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INTERNATIONAL BROTHERHOOD OF TEAMSTERS

MAY/JUNE 2010



TEAMSTER

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TEAMSTERS FIGHT BACK

Union Working on Your
Behalf on Many Fronts



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America's Middle Class

A MESSAGE FROM GENERAL PRESIDENT JAMES P. HOFFA

America is the first country ever where a majority of its citizens were able to join the middle class. Labor unions created that middle class. And no country in the world has ever had a strong middle class without a strong labor movement.

Middle-class prosperity wasn't a gift to working families from the government. It wasn't something that workers got from employers after pleasant chats in the boardroom. Middle-class prosperity was the direct result of a long and difficult struggle. People fought and died for fair wages, safe workplaces and the right to join together in a union.

Workers Under Siege

Samuel Gompers was right when he said you have to choose sides. There is no middle of the road for the middle class. But too often middle-class Americans forget that their economic interest is bound to unions. Corporations want it that way. It's in their interest for non union, middle-class Americans to blame unions for the problems in our economy. But the fact is we're in this together. The fate of the middle class is tied to the fate of the union movement.

When unions are under siege, the middle class is under siege. And today, the middle class is under siege in a very big way. The gap between rich and

poor is widening. Foreclosures are at record levels. Real wages are stagnant, the costs of health care and tuition are through the roof and millions of jobs are leaving our shore. America's working families are falling out of the middle class like never before.

Fighting Back

Because of these trying times for working people, unions are more relevant than ever. In the past two years, the Teamsters organized nearly 80,000 workers. We're working overtime to save good jobs in our core industries. We're fighting for pension relief and financial reform. We're lobbying hard for bills that create jobs, reform labor law and reverse our misguided trade policy.

I'm asking all Teamsters to get involved and help fight for America's middle class. Volunteer as an organizer, lobby your elected representative or just spread the word on why unions are part of the solution, not part of the problem. We still have to fight to get a fair shake. We will lose everything that we have gained if we don't.





Reopen NAFTA, Not The Border

Mexican Trucks No. 1 Means to Move Illegal Drugs into U.S.

Mexican trucks are not only a danger on our highways, they're the number one means by which drug traffickers smuggle illegal narcotics to American cities.

The Justice Department says it has found Mexican drug rings in 230 U.S. cities, including Anchorage, Alaska and Sheboygan, Wis. They're not just involved in drugs, but kidnapping, assaults and human trafficking.

It's even worse in Mexico. Recently, three U.S. citizens connected to the consulate were executed by drug commandos right across the river from El Paso. One victim was a pregnant mother shot in front of her infant daughter.

Though the Mexican government cannot control the drug violence raging within its own borders, it is continuing to insist that Mexican trucks have a right to travel freely on U.S. highways.

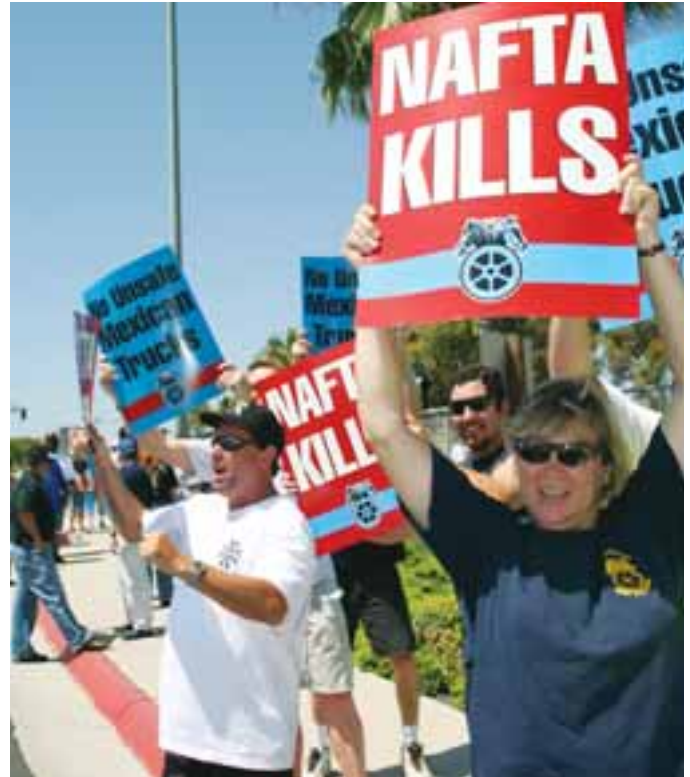
Renegotiate

General President Jim Hoffa has proposed a permanent, straightforward solution to this ongoing dispute between the two countries. He believes NAFTA should be renegotiated to remove the agreement that opens our border to Mexican trucks.

Hoffa recently wrote to both President Obama and Secretary of State Hillary Clinton urging them to renegotiate the cross-border trucking agreement in NAFTA.

Oregon Rep. Peter DeFazio, a Democrat, is asking fellow representatives to sign onto a letter requesting that the U.S. withdraw its commitment to open the borders to Mexican trucks. Hoffa has written to members of Congress urging them to sign on to DeFazio's letter.

In the meantime, the Teamsters believe Congress will find it too politically risky to allow



the border to be opened. With the unemployment rate hovering near 10 percent, it would be extremely unpopular to sup-

port a program that replaces U.S. truck drivers with foreign drivers and exposes Americans to Mexico's drug violence.

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Teamsters Call On Catholic Hospital Chain To Respect Worker, Patient Rights

Hoffa, Local 332 Members, Rally Against Ascension Health in St. Louis

More than 200 Teamsters and religious leaders held a rally and prayer vigil at Ascension Health's corporate headquarters in St. Louis to call on the nation's largest Catholic non-profit hospital chain to respect its workers and patients and the health care rights of the communities it serves.

General President Jim Hoffa spoke out in support of 300 technical employees, emergency technicians and licensed nurses at Ascension's Genesys Regional Medical Center in Flint, Mich., whose pay, benefits and work rules are being targeted for cuts. Ascension workers in Flint are represented by Local 332.

"This company has lost its way—Ascension and Genesys are supposed to serve the common good," Hoffa said.

"No good will come from undermining patients and their caregivers."

Hitting the Road for Justice

More than 100 of Ascension's health care workers from Flint traveled 10 hours by bus to attend the rally and vigil. Similar vigils were held at Ascension hospitals across the country.

"We came to St. Louis because we are trying to stop Ascension management from altering important working conditions that impact the community's access to health care and the quality of care that patients receive," said Kelly Rivera-Craigne, a Genesys registered nurse.

The workers and their supporters stood outside Ascension Health's corporate headquarters in the rain,



pointing at the building and chanting "Shame on you, shame on you!"

"Ascension Genesys wants to cut or demote licensed nurses and fire all its paramedics and EMTs. This puts patients' and the community's health at risk, especially the elderly who depend on rapid response emergency services," said Rick Gatz, a Genesys EMT.

"Ascension Genesys also wants to stop the current pension fund and instead wants employees to pay for their own retirement in a tax-deferred savings plan," said Nina Bugbee, the Local 332 President who has been leading the fight for the workers during negotiations back in Flint.

"They want to chop wages by 2 percent and eliminate the health care protections

that have been promised to retired workers," said Bugbee.

St. Louis Teamsters turned out in force to throw their support behind the workers and to take the local business to task.

"This is about solidarity," said Robert Gartner, Secretary-Treasurer of Local 6 in St. Louis. "Ascension is treating its patients, its workers and its community in Flint badly. This outrageous behavior by a St. Louis corporate citizen is unacceptable. Corporate excess is a problem everywhere, and that is why we are out here today."

Six additional prayer vigils were held across the country in support of the Genesys employees, led by clergy members and attended by Teamsters and Jobs with Justice representatives.





Mess Hall Muscle

West Point Food Fight Prompts Key Contract Provision

Teamsters who work at the Cadet Mess Hall at the U.S. Military Academy at West Point voted unanimously on Feb. 11 to ratify a new two-year contract that guarantees them wage increases and a grievance process via their employer.

“This contract was a really tough fight but we were victorious in the end,” said Adrian Huff, Secretary-Treasurer of Local 445 in Newburgh, N.Y.

The contract covers about 160 people, mostly Haitians and Hispanics, who serve as wait staff and cleaners at the Cadet Mess Hall, Huff said. Local 445 has represented these workers for 12 years. The workers are employed by Watson Services, a catering company.

The workers not only gained good wage increases but they now have a grievance process that allows the workers to bring up any bad behavior they encounter from the cadets, Huff said.

The workers stood their ground when



they learned just before Christmas that the U.S. Army was calling for a 10 percent cut in all expenses. Then, at the holiday dinner in the mess hall, the cadets got into a big food fight that created a terrible mess, forcing the workers to stay an extra four or five hours to clean up.

Two days later, the workers voted unanimously to strike. But Jerry Ebert, the

Teamsters lead negotiator, persuaded the workers to keep negotiating, making sure that one of the key provisions would be a process where the employees could report cadets who treated them with disrespect. Huff said most of the cadets treat the workers with respect, but that a process was needed to address matters where workers are mistreated.

Calling Home Teamsters Connect Soldiers with Loved Ones

A soldier phoning her family from a distant war zone right now may have Teamsters to thank for the call.

