters acted as peacemakers between law enforcement and the protesters. After police clashed with Occupy Oakland, Joint Council 7 Political Director Doug Bloch successfully made a motion that the Alameda County Central Labor Council meet with the employee associations representing law enforcement in Alameda County.

Teamsters supported the Day of Solidarity with Occupy Oakland on Nov. 2. Two Teamsters trucks parked on Frank Ogawa Plaza, the focal point for a giant cookout in which the Teamsters bought food and supplies for thousands of protesters.

The right-wing media, led by Fox News’ billionaire owner Rupert Murdoch, has done its best to paint the Occupation as un-American hippie Socialists. It hasn’t worked very well as images reveal the Occupiers to be retired union members, moms with kids in strollers and military veterans.

Nationwide Action

Teamsters are bringing their families to Occupy events around the country, including in Detroit, Ann Arbor, Lansing and Flint, Mich.; Amarillo, Texas; Louisiana; Philadelphia; Connecticut; Greensboro, N.C.; Reno and Carson City, Nev.; Nashville and Knoxville, Tenn.; Phoenix, Ariz.; Eugene, Ore.; Boston;

VOICES

FROM THE OCCUPATION

Why Teamsters Support the Occupy Movement

“The Occupy Wall Street movement helped focus the issue on something our members have always known. The problem is corporations who hate us and would love to get rid of us.”

—**ROME ALOISE**, International Vice President, President of Joint Council 7 in San Francisco

“This is a fresh happening that’s taking place. It needs to grow. Labor needs to get deeper and deeper involvement in this movement. The youth have recognized that they have no future and that they have to begin to take the steps to address this issue now or they’re going to face dark times in the coming years. The unemployed have to become employed.”

—**CHRIS SILVERA**, Secretary-Treasurer of Local 808 in Long Island City, N.Y.

“The corporate lobbyists and Wall Street bankers need to be reined in and held accountable for the impact they’ve had on our economy. Businesses and banks need to loosen up some of those trillions of dollars they’re sitting on to create jobs. The grievances of the 99 percent are the same grievances that we have and that our brothers and sisters have in the labor movement. The 1 percent should listen to Warren Buffet when he says to tax the wealthy more.”

—**KENNETH EATON**, President, Local 340 in Portland, Maine

“Georgia continues to have a higher unemployment rate than the national average, 10.1 percent, and it has the third-highest poverty rate. Our members, like working people throughout the country, are saddled with debt. Their kids are graduating from college without job opportunities. They’re also saddled with debt. We’re seeing these same financial institutions and Wall Street interests bankroll attacks on unions and fundamental workers’ rights. This is absolutely the right time for an economic justice movement behind the Teamsters’ call to stop the war on workers.”

—**BEN SPEIGHT**, Organizer, Local 728 in Atlanta

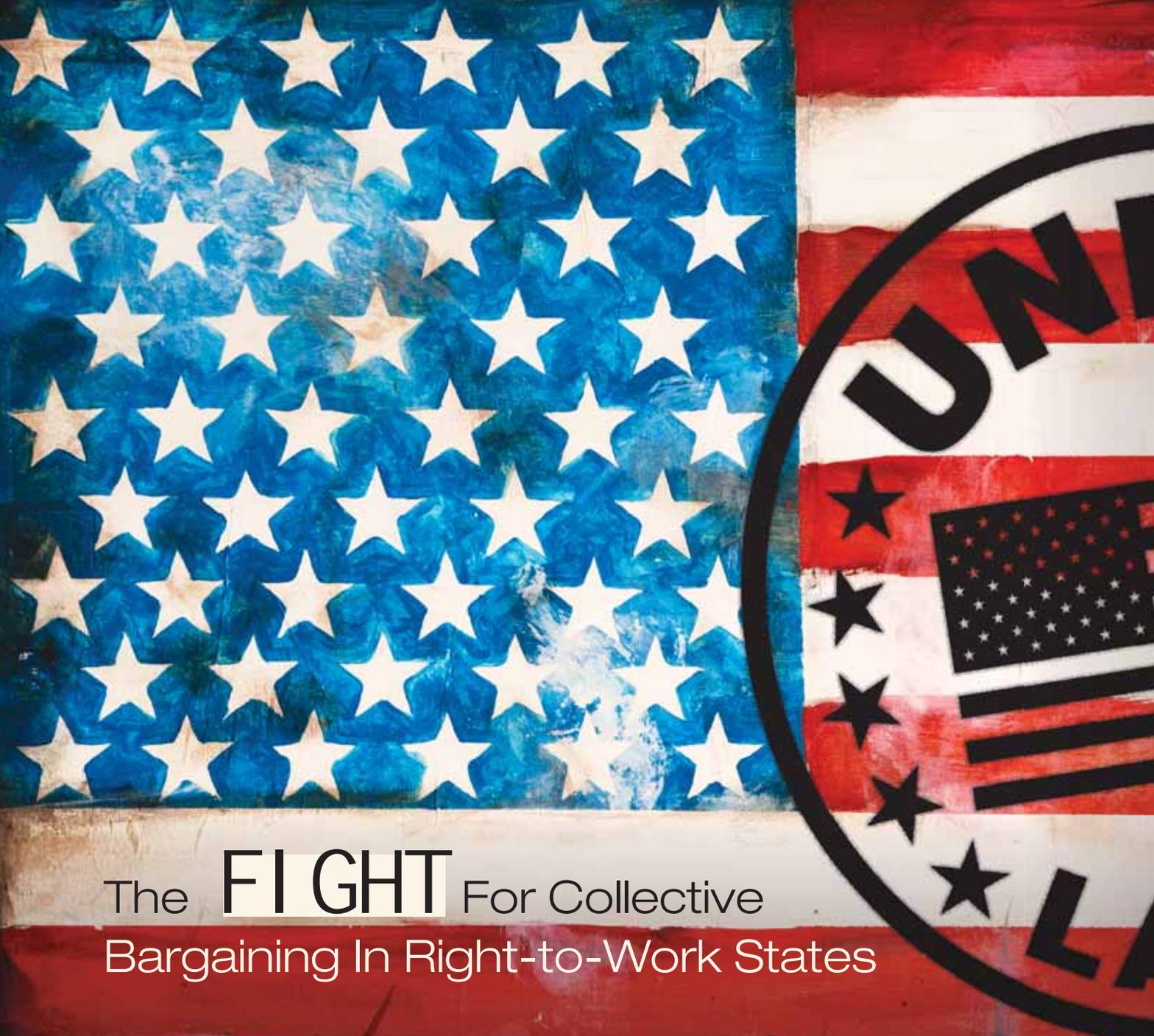
“Occupy Wall Street has become a powerful voice for working men and women who are struggling to make ends meet in this tough economy. For too long, organized labor has been a lone voice in the debate on economic equality. We appreciate the strong support Occupy Wall Street has shown in our ongoing struggle with Sotheby’s, which is the epitome of the disconnect between the top 1 percent and the rest of the nation. We will stand in solidarity throughout their efforts, as we know they will stand in solidarity with us.”

—**GEORGE MIRANDA**, International Vice President, President of Joint Council 116 in New York City

Naples, Fla.; Portland, Maine.; and Provo, Utah.

Sandy Shaddock, business agent for Local 445 in Rock Tavern, N.Y., took her 12-year-old daughter out of school to join the Oct. 5 Labor Solidarity March with Occupy Wall Street. “I’ve been to other marches and rallies. But you’re in New York with tons of people, a fast-paced city, and if someone bumps into you, even with a backpack, they apologized,” she said. “It was amazing.”





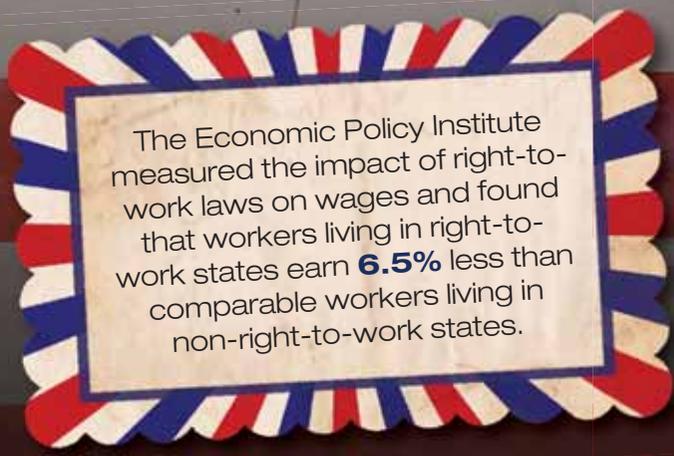
The **FI**GH**T** For Collective Bargaining In Right-to-Work States

Sabrina Isom is the same woman she's always been—she's just happier.

The grandmother of three rises each day at 5:45 a.m. to make it to her job as a bus driver in Beaufort, S.C. There, Isom works a split shift—the same split shift she's held for 16 years. Some days, she's done by 5 p.m.; other days, she's done much earlier. For Isom, the amount of time she spends at work isn't nearly as important as the outlook she has while she's there. She's the first person to point out her positive attitude, a characteristic she attributes to financial independence and respect on the job.

"I have a better attitude. I'm really positive now when I work," she said.

When she isn't working, Isom makes it a point to give back



The Economic Policy Institute measured the impact of right-to-work laws on wages and found that workers living in right-to-work states earn **6.5%** less than comparable workers living in non-right-to-work states.



Right to work states have a poverty rate of **12.5%**, compared with **10.2%** in other states.
(Source: Census Bureau)

to her community and dote on her grandchildren. She marches in parades, participates in breast-cancer awareness events and takes family vacations with those she loves most. That's a far cry from the life Isom led five years ago. Prior to 2006, Isom was forced to rely on her mother for financial assistance. The paychecks Isom received were never consistent and never enough for her small family of three.

She'd seen loyal, dedicated co-workers be let go for minor infractions and lived in constant fear that she, too, might be fired at any time for any reason.

The changing factor in Isom's life wasn't new management or even a new job. It was union representation. Isom is among a growing group of workers in right-to-work states who are fighting back and standing up for what they believe is right.

Faced with legal obstacles and communities that aren't always supportive, workers living in right-to-work states looking to form a union confront many challenges. Those willing to attempt it must have thick skin, a clear vision and the moral courage to understand that what they are doing is right. It isn't easy, but that doesn't mean it can't be done.

"Teamster members in right-to-work states are showing the world that unions have a legitimate and needed place in our society. Workers today need respect, dignity, a voice and the ability to work in safe environments," said Jim Hoffa, Teamster General President. "A profound statement is made each and every time workers in right-to-work states come together asking for those very ideals."

That's exactly what Isom and her co-workers did five years ago when they realized they couldn't keep living with the same low standards of pay and respect their employer insisted upon. Through a union contact and the support of Local 509 in Cayce, S.C., the First Student workers found a way to end favoritism, increase their pay and—above all—achieve the dignity they deserved.

"Our contract allows us to have a voice on the job," said Isom, who is now the shop steward at her yard. "Before the Teamsters came in, we were told we had no voice and no rights."

