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FALL 2008

# ups TEAMMASTER

A Magazine for Teamsters at United Parcel Service

## Mechanics Unite

UPS Teamsters Play Big Role in FedEx Campaign

## 2008 Elections

John McCain's FedEx Connection

## Barbecue School

UPS Teamster Teaches Cooking Class





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**upsTEAMSTER**

FALL 2008 VOLUME 4 / NO. 3



**International Brotherhood of Teamsters**  
25 Louisiana Avenue, NW  
Washington, DC 20001-2198  
202.624.6800



upsTEAMSTER (ISSN 1551-8973) is a publication of the International Brotherhood of Teamsters, 25 Louisiana Avenue, N.W., Washington, DC 20001-2198. It is published quarterly in winter, summer and fall. Periodical postage paid at Washington, D.C. and at additional mailing offices.

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## Four More Years?

**A**cross the country, working families are struggling to make ends meet because of the failed economic and trade policies of the Bush administration. It's time for a change, and the Teamsters Union believes Sen. Barack Obama can enact that change.

For all the reasons we endorsed Sen. Obama for president, there are just as many reasons why John McCain would be dangerous for American workers. The main reason, though, is simple: A McCain presidency would be the same as a third term for Bush.

So many issues important to working families and the Teamsters Union hang in the balance during this election. What's at stake? Worker misclassification legislation. The Employee Free Choice Act. The fate of the Mexican truck program. Trade policies. Aircraft maintenance outsourcing. The list goes on and on.

One thing these issues have in common is that if it's good for American workers, McCain is against it and Sen. Obama supports it. McCain has a 16-percent voting record with labor—one of the lowest in Congress. His record after 26 years in Washington paints a portrait of a man whose ideas are stale and stuck in the past.

On top of that, it's important to take McCain's business ties into account—especially his friendship with FedEx CEO Fred Smith. In his 35 years at the helm of FedEx, Smith has consistently fought



unionization. Right now, less than 2 percent of FedEx's 200,000 U.S. workers are in a union. Smith was even quoted as saying "I don't intend to recognize any unions at Federal Express" in 1996.

A story in the Politico on June 3, 2008 says, "Fred Smith has been mentioned as a possible Secretary of Defense or Secretary of Transportation in a McCain administration."

We cannot allow that to happen.

A unified voting bloc of 1.4 million Teamster brothers and sisters can sway this election in the right direction—toward meaningful change. With Teamsters working to get Sen. Obama and other labor-friendly politicians elected, it benefits not only our nation but our union.

To find out how you can get involved in your community, visit [TeamstersForObama.org](http://TeamstersForObama.org) and log in using your members-only password, Obama08.

## Help at FedEx

those of you who are working right now to help organize mechanics at FedEx Express. This campaign, coordinated by the Teamsters Airline Division and Organizing Department, has been under way since May, and many UPS workers—from mechanics to drivers—have spent months away from their families on this campaign. In the future, we will be looking at organizing FedEx Freight and other FedEx units. We hope that you will help us out on these campaigns as well.

Organizing workers at all FedEx units will greatly benefit UPS Teamsters. Right now, UPS is the leader in the package-delivery industry, and they have maintained that status while providing the wages and benefits of a union contract to workers. But it is imperative for all UPS Teamsters that their employer is operating on a level paying field. Securing contracts for FedEx workers throughout the FedEx system will help to ensure that UPS Teamsters will be able to maintain their strength at the bargaining table in the future.

Every worker in this country has the right to organize. Right now, with the economy the way it is, having a job that is protected by a contract is priceless. As UPS Teamsters, you are on the front lines in the battle to protect the rights and benefits that union members have won.

**T**his has been a remarkable year for the Teamsters at UPS. Our goal was to organize the 12,600 drivers and dockworkers at UPS Freight and negotiate a strong contract for them. After decades of struggle with Overnite Transportation, we are well on our way to completing this goal at UPS Freight. We have gained more than 11,700 new members from UPS Freight and negotiated for them a contract that improved their wages and benefits, locks in their pension and provides them a voice on the job. In August alone, more than 1,700 UPS Freight workers decided to join 9,900 of their UPS Freight brothers and sisters by ratifying a UPS Freight agreement.