Teamsters from throughout New England are currently collecting donated cell phones for Cell Phones for Soldiers, a nonprofit organization that provides talk time to soldiers serving in the U.S. forces. The organization sends donated phones to a company called ReCellular, which gives an average of \$5 in prepaid cards per phone for distribution to the soldiers.

“I am excited and proud of our Joint Council 10 Women’s Committee for taking on this important project. Being a veteran myself, I remember how great it would have been to have had this access to call home,” said David

W. Laughton, Secretary-Treasurer of Joint Council 10.

“We came up with the idea to help this organization at one of our women’s committee meetings, after a Local 25 member and Trustee, Jackie Addison, brought in an article about this worthy cause,” said Alice T. Riley-King, Chair of the Women’s Committee, Trustee with Joint Council 10 and President of Local 42.

Cell Phones for Soldiers was founded in 2004 and has raised nearly \$2 million in donations and distributed more than 50,000 prepaid calling cards to soldiers serving overseas. Old cell phone donations are being collected through June 30 at Teamster local union halls and workplaces.

Nancy Souza understands that staying connected means a lot to soldiers serving overseas. The 26-year member of

Building A Powerful Future

Diamond Food Workers Ratify Second Contract

Nearly 900 walnut processing workers in Stockton, Calif. made history for a second time when they ratified a new contract on March 24, 2010.

The five-year agreement covers 500 year-round employees and between 300 and 400 seasonal employees. It improves seniority protections, working conditions, wages and benefits with an average wage increase of 2.5 percent for employees.

What makes the contract so special is it's the second for a group of workers who defied the odds. Workers at Diamond Foods took on the company in 1991 when contract negotiations broke down, starting what

would become the world's longest labor strike. Workers stayed on picket lines for 14 years. The strike ended in 2005 with ratification of the workers' first five-year contract.

Now that the second contract has been ratified, workers are looking ahead to a bright and promising future.

"The first contract is the foundation. The second contract is the structure that together we will build upon for a powerful future," said Rome Aloise, International Vice President and President of San Francisco's Joint Council 7. "This is proof that good-faith bargaining does work."



Local 59 and teacher in New Bedford, Massachusetts, is also a Colonel in the Massachusetts Army National Guard, and served in Operations Desert Shield and Desert Storm.

Leslie Davidson also knows what it feels like to miss a family member due to deployment. Her husband, William, a Local 42 shop steward and police officer in Manchester, Mass., is also a Command Sergeant Major in the Massachusetts National Guard, having served in Afghanistan, Pakistan and Uzbekistan. When he first deployed in 2002, the couple had two young children.

"Donating cell phones costs nothing and it's such a good thing. It's one less thing soldiers and their families have to worry about and it gives them that connection," Davidson said.

For more information on how to donate nationally, go to www.cellphonesforsoldiers.com.

Teamsters Looking Out For Teamsters

Southwest Administrators Employees Members of Local 986

For Sandra Rich and her co-workers, being a member of a 1.4-million-member organization is about pride, respect and looking out for one another, especially when it comes to the complicated world of insurance claims.

That's because Rich is a medical claims adjuster for Southwest Administrators, based in California. A third-party overseer, Southwest Administrators is the company that handles Teamster insurance entitlements ranging from medical benefits to trust funds.

Today, Southwest Administrators has four locations and administers 12 multi-employee benefit program trust funds covering 150,000 participants. It remains a Teamster facility through and through.

"Everyone in here who processes claims is a Teamster," said Rich, who is a shop steward and member of Local 986 in Los Angeles. "We work as Teamsters for Teamsters. When we process claims, we look out for our fellow members."

In 2009, Southwest Administrators employees accepted a new, three-year contract. The agreement includes an increase of 85 cents per hour allocated to health and welfare plans, wages and pension.

"This is a good contract," said Marsha Parrish, another shop steward with Southwest Administrators. "This is the first time we've received such a generous pay increase."

For the complete story, visit teamstermagazine.com/teamsters-looking-out-teamsters.



Can The Soda Tax

Workers in New York and Pennsylvania Say NO!

Hundreds of Teamster members throughout New York and Philadelphia are standing against the soda taxes their governor, mayor and legislators want to impose to balance budgets. Also known as the sugar tax or fat tax, New York Gov. David Paterson wants a tax of a penny per ounce to be levied against any non-diet soda drink. In Philadelphia the tax would be even higher.

“If passed, either tax could mean fewer sales and less volume, and less volume means loss of jobs,” said Danny Grace, Secretary-Treasurer of Local 830 in Philadelphia.

“The proposed soda tax is the wrong fix,” said Jim Hoffa, General President. “Not only does the soda tax hurt consumers, it will hurt small businesses and result in job losses.”

The three New York Joint Councils, 16, 18 and 46, asked soft drink members around the state to converge on Albany in mid-March to make their voices heard. Their task was to bolster the members of the state senate and assembly against the pressure from anti-work-

ing family interests.

“All we want to do is save our jobs,” said rally attendee Victor Ryder, a 26-year member of Local 812 at a Pepsi warehouse facility.

“The drop in volume could cost us 30 percent of the business,” said Terence Palletti, a 26-year Local 812 member who has an independent Pepsi route. “You put this fat tax on sodas and you would devastate our industry.”

New York Legislature Votes No

Prior to the Teamsters converging on Albany, the state senate voted down the soda tax. Soon after Teamster members returned to their homes, the assembly also voted down the tax. However, the governor must still work on the final budget—although the chances are very slim that the soda tax will surface again this year.

“We are encouraged that the legislature has stood strong in the fight against this job-killing tax, but we know the fight is not over,” said George Miranda, President of Joint Council 16 in New York City.

“More taxes will not make our economy healthier,” said John Bulgaro, President of Joint Council 18 in Albany, N.Y.

“The legislature has done the right thing to reject the soda tax,” said Ron Lucas, President of Joint Council 46 in Cheektowaga, N.Y.

Teamsters Rebuff Tax in Philadelphia

Prior to the Albany rally, Teamsters in Philadelphia rallied at city hall, calling on their mayor to kill the proposal for a soda tax. The Philadelphia version would add a tax of 2 cents per ounce to every bottle of soda and sugary drinks. This tax could mean the end of hundreds of Teamster jobs in the city.

“Mayor Nutter will not mess with our soda people in Philadelphia,” Grace said. “We’re here to say in one loud and unified voice, ‘No to Mayor Nutter!’”

Signs saying, “Hey Mayor Nutter—we need jobs, not new taxes,” and “Save Philly Jobs!” were carried by the Teamster members and Teamster trucks which surrounded city hall.



In Memoriam

Teamsters Mourn Passing of Longtime Teamster Carl Haynes

Carroll “Carl” E. Haynes, who served the Teamsters as an International Vice President, Director of the Public Services Division and the President of Local 237 in New York City, died in April after suffering a heart attack. He was 76.

Haynes had retired from his role as International Vice President and Public Services Director on Dec. 31, 2009. He served as the President of Local 237, the largest Teamsters Local in the country, from 1993 to 2007.

“On behalf of the Teamsters, I express my deepest condolences to Carl’s wife Janice, his two children and other family members,” said Jim Hoffa, Teamsters General President. “Under Carl’s leadership, the Public Services Division grew tremendously and we are grateful for his dedicated service to our union.”

“Carl Haynes practiced a ‘members first’ policy and that dedication to his local showed as he was able to win gains in wages and other benefits for them over the years,” said Tom Keegel, General Secretary-Treasurer. “As a local union officer and a member of the General Executive Board, he was an exceptional trade unionist who made many valuable contributions to our union.”

“Carl spent more than 40 years of his life in the labor movement and his leadership and guidance will be greatly missed,” said Gregory Floyd, President of Local 237.

Haynes was born and raised in Hinton, W. Va. He moved to New York City to work for the New York City Housing Authority and joined Local 237 in 1960. He served in many leadership positions for the local.

Haynes is survived by his wife of 53 years, Janice, his daughter Leann Haynes Smith, his son Jay Christopher Haynes, three grandchildren and one great-grandchild.



Labor Secretary Drops In

Hilda Solis Spots Teamsters, Tells Secret Service to Pull Over

U.S. Labor Secretary Hilda Solis has proven she’s a friend of the Teamsters. Solis spoke at the recent Teamsters Women’s Conference, and she has been a strong advocate for working families since taking office.

In mid-January, she proved her friendship in another way by making a surprise visit to Boston’s Local 25 and delivering an impromptu speech to members.

“We were blown away by Secretary Solis’ surprise visit,” said Sean M. O’Brien, Local 25 President, who was sworn in for his second term shortly after Solis’ visit.

While in Boston, Solis was driving by and saw Teamsters outside the Local 25 union hall. She told her Secret Service driver to pull over. Solis then called on O’Brien, who at first thought his secretary was joking about Solis being there.

“She said she wanted to stop and say hello because her father was a 25-year Teamster, and because she saw Teamsters gathered outside,” O’Brien said. The members were arriving for Local 25’s monthly meeting.

Solis was unable to speak during the meeting, but she did speak with some members who arrived early.

“She talked about how proud she was that her dad was a Teamster, and talked about what the union has done to improve lives,” O’Brien said.