As apparent as the changes are in her own life, Isom takes pride in knowing that union representation has positively affected all of her co-workers and their families.

"Our drivers and monitors are living in better communities. We're able to take better care of our kids now and we take pride in ourselves, too," Isom said.

Unsurprisingly, the road to unionism wasn't easy. Like many in this country who want to form a union, Isom and her co-workers faced backlash from their employer. The company put its employees through captive audience meetings and tried to restrict their freedoms of speech and association. (This behavior changed in 2008, when First Group, First Student's UK-based parent company, implements a freedom of association policy. Since her organizing victory, the yard for which Isom works was bought out by Durham School Services.)



To form their union, the drivers and monitors had to find solidarity in each other and meaning in their actions. That was the easy part. The hard part, Isom said, was earning the respect of their community.

It isn't just that places like Beaufort are conservative (South Carolina has consistently voted Republican in the last eight Presidential elections), it's the fact that most southern states are staunchly anti-union. Strict union-busting laws prevent workers from easily forming or joining unions and South Carolina is no exception. The state has a union density rate of just 4.6 percent—one of the lowest in the nation.

"When I tell people I'm a Teamster member, they're usually very impressed. So many people tell me they never thought they'd see a day when a union would come to a place like Beaufort, S.C.," Isom said.

Union Busting Is Disgusting

The legislation intended to prevent workers like Isom from easily forming or joining unions has a long and convoluted history. It is a direct result of the Taft-Hartley Act of 1947 and is primarily aimed at strengthening business interests by

weakening the labor movement at its heart—via organizing.

Right-to-work laws forbid union membership and dues collection as a condition of employment. This means workers in right-to-work states who are members of a bargaining unit and benefit from union representation have the option to not pay union dues. Those who do not pay dues are still subject to full union representation and have full access to the benefits their union offers.

According to Rick Hurd, Professor of Industrial and Labor Relations at Cornell University, the Taft-Hartley Act and subsequent anti-union legislation was written by business interests for business interests.

"These are a set of laws that businesses wanted to see," Hurd said. "When members have the option to not pay dues, it means unions have less resources. These laws therefore require unions to use the resources they have to maintain membership among the units where they already represent members. That prevents unions from using those same resources to organize new members. Clearly this is something that weakens unions."

Florida became the first right-to-work state, passing the legislation in 1944. Throughout the 1940s, 50s and 60s, 18 other states followed suit. Today, these laws are on the books in 22 states across the country.

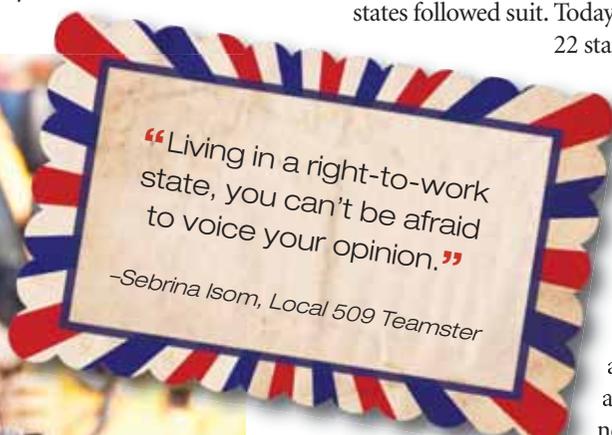
Such legislation has far-reaching consequences. Because unions act as a buffer between corporate interests and the middle class, states that have right-to-work laws generally have higher levels of poverty, higher infant mortality rates and more workplace injuries and death than those that do not.

"The fact that there is a relationship [between union density and quality of life] is straightforward," Hurd said. "States that have right-to-work laws are also states that have lower wages, which isn't surprising. Because unions are weaker in these states, workers don't have the ability to exercise leverage to push for higher pay and benefits."

In fact, of the 10 states with the highest poverty levels, eight are right to work. Of the 10 states with the lowest per-capita personal income, eight are also right to work.

Those kinds of statistics are hard to ignore in states like Georgia, where poverty is extreme and unemployment is high, said Ben Speight, director of organizing at Local 728 in Atlanta.

"It's a different world for folks down here. On every front, when workers don't have collective bargaining rights, it allows enemies of labor to carry out their agenda almost uninhibited," Speight said.





According to the latest census information, Georgia has the third-highest poverty rate in the nation, behind Louisiana and Mississippi, which are also right-to-work states.

Working Around Union-Busting Laws

Today, the union density rate in Georgia is one of the lowest in the nation—only 4 percent of workers belong to a labor organization. The fact that many anti-union states, including Georgia, forbid public-sector workers from joining unions, contributes to that low rate. It also leaves a number of working-class Americans in a difficult predicament: those who want to form unions and bargain collectively can't.

Henry Calhoun was one of those workers.

Now retired, Calhoun spent 13 years as a groundskeeper at Valdosta State University where he and many other workers made state minimum wage: \$5.15 per hour. Georgia remains only one of three states whose minimum wage rate is lower than the federal minimum wage rate and is the lowest in the country.

“Most of the people who worked there, especially those who worked in the custodial and grounds department, had to work at least two jobs just to get by,” Calhoun said.

A wage study done on campus at the time showed that more than 60 percent of Valdosta State University employees made wages that put them at or below the federal poverty line. Calhoun recognized that a union contract would have helped him and his co-workers increase their wages and benefits, but with no way of legally forming a labor organization, they were caught in limbo.

So, Calhoun did the next best thing: He, along with supportive students and co-workers, started a living-wage campaign.

Calhoun and supporters went public, bringing their situation to the attention of the community. They petitioned the school's administration, requesting the opportunity to negotiate. When the administration refused to even listen to their request, however, Calhoun and his supporters took the

Average union density in states with and without right-to-work laws in 2010:

- ★ Without Right to Work: **15.1%**
- ★ With Right to Work: **7.1%**

(Source: Center for Labor Education and Research)

Union For Life

Q&A with Local 483 Secretary-Treasurer Mark Briggs



Mark Briggs, Secretary-Treasurer of Local 483 in Boise, Idaho, has been a union member since the age of 12. While Briggs was growing up, Idaho was a pro-union state where more than 12 percent of the workforce belonged to a labor organization. In 1985, all that changed when the state passed right-to-work legislation.

Q Since right-to-work legislation was passed in Idaho, what changes have you seen in working conditions, public policy and quality of life?

A As soon as the right-to-work legislation was passed, wages went to hell. At the time, Idaho was ranked 35th in the nation for per-capita income; today, we're 49th. Cuts are being made to education and other social programs because there is no tax base to support those programs. The tax base is gone because the middle class isn't making decent money. When you take the money from the masses and give it to the few, all services suffer.

Q What keeps you fighting for workers' rights?

A My dad was a union carpenter. Everything I've ever had as a child and as an adult has come from a union paycheck. Growing up, I saw that the union was more than just something at work—it was a social organization that had far-reaching, positive implications. This isn't about attacking business. This is about building and maintaining a solid middle class. Our cause is right and our cause is just. Someone has got to stand up and fight for working people.

Q What advice do you have for others who face the threat of anti-union legislation in their state?

A Fight like hell!



campaign a step further. They sent packets of information to state, local and national politicians.

It took six years and a change in the institution's administration, but Calhoun's campaign was eventually successful. He and his supporters were able to raise the pay of workers from minimum wage to \$9 per hour.

Sadly, Calhoun wasn't able to reap the fruits of his labor. The 64-year-old was forced to retire soon after the victory due to health problems. Still, the Valdosta resident says wouldn't change a thing about his fight for living wages.

"I think everyone ought to have a better life and I made life better for the people who came after me," he said. "I didn't want those coming behind me to have to go through the mess I had to go through."

What Calhoun would change, however, are Georgia's strict

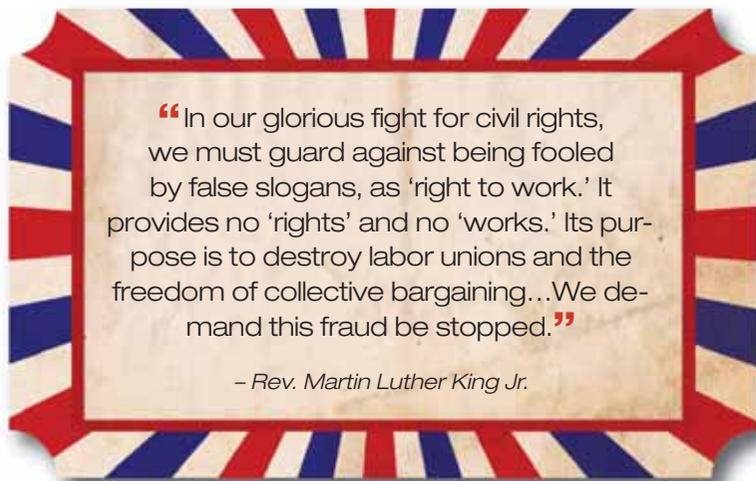
right-to-work laws.

"I really do believe Georgia would be a better place if we had more unions," he said.

Calhoun believes the state's low union density, combined with anti-union propaganda from employers and corporate politicians, has left many uneducated about unions. That ignorance leads to fear. Fear, combined with the low standard of living in Georgia, creates a vicious cycle that Calhoun says many just can't break from.

"It's not that people here are anti-union. They're just so beat down and depressed that it really takes a lot

to get people to open their minds to reality," Calhoun said. "In a right-to-work state, workers aren't willing to step out of their comfort zones, even if it's for a better salary. And their employers help keep fear alive. Most workers still fear losing



— Rev. Martin Luther King Jr.

Right to Work Defeated in 13 States

Working men and women scored a huge victory on Nov. 30 when the New Hampshire House of Representatives failed to override Gov. John Lynch's veto of a right-to-work bill to destroy unions. The Tea Party Speaker of the House, Bill O'Brien, had been trying since May to override the veto. Now he has only two more opportunities to call for a vote on the anti-worker issue. It's likely he'll fail if he tries.

The successful fight against right to work in New Hampshire culminated a year of intense battles against similar legislation in 12 states: Connecticut, Indiana, Kentucky, Maryland, Maine, Missouri, Montana, New Mexico, Rhode Island, Washington and West Virginia.

— More Battles on the Horizon in 2012 —

Things could be just as difficult in 2012, with right-to-work bills likely to move in a dozen states.

Indiana will be the number-one battleground state in 2012, as the Republican leadership of the Legislature said right to work will be its biggest priority. Republicans have a supermajority and Gov. Mitch Daniels is indicating he supports the measure as well. It will be a very tough fight.

Ohio offers a bright spot, as the stunning defeat of SB5 caused Gov. John Kasich to back off support of a right-to-work ballot initiative put forward by the Tea Party. Ohio was a sterling example of what workers can do when they stand together and fight for their rights. Here's how you can fight back:

- Organize or attend solidarity rallies to let corporations and their crony politicians know that working people won't

stand for union-busting legislation;

- Become active in your local union by attending meetings and other events;
- Contact representatives in your state to let them know that you're against right-to-work and other anti-union legislation;
- Write letters to the editor thanking a union employee for his or her service;
- Buy union-made products and goods;
- Vote for and encourage your friends, relatives and co-workers to vote for politicians who support working-class families;
- Educate your friends, relatives and co-workers about the benefits of union representation;
- Like the "Stop the War on Workers" Facebook page;
- Read the Teamster Nation blog for updates and information; and
- Visit www.teamster.org.



their jobs if they try to unionize.”