This campaign has been one of the highlights of my time with the Teamsters. I thank all of you who helped on this campaign.

But there is still work to be done, and that work is at UPS's viciously anti-union competitor, FedEx. So I want to thank

# Congressman Dons UPS Uniform

## Rep. John Lewis Visits Atlanta Hub, Talks to Teamsters

It's not every day that UPS Teamsters get to talk to a member of Congress—unless you're Stanley Phillips.

Phillips, a member of Local 728 in Atlanta, makes deliveries almost every day to the Georgia office of Rep. John Lewis, a Democrat, civil rights icon and longtime friend of the Teamsters Union.

Rep. Lewis is currently up for reelection and stopped by an Atlanta-area UPS hub in July—in a full UPS uniform—to talk to workers at the company whose hub sits in the district he represents.

“Rep. Lewis is a family friend and I’m in his office almost daily,” said Phillips, who has worked for UPS for 29 years. “I have always enjoyed talking to him about politics and other issues. He and my father are friends and they go way back to the civil rights days.”

### Lewis' Legs

“When I am talking to business people in Atlanta and in other parts of the country, I use UPS as an

example of how unions and corporate management can build a winning team,” Rep. Lewis said.

“Periodically, I have visited UPS over the years to tour their facilities, to hear from their employees and executives about how they have expanded and what they believe their challenges are in the future. Every year I meet with hundreds of families who come to Washington or to downtown Atlanta. From time to time, I also like to visit with the corporate families in my district to feel the pulse of the operations and check on the health of those companies.”

While it was not the first time Rep. Lewis visited a UPS facility, it was his first time in uniform there. Of his in-uniform visit, he told the Washington Post, “Most people have never, ever seen me in shorts... Some people said I had nice legs.”

### A Friend of Labor

Rep. Lewis played a key role in the struggle to end segregation and has represented Georgia's Fifth Congressional District since 1987.

He has been actively involved with the Teamsters Union and with the American labor movement for years, and said that UPS definitely benefits from having a highly unionized work force.

“Whenever I visit a business, I make sure to take time to talk to the workers. We discussed how UPS provides its permanent part-time employees with excellent benefits, including health care and pensions. The benefit packages are comparable to what many full-time employees receive,” he said.

Those great benefits wouldn't be in place without a Teamster contract, and Phillips said his local has always been great at policing that contract.

“Local 728 has always been there for me,” Phillips said. “They do some great things over there as far as making sure everybody is watched over.”





# UPS Freight Update

## Teamsters Now Represent More than 11,700 Workers

In August a first contract covering more than 1,700 UPS Freight drivers and dockworkers nationwide was ratified by a margin of 94 percent. The agreement improves wages, benefits and working conditions.

The Teamsters now represent more than 11,700 UPS Freight workers in 41 states. In April, a new UPS Freight contract covering 9,900 workers was ratified by an 89 percent margin. The workers who voted August 16 and 17 were certified after the April ratification vote.

“We welcome these UPS Freight workers to the Teamsters and we are proud to have negotiated for them a terrific contract,” said Jim Hoffa, Teamsters General President. “Having a binding contract with your company means employees have job security.”

“With this latest vote the Teamsters now represent more than 92 percent of UPS Freight employees eligible under our card-check and neutrality agreement. These drivers and dockworkers have shown a great commitment to joining the Teamsters and we look forward to representing them,” Package Division Director Ken Hall said. “We encourage the remaining UPS Freight workers who have not yet signed cards to do so now so they can also start benefiting from a great contract.”

Workers at 51 terminals in 23 states voted: Alabama, California, Florida, Idaho, Illinois, Kansas, Louisiana, Mississippi, Missouri, Nevada, New Mexico, New York, North Carolina, Ohio, Oklahoma, Oregon, Pennsylvania, South Carolina