For O’Brien, an extraordinary day became even more memorable. After meeting with the labor secretary, O’Brien’s father, a 49-year Teamster, administered the oath for his son’s second term.



TEAMSTERS FIGHT

Union Working On Your Behalf On Many Fronts

Dave Wolf, a Local 776 Teamster in Pennsylvania, said it best.

Pointing out that working people weren't the ones who caused the nation's economic woes, Wolf said, "It was fraud and corruption on Wall Street that caused the crash. Now working people are losing their jobs and their pensions because of it. The government says it has to bail out the banks when they get into trouble because they're 'systemically important'."

"Well, we're the people who move the goods and pay the mortgages and support our communities. I think we're 'systemically important' too," Wolf said.

So Wolf got involved. Through his union, he's fighting back. Fighting back against corporate greed. Fighting back against anti-union politicians. Fighting back against unfair government regulations and trade deals.

He's part of a growing movement of those who recognize that, in order to make a positive difference, it's important to work through a powerful group that never stops fighting for the interests of working people: The Teamsters Union.

"A pro-union president is in the White House. We've got Democratic majorities in the House and the Senate. We're starting to see green shoots in the economy, but working families are still hurting. Teamsters know we can't count on anyone else to fight our battles for us. That's why we're fighting back like never before," said Jim Hoffa, General President.



BACK



Balance the Scales

Action is taking place on many fronts and on several different issues.

“Powerful interests with a lot more money at their disposal are spending billions of dollars trying to undermine working families and the labor movement. The union is doing everything it can, at every level possible, to protect and promote Teamster jobs and benefits, and actively working to balance out the scales that tipped too far toward big business and away from working families during the last president’s administration,” said Tom Keegel, General Secretary-Treasurer.

Despite great advances of pro-union politicians over the last couple of years, working people still have fewer weapons at their disposal in the fight for the middle class.

Unions remain the single most effective tool in the fight for the middle class, but over the past few decades, especially during the George W. Bush administration, labor laws were completely reshaped. The law right now favors millionaires and billionaires over working men and women, corporations over unions, big business over decency.

Save Jobs, Protect Pensions

A secure retirement is at the heart of services unions provide for their members, which is why the fight for pension reform is so important.

“Pension reform also saves jobs,” Hoffa said. “America and the Teamsters Union face a jobs crisis. What many people are not aware of is that the jobs crisis is connected to the strains placed on pension funds by the Wall Street financial collapse. So to create jobs, we also must protect pensions.”

That’s exactly what the Teamsters Union has set out to do.

The union has devoted thousands of hours and held dozens of meetings with Congress, as well as the White House, to solve the problems that multi-employer pension plans are facing. An important step forward was taken with the introduction of H.R. 3936, the Pomeroy-Tiberi “Preserve Benefits and Jobs Act.” The bill will help provide the funding relief necessary to restore pension plans.

Many Teamsters are in multi-employer plans. The plans and the employers who contribute to them are facing unreasonable financial pressures that threaten the retirement security of tens of thousands of workers.

Action in the House

The Teamsters’ grassroots effort to pass the “Preserve Benefits and Jobs” act recently received kudos from the two members of Congress who sponsored the bill. The Preserve Benefits and Jobs Act provides temporary funding relief for pensions that suffered losses in the stock market collapse of 2008. It will give employers more time to put money into pensions in order to meet government requirements.

Hoffa introduced Rep. Earl Pomeroy (D-N.D.) and Pat Tiberi (R-Ohio) to the General Executive Board at a recent meeting in Washington. The congressmen

knew that the Teamsters had begun to mobilize on behalf of their bill to provide relief for pension plans. Already, Teamsters sent more than 7,000 e-mails to their representatives supporting the legislation.

“I was thrilled to death to see what you unveiled yesterday, your grassroots effort,” Tiberi told the board. “You guys have a lot more influence in this town than I do. We need to get this passed yesterday.”

“Mobilizing the grassroots—I can’t tell you how important that is,” Pomeroy said.

Tiberi told the board that he is the son of Italian immigrants. His dad, a steelworker, lost his job and his pension when he was in high school.

“I come at this from a very personal standpoint,” Tiberi said. He called the bill “something that will help so many Americans—not just keep their pensions but keep their jobs.”



FIGHTING BACK

There’s no shortage of ways for Teamsters to get involved from the comfort of home.

Members are welcome to get involved in the fight for pension reform by visiting the union’s new web page at www.teamster.org/content/pension. Here you can access the tools and information you need—including an online petition—to mobilize in the fight for pension relief.

Check out CarBuyersBeware.com for more information on what the union is doing for carhaul members.

For other campaigns and issues, visit the following Teamster-related sites:

Senate Steps In

Protecting pensions and saving jobs is the top priority of the Teamsters Union. As such, the union is also working with members of the Senate on a bill similar to that in the House.

Some Teamster truck drivers at YRC Worldwide (YRCW) recently got a front-row seat to hear Sen. Bob Casey's plan to stabilize multi-employer pension plans and save thousands of jobs. This happened at the YRCW loading dock in Carlisle, Pa., where Sen. Casey announced that he would file the "Create Jobs and Save Benefits Act of 2010."

Sen. Casey, a Pennsylvania Democrat, explained that his legislation is not only important in protecting pensions and saving jobs, but it's also important to keep promises made to retirees.

"We have to fulfill our obligations," Casey said. "Pensions are a basic commit-

ment to workers and their families that they will be there for them."

The bill will strengthen the trucking and other industries. It will change the pension funding rules so employers won't have to make payments that could force them into bankruptcy. Employers can use their savings to hire and retain workers.

Teamster trustees from across the nation recently met in Scottsdale, Ariz. at the annual Trustee Education Conference to strategize about tackling the funding pressures facing all pension plans because of the financial crisis.

Keegel urged trustees to get involved and to help mobilize Teamsters.

"We need your commitment and leadership now more than ever," Keegel said. "You're on the front line in this battle. We can't sit around and wait for Congress to do the right thing. We must demand that our needs are heard and met."

YRCW

Over the years, the fight on behalf of rank-and-file Teamsters has pitted the union against some of pretty powerful interests. Sticking up for Teamsters at YRCW, however, brought the union face to face with one of the world's most powerful: Wall Street.

The Teamsters Union took on Wall Street to help YRCW avert bankruptcy, saving 30,000 Teamster freight jobs.

In the fight to save those jobs, the Teamsters publicized that Wall Street investors were trying to profit from a failure of YRCW. At issue were credit-default swaps (CDS), which provide "insurance payments" to investors when a company goes bust. These unregulated swaps played a central role in the near-collapse of YRCW.

"The Teamsters Union set out to reveal the shameful behavior of the banks and other financial firms, but the lack of transparency and regulation in the market left no way to identify the bondholders in order to persuade them to participate in the company's debt-for-equity exchange offer," Hoffa said.

Due to a massive last-minute surge of public relations, political and investor activism spearheaded by the Teamsters, the bond-equity exchange was successful.

Changing the System

Now, the Teamsters Union is trying to change how CDS work so other companies won't face the same dilemma as YRCW.

"A handful of bondholders were permitted to put their own financial gain before the welfare of more than 35,000 workers and hundreds of thousands of retirees," wrote Hoffa in a letter to the U.S. Senate Committee on Banking, Housing and Urban Affairs.

In the letter, which commends the committee for passing the Restoring American Financial Stability Act of 2010, Hoffa encourages lawmakers to strengthen the bill by ensuring "that the final legislation brought to the floor brings transparency and accountability to our shadow capital markets. That includes requiring all standardized derivatives to be cleared and traded on fully transparent exchanges and regulating hedge funds, private equity and venture capital to protect investors and prevent systemic risk.

ON THE WEB

- FedExDriversArentPilots.com
- Fedmx.com
- ASAforTeamsters.org
- HorizonAlaskaTeamsters.org
- CALFleetServiceTeamsters.org
- Schoolbusworkersunited.org
- TeamsterStates.org
- TeamsterMagazine.com
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- TeamstersEnergy.org
- USFoodServiceWorkers.org