Dick Bacon, who spent 40 years as a Teamster, agrees with Calhoun’s assessments. Throughout his career, Bacon served as shop steward, Trustee and President of Local 90 in Des Moines, Iowa, where he experienced a constant tug-of-war with what he calls the “anti-union mindset.”

“The anti-union attitude is based on fear, not on facts,” Bacon said. “It is that emotional tie that gives the anti-union camp an advantage. People respond to fear.”

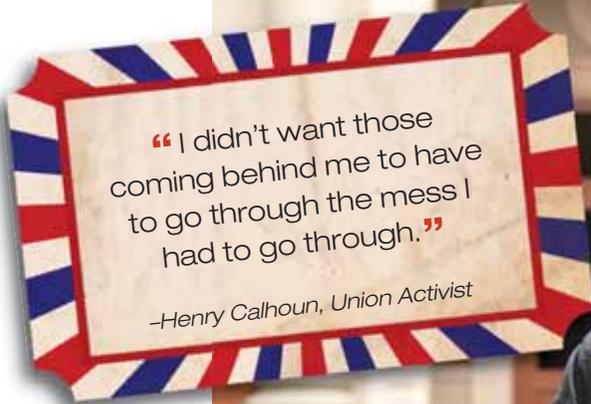
Bacon spent much of his Teamster career trying to educate workers throughout Iowa about the benefits of union representation. The backlash he faced was tremendous. Instead of having the opportunity to discuss unionism from a clean slate, Bacon immediately had to start by addressing fears and concerns planted by company management.

“In a right-to-work state, corporations almost always have the advantage,” Bacon said. “The moment they see employees start to organize, they will step up their anti-union rhetoric. By the time the union has a chance to speak with workers, the union has to fight the propaganda the company already fed them.”

That propaganda can range from misleading information or simple threats to devastating actions. Companies have fired strong union supporters or even closed entire facilities just to prove a point.

These tactics have consequences that are two-fold: they spur fear among nonunion workers and can leave pro-union workers and union members feeling isolated and defeated. That, said Hurd, makes living as a union worker in a right-to-work state all the more difficult.

“This really creates an interesting situation for union workers in right-to-work states. Because unionization is lower, union workers don’t have as much leverage and are unlikely to have strong community support,” Hurd said. “It’s sort of a lonely place to be if you’re a union member in a union-busting state. In some ways, union members in right-to-work states are the bravest union members there are. They are forced to demonstrate great strength and resolve.”



The Right Thing To Do

Though he is now retired, Bacon hasn’t given up the fight. He has volunteered for politicians who support labor and often makes his voice heard by writing letters to the editor and participating at town hall meetings. He attends retiree club meetings regularly and stresses the importance of youth outreach to current Teamster members.

For Bacon, the fact that he lives in a right-to-work state makes his work all the more important.

“It is the obligation of a union member to really understand what a union does not only for you, but for your community,” Bacon said. “Union members have the advantages of a legally binding contract and should help those who don’t have those same protections.”

It is that kind of mindset that keeps Isom working tirelessly. After becoming a Teamster, she took on the role of organizer to help other workers, mostly in right-to-work states, form their own unions.

Each time a group of bus workers votes for union representation, Isom said she relives her own victory all over again.

“Living in a right-to-work state, you can’t be afraid to voice your opinion. Companies will always try to scare you, but when you stand strong and stand together, you have more power than you could ever imagine,” Isom said.





SOLIDARITY

On October 29, Albert Bautista, a member of Local 495 and employee at BMW in Ontario, Calif., was able to take a

sign of relief. He and his co-workers had just ratified a new agreement with their employer, securing their jobs for nine-and-a-half more years.

“It was awesome. It was really a good rush. We pulled through,” said Bautista, the shop steward.

As excited as he was that day in October, the journey Bautista and his co-workers had taken wasn’t easy. The past few months were like an emotional roller coaster and even Bautista, a shop steward, wasn’t sure if the group would ever make it to such a jubilant finale.

“At first we were scared. We never thought we were going to overcome this,” Bautista said.

With their backs up against the wall, Bautista and his co-workers knew the only thing they could do was fight. What they didn’t know was just how much help and support they would receive along the way.

A Threat to One is a Threat to All

What caused Bautista and his co-workers to engage in the fight of a lifetime was a ruthless tactic by BMW to terminate jobs. The automaker wanted to fire its 64 longtime, loyal employees and replace them with cheaper, nonunion labor. When Bautista and his co-workers received the termination notice on June 10, it was shocking.

“They told us that by August 31, they were going to throw us onto the street. That was it,” Bautista said. “We were all in shock. We’d never had a labor dispute with this company, so it was really a slap in the face.”

The company didn’t just hurt its own employees, though. By taking action to fire its Teamster workers, BMW sent shock waves

throughout the entire labor community. Teamsters from all corners of the United States began rallying for their brothers and sisters in Ontario.

Within days of the termination notice, Joint Council 42 and its local unions in the West pledged support. Locals in California, Nevada, Arizona and Hawaii joined Local 495 in leafleting BMW dealerships every weekend. Within weeks, Joint Council 7 (San Francisco), Joint Council 3 (Denver), Joint Council 13 (St. Louis), Joint Council 28 (Tukwila, Wash.), Joint Council 37 (Portland, Ore.) and Joint Council 43 (Detroit) also joined the fight, leafleting at BMW dealers near them. Local 355 in Baltimore showed its support

by handbilling a BMW enthusiast event, “Bimmerfest,” in August.

BMW’s anti-union lawyers from the firm of Jackson Lewis could not escape the heat, either. On a single day in July, Joint Councils 42, 7, 28, 25 and 16 protested at Jackson Lewis offices in Los Angeles, San

Francisco, Seattle, Chicago and New York City.

“BMW forgot two key factors when it tried to fire its employees,” said Jim Hoffa, Teamsters General President. “Number one, those employees are Teamsters. Number two, Teamsters don’t mess around.”

The support didn’t stop there. News of the termination notice quickly spread to other BMW employees in the United States. Soon, Bautista and his co-workers had support from United Auto Workers Local 2326 at the BMW Parts Distribution facility in Nazareth, Penn. and International Longshoremen’s Association Local 1588 at the BMW Vehicle Distribution Center in Jersey City, N.J.

Solidarity actions were held in Germany, the United Kingdom, Thailand, Australia, Belgium, the Netherlands, Austria, South Africa and Mexico. The International Metal Workers Federation and International Transport Workers’ Federation spread the word among automobile, ports and supply chain unions worldwide.

“If it wasn’t for the Teamsters and the support of my brothers and sisters in labor around the globe, I’d probably be in an unemployment line right now.”

—Albert Bautista, member of Local 495



FOREVER

GLOBAL SUPPORT SECURES VICTORY AT BMW



“That was key right there. I am at a loss for words just thinking about it—it was like a dream,” Bautista said. “There are only 64 of us, yet there were thousands of people across the globe supporting us. I could never thank everyone enough for what they did.”

Under Pressure

So much support put pressure on the company to rethink its plan—and that’s exactly what BMW did. On August 11, the company announced a contact extension, paving the way for future negotiations. And by the end of October, a new contract was in place.

“The lead spokesman for the company said the reason BMW came back to the table was because of the campaign we ran. Basically, we kicked their ass,” said Gene Rivera, business agent for Local 495. “Words cannot describe how happy we all are. I’ve never been prouder to be a Teamster. Everything just unfolded perfectly and our membership really stuck together. That’s what really secured this victory.”

Today, Bautista and his co-workers are enjoying life back to normal. The agreement they ratified is binding with both BMW and its contractor. Though the contract is good for five years, a letter of agreement from the company guarantees the jobs for nine years, regardless of who the contractor may be. The agreement also secures workers’ seniority and vacation and makes improvements to their Teamster pension plan. BMW will also continue to pay the full cost of employees’ Teamster health care benefits for the full five years of the contract.

“If it wasn’t for the Teamsters and the support of my brothers and sisters in labor around the globe, I’d probably be in an unemployment line right now,” Bautista said. “This was really an emotional ride full of unknowns, but I can tell you one thing: I would live no other way than as a Teamster.”

“I’m very proud of our BMW members and thankful for the support we received from Teamsters near and far, especially the national and international coordination by the Teamsters Strategic Research and Campaigns Department,” said Bob Lennox, Secretary-Treasurer of Local 495. “This is a tremendous victory and it shows that there really can be happy endings.”

ELECTION SUPERVISOR'S REPORT NO. 11 – REPORT TO IBT MEMBERS ON THE CERTIFIED RESULTS OF THE 2011 INTERNATIONAL OFFICER ELECTION

On January 6, 2012, the Election Supervisor certified the results for all IBT International Officer positions. The following members of the IBT are its duly elected International Officers for the constitutional term that begins in 2012:

OFFICE	NAME
General President	James P. Hoffa
General Secretary-Treasurer	Ken Hall
IBT At-Large Vice-President	George L. Miranda
	Freddie Simpson
	Fredrick Potter
	George Tedeschi
	Rome Aloise
	Al R. Mixon
	Ferline Buie
Central Region Vice-President	Steve Poczowski
	Gordon Sweeton
	John T. Coli
Eastern Region Vice-President	Brian R. Buhle
	Sean M. O'Brien
	John F. Murphy
	William Hamilton
Southern Region Vice-President	Daniel Kane Sr.
	Tyson C. Johnson
	Kenneth "Ken" Wood
Western Region Vice-President	Randy Cammack
	Rick Middleton
	Steven Vairma
Teamsters Canada	
IBT Vice-President	Robert Bouvier
	Stan Hennessy
	Craig McInnes
International Trustee	Kevin D. Moore
	Ron Herrera
	Jim Kabell

The candidates for Western Region Vice President and Teamsters Canada IBT Vice President were declared duly elected to office on July 1, 2011, the last day of the 28th IBT International Convention, because the number of candidates nominated for those offices was the same as the number of positions to be elected. All other offices were contested and the nominated candidates were subjected to a referendum vote of the IBT rank-and-file membership. Results reported by each local are published on the pages that follow.

The Office of the Election Supervisor mailed 1,346,325 ballot packages to members of the IBT in the United States and Canada on the union's active roster as of October 6, 2011. ¹ An additional 15,572 ballots were mailed to members who became active after October 6 and before October 20, 2011. OES mailed 6,434 ballots in response to requests from members who did not receive a ballot or requested a replacement. Of 58,589 ballot packages returned as undeliverable, OES obtained new addresses and remailed 10,942 ballot packages.