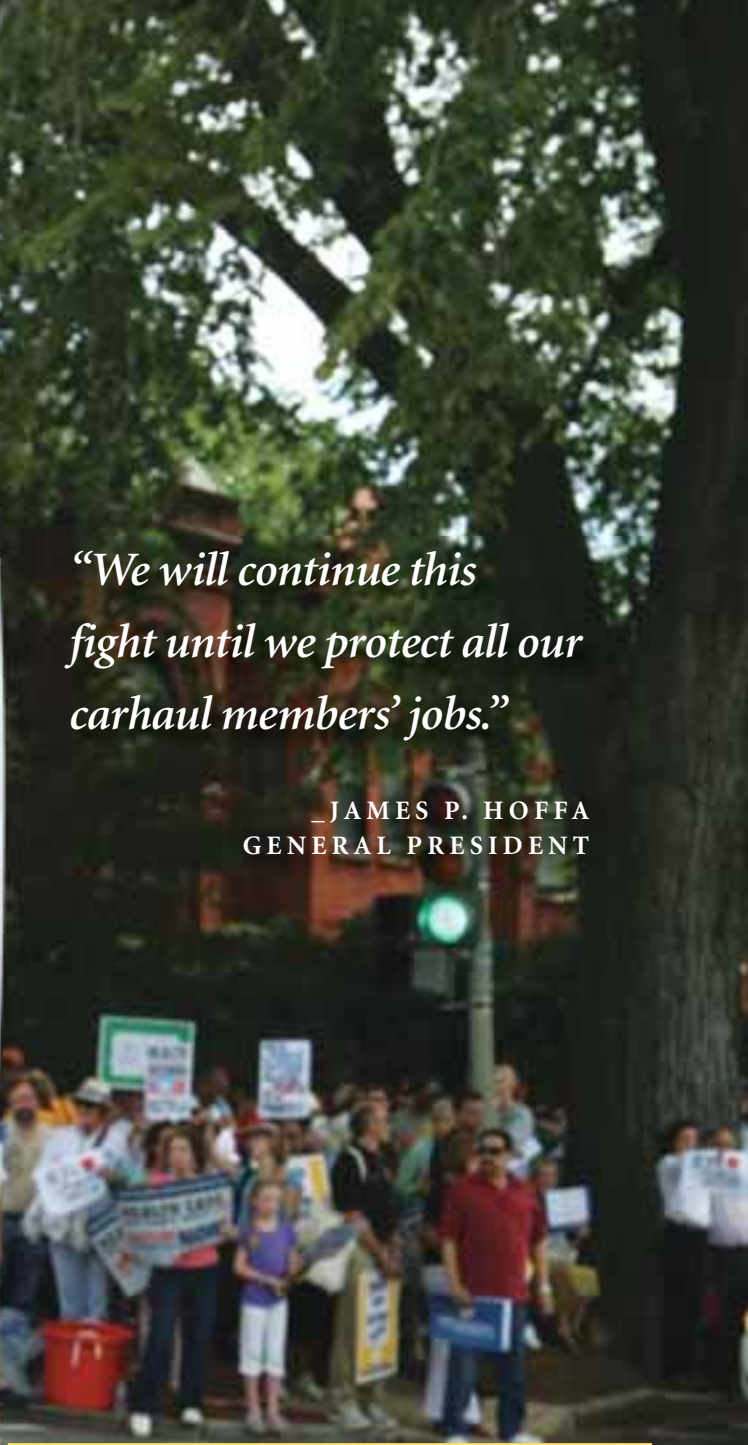
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"We will continue this fight until we protect all our carhaul members' jobs."

**_JAMES P. HOFFA
GENERAL PRESIDENT**



Derivatives, hedge funds and private equity must be clearly and effectively regulated, without exceptions or loopholes that undermine these rules.” (You can find the entire letter at www.teamster.org/content/ycrw-freight-updates.)

Even after a rescuing a company and its 35,000 jobs from the jaws of a greedy Wall Street, the Teamsters Union is still fighting for those members and anyone else who could be affected by credit-default swaps.

“As the legislative process moves forward, we hope that the YRCW story can help to illustrate the dangers associated with unregulated shadow financial markets and the threat that these products pose to the lives of working families,” Hoffa said.

The Carhaul Fight

Union carhaulers are in the fight of their lives, and once again, the Teamsters Union is using all the tools at its disposal to help them.

Some auto companies either plan to or have already killed good jobs by moving work to cut-rate carriers.

“Our fight to save our carhaul members’ jobs is gaining momentum as we win support from members of Congress, dealerships, consumer advocates and other key groups,” Hoffa said. “Since early October, our members have leafleted hundreds of dealerships nationwide, educating car buyers about the dangers of nonunion haulers transporting new vehicles.”

The campaign on behalf of carhaulers has seen a tremendous amount of activity in recent months. Hundreds of auto dealerships have signed letters urging car companies to stop their attempts to eliminate the work of Teamster carhaulers, and because of it, GM has backed off plans to eliminate more union work.

Chrysler has already shifted work to nonunion carriers, but the union is still

working on getting that work back to Teamster carriers.

Damaged When Delivered

“One of the most important things the Teamsters Union has done for carhaulers whose work is threatened is producing the ‘Damaged when Delivered’ report, which looks at the risks to consumers and to public safety when these cut-rate companies haul more of the vehicles,” said Fred Zuckerman, Director of the Carhaul Division

“We have distributed this report to all members of Congress, to all GM and Chrysler dealerships, and to the consumer advocate groups who have signed on to our report,” he said.

Zuckerman and the union’s consumer allies held a press conference to bring attention to the report when it was released at the end of 2009.

The union’s legislative team has also worked on getting dozens of members of Congress to send letters to GM and Chrysler demanding that they halt any plans to cut good-paying carhaul jobs.

The message from Congress has been clear: The taxpayer-funded auto bailouts were not intended to cut good jobs.

“We will continue this fight until we protect all our carhaul members’ jobs,” Hoffa said.

In the meantime, Teamsters are still leafleting at Chrysler dealerships, working with the UAW to put pressure on Toyota, and has been educating consumers by leafleting outside of auto shows around the country.

The union is also working with local unions to establish “audit safety teams,” in which members help the Teamsters Union file reports and take photos of safety problems with the cut-rate, nonunion carriers.

The carhaul battle is ongoing and may

not be resolved soon, but the fact that the Teamsters Union has taken on this challenge speaks volumes. It sends a clear message to other Teamster employers: The Teamsters are fighting back.

Strength in Numbers

What gives the Teamsters Union the might to fight all these battles? You. The union is 1.4 million members strong. The sheer size of our membership translates to clout in Washington, D.C., at the bargaining table and, of course, with prospective members.

“Our Organizing Boot Camps have been such a huge success because our members recognize the good the union does for them and they want that to spread in their community,” said Jeff Farmer, Director of the Organizing Department.

More than 1,000 member organizers were trained in 2009 and even more are on schedule to be trained by the end of 2010. In 2009, there were 22 boot camps, involving 20 Joint Councils and two state conferences, with member organizers from 170 Teamster locals, the GCC and BLET. These members volunteered their weekends, took action, and sometimes braved the elements to fight for what really matters—rebuilding the middle class and raising standards for working families.

“We are engaged in national campaigns that will test the resources of the union and we need a mighty army of Teamster member organizers to get it done,” Hoffa said. “There is strength in numbers, and in order for the Teamsters to fight back against the powerful interests that are against us, we need the help of every member, local union, Joint Council and every Teamster group in between.”



Seniority

VICTORY

at UPS Freight

Teamsters Win With The Facts At Grievance Panel





The Teamsters won a major victory on seniority at the UPS Freight national grievance panel in March, and is taking important steps to address contract violations on subcontracting, said Ken Hall, Package Division Director and International Vice President.

“We took on the seniority violations and we won,” Hall said. “The contract wasn’t being followed. It wasn’t what we negotiated. We had the facts behind us. Justice was served for our members. It is up to us to police our contract and make sure it is being followed.”

UPS Freight violated the contract in the Central Region and other areas of the country by refusing to let workers exercise their seniority when bidding the various jobs within the local cartage operation.

Prior to the contract, each job classification had its own seniority list, city drivers, yard jockeys, and dock workers, and the members were restricted to only performing those duties.

Through negotiations the restrictions were removed and all “local cartage” members were placed on the same seniority list and should have enjoyed the ability to bid every six months to whatever job classification they desired and were qualified to do.

The company, however, was still restricting them to only bidding whatever they had previously bid unless a new position opened up. This was defeating the seniority concept that had been negotiated.

International Vice President Brian Buhle said this issue was a huge win for the members.

“The decision by the national panel restored exactly what was bargained for, the right to exercise your seniority within the local cartage classification,” said Buhle, also the Central Region FedEx Freight chairman and Secretary-Treasurer of Local 135 in Indianapolis. “Thanks to Ken Hall and the efforts of the Package Division, we prevailed and the members’ seniority was protected.”

“As a member of the Teamsters National UPS Freight Negotiating Committee, I can say that we all knew that this was a first contract and that issues of language interpretation would arise,” said Sean M. O’Brien, President of Boston’s Local 25. “I was pleased to see this addressed. This is precisely what national Grievance Panels were created for.”

Subcontracting Violations

Another major issue at UPS Freight is contract violations involving subcontracting. A lead case from Local 745 in Dallas has been chosen to proceed to arbitration.

“Our committee has done an outstanding job of documenting and grieving subcontracting violations, and it is absolutely not their fault that UPS has continued to violate the contract,” Hall said. “Thanks to the diligence and hard work of Local 745 in putting together the facts, a neutral arbitrator will make a decision if we can’t come to an agreement with the company to handle this violation of the contract.”

“Every Teamster should know what is in their contract.”

**–Ken Hall, Package Division Director
and International Vice President**

Building Strong Cases

The contract violations by UPS Freight reinforce the need to take on good cases with well-developed facts and supporting documents to win successful grievances and arbitrations that enforce contractual language and end company abuse, Hall said.

“You have to get the facts right,” Hall said. “You can’t just walk in to an arbitrator and complain that something isn’t right, because you are not going to win. You have to build strong cases, and that’s what we are doing.”

Hall pointed out that because this is the first contract with UPS Freight, there will be issues that arise.

“Although this is a first contract, as with all longstanding contracts, there will always be disagreement,” Hall said. “We must address these issues with well-developed facts.”

Hall added that it is never too early to start thinking about the next contract and where improvements can be made.

“Every Teamster should know what is in their contract,” Hall said. “Communicate to your local when you feel it is being violated, and let them know where you think improvements can be made in the future.”

The Teamsters kicked off the organizing campaign in 2006 when the union organized UPS Freight (formerly Overnite Transportation) workers in Indianapolis and negotiated a contract with the company that was ratified by a 107-1 vote in October 2007.

The Teamsters won a card-check agreement from UPS in December 2007, and in January 2008 launched a nationwide campaign. By November 2008, the Teamsters represented more than 12,400 UPS Freight workers in 42 states.

Building STRENGTH *Locally*

WASTE WORKERS UNITE TO SIGN UP FOR DRIVE



'Incredible Success'

"This incredible success is a testimony to the leadership of Local 396 Secretary-Treasurer Ron Herrera," said Jack Peasley, who has been a DRIVE representative for 10 years and a Teamster for 42 years. "The leadership of Local 396 has sent a strong message to all its members that they are fighting for their best interests. The members trust their leadership."

The DRIVE campaign coincides with a comprehensive organizing campaign that's under way at Local 396. Local 396 represents about 2,700 waste and recycling workers. That includes about 1,900

in Los Angeles County, with the rest in Orange, San Bernardino and Riverside counties. The local estimates there are at least another 3,000 unorganized waste workers in L.A. County alone, and probably another 3,000 unorganized workers in the other three counties.

In addition to strengthening job security for existing members, the DRIVE campaign success boosts the organizing effort by strengthening ties with local elected officials.

Political Awareness

"DRIVE is all about political awareness," Herrera said. "We have educated our members and made them aware that legislative strength is going to increase job security."

For example, by strengthening ties to local government officials, Local 396 has helped pass worker-retention ordinances in smaller, local communities. The local is working on additional ordinances in larger communities in Orange County, typically a more politically conservative area. With the recently added clout, the political-action campaign is gaining momentum.

"This is an intelligent fight, a legislative fight," Herrera said. "By gaining strength through our DRIVE membership, we will increase our influence to pass more pro-worker laws at the local level that help our

Hector Ramirez realizes that to remain more secure in his job in the solid waste industry, workers need to have influence with local government officials, so he and his co-workers recently joined DRIVE in unprecedented numbers.

DRIVE is the Teamsters' political action committee. Ramirez and 1,300 of his co-workers in the solid waste and recycling industry, all members of Local 396 in Covina, Calif., joined DRIVE over a six-week campaign, a level of success which is being hailed as unprecedented.

"DRIVE helps us build strength with city councils and local governments, which put waste contracts out to bid and sign the contracts," said Ramirez, a 13-year Teamster who has worked at Waste Management in Compton for six years. "This relationship with local governments is very important, because if we lose a contract, we can lose our jobs."

When the campaign began earlier this year, about 60 (or about 2 percent) of Local 396's sanitation members belonged to DRIVE. Six weeks later, 1,325 were signed up—50 percent of the local's waste/recycling workers, a group whose membership is about 98 percent Hispanic. "We need to make sure that local politicians award the contracts to union companies over nonunion companies so that we can maintain good union jobs within our community."



members and laws that will help our union grow. When our union grows, it helps all of our members.”

Building on Success

DRIVE, the Democratic, Republican, Independent Voter Education program, supports grassroots action by Teamster families to stand up to big business interests. The successful campaign involving waste and recycling workers in Southern California will help future DRIVE campaigns.

“We hope to build on this successful DRIVE campaign and reach out to sanitation workers across the country, as well as other workers,” said Christy Bailey, Director of the Teamsters Field and Political Action Department. “The waste workers at Local 396 realize how important their relationship is with locally elected leaders. Their membership in DRIVE will give themselves and their families a more secure future.”

Ramirez, who works as a side loader picking up waste from homes, said he wants other workers to become Teamsters so that they can enjoy some of the benefits he has received over the years.

“As a Teamster, I have a way better life,” he said. “I



have more medical care for my kids—it is a good plan and it doesn’t cost that much. I will have a retirement plan from the Teamsters. I have been able to provide a better education for my kids. With more power at the local level, more people can have a better life like I have had.”

For more information on DRIVE, visit www.teamster.org/content/drive.



Driving Standards

Durham School Bus Workers Join Local 838



“I need a voice. A happy driver makes a safe driver. I wanted the Teamsters because I would like to vote on policies in the workplace.”

—REGINA SHADE, DRIVER

For 10 years, Nathaniel Brown has worked hard, transporting children to and from school. Brown doesn't ask a lot of his employer in return, but what he and his co-workers do need is justice.

“I've seen routes changed and my hours and pay shorted. A lot of promises were made and none of them were fulfilled. There was no justice behind some of the things they've done,” Brown said. “We needed to organize a union so we could have a voice. We needed to do it our way because the old way wasn't working.”

Brown and his fellow drivers and monitors with Durham School Services in Kansas City, Missouri have voted overwhelmingly, 203-63, to join Local 838, sending a strong message to the company that they are standing united for safety, fairness and proper treatment on the job.

Sweet Success

The 290 workers had tried to form a union twice in the past, but decided to go with the Teamsters in their final, successful effort. They prevailed despite resistance from Durham management in their efforts to join the union. At the union election, management attempted to ex-

clude the workers from viewing the vote count.

“I am so happy about this vote. I've been here a while and wanted to help the young people who had been scared of management before, but we all spoke our word today. Everyone was fed up with having a buddy system instead of a seniority system and with the lack of safety. We are long overdue for a change,” said Rosie Randolph, a 12-year monitor.

“I wanted the Teamsters because I wanted a better workplace. Management has sick time, snow days and benefits, but we don't,” said Dana Smith, a 10-year monitor. “I don't have the health plan here, because if you pay for it, forget being able to pay rent. It costs too much. There are people that have worked here 27 years with no retirement, with nothing to fall back on.”

“I need a voice. A happy driver makes a safe driver. I wanted the Teamsters because I would like to vote on policies in the workplace,” said driver Regina Shade.

Fired Up

Throughout the campaign to organize, the workers stuck together, attending



The **FACTS** on **DURHAM**

rallies and meetings and showing their support for forming a union in every way possible. Single mothers juggled family responsibilities with attending organizing committee meetings, while many who work long hours to make ends meet put in the extra time needed to help organize.

“This group was fired up, ready to sign cards, hold meetings at night after work and just ready to go,” said Billy Thompson, President of Local 838. “Their energy was unbelievable and they wanted this so badly. They are a pleasure to work with.”

The workers had a huge amount of support from the Kansas City community and faith leaders, including strong backing by the Kansas City Teachers & School Related-Personnel, American Federation of Teachers Local 691, and Reverend Kenneth Ray of the Baptist Ministers Union, representing more than 100 churches, among other supporters.

Clint Zweifel, Missouri State Treasurer, told the workers in a letter, “As a Teamster myself, I understand the importance and benefits union membership brings to the workplace...I voice my full support for the Teamsters and the employees of Durham School Serv-

ices... There has never been a more important time for workers to have the right to organize.”

On the Air

During the campaign, the workers also made their voices heard in the media, appearing on KKFI 90.1 FM, where they were interviewed by Judy Ancel, Director of the Institute for Labor Studies at the University of Missouri-Kansas City.

On the program, Phyllis Deason, a driver, said, “We need better buses, driving standards and safety for our children. The only way we can do this is to organize with the Teamsters.”

The Durham drivers and monitors in Kansas City are now looking to the future and looking forward to negotiating a Teamster contract.

“We’ve wanted this for the past two years, and finally having our union is wonderful!” said Muriel Gaston, a 14-year driver. “We tried twice before to form a union, but the company wanted us to give them another chance, so we did, and nothing changed. This time we did something for ourselves and joined the Teamsters.”

- Durham School Services is the U.S. subsidiary of National Express, a huge and profitable multinational company based in the United Kingdom, with operations in the U.S., Canada, Spain and the U.K.
- Durham is the nation’s second largest student transportation provider.
- National Express’s North American division operates more than 16,400 school buses, with 22,500 workers helping deliver 1 million students to school every day.
- More than 2,900 workers at National Express subsidiaries (Durham in the U.S. and Stock Transportation in Canada) are Teamsters.



Tanks Teamsters

Local 745 Organizes Two Tankhaul Units



For Michael Starks it wasn't just a line about his life—the wheels really were coming off. When four tires on his truck blew in four days he knew he needed help, and he knew it was time to call the Teamsters.

Management at Schwerman Trucking's Hutchins, Texas facility decided to change things up, providing a rude awakening for the drivers. Seniority was ignored, routes were given away, loads were cut back, schedules were disrupted and benefits started disappearing.

"I've got seven kids and things at the company just weren't safe. They even got rid of the safety person," Starks said. "That's when we reached out to Teamsters Local 745. We knew that the only way to make things better was to join together."

The drivers knew that Schwerman workers in

other states were Teamsters and had improved their work environment.

"Scheduling was unsafe and your body just couldn't get adjusted," said Kendrick Warren. "You'd drive days one week, nights the next. We roundtrip to Tulsa in one day and go about 450 miles. Your body would just be off kilter all the time."