The ballot count was conducted in Alexandria, Va. starting on Monday, November 14 and concluding on Friday, November 18, 2011. Candidate observers were present for all phases of the count. Teamster members returned 248,933 ballot envelopes by the deadline for the start of the count (236,629 ballot envelopes from members in the United States; 12,304 ballot envelopes from members in Canada). Returned ballot envelopes were sorted by local union. At the start of the count for each local union, the outside of each ballot return envelope was checked to determine the member's eligibility to vote; envelopes returned from eligible members were opened, and the ballot security sleeves were extracted and separated from the outer envelope to assure the secrecy of each member's vote. In all, 233,317 ballots were counted; challenged and void ballots were not counted. Results were provided to observers at the ballot count as each local union count was completed, and cumulative totals were released daily and posted at www.ibtvote.org. There was no need to resolve the eligible status of members whose ballots were challenged because the margin of victory exceeded the number of challenged ballots for each of the election contests.

The final tally was announced on November 18, 2011. No post-election protests were filed and, as of January 6, 2012, the three pre-election protests that remained did not require any delay or refusal to certify the election results.

The Certification includes Steve Poczowski as a Central Region Vice President. Mr. Poczowski was duly nominated to the ballot for that office at the 28th International Convention. He died after the Convention ended. Under the *Rules for the 2010-2011 IBT International Union Delegate and Officer Election*, as amended on July 25, 2011, Mr. Poczowski's name appeared on the ballot and he received the requisite number of votes to be elected. Addressing this scenario, the *Rules* provide that the Central Region Vice President position to which Mr. Poczowski was elected shall be filled "in the same manner as vacancies are filled when they occur during a term of office." See IBT Constitution, Art. VI, § 1(a) (appointment by the General President subject to the approval of a majority of the General Executive Board).

The Washington, D.C. Office of the Election Supervisor will be closed as of February 29, 2012. Inquiries after that date should be directed to Richard W. Mark, Gibson, Dunn & Crutcher, LLP, 200 Park Avenue, New York, NY 10166.

Richard W. Mark
Election Supervisor

¹ The 2011 mailing was approximately 12% fewer ballot packages than were mailed in 2006.

	EAST	CENTRAL	SOUTH	WEST	CANADA	TOTALS	%
GENERAL PRESIDENT							
JAMES P. HOFFA	45,279	40,160	12,348	30,762	8,615	137,164	58.79%
FRED GEGARE	14,330	23,552	4,744	9,836	1,655	54,117	23.19%
SANDY POPE	13,047	12,993	4,326	8,148	737	39,251	16.82%
GENERAL SECRETARY-TREASURER							
KEN HALL	45,101	40,086	12,334	30,523	8,453	136,497	58.50%
JIM SHEARD	15,138	24,368	5,009	10,559	1,780	56,854	24.37%
GARY MARQUART	8793	9684	3109	5765	583	27,934	11.97%
VICE-PRESIDENT AT LARGE							
GEORGE L. MIRANDA	44,847	39,963	12,201	30,550	8,431	135,992	
FREDDIE SIMPSON	44,565	40,190	12,344	30,006	8,533	135,638	
FREDRICK POTTER	44,379	39,924	12,093	29,940	8,472	134,808	
GEORGE TEDESCHI	44,474	39,786	11,954	29,912	8,397	134,523	
ROME A. ALOISE	43,890	39,154	11,890	29,918	8,360	133,212	
AL R. MIXON	43,691	39,448	12,037	29,345	8,288	132,809	
FERLINE BUIE	43,593	39,066	11,828	29,460	8,359	132,306	
KELLY CASSIDY	19,384	28,605	6,359	13,202	2,172	69,722	
MARGARET MARIE SIK	18,845	28,137	6,267	13,223	2,097	68,569	
HENRY PERRY	18,477	27,504	6,252	12,563	2,031	66,827	
MIKE PHILBECK	17,953	27,309	5,962	12,121	1,954	65,299	
JOHN FARWELL III	18,094	26,957	5,980	12,123	1,985	65,139	
FLOYD F. PRUSINSKI	17,593	26,705	5,721	11,669	1,866	63,554	
MARC R. DREVES	17,516	26,581	5,737	11,788	1,852	63,474	
INTERNATIONAL TRUSTEE							
KEVIN D. MOORE	44,752	40,274	12,383	30,237	8,476	136,122	
RON HERRERA	44,483	39,787	12,186	30,947	8,343	135,746	
JIM KABELL	44,045	39,755	11,998	29,598	8,388	133,784	
BETH KIRCHMAN	19,521	29,232	6,571	13,468	2,175	70,967	
TOM BENNETT	18,998	28,137	6,404	12,992	2,189	68,720	
DURIE DOWNEY	17,860	26,564	5,829	11,989	1,909	64,151	
EASTERN REGION VICE PRESIDENT							
SEAN M. O'BRIEN	45,579						
JOHN F. MURPHY	44,993						
WILLIAM HAMILTON	44,617						
DANIEL KANE, SR.	44,088						
JAMES ANDERSON	18,564						
ROBERT RYDER	18,388						
RICK E. BAUER	17,975						
JOHN D. FARRISH	17,686						
CENTRAL REGION VICE PRESIDENT							
STEVE E. POCZTOWSKI		40,019					
GORDON SWEETON		39,968					
JOHN T. COLI		39,905					
BRIAN R. BUHLE		39,885					
JERRY CONNER		28,104					
FRED ZUCKERMAN		27,891					
TONY JONES		27,783					
BRAD SLAWSON, SR.		26,725					
SOUTHERN REGION VICE PRESIDENT							
TYSON JOHNSON			13,492				
KENNETH W. WOOD			12,572				
AARON BELK			7,059				
WESTERN REGION VICE PRESIDENT*							
STEVE VAIRMA							
RICK MIDDLETON							
RANDY CAMMACK							
CANADA REGION VICE PRESIDENT*							
ROBERT BOUVIER							
STAN HENNESSY							
CRAIG MCINNES							

* The Western Region and Canada Region Vice Presidents were elected without opposition at the convention.

REGION	HOFFA	GEGARE	POPE	TOTAL VOTES	CHALLENGED	VOID
EASTERN	45,279	14,330	13,047	72,656	4,628	268
CENTRAL	40,160	23,552	12,993	76,705	4,622	633
SOUTHERN	12,348	4,744	4,326	21,418	1,262	81
WESTERN	30,762	9,836	8,148	48,746	3,671	133
CANADA	8,615	1,655	737	11,007	795	42
TOTAL	137,164	54,117	39,251	230,532	14,978	1,157

GENERAL PRESIDENT EAST

Affiliate	LU	Region	Hoffa	Gegare	Pope	Void	Challenged	Affiliate	LU	Region	Hoffa	Gegare	Pope	Void	Challenged
IBT	1	EAST	40	12	3	0	5	IBT	340	EAST	374	139	69	2	16
IBT	8	EAST	332	153	27	0	2	IBT	341	EAST	68	18	6	0	25
IBT	11	EAST	190	75	27	1	14	IBT	355	EAST	604	164	240	1	59
IBT	22	EAST	36	60	19	0	15	IBT	375	EAST	104	82	78	0	8
IBT	25	EAST	2,025	223	555	8	297	IBT	384	EAST	601	187	213	3	31
IBT	29	EAST	34	191	47	5	7	IBT	391	EAST	1,132	340	301	2	64
IBT	30	EAST	262	184	115	2	27	IBT	397	EAST	148	46	47	0	8
IBT	35	EAST	39	11	10	0	7	IBT	401	EAST	210	45	49	2	13
IBT	42	EAST	160	25	25	1	20	IBT	404	EAST	187	57	107	0	15
IBT	59	EAST	217	57	61	0	25	IBT	429	EAST	537	179	96	2	11
IBT	61	EAST	122	70	92	1	15	IBT	443	EAST	313	63	46	5	15
IBT	67	EAST	25	9	1	2	2	IBT	445	EAST	301	79	21	0	48
IBT	71	EAST	213	93	488	5	32	IBT	449	EAST	264	105	199	2	35
IBT	72	EAST	295	137	38	0	11	IBT	453	EAST	49	25	18	0	7
IBT	77	EAST	210	62	16	0	16	IBT	456	EAST	308	103	215	1	55
IBT	82	EAST	79	28	70	2	86	IBT	463	EAST	142	376	19	4	32
IBT	95	EAST	29	24	15	0	43	IBT	469	EAST	358	48	22	0	100
IBT	96	EAST	41	13	4	3	1	IBT	491	EAST	85	81	14	2	6
IBT	97	EAST	387	96	46	4	18	IBT	493	EAST	210	66	39	1	27
IBT	101	EAST	25	17	4	0	1	IBT	500	EAST	241	83	15	1	12
IBT	102	EAST	107	31	56	0	16	IBT	502	EAST	62	11	3	0	1
IBT	107	EAST	700	77	110	2	113	IBT	505	EAST	145	47	18	0	8
IBT	110	EAST	170	125	40	4	16	IBT	509	EAST	395	172	189	3	37
IBT	111	EAST	528	43	15	2	13	IBT	522	EAST	178	12	1	1	17
IBT	115	EAST	400	83	34	1	26	IBT	529	EAST	42	133	24	1	15
IBT	118	EAST	569	214	100	2	34	IBT	538	EAST	70	41	24	0	9
IBT	122	EAST	298	24	5	0	10	IBT	550	EAST	172	55	11	3	5
IBT	125	EAST	144	58	86	3	35	IBT	553	EAST	150	23	7	0	32
IBT	126	EAST	13	3	0	0	1	IBT	559	EAST	95	42	48	0	14
IBT	127	EAST	130	20	9	0	4	IBT	560	EAST	203	362	71	0	62
IBT	145	EAST	102	23	4	0	3	IBT	570	EAST	153	23	7	0	5
IBT	169	EAST	118	24	9	1	11	IBT	584	EAST	78	101	5	2	8
IBT	170	EAST	518	167	386	6	45	IBT	585	EAST	90	50	20	1	18
IBT	171	EAST	87	113	73	0	8	IBT	592	EAST	87	45	14	1	19
IBT	175	EAST	867	67	44	6	48	IBT	597	EAST	125	40	74	0	8
IBT	177	EAST	1,059	297	668	10	69	IBT	623	EAST	447	69	71	0	12
IBT	182	EAST	176	71	24	2	10	IBT	628	EAST	268	28	28	3	18
IBT	191	EAST	297	49	35	5	32	IBT	633	EAST	756	199	115	1	30
IBT	202	EAST	748	43	14	9	71	IBT	636	EAST	112	55	9	3	15
IBT	205	EAST	299	84	18	8	15	IBT	639	EAST	813	232	108	0	84
IBT	210	EAST	970	213	226	8	114	IBT	641	EAST	176	74	214	1	31
IBT	211	EAST	98	16	3	1	11	IBT	653	EAST	326	72	63	0	27
IBT	229	EAST	243	66	56	3	50	IBT	669	EAST	93	38	8	1	2
IBT	237	EAST	2,565	481	168	4	7	IBT	671	EAST	350	80	91	2	18
IBT	249	EAST	681	350	139	6	48	IBT	676	EAST	519	129	119	1	27
IBT	250	EAST	268	118	29	0	27	IBT	677	EAST	307	75	121	3	22
IBT	251	EAST	573	181	371	4	134	IBT	687	EAST	131	50	20	1	6
IBT	259	EAST	59	17	6	0	1	IBT	693	EAST	95	41	49	3	9
IBT	261	EAST	155	60	65	0	7	IBT	697	EAST	25	170	5	0	11
IBT	264	EAST	448	254	114	2	39	IBT	701	EAST	279	55	49	0	23
IBT	272	EAST	333	115	55	2	60	IBT	707	EAST	256	79	270	0	28
IBT	282	EAST	682	95	23	1	65	IBT	730	EAST	122	7	14	3	3
IBT	294	EAST	290	94	227	6	51	IBT	764	EAST	97	45	44	0	15
IBT	295	EAST	523	42	39	2	12	IBT	771	EAST	134	91	40	0	16
IBT	311	EAST	128	20	7	2	6	IBT	773	EAST	560	176	234	0	34
IBT	312	EAST	94	26	22	1	11	IBT	776	EAST	719	612	669	4	119
IBT	317	EAST	470	142	284	0	22	IBT	802	EAST	158	35	73	0	12
IBT	322	EAST	72	71	80	0	8	IBT	804	EAST	241	433	1,462	7	80
IBT	326	EAST	226	65	31	3	7	IBT	805	EAST	78	17	177	7	11
IBT	331	EAST	183	45	15	5	15	IBT	807	EAST	135	33	25	0	36

*During the count of each local union, some ballots are found that were not sorted into the correct local. Those ballots are collected and counted by region as a 'miscellaneous' local."