Following Suit

The Hutchins group voted 14-4 for Teamster representation in May 2009. Shortly thereafter, workers at the West Dallas terminal decided they needed to follow suit.

"They don't know anything about how seniority works," said Mike Murdoch, who was selected by his co-workers in West Dallas to reach out to the union. "We used to have management that understood. But a new area manager brought in a new terminal manager and drivers started leaving left and right going to another tanker company."

Beyond problems with work rules, Schwerman couldn't seem to keep their books straight.

"At least once a month I have to go to get money they've cheated me out of," Murdoch added. "They tried to tell me it was an honest mistake. I was born at night but not last night."

The West Dallas unit voted 11-8 to join Local 745 in September 2009.

The three drivers are committed to getting a first contract at each location.

"Since we voted to go union it's better because you have channels to go through," Starks said. "If you have a problem, let the union handle it."

Murdoch is looking forward to the day he has a contract. "Hopefully we can make more money and get better benefits," Murdoch said. "I'm number three on seniority and it doesn't do me any good. We're going to get a good contract."

LOCAL 350

Republic Services

Thirty-five workers at Republic Services, a waste company in San Carlos, California, have voted to join Local 350 in Daly City. The unit consists of customer service employees, clerical workers and dispatchers.

“The workers want improved benefits, fair wages and better working conditions,” said Bob Morales, Secretary-Treasurer of Local 350 and Director of the Teamsters Solid Waste, Recycling and Related Industries Division.

On November 18, 2009, about 30 mechanics at the same Republic location overwhelmingly voted to join Local 350.

LOCAL 166

Mission Linen

Laudry drivers at Mission Linen in Palm Springs, California voted unanimously to join Teamsters Local 166 in Bloomington, securing a strong voice on the job.

The workers approached Local 166 after new management began fostering a hostile work environment, discarding the seniority system and implying that the workers were disposable and could be let go at any moment if they didn't toe the line. The hardships in the workplace only made the drivers more determined to win representation.

“These guys were motivated from the start,” said

Local 166 Organizer Andy Budai. “They knew what they wanted and were ready to be union even before the vote. They even had their shop stewards picked out.”

LOCAL 463

Sloane Toyota

Technicians at a Toyota dealership in Devon, Pennsylvania voted 19-2 to join Local 463 in Fort Washington. The workers are mechanics who work on Toyota vehicles at Sloane Toyota. There are 22 technicians in the bargaining unit.

“The workers have been attending our local union meetings and they have seen firsthand what the Teamsters are all about,” said Bob Ryder, Secretary-Treasurer of Local 463. “They have seen the interaction between officers, stewards and members.”

The workers were most frustrated with the lack of communication from management, as well as with changes in the workplace, including no raises and an increase in health, welfare and pension costs.

LOCAL 777

First Student

School bus drivers and monitors with First Student in South Holland, Illinois have voted to join Local 777 in Brookfield. The 215 workers are looking forward to improving their working conditions, including gaining

fairness and respect from their employer.

“I feel I've been mistreated. There is so much favoritism here,” said Gwen Macek, a driver. “I'm happy about our vote because I wouldn't have stayed here if we didn't get our union.”

“They did a great job,” said Jim Glimco, Local 777 President. “Thanks to the workers, our local, Joint Council 25 and the International Union coming together, the Teamsters are on the map in Illinois in terms of raising standards in the school bus industry.”

LOCAL 673

ATMI Precast

About 80 workers at ATMI Precast in Aurora, Illinois recently voted by more than a 2-to-1 margin to join Local 673. The workers, who manufacture cement precast walls, work as crane operators, loading laborers, forklift operators, quality control inspectors, building maintenance employees, welders and more.

“The new members voted for representation despite an anti-union campaign run by the company and they know the Teamsters will diligently represent them at the bargaining table to secure a better standard of living for themselves and their families,” said Roger Kohler, Secretary-Treasurer of Local 673.

Tomas Gomez has worked at ATMI Precast for five years. He

has been a union member before and knows firsthand the benefits of union representation.

“It has been years of favoritism here and pressure to work more for less. The company was saying they were going to lower our pay further and lay off workers. I was wondering if I would be next,” Gomez said. “We are working now toward a good contract and I feel very good about it.”

BMWED

Huron and Eastern Railway

Maintenance of way employees on the Huron and Eastern Railway Company recently voted in favor of representation by the Brotherhood of Maintenance of Way Employees Division (BMWED), a division of the Teamsters Rail Conference.

The Huron and Eastern Railway, owned and operated by Rail America, operates in the Lower Peninsula of Michigan. They are headquartered in Vassar, Michigan with their main junction in Saginaw, Michigan.

The BMWED represents more than 35,000 men and women engaged in construction, repair and maintenance of railroad tracks, bridge, structures and equipment throughout the United States. They, along with the 35,000 member Brotherhood of Locomotive Engineers and Trainmen, comprise the Teamsters Rail Conference.

Not JUST A



It's not every day that Teamsters have to leave contract negotiations to respond to a call for help. But for the San Diego lifeguards from the aptly named Local 911, it's all in a day's work.

"I've been with the Local for 20 years and represented all kinds of public employees but we've never had to stop contract negotiations so members of the negotiating team could go perform a rescue," said Raymond Whitmer, Secretary-Treasurer of Local 911, which is based in Long Beach, Calif. "They had to go out and retrieve a body from the bottom of the ocean and try to revive him. Ninety minutes later, we resumed negotiations."

That was Whitmer's first glance at just how unique the San Diego lifeguards are. The 80 permanent and 250 seasonal lifeguards make an average of 6,000 rescues a year as they patrol 26 miles of beach and bay in San Diego. Except for the chief life-

guard, all the lifeguards are Teamsters.

was found in a shallow grave not far from where she was last seen. In spite of rough days like that, the lifeguards said they were drawn to the profession because of their love of the ocean. But the lifeguards say their occupation is often perceived as being, well, a day at the beach.

"Unless you spend a lot of time at the beach, you don't really see what we're responsible for," said Sgt. Casey Owens, a lifeguard for 18 years. "And most people who come to the beach probably will not have to be rescued. You don't expect to be rescued when you plan a day at the beach or on the water."

And sometimes, making those rescues can be hard, said Kerry Brown, one of only five female lifeguards. Brown, a Lifeguard II, has been a permanent lifeguard for 14 years.

"Most of the rescues tend to be male and some don't appreciate being rescued by a female," Brown said. "Sometimes you have to convince them, unless

they really think they're going to die."

Brown said the

NOTHER DAY at the BEACH

guard, all the lifeguards are Teamsters.

The group became Teamsters in August 2009 and just negotiated their first contract earlier this year.

For anyone thinking this has to be the cushiest job ever, this is not "Baywatch." It takes five to seven years to get certified in all the areas needed to be considered for a permanent lifeguard position, which are chosen by a panel of city officials.

"We do surf, river, boat and cliff rescues, plus marine firefighting," said Sgt. Ed Harris, a lifeguard for 21 years. "We're also peace officers so we have enforcement powers."

All In A Day's Work

Harris said the lifeguards' main job is preventing accidents on the beach, water or cliffs, but it's inevitable that most days will include a rescue or two. Sometimes the end result is not good.

Just recently, the scuba diving team was called in to comb a

Rescuing People Part of a Day's Work for Teamster Lifeguards

lake where the body of missing teenager Chelsea King was thought to be. Harris and other members of the dive team spent 14-15 hours a day feeling their way through the lake. King's body

male lifeguards all treat the females as equals since all lifeguards undergo the same training. The lifeguards love their jobs but there are some improvements they hope the Teamsters can help them achieve. Although they are specially trained, including in firefighting techniques, the lifeguards earn on average 22 percent less than firefighters in San Diego.

"Part of the contract was a parity pay study, which we hope will shed light on how valuable the lifeguards are to San Diego,



lake where the body of missing teenager Chelsea King was thought to be. Harris and other members of the dive team spent 14-15 hours a day feeling their way through the lake. King's body

and why they should be paid accordingly," said Chester Mordasini, business agent for Local 911. "The lifeguards provide a vital service to the city of San Diego."



Answer

When a 7.0-magnitude earthquake struck the island nation of Haiti on January 12, South Florida came to a standstill. Home to the world's second-largest community of Haitian-Americans, the region held its breath as people waited to hear the fates of friends and family who experienced the disaster.

Among those severely impacted by the earthquake are members of Local 769 in Miami—a local comprised of many who have ties to Haiti.

“In South Florida, everyone knows someone who was affected. That’s how bad this disaster is,” said David Renshaw, Local 769’s Human Rights Commission representative. “Our local especially had many members who were directly affected.”

With a moral and personal obligation to help survivors of the disaster, Local 769 immediately sprang into action, setting up donation drop-off centers and working with other organizations to collect goods.

As soon as the local announced it was collecting goods and money, donations started pouring in.

There were blankets, towels, clothes, sheets and diapers. There were crackers, cookies, plastic cups, Pedialyte, juice



Miami's Local 769 Helps Haitian Earthquake Victims and Refugees

ing The Call



and water. There were even toys, lotion and batteries.