GENERAL PRESIDENT EAST

Affiliate	LU	Region	Hoffa	Gegare	Pope	Void	Challenged
IBT	808	EAST	120	18	41	2	11
IBT	810	EAST	585	34	11	6	35
IBT	812	EAST	614	81	24	5	142
IBT	813	EAST	236	53	22	1	18
IBT	814	EAST	29	5	127	1	105
IBT	817	EAST	155	25	7	0	11
IBT	822	EAST	121	51	21	0	9
IBT	830	EAST	430	105	28	1	34
IBT	831	EAST	1,182	59	14	7	14
IBT	837	EAST	64	13	6	0	3
IBT	854	EAST	89	26	126	0	43
IBT	858	EAST	28	13	12	0	3
IBT	863	EAST	138	290	172	1	36
IBT	877	EAST	112	28	63	1	3
IBT	888	EAST	13	1	1	0	1
IBT	901	EAST	176	10	42	3	5
IBT	917	EAST	228	23	14	0	23
IBT	922	EAST	53	24	2	1	28
IBT	926	EAST	101	357	25	2	10
IBT	929	EAST	303	22	3	0	49
IBT	966	EAST	85	36	6	2	33
IBT	992	EAST	86	65	98	0	7
IBT	1035	EAST	52	48	27	0	10
IBT	1100	EAST	21	6	4	0	4
IBT	1149	EAST	77	19	65	0	19
IBT	1150	EAST	977	273	64	5	31
IBT	1205	EAST	299	42	21	0	116
IBT	1414	EAST	179	37	4	0	18
GCC	B119	EAST	15	1	0	0	3
GCC	B17	EAST	0	0	0	0	10
GCC	B4	EAST	4	4	1	0	1
GCC	C1	EAST	19	7	1	0	0
GCC	C137	EAST	52	24	2	0	0
GCC	C22	EAST	4	2	1	0	0
GCC	C27	EAST	7	4	1	0	8
GCC	C329	EAST	2	2	1	0	0
GCC	C330	EAST	6	1	0	0	0
GCC	C4	EAST	56	10	3	0	2
GCC	C406	EAST	166	12	8	0	2
GCC	C443	EAST	0	0	0	0	1
GCC	C670	EAST	1	4	0	0	0
GCC	C72	EAST	40	7	3	1	10
GCC	C732	EAST	4	1	2	0	0

Affiliate	LU	Region	Hoffa	Gegare	Pope	Void	Challenged
GCC	L1	EAST	71	11	20	1	61
GCC	M14	EAST	79	22	6	1	15
GCC	M24	EAST	22	12	5	0	4
GCC	M241	EAST	11	4	1	0	0
GCC	M261	EAST	5	1	1	0	4
GCC	M264	EAST	0	0	0	0	1
GCC	M285	EAST	43	11	7	0	3
GCC	M493	EAST	2	2	1	0	0
GCC	M503	EAST	29	8	3	0	1
GCC	M51-23	EAST	8	0	3	0	16
GCC	M600	EAST	32	9	3	1	0
GCC	M612	EAST	15	3	2	0	3
GCC	M74	EAST	2	0	0	0	2
GCC	N16	EAST	40	10	1	0	7
GCC	N2	EAST	71	11	6	0	9
GCC	N3	EAST	55	7	4	0	53
GCC	N8	EAST	24	2	1	0	5
GCC	N9	EAST	9	2	3	0	2
GCC	S594	EAST	6	3	2	0	0
GCC	S642	EAST	0	0	0	0	1
GCC	S713	EAST	0	0	0	0	13
GCC	S726	EAST	9	3	0	0	0
GCC	S735	EAST	36	35	10	0	3
BLET	30	EAST	206	94	36	0	31
BLET	120	EAST	27	7	3	0	11
BLET	300	EAST	159	29	11	1	13
BLET	420	EAST	68	38	2	0	3
BLET	475	EAST	6	0	1	0	0
BLET	500	EAST	1	1	0	0	0
BLET	530	EAST	2	1	0	0	0
BLET	555	EAST	56	18	4	0	1
BLET	560	EAST	6	1	1	0	0
BLET	580	EAST	82	35	16	0	16
BLET	670	EAST	23	1	1	0	0
BLET	715	EAST	42	12	1	0	1
BLET	770	EAST	2	1	0	0	0
BLET	850	EAST	11	1	0	0	0
BMWED	CRSD	EAST	54	13	10	0	2
BMWED	NE	EAST	89	11	10	0	5
BMWED	PENN	EAST	310	109	37	0	30
BMWED	B&LE	EAST	2	0	0	0	1
MISC*		EAST	5	4	1	0	0

GENERAL PRESIDENT CENTRAL

Affiliate	LU	Region	Hoffa	Gegare	Pope	Void	Challenged
IBT	6	CENTRAL	157	75	29	0	11
IBT	7	CENTRAL	104	70	36	1	11
IBT	20	CENTRAL	472	248	240	1	47
IBT	24	CENTRAL	91	119	369	3	27
IBT	26	CENTRAL	131	103	27	1	26
IBT	40	CENTRAL	49	36	31	3	2
IBT	41	CENTRAL	583	616	340	26	79
IBT	43	CENTRAL	38	87	8	0	8
IBT	50	CENTRAL	113	78	51	0	44
IBT	51	CENTRAL	78	44	4	0	1
IBT	52	CENTRAL	164	36	19	0	7
IBT	89	CENTRAL	599	1,991	520	8	148
IBT	90	CENTRAL	91	50	132	1	8
IBT	92	CENTRAL	216	106	34	3	13
IBT	100	CENTRAL	275	244	395	7	32
IBT	114	CENTRAL	55	56	9	0	3
IBT	120	CENTRAL	490	2,359	319	3	117
IBT	135	CENTRAL	1,372	728	664	6	121
IBT	142	CENTRAL	503	167	37	6	275
IBT	160	CENTRAL	61	41	24	0	4
IBT	164	CENTRAL	77	55	49	0	12
IBT	179	CENTRAL	380	172	176	0	66
IBT	200	CENTRAL	202	397	185	2	52

Affiliate	LU	Region	Hoffa	Gegare	Pope	Void	Challenged
IBT	214	CENTRAL	567	179	70	2	30
IBT	215	CENTRAL	402	150	78	0	33
IBT	236	CENTRAL	19	65	27	1	9
IBT	238	CENTRAL	690	254	98	8	29
IBT	243	CENTRAL	409	130	138	2	25
IBT	244	CENTRAL	42	4	6	0	21
IBT	245	CENTRAL	446	112	49	4	33
IBT	247	CENTRAL	204	78	13	3	14
IBT	279	CENTRAL	12	167	11	1	22
IBT	283	CENTRAL	131	33	9	1	5
IBT	284	CENTRAL	171	175	36	1	21
IBT	289	CENTRAL	85	51	6	0	9
IBT	293	CENTRAL	135	40	10	0	2
IBT	299	CENTRAL	436	243	164	20	66
IBT	301	CENTRAL	234	48	10	1	18
IBT	320	CENTRAL	671	527	256	4	65
IBT	325	CENTRAL	95	100	85	2	16
IBT	330	CENTRAL	170	50	15	1	17
IBT	332	CENTRAL	592	68	42	12	60
IBT	336	CENTRAL	37	23	4	1	0
IBT	337	CENTRAL	433	180	41	11	115
IBT	344	CENTRAL	481	462	247	4	27
IBT	346	CENTRAL	216	93	42	0	31