But somewhere along the way—between the media reports, call centers, fliers, web postings and overall urgency—one very important item was overlooked.

“It was about 8 or 9 at night when we realized we didn’t have any car seats,” Renshaw said.

A seemingly small matter, car seats were of the utmost importance as busloads of earthquake victims—many of them small children—began pouring into Florida just days after the quake struck.

Renshaw and others quickly put the word out that car seats were needed—and fast.

Within hours, the local union, with help from other affiliates in the community, including the United Way, AFL-CIO, and school districts, had collected 81 brand new car seats.

For victims of Haiti’s earthquake, the community response was overwhelming. For Renshaw and members of Local 769, it was just another day.

“In this time of need, our membership and our community have come together,” Renshaw said. “That’s the Teamster way.”

Leader in Time of Crisis

Since that fateful day in January, the local has worked hand-in-hand with other secular and faith-based organizations to collect hundreds of thousands of pounds of goods. Already, several aircraft and shipping containers filled with donations from Local 769 and its affiliates have gone to Haiti; Renshaw predicts the relief shipments won’t stop anytime soon.

“This is something that we can’t just put a Band-Aid on,” said Eduardo Valero, a Local 769 business agent who has been instrumental in helping victims. “We’re still collecting donations and we will collect donations until they are no longer needed.”

While many donations Local 769 has helped to collect

do go to the island nation, other goods stay in the immediate community to help those who have come from Haiti to the United States.

Most victims, who have dual Haitian and American citizenship, came to South Florida with nothing except the clothes they were wearing at the time of the earthquake. In some cases, survivors had little more than scraps or debris covering their bodies.

The influx of earthquake survivors to the area has put a strain on local resources, but community organizations like Local 769 are doing what they can to help those in need—especially children.

“Local 769 has been able to help hundreds of victims directly,” said Michael Scott, President of Local 769. “In the first couple of days after the earthquake, we saw busload after busload of victims—many of them children. We were able to provide those people with food and water.”

For many, the provisions provided by Local 769 were the first food and drink victims had consumed in days.

“The lucky ones stood out in the sun for four days. They were dehydrated and in desperate need of fluids,” Renshaw said.

Looking to the Future

Although the immediate danger is now over, Haiti still faces the daunting task of rebuilding while refugees in Florida are in need of shelter, steady jobs and education for their children.

Local 769 continues to be a community leader by being a source of support, education and resources. The local has set up a volunteer list on their web site and is working in partnership with other organizations to provide daycare vouchers to working families from Haiti.

The local is also looking into the possibility of sending Teamsters to Haiti to help reconstruction efforts, however, plans are still pending.

“We’re going to keep going for as long as it takes,” Renshaw said.

What Do
You Need
to
Know About
Health Care
Reform?



On March 23, President Obama signed into law the first major legislation to overhaul America's faltering health care system in decades. The bill, which aims to make health care in America more affordable, will provide coverage to millions of previously uninsured Americans as well as help control insurance costs. Cost control will make our economy more competitive, help our employers who are burdened by skyrocketing premiums and lower insurance costs for all citizens.

Although most Teamsters currently have insurance through their employers—something that the new legislation will not change—the bill offers many new benefits that may be available to those who already have health insurance. Below are a few things every Teamster should know about the Affordable Health Care for America Act.

Immediate Impact

Most benefits the bill offers will not go into effect until 2014. However, there are some benefits Americans—even those who already have health insurance through their employers—will be able to reap immediately. Under the new legislation:

- Parents will be able to keep adult children on their policy through the age of 26;
- Insurance companies can no longer deny coverage to those with pre-existing conditions;
- Insurance companies will no longer have the option of setting lifetime caps on coverage;
- New private plans will be required to provide free preventative care; and
- A \$250 rebate will be given to Medicare beneficiaries who hit the gap in prescription drug coverage.

Long-Term Impact

The aim of the bill is to provide near-universal coverage in the United States. Prior to the bill being signed, the U.S. was the only advanced industrialized nation that did not guarantee easy access to health coverage for all of its citizens. Under this legislation, by 2019, it is expected that 95 percent of American citizens will have health care coverage.

The bill will set up a regulated marketplace where small businesses and individuals can purchase insurance plans from insurers. These are called exchanges and they will begin in 2014. In the exchanges, insurance consumers will have the ability to view available plans, compare prices and purchase health insurance easily via the web.

Outside of the realm of insurance, the bill also encourages the medical profession to use electronic medical records, which many believe will make health care more efficient and effective. Community health clinics, which serve people who don't have access to other forms of care, will receive a funding boost. The \$11 billion increase in

funding will allow those clinics to treat nearly double the number of patients over the next five years.

Cost

The price tag for the new health care reform bill isn't small, but the savings will be huge. The Congressional Budget Office estimates that the bill will reduce the deficit by \$1.3 trillion over the next 20 years.

Although taxes on the richest Americans will rise—those making more than \$250,000 annually will pay an additional 3.8 percent tax on investment income—the majority of the funding for the bill will come from new fees placed on pharmaceutical companies, makers of medical devices and other industries that will directly benefit from nearly 32 million new customers. Other fees, including fines from individuals who don't buy insurance and penalties on companies that don't provide insurance to their employees, will help make up the rest of the bill.

"The aim of the bill is to provide near-universal coverage in the United States."

Seniors

Beginning this year, Medicare beneficiaries will be able to receive free preventative screenings. Medicare Advantage plans—plans that are run by private insurers and are alternatives to traditional Medicare—will be cut over the next 10 years. The bill does not contain cuts to traditional Medicare benefits. The new legislation also creates a temporary reinsurance program to help companies that provide early retirees with health benefits.

Insurance Companies/Consumer Protection

The new legislation requires insurance companies to be more transparent in their coverage and transactions with consumers. Beginning in 2011, insurers who cover individuals and small groups will be required to spend 80 percent of what customers pay in premiums on medical services, while insurance providers in the large-group market will be required to spend 85 percent of their premium dollars on medical services. (Prior to the new legislation, insurance companies were allowed to spend less of those dollars on medical services and pocket the difference.)

Under the new legislation, insurance companies will be allowed to increase premiums, but companies must submit justification for the increases. Companies that issue excessive or unjustified premium increases will be restricted from participating in the health insurance exchanges, thus limiting their access to new customers.

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

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

DATED: March 25, 2010

I. INTRODUCTION

This is the Independent Review Board's ("IRB") Report Number 2 for 2010 to you on its activities conducted pursuant to the Consent Order. In this Report we will discuss matters that have currently come before us, including four new reports and the progress of existing charges about which we have previously informed you.

II. NEW REPORTS

**A. VINCENT FEDERICO – LOCAL 82,
SOUTH BOSTON, MASSACHUSETTS**

On February 22, 2010, the IRB issued an Investigative Report to General President Hoffa concerning member Vincent Federico. The report recommended that Mr. Federico be charged with, while an IBT member between June 2007 and February 2010, bringing reproach upon the IBT and violating his membership oath by being a member of the Patriarca LCN organized crime family. On March 1, 2010, Mr. Hoffa adopted and filed the charge against Mr. Federico and referred the matter back to the IRB for a hearing. A hearing has been scheduled for April 14, 2010.

B. LOCAL 107 – PHILADELPHIA, PENNSYLVANIA

On February 25, 2010, the IRB issued an Investigative Report to General President Hoffa recommending that Local 107 be placed in trusteeship. The report concludes that the Local is not being operated for the interests of members. Despite prior warning to the Local's officers of the problem, the Local officers and their agents appear to have continued a practice of influencing work assignments in the movie and trade show industries to favor family and friends over other members. In May 2001 the Local created written work referral rules for the movie and trade show industries but these rules were not followed despite representations to the members, the National Labor Relations Board and the IRB that they governed assignments.

The pattern of nepotism and favoritism continued with relatives and friends of the Local's officers and the trade show steward and the Teamster movie captains continuing to work in the movie and trade show industries

while there were unemployed Local 107 members with better qualifications and experience, who did not work.

While the IRB's investigation was ongoing, the Local allegedly surrendered to employers complete control over hiring members for jobs in the movie industry and allegedly surrendered control of work referrals in the trade show industry. As a practical matter, it appears this was a strategy to insulate nepotism and favoritism in work referrals from review, much as the unenforced written rules were.

Given Local 107's history, including its repeated failure to comply with its own work referral rules despite representing it would do so, and the evidence of a pervasive pattern of awarding work under the Local's de facto control to those with connections to Local insiders, the IRB recommended that the IBT place the Local into Trusteeship. On March 4, 2010, General Counsel Raymond advised the IRB that Local 107 consented to a partial trusteeship over the movie and trade show work and the IBT appointed an International Representative to be the Trustee.

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

On February 23, 2010, the IRB issued an Investigative Report to General President Hoffa concerning Local 1901 member Vincent Disario. The report recommended that Mr. Disario be charged with, between approximately February 2009 and February 2010, bringing reproach upon the IBT by being a member of the Bonanno organized crime family. On March 1, 2010, Mr. Hoffa adopted and filed the charge against Mr. Disario and referred it back to the IRB for a hearing. A hearing has been scheduled for April 14, 2010.