GENERAL PRESIDENT CENTRAL

Affiliate	LU	Region	Hoffa	Gegare	Pope	Void	Challenged	Affiliate	LU	Region	Hoffa	Gegare	Pope	Void	Challenged
IBT	347	CENTRAL	46	38	4	1	9	IBT	1164	CENTRAL	15	7	4	1	4
IBT	348	CENTRAL	185	42	67	1	22	IBT	1199	CENTRAL	153	30	10	1	6
IBT	357	CENTRAL	114	93	68	7	21	IBT	1224	CENTRAL	197	266	86	10	82
IBT	364	CENTRAL	332	166	110	1	20	IBT	1717	CENTRAL	15	5	0	0	1
IBT	371	CENTRAL	68	68	132	0	18	IBT	2001	CENTRAL	11	6	6	0	0
IBT	372	CENTRAL	148	30	4	0	6	IBT	2727	CENTRAL	241	152	60	0	17
IBT	377	CENTRAL	431	364	140	13	64	GCC	B1	CENTRAL	32	18	3	0	3
IBT	400	CENTRAL	38	7	0	0	0	GCC	C16	CENTRAL	4	7	2	0	8
IBT	406	CENTRAL	599	262	167	3	27	GCC	C29	CENTRAL	30	17	4	0	1
IBT	407	CENTRAL	409	236	224	10	59	GCC	C49	CENTRAL	6	2	10	12	1
IBT	413	CENTRAL	155	505	274	15	53	GCC	C192	CENTRAL	0	0	0	0	0
IBT	414	CENTRAL	228	129	139	8	47	GCC	C135	CENTRAL	10	6	2	0	0
IBT	416	CENTRAL	69	16	6	0	7	GCC	C240	CENTRAL	0	0	0	3	3
IBT	436	CENTRAL	395	93	32	4	21	GCC	C379	CENTRAL	2	1	0	3	2
IBT	471	CENTRAL	76	48	21	0	1	GCC	M1	CENTRAL	74	28	9	0	22
IBT	473	CENTRAL	91	37	16	3	8	GCC	M17	CENTRAL	50	12	8	0	20
IBT	486	CENTRAL	307	87	72	0	31	GCC	M32	CENTRAL	9	3	1	1	2
IBT	507	CENTRAL	538	86	60	6	35	GCC	M219	CENTRAL	3	2	2	0	3
IBT	513	CENTRAL	54	32	13	0	2	GCC	M235	CENTRAL	38	19	3	0	5
IBT	525	CENTRAL	139	59	19	3	77	GCC	M270	CENTRAL	1	2	0	0	1
IBT	541	CENTRAL	191	54	14	3	31	GCC	M458	CENTRAL	224	49	8	0	25
IBT	554	CENTRAL	186	803	65	8	27	GCC	M508	CENTRAL	63	24	9	0	26
IBT	580	CENTRAL	121	59	50	5	18	GCC	M518	CENTRAL	18	4	1	0	0
IBT	600	CENTRAL	173	269	259	7	59	GCC	M546	CENTRAL	30	14	7	0	25
IBT	604	CENTRAL	1	14	54	0	3	GCC	M550	CENTRAL	12	1	1	0	0
IBT	610	CENTRAL	205	83	20	10	37	GCC	M568	CENTRAL	12	11	1	0	5
IBT	614	CENTRAL	153	65	29	0	10	GCC	M571	CENTRAL	37	4	1	1	6
IBT	618	CENTRAL	359	102	41	6	18	GCC	M575	CENTRAL	5	4	0	0	0
IBT	627	CENTRAL	197	99	21	7	23	GCC	M577	CENTRAL	77	50	10	0	3
IBT	637	CENTRAL	99	38	11	1	11	GCC	M619	CENTRAL	30	6	1	0	12
IBT	638	CENTRAL	760	278	201	4	25	GCC	M2289	CENTRAL	44	17	2	0	40
IBT	651	CENTRAL	127	307	154	18	49	GCC	M6505	CENTRAL	106	22	12	1	14
IBT	662	CENTRAL	409	802	117	44	83	GCC	N13	CENTRAL	30	4	2	0	2
IBT	673	CENTRAL	323	83	23	1	47	GCC	N23	CENTRAL	7	4	0	0	0
IBT	682	CENTRAL	172	67	31	0	29	GCC	N27	CENTRAL	3	1	0	0	4
IBT	688	CENTRAL	1,084	266	502	18	88	GCC	N38	CENTRAL	25	0	2	0	0
IBT	695	CENTRAL	311	388	103	6	26	GCC	N128	CENTRAL	20	9	3	0	1
IBT	696	CENTRAL	262	37	21	1	9	GCC	P77	CENTRAL	48	32	10	0	5
IBT	700	CENTRAL	1,984	240	81	7	69	GCC	P146	CENTRAL	2	0	0	0	0
IBT	703	CENTRAL	565	59	37	2	59	GCC	S415	CENTRAL	38	9	1	0	17
IBT	705	CENTRAL	1,429	465	1,169	22	92	GCC	S507	CENTRAL	8	0	2	0	1
IBT	706	CENTRAL	29	1	4	2	7	GCC	S555	CENTRAL	13	1	1	0	0
IBT	710	CENTRAL	1,979	769	1,147	53	242	GCC	S705	CENTRAL	36	6	3	0	2
IBT	716	CENTRAL	80	33	6	1	12	GCC	S727	CENTRAL	13	1	1	0	0
IBT	722	CENTRAL	110	109	11	3	23	GCC	S761	CENTRAL	4	3	1	0	1
IBT	727	CENTRAL	1,639	113	34	24	158	GCC	T1135	CENTRAL	7	0	1	0	0
IBT	731	CENTRAL	689	202	66	57	113	BMWED	ASF	CENTRAL	149	42	11	0	5
IBT	734	CENTRAL	320	76	30	1	20	BMWED	MIDW	CENTRAL	80	29	7	0	6
IBT	743	CENTRAL	603	202	151	8	36	BMWED	BURL	CENTRAL	231	90	45	0	12
IBT	754	CENTRAL	56	167	14	1	8	BMWED	BURNOR	CENTRAL	173	128	40	0	7
IBT	777	CENTRAL	333	28	17	18	30	BMWED	C&EI	CENTRAL	11	5	2	0	0
IBT	781	CENTRAL	448	125	208	1	46	BMWED	CRSF	CENTRAL	288	82	31	0	34
IBT	783	CENTRAL	166	334	24	1	7	BMWED	DM&IR	CENTRAL	8	4	3	0	1
IBT	786	CENTRAL	247	54	11	3	33	BMWED	EJ&E	CENTRAL	8	2	0	0	0
IBT	792	CENTRAL	162	78	57	0	10	BMWED	ICGF	CENTRAL	68	23	14	0	2
IBT	795	CENTRAL	184	83	33	3	63	BMWED	SW FED	CENTRAL	18	10	3	0	2
IBT	823	CENTRAL	108	29	12	0	7	BMWED	WCSD	CENTRAL	27	17	5	0	3
IBT	833	CENTRAL	59	39	19	1	3	BLET	70	CENTRAL	182	57	67	0	25
IBT	838	CENTRAL	135	71	30	8	21	BLET	90	CENTRAL	1	0	2	1	1
IBT	908	CENTRAL	83	45	23	0	5	BLET	150	CENTRAL	638	234	85	4	1
IBT	916	CENTRAL	440	190	71	1	18	BLET	180	CENTRAL	127	33	11	0	0
IBT	955	CENTRAL	170	76	16	0	13	BLET	222	CENTRAL	2	4	1	0	0
IBT	957	CENTRAL	391	328	304	10	65	BLET	233	CENTRAL	6	0	1	0	0
IBT	964	CENTRAL	43	145	79	0	21	BLET	272	CENTRAL	0	0	0	0	0
IBT	970	CENTRAL	117	38	17	1	12	BLET	280	CENTRAL	180	89	20	0	1
IBT	974	CENTRAL	90	41	12	0	4	BLET	290	CENTRAL	99	37	11	0	3
IBT	1038	CENTRAL	143	18	2	0	4	BLET	330	CENTRAL	7	1	0	0	0
IBT	1070	CENTRAL	23	14	2	0	1	BLET	340	CENTRAL	2	1	0	0	0
IBT	1108	CENTRAL	27	43	6	1	2	BLET	350	CENTRAL	8	6	0	0	0
IBT	1145	CENTRAL	115	59	109	2	7	BLET	360	CENTRAL	30	8	2	0	0

GENERAL PRESIDENT CENTRAL

Affiliate	LU	Region	Hoffa	Gegare	Pope	Void	Challenged
BLET	400	CENTRAL	10	6	1	0	0
BLET	490	CENTRAL	189	62	46	0	15
BLET	590	CENTRAL	257	99	43	0	20

Affiliate	LU	Region	Hoffa	Gegare	Pope	Void	Challenged
BLET	620	CENTRAL	10	2	0	0	0
BLET	910	CENTRAL	39	20	9	0	0
MISC*		CENTRAL	8	6	2	0	0

GENERAL PRESIDENT SOUTH

Affiliate	LU	Region	Hoffa	Gegare	Pope	Void	Challenged
IBT	5	SOUTH	22	28	6	0	17
IBT	19	SOUTH	194	163	107	0	22
IBT	79	SOUTH	828	166	141	5	25
IBT	119	SOUTH	0	0	0	0	4
IBT	173	SOUTH	77	128	16	0	6
IBT	217	SOUTH	49	20	27	0	1
IBT	270	SOUTH	236	53	60	3	52
IBT	327	SOUTH	92	30	42	0	16
IBT	373	SOUTH	84	32	22	0	2
IBT	385	SOUTH	580	182	144	2	28
IBT	402	SOUTH	118	26	40	0	21
IBT	480	SOUTH	328	276	386	1	44
IBT	512	SOUTH	197	68	82	1	20
IBT	516	SOUTH	71	29	27	0	11
IBT	519	SOUTH	317	187	192	2	86
IBT	523	SOUTH	66	33	6	1	2
IBT	528	SOUTH	324	111	146	1	33
IBT	568	SOUTH	100	47	34	0	40
IBT	577	SOUTH	125	43	36	0	6
IBT	612	SOUTH	343	73	96	0	13
IBT	657	SOUTH	407	109	90	1	71
IBT	667	SOUTH	131	345	364	2	34
IBT	728	SOUTH	789	289	660	2	67
IBT	745	SOUTH	865	289	229	1	119
IBT	767	SOUTH	600	158	142	4	22
IBT	769	SOUTH	881	175	225	9	95
IBT	878	SOUTH	238	112	143	2	24
IBT	886	SOUTH	270	116	75	1	25
IBT	891	SOUTH	443	96	142	0	32
IBT	919	SOUTH	45	17	10	0	6
IBT	947	SOUTH	22	30	22	0	5
IBT	968	SOUTH	52	27	4	1	12
IBT	984	SOUTH	38	93	9	0	23
IBT	988	SOUTH	458	68	161	2	27
IBT	991	SOUTH	174	54	34	0	7

Affiliate	LU	Region	Hoffa	Gegare	Pope	Void	Challenged
IBT	997	SOUTH	60	105	4	1	6
IBT	1129	SOUTH	45	32	13	0	3
IBT	1196	SOUTH	19	3	0	0	1
GCC	C286	SOUTH	0	0	0	0	2
GCC	C444	SOUTH	5	1	0	0	0
GCC	C562	SOUTH	0	0	0	0	0
GCC	M8	SOUTH	22	4	0	1	3
GCC	M197	SOUTH	27	6	9	0	8
GCC	M226	SOUTH	0	0	0	0	4
GCC	M290	SOUTH	0	0	0	0	1
GCC	M367	SOUTH	9	4	0	0	0
GCC	M694	SOUTH	7	2	0	0	1
GCC	M777	SOUTH	0	0	0	0	15
GCC	M4535	SOUTH	16	6	1	0	0
GCC	S527	SOUTH	56	5	1	23	10
GCC	S628	SOUTH	0	0	0	0	1
GCC	MAL**	SOUTH	0	0	0	0	5
BMWED	ATT&SFF	SOUTH	301	106	31	4	14
BMWED	AF-SE	SOUTH	718	233	54	0	46
BMWED	SEAB	SOUTH	44	16	3	0	1
BMWED	SOU	SOUTH	118	49	15	0	5
BLET	40	SOUTH	366	116	42	2	9
BLET	110	SOUTH	2	0	0	0	0
BLET	160	SOUTH	45	13	5	1	2
BLET	390	SOUTH	72	25	16	0	25
BLET	410	SOUTH	35	5	0	3	22
BLET	480	SOUTH	210	78	32	0	17
BLET	720	SOUTH	124	50	26	1	3
BLET	740	SOUTH	214	82	89	1	7
BLET	810	SOUTH	266	126	63	1	33
BLET	845	SOUTH	3	4	2	0	0
MISC*		SOUTH	0	0	0	2	0

*During the count of each local union, some ballots are found that were not sorted into the correct local. Those ballots are collected and counted by region as a 'miscellaneous' local."

** Members at Large

GENERAL PRESIDENT WEST

Affiliate	LU	Region	Hoffa	Gegare	Pope	Void	Challenged
IBT	2	WEST	279	129	75	3	14
IBT	14	WEST	215	82	22	0	6
IBT	17	WEST	281	114	113	5	31
IBT	36	WEST	60	25	4	0	45
IBT	38	WEST	190	78	34	0	39
IBT	58	WEST	184	40	22	0	18
IBT	63	WEST	1,630	347	468	4	157
IBT	70	WEST	566	61	76	3	48
IBT	81	WEST	81	32	156	0	8
IBT	87	WEST	69	25	10	0	4
IBT	104	WEST	645	273	256	1	56
IBT	117	WEST	1,162	462	153	3	107
IBT	137	WEST	199	73	35	0	27
IBT	150	WEST	475	176	331	7	78
IBT	162	WEST	341	144	225	3	48
IBT	166	WEST	266	120	33	1	23
IBT	174	WEST	1,052	261	220	0	96
IBT	186	WEST	125	31	21	0	16
IBT	190	WEST	151	101	35	0	19
IBT	206	WEST	88	85	333	3	63
IBT	222	WEST	402	183	184	1	43
IBT	223	WEST	134	82	47	0	8
IBT	231	WEST	134	91	39	1	6

Affiliate	LU	Region	Hoffa	Gegare	Pope	Void	Challenged
IBT	252	WEST	140	61	39	0	26
IBT	267	WEST	92	35	14	0	1
IBT	287	WEST	239	45	48	4	30
IBT	305	WEST	583	145	65	0	36
IBT	313	WEST	194	66	19	0	43
IBT	315	WEST	546	109	225	1	65
IBT	324	WEST	137	58	43	1	16
IBT	350	WEST	394	44	16	1	16
IBT	381	WEST	102	56	20	0	13
IBT	386	WEST	252	72	32	0	37
IBT	396	WEST	1,514	431	379	12	48
IBT	399	WEST	716	119	67	3	141
IBT	431	WEST	187	51	25	0	15
IBT	439	WEST	557	169	170	1	35
IBT	455	WEST	1,308	316	364	4	131
IBT	481	WEST	144	73	45	0	15
IBT	483	WEST	114	33	36	1	6
IBT	492	WEST	298	102	89	1	23
IBT	495	WEST	438	117	33	3	54
IBT	517	WEST	156	71	15	2	15
IBT	533	WEST	229	90	42	0	38
IBT	542	WEST	440	148	126	0	48
IBT	572	WEST	632	202	148	3	86

GENERAL PRESIDENT WEST

Affiliate	LU	Region	Hoffa	Gegare	Pope	Void	Challenged
IBT	589	WEST	120	61	23	2	9
IBT	601	WEST	242	122	25	2	196
IBT	624	WEST	177	47	34	1	18
IBT	630	WEST	473	113	130	5	126
IBT	631	WEST	524	352	121	0	141
IBT	665	WEST	266	63	21	2	33
IBT	670	WEST	386	123	49	3	33
IBT	683	WEST	124	45	57	0	13
IBT	690	WEST	262	125	281	1	51
IBT	752	WEST	10	6	1	0	2
IBT	760	WEST	232	109	37	1	16
IBT	763	WEST	288	143	57	0	24
IBT	839	WEST	110	54	21	0	14
IBT	848	WEST	504	359	120	8	68
IBT	853	WEST	1,518	181	66	3	189
IBT	856	WEST	487	144	341	3	36
IBT	890	WEST	247	56	16	3	29
IBT	896	WEST	233	73	71	2	36
IBT	911	WEST	399	122	52	1	14
IBT	912	WEST	61	12	8	3	22
IBT	948	WEST	394	165	42	0	90
IBT	952	WEST	798	211	315	2	85
IBT	959	WEST	260	201	76	1	76
IBT	962	WEST	99	61	28	0	30
IBT	983	WEST	58	26	20	1	11
IBT	986	WEST	1,490	313	614	5	114
IBT	995	WEST	258	63	11	1	23
IBT	996	WEST	558	121	41	1	31

Affiliate	LU	Region	Hoffa	Gegare	Pope	Void	Challenged
IBT	2010	WEST	180	52	210	6	10
IBT	2785	WEST	307	47	55	1	34
GCC	C227	WEST	0	0	0	0	0
GCC	N140	WEST	0	0	0	0	2
GCC	C242	WEST	0	0	0	0	0
GCC	C278	WEST	0	0	0	0	0
GCC	C704	WEST	0	0	0	0	0
GCC	C715	WEST	0	0	0	0	0
GCC	C327	WEST	2	0	1	0	0
GCC	M58	WEST	2	1	0	0	0
GCC	M388	WEST	269	81	46	0	43
GCC	M432	WEST	6	0	0	0	0
GCC	M501	WEST	0	0	0	0	12
GCC	M543	WEST	12	4	0	0	8
GCC	M747	WEST	112	28	13	1	5
GCC	M767	WEST	37	27	11	0	5
GCC	N28	WEST	6	2	4	0	1
GCC	S541	WEST	7	3	0	0	0
GCC	S625	WEST	15	3	2	0	1
BMWED	USDW	WEST	488	220	61	1	24
BLET	430	WEST	0	0	0	0	0
BLET	666	WEST	5	1	1	0	0
BLET	780	WEST	263	116	73	1	9
BLET	830	WEST	0	0	0	0	0
BLET	860	WEST	190	80	24	0	26
BLET	900	WEST	134	71	16	0	63
MISC*		WEST	8	1	1	0	0

*During the count of each local union, some ballots are found that were not sorted into the correct local. Those ballots are collected and counted by region as a 'miscellaneous' local."

GENERAL PRESIDENT CANADA

Affiliate	LU	Region	Hoffa	Gegare	Pope	Void	Challenged
IBT	31	CANADA	927	149	69	14	103
IBT	91	CANADA	153	68	24	0	10
IBT	106	CANADA	728	69	44	1	49
IBT	155	CANADA	69	41	14	0	2
IBT	213	CANADA	294	133	32	7	47
IBT	230	CANADA	199	34	15	0	14
IBT	362	CANADA	415	75	32	2	31
IBT	395	CANADA	52	19	15	0	1
IBT	419	CANADA	147	30	12	0	3
IBT	464	CANADA	245	21	6	1	3
IBT	647	CANADA	45	15	8	0	5
IBT	847	CANADA	89	42	16	0	9
IBT	855	CANADA	96	11	7	0	14
IBT	879	CANADA	307	146	55	2	23
IBT	927	CANADA	72	21	6	0	2

Affiliate	LU	Region	Hoffa	Gegare	Pope	Void	Challenged
BT	931	CANADA	777	89	37	4	32
IBT	938	CANADA	533	173	87	5	56
IBT	979	CANADA	150	37	8	1	12
IBT	987	CANADA	335	42	20	0	46
IBT	1791	CANADA	12	6	4	0	4
IBT	1979	CANADA	33	21	4	0	3
IBT	1999	CANADA	2,197	105	70	4	137
IBT	TCRC 4000	CANADA	105	39	29	0	17
IBT	TCRC	CANADA	356	222	104	0	141
GCC	M100	CANADA	30	16	5	0	7
GCC	M41	CANADA	71	7	5	1	12
GCC	M555	CANADA	176	24	9	0	12
MISC*		CANADA	2	0	0	0	0

*During the count of each local union, some ballots are found that were not sorted into the correct local. Those ballots are collected and counted by region as a 'miscellaneous' local."

REPORT TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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

DATED: January 10, 2012

I. INTRODUCTION

This is Report Number 1 of the Independent Review Board ("IRB") for 2012 regarding activities conducted pursuant to the Consent Order. In this Report we will discuss matters currently before us including two new reports. In some detail, you were previously informed of prior charges against IBT officers and members and recommended Trusteeships by IRB. This report will provide the status of those prior charges and Trusteeships.

II. NEW REPORTS

A. OSWALD MARTUCCI-LOCAL 669, ALBANY, NEW YORK

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

Charge One

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

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

Charge Two

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

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

Mr. Hoffa was given 90 days within which to file the charge, hold a hearing and forward a final written report to the IRB. The details in this report accompany the discussion of the following report in which the IRB also recommends that Local 669 be placed in Trusteeship.

B. LOCAL 669, TRUSTEESHIP RECOMMENDED, ALBANY, NEW YORK

On December 22, 2011 the IRB issued an Investigative Report to General President Hoffa recommending that Local 669 be placed in Trusteeship because the Local's sole full time officer, Mr.

Oswald Martucci, as discussed above, appears to have embezzled from the Local. Because the Local lacks adequate financial controls, the funds of the Local are at risk. The Local is not being run in the interest of its members. A Trusteeship can address the organization-wide financial controls which need attention in Local 669.

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

The report discusses several financial control problems as follows:

- By submitting false receipts to the Local, between January 2009 and May 2010, Mr. Martucci appears to have embezzled \$5,337 from the Local. No Local officer reviewed the receipts Marucci submitted to the Local. This lack of financial control facilitated Martucci's embezzlement.
- In addition to submitting false receipts, between August 2008 and February 2010, Mr. Martucci embezzled \$847.43 by causing the Local to pay for out-of-town meals when he already had received and supplied receipts for the maximum meal allowance intended to reimburse him for those meals. He billed twice for the same expense. In addition, Mr. Martucci also caused the Local to pay for other of his personal expenses without any union benefit.
- Without Executive Board approval required by the Local's Bylaws, in July 2010, after the IRB's books and records examination, Mr. Martucci and four of the Local's part-time officers began keeping all of their travel allowances without submitting any receipts to the Local to support the advanced money they received. Between July 2010 and August 2011, when the Local's Executive Board approved a new allowance policy, Mr. Martucci received \$1,950 as an allowance unsupported by receipts as the Local's policy then in effect required. During that time, Stephen Hicks, the Local's President, received \$1,450 and Vice President Robert Vickers, and Trustees Robert Abare and Frank Marino each received \$300. They did not submit receipts to support these payments as the Local's policy required. This violation of the Bylaws and the approved policy was further evidence of the lack of financial control at the Local. Mr. Martucci claimed that the Executive Board changed the policy and failed to record it.
- The Local failed to comply with IBT's 2000 Local Union Financial Policies and Procedures Manual. For example, many of Mr. Martucci's receipts did not contain sufficient information to determine the purpose for the expenditure.

Based upon the foregoing types of findings, the IRB recommended the IBT General President place Local 669 in Trusteeship.

III. PROGRESS OF EXISTING CHARGES

A. LOCAL 82, SOUTH BOSTON, MASSACHUSETTS

James P. Hoffa, IBT General President has decided to continue this Trusteeship. On October 28, 2011 Bradley Ray-

mond, IBT General Counsel, provided the IRB with an update of this Trusteeship. Since the imposition of the Trusteeship, the Trustee and his designee have sought to clarify and administer consistent policies for assisting members seeking work in the convention/tradeshaw industry.

The general process by which individuals obtain such work is now set forth on the Local Union's website and is also posted at Local 82's offices.

The Trustee has also sought to negotiate successor collective bargaining agreements where such agreements have expired or were not current.

With regard to servicing the various collective bargaining agreements, Local 82 has processed numerous grievances and has successfully remedied numerous employer contract infractions, and obtained the removal or abatement of disciplinary sanctions against employees where such sanctions lacked just cause.