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

On February 22, 2010, the IRB issued an Investigative Report to Members of Joint Council 16 concerning Local 1901 member Anthony Turzio. The report recommended that Mr. Turzio be charged with, while a member of Local 1901 and the IBT, refusing to answer questions during his in-person sworn examination. Joint Council 16 was given ninety days within which to file the charge, hold a hearing and forward a final written report to the IRB. On March 3, 2010, Joint Council 16 notified the IRB that it will file the charge against Mr. Turzio.

III. PROGRESS OF EXISTING CHARGES

A. RICHARD RADEK – BLET VICE PRESIDENT

We have previously informed you that BLET Vice President Richard Radek allegedly brought reproach upon the IBT, breached his fiduciary duty, and embezzled over \$6,700 in union funds by causing the BLET to pay for meals which had no union purpose and receiving an allowance

which covered the cost of his home office supplies while at the same time causing the BLET to directly pay for his home office supplies.

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

B. EDWARD RODZWICZ – BLET HEADQUARTERS, CLEVELAND, OHIO

We have previously informed you that BLET President and IBT Rail Conference President Edward Rodzwicz allegedly failed to cooperate with the IRB by failing to appear for his scheduled IRB sworn examination on November 4, 2009. Mr. Hoffa filed the charge and a panel was appointed to hear the charge. A hearing scheduled for January 20, 2010, was rescheduled for April 1, 2010.

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

We have previously informed you that Michael A. Conway allegedly brought reproach upon the IBT and violated his membership oath while a member of the IBT when he knowingly associated with Thomas Ryan who had been permanently barred from the IBT. Mr. Hoffa filed the charge against Mr. Conway and a hearing was held on the charge. On December 10, 2009, Mr. Hoffa suspended Mr. Conway from membership and prohibited him from participating in the affairs of Local 107, the IBT and affiliates for 10 years. On March 22, 2010, the IRB notified Mr. Hoffa that his decision was not inadequate.

D. PETER INNAURATO – LOCAL 107, PHILADELPHIA, PENNSYLVANIA

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

matter and forwarded the agreement to Judge Preska for review.

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

We have previously informed you that Local 282 member Michael Carucci allegedly brought reproach upon the IBT by being an associate of the Bonanno organized crime family, knowingly associating with members of the Bonanno organized crime family, and collecting unlawful debts in connection with an illegal gambling operation the Bonanno organized crime family ran. Mr. Hoffa filed the charges against Mr. Carucci and referred the charges back to the IRB for a hearing. On February 1, 2010, Mr. Carucci signed an agreement in which he permanently resigned from the IBT, Local 282 and Local 917 and agreed never to hold membership in the IBT. The IRB found the agreement served to resolve the matter. On March 11, 2010, the IRB submitted the agreement to Judge Preska for review.

F. MONICA PEASLEE – LOCAL 533, RENO, NEVADA

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

G. MARK W. TRACY – LOCAL 533, RENO, NEVADA

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

On March 5, 2010, Mr. Hoffa issued his decision that Mr. Tracy was fined \$113,670.58, permanently barred from holding any elected or appointed office or employment with Local 533, the IBT or any IBT affiliates, and would remain suspended from membership in Local 533 and the IBT for five years. On March 17, 2010, the IRB notified Mr. Hoffa that his decision was not inadequate.

H. ROBERT A. HOGAN - LOCAL 714, BERWYN, ILLINOIS

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

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

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

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

Mr. Hoffa filed the charge against Mr. Vazquez and a panel was appointed to hear the proposed charge. On March 5, 2010, Mr. Hoffa issued his decision that Mr. Vazquez be fined \$72,302.00; be removed from office; be prohibited from holding any office or employment with Local 901, the IBT or any IBT affiliates until the current term of office for Local 901 officers expires or until he has fully satisfied the fine; and be suspended from membership in Local 901 and the IBT for one year or until he has fully satisfied the fine, whichever occurs later. On March 22, 2010, the IRB notified Mr. Hoffa that his decision was not inadequate.

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

We have previously informed you that Local 1901 member Joseph Torre, while a member of Local 1901 and the IBT, refused to answer questions during his in-person sworn examination. The local filed the charge against Mr. Torre and promised to take further action after a vote in April 2010 which bears on the matter.

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

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

V. CONCLUSION

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

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

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

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

UNION ROOTS



THE DRIVE-BY TRUCKERS



The Drive-By Truckers are a hard-working band who recently made one of their new songs available to Teamsters on the Teamster.org web site.

Their eighth studio album, “The Big To-Do,” was released in March to critical acclaim and a number 22 spot on the Billboard 200 ranking. Many of the songs on this and their older albums deal with the same issues facing working families. The band is playing concerts across North America this summer, including 11 shows with Tom Petty and the Heartbreakers in July.

Patterson Hood and Mike Cooley, two of the band’s founding members, recently spoke to Teamster magazine about their union roots and not forgetting where they came from.

A lot of your music deals with issues that working families are also dealing with. Why is that?

Patterson Hood: We’re very much a working-class band. I was nearly 40 before I ever crossed over the poverty line. Worked multiple shitty jobs to support myself and played nights, weekends, whenever I could. I finally quit my job and hit the road full time but nearly starved and was once homeless for a few months. I got lucky and now make a decent living for doing what I love, but I still have to grapple with health insurance issues and a very erratic pay schedule. We mostly all have kids now so there’s a lot more weight

and responsibility along with what we do.

Mike Cooley: It’s interesting stuff, especially in times like these. There’s a lot on this record in particular. I came of age in the late 70s in that recession and there seems to be a lot of similarities. Our surroundings and the factors are a lot different, but I watched people go through a lot of the same things back then, from high gas prices to high unemployment. I watched my and other families go through it. I like to get to the human side of it. And there’s nothing more human than trying to make a living.

Did you grow up in a union home (or ever belong to a union yourself), or was work an important part of your upbringing?

MC: My dad was a Teamster for a number of years. He drove dump trucks, hauling asphalt and gravel.

PH: My dad and I have both been members of the musicians union. My dad has been there for over 40 years. I was also partly raised by my great uncle who was a Teamster. He drove trucks for International Harvester from 1946 through 1976. I have very strong working-class roots, even though my dad is a lifelong musician. He was always more on the working man’s end of all of that (being a session musician).

The Drive-By Truckers are a genuinely hardworking band, regularly releasing great albums coupled with an exhausting tour schedule. Does your work ethic keep you close to the type of people you write/sing about?

MC: I think so, but we didn’t have instant success. We’ve had all kinds of day jobs. I’ve worked in restaurants and worked as a painter. We’ve all had real jobs that we had to pay bills on. When talking about my influences, I’m influenced by people like my grandfather and my dad, people I see every day, doing a job, contributing. It’s not easy but it’s necessary and it’s admirable.

PH: Certainly in some ways. I guess us having the word Truckers in our name is sort of a nod to the fact that we have working-class roots but also traveling roots. We’ve essentially lived on the road since 1998.

Are there other “working class” bands that you think union members should check out?

PH: Lucero, The Dexateens, Hayes Carll, Bloodkin. Those are all amazing artists who write really great songs.

For more information on the band, visit www.drivebytruckers.com

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ELECTION SUPERVISOR'S REPORT

THE 2010-2011 IBT INTERNATIONAL UNION DELEGATE AND OFFICER ELECTION IS UNDERWAY

The IBT elects its International Officers every five years and the process of the 2010-2011 election is underway. In March, proposed *Rules for the 2010-2011 IBT International Union Delegate and Officer Election* (the "2011 Rules") were announced, mailed to all IBT local unions and joint councils and posted for public access at the Election Supervisor's website, www.ibtvote.org. While the *2011 Rules* have not been adopted in final form as of this writing, the version of *2011 Rules* proposed for adoption are in effect as of May 1, 2010. That means that rules relating to campaigning, fundraising and filing election protests are in effect now.

What's Happening Now. The election has three major stages: *first*, the election of delegates, by local, to the International Convention; *second*, at the International Convention, the nomination of candidates for all the International Offices – General President, General Secretary-Treasurer, President of Teamsters Canada, International Vice-Presidents (Regional and At-Large) and International Trustees; and *third*, direct rank-and-file voting for candidates nominated to contested offices. Planning for delegate elections starts now.

- The few locals in which 10% or more of the membership is employed by a seasonal food industry employer must submit a plan for delegate nominations and elections by June 1, 2010, and will conduct their nominations and elections between July 1 and November 1 of this year.
- Plans for delegate nominations and elections that may be held in the fall (concurrently with local union officer elections), are due by June 30, 2010, and those nominations and elections will be conducted between September 1, 2010 and January 3, 2011.
- All other local union plans, for delegate nominations and elections starting in January 2011 are due by September 30, 2010.

Election plans will be filled out and submitted on-line. This new electronic submission will replace the paper election plan forms used in past elections and will be more efficient than the old method. The Office of the Election Supervisor will get information to each local about the planning process.

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

Richard W. Mark
Office of the Election Supervisor
for the International Brotherhood of Teamsters
1801 K Street, Suite 421-L
Washington, D.C. 20006
Phone: 1-202-429-8683
1-877-317-2011 (Toll Free)
Facsimile: 202-429-6809
Email: ElectionSupervisor@ibtvote.org

ATTENTION TEAMSTER RETIREES



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

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