The U.S. Department of Labor (DOL) has made various requests for documents and information from Local 82 and the IBT believes that the Trustee has complied with such requests and satisfied the obligations toward the DOL in this regard. We will keep you informed regarding this Trusteeship.

B. IRB HOLDS HEARINGS ON LOCAL 82, SOUTH BOSTON, MASSACHUSETTS

Since our last report on the status of charges against officers and members of Local 82, the IRB and IBT has completely resolved charges concerning: former Secretary-Treasurer John Perry, former President Patrick Geary (See recently approved Agreement 153 discussed immediately following), and members Joseph Burhoe, John Young, and Robert Perry.

Unresolved charges continued with respect to the following officers and members of Local 82.

Charged Members and Officers:

- Member Lawrence Maguire
- Officers: Leif Thornton, Cheryl Milisi, Francis Dizoglio, John Logan, and Nicholas Murphy.
- Members Thomas Flaherty and James Deamicis

IRB hearings were held on October 11, 2011 at the Sheraton Boston Hotel, in Boston, Massachusetts to address these unresolved charges.

The IRB has the results of these hearings under consideration. This includes the review of any Post-Hearing submissions, hearing transcripts, Post-Hearing Memorandums by the Chief Investigator, Answering Memorandums by the persons charged, and the Chief Investigators Reply Memorandum. After the IRB reviews these matters, final decisions and opinions are rendered as applicable, and forwarded by Application to Chief Judge Preska for review and, if approved, the issuance of a Court Order.

C. PATRICK GEARY, LOCAL 82, SOUTH BOSTON, MASSACHUSETTS

On September 21, 2011 IRB transmitted Application 153 submitting an Agreement regarding former local 82 President Patrick Geary to Chief Judge Preska for review and, if approved, to be issued as a Court Order. Chief Judge Preska approved the

Agreement thus granting Application 153 on October 27, 2011.

The major provisions of the agreement are as follows:

- Effective September 21, 2011, Patrick Geary has agreed to never hold any position with Local 82 or any other IBT entity and to a five-year suspension from membership.

From September 21, 2011 forward he has further agreed not to:

- Hold any position with Local 82 or any employment, office, position or consulting or similar relationship, whether paid or unpaid, with Local 82, and any IBT Entities;
- Accept any pay, salary, allowance, fee or compensation of any kind, except that he may receive any fully vested pension benefits;
- Accept any contributions on his behalf to any pension, health and welfare, severance or other benefit fund;
- Receive any gratuities, severance payments or gifts of any kind whatsoever from Local 82, or IBT entities; or,
- Participate in any manner in any of the activities or affairs of Local 82, or any other IBT entities until the conclusion of the 5 year suspension has expired.

D. BERNARD PISCOPO, LOCAL 82, SOUTH BOSTON, MASSACHUSETTS

In a letter dated June 2, 2011 to the IRB, Mr. Piscopo requested a second 60 day extension to respond to the IRB charges against him. His request for an additional 60 day extension to August 15, 2011 was granted by the IRB. Mr. Piscopo was informed in a letter dated June 15, 2011 from Mr. John J. Cronin, Jr., IRB Administrator, that there will be no further adjournment after August 15, 2011.

Since no further correspondence was received from Mr. Piscopo after August 15, 2011, the IRB is in process of drafting an opinion and decision to submit an Application to Chief Judge Preska for review and, if approved, for the issuance of a Court Order.

E. LOCAL 107 PARTIAL TRUSTEESHIP – PHILADELPHIA, PENNSYLVANIA

In a letter dated August 26, 2011 from Bradley T. Raymond, IBT General Counsel to John J. Cronin, Jr., IRB Administrator, IRB was informed that the partial trusteeship of Local 107 proceeded very smoothly and has addressed the concerns of the IRB. IBT anticipates continuing to monitor Local 107's convention industry for the near future after which Local 107 will be considered for release from trusteeship.

F. LOUIS CASSERO, LOCAL 282, LAKE SUCCESS, NEW YORK

On September 21, 2011 the IRB transmitted Application 152 submitting an Agreement regarding Local 282 member Louis Cassero to Chief Judge Preska for review and, if approved, for the issuance of a Court Order.

The major provisions of this agreement are as follows:

- Effective September 21, 2011, Louis Cassero has agreed to permanently resign from the IBT and Local 282. From September 21, 2011 forward, he has further agreed not to:

- Hold any membership in the IBT or hold any position with Local 282 or any employment, office, position or consulting or similar relationship, whether paid or unpaid, with Local 282, and any IBT Entities;
- Accept any pay, salary, allowance, fee or compensation of any kind, except that he may receive fully vested pension benefits;
- Accept any contributions on his behalf to any pension, health and welfare, severance or other benefit fund;
- Receive any gratuities, severance payments or gifts of any kind whatsoever from Local 282, or IBT Entities; or,
- Participate in any manner in any of the activities or affairs of Local 282, or any other IBT entities.

Chief Judge Preska approved the Agreement thus granting Application 152 on September 23, 2011.

G. LOCAL 630, LOS ANGELES, CALIFORNIA

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

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

H. PAUL A. KENNY, ABRAHAM MORENO, GARY GUILLORY, -LOCAL 630, LOS ANGELES, CALIFORNIA

In a letter dated August 29, 2011 from Mr. James P. Hoffa, IBT General President Mr. Hoffa informed Messrs. Kenny, Moreno, and Guillory, that he adopted the Panel Hearing's findings and conclusions as his own and that the Panel's recommendation is reissued as the decision of IBT's General President.

The Panel found that Messrs. Kenny, Moreno, and Guillory had embezzled as charged. Each was fined amounts equal to the amount he was found to have embezzled. Mr. Kenny, former Secretary-Treasurer was fined \$168,168 and banned from office and IBT employment for ten years. He was also barred from IBT membership for five years. Messrs. Moreno and Guillory, former Business Agents, were suspended from IBT office or employment for five years and membership for three years. Mr. Moreno was fined \$39,595 and Mr. Guillory \$32,212.

In a letter dated September 21, 2011 from John J. Cronin, Jr., IRB Administrator, to James P. Hoffa, IBT General President, Mr. Hoffa was informed that the IRB found the decision to be not inadequate.

I. JOSEPH WOJCIECHOWSKI, LOCAL 812, GREAT NECK, NEW YORK

On July 15, 2011 Mr. Hoffa appointed a Hearing Panel and set a hearing date of August 9, 2011. On July 25, 2011 Mr. Hoffa issued a notice of change of hearing date to September 1, 2011 to hear the charges against Mr. Wojciechowski. A transcript of the hearing held on September 1, 2011 was sent to the IRB on September 21, 2011.

On November 2, 2011 the IRB transmitted Application 154 submitting an Agreement regarding Local 812 member Joseph Wojciechowski to Chief Judge Preska for review, and if approved, for the issuance of a Court Order. On November 4, 2011, Chief Judge Preska approved the Agreement thus granting Application 154.

IV. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received approximately 90 calls reporting alleged improprieties. As in the past, all calls appearing to fall within IRB jurisdiction were referred for investigation.

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

To assure that all calls are treated confidentially, the system recording hotline calls is located in a cipher-locked IRB room on a dedicated line and accessed only by an IRB investigator. The recorded information, if complete and within IRB jurisdiction, is forwarded directly to the Investigations Office in New York City. Please continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (800-225-5472). If you are calling from within Washington, DC, dial 202-434-8085.

V. CONCLUSION

As always, our task is to ensure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities through these reports and also through use of the website at www.irbcases.org. The website also makes available a copy of the Consent Decree.

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

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

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



There's No Place LIKE HOME

LOCAL 639 WORKS WITH D.C. OFFICE OF VETERANS AFFAIRS

When Helmets to Hardhats, a national program that offers job assistance and training programs to veterans, first contacted John Gibson about helping homeless veterans, the Secretary-Treasurer of Local 639 in Washington, D.C. jumped at the opportunity to give back.

Recently, homeless military veterans living in the nation's capital were placed into government housing by the D.C. Office of Veterans Affairs (OVA). The housing provided a comfortable, stable environment for previously displaced veterans. What the housing didn't have, however, was furniture. OVA knew about warehouses full of old furniture from military bases that was going to be crushed and thrown away. The veterans the organization was helping could have the furniture, but OVA didn't have the time or the money to move it.

That's where Local 639 stepped in. OVA contacted Helmets to Hardhats looking for help. Helmets to Hardhats reached out to the Teamsters.

"President Tommy Ratliff and I went and met with the Office of Veterans Affairs in D.C. I basically said, 'Look, why do we have homeless vets?' That was my first question," Gibson said. "Then we talked about how the Teamsters Union could help these guys."

Local 639 coordinated with YRC, which has donated a truck every week, primarily on weekends, so furniture can be transported from warehouses where it is stored to the veterans who need it. Teamster drivers donated their time.

"Every Saturday, we've been going up to the warehouse and loading the truck with bedding, dressers, tables, refrigerators—whatever they need," Gibson said. "We take a crew of volunteers out and do three or four stops every Saturday."

'Thank God for the Teamsters'

Though Veterans Day is a holiday, the Teamster volunteers didn't take a break. Instead, they spent their Veterans Day weekend continuing their efforts to honor those who served their country.



"When we meet the vets we deliver this stuff to, they're always so appreciative. Some get tears in their eyes and some even say, 'Thank God for the Teamsters,'" Gibson said.

Volunteers for the project include YRC and UPS Teamsters, as well as business agents from Local 639. Gibson, who is still on the seniority list at YRC, drives the truck. Other Teamsters volunteering their time include YRC Shop Steward Mickey Fonville, Ed Conroy, and Business Agents Rob Reddix and Randy Roberts.

This partnership agreement between the local and OVA also includes help from the National Capitol Veterans Coalition (NCVC).

In a recent letter from OVA, the agency's director, Matt Cary, wrote: "NCVC and OVA is extremely appreciative of the use of the truck from the YRC and the volunteer drivers and helpers of Local 639... The Office of Veterans Affairs, NCVC and Mayor Vincent C. Gray is very appreciative of your volunteerism and your support for D.C. veterans and their families. Please thank your local President Thomas "Tommy" Ratliff and the Teamster volunteers for their assistance."



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TEAMStar

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Open Enrollment Period

Extended through March 31, 2012!

The International Brotherhood of Teamsters is proud to announce an open enrollment period for the TEAMStar Retiree Health Program from **December 15, 2011 to ~~February 29, 2012~~ March 31, 2012 (now extended)**.

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

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

- **Group Buying Power** — TEAMStar rates are not available to the general public.
- **“Automatic” Claims Filing PLUS** — Eliminate paperwork hassles associated with Medicare Part B claims filing and maximize eligible benefits.
- **Freedom of Choice** — There are no provider lists or referral process. We believe it is important for you to choose your own doctors and hospitals.
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“I have never had a problem with the care and service I have received. It gives me peace of mind.”

- Mario, Local 617 Member



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

- Thomas, Local 315 Member



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

- Vincent, Local 584 Member



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

- Maxine, Spouse of Local 962 Member

To receive an enrollment packet or enroll immediately over the phone, call 1-800-808-3239. You may also visit www.teamstar.com for more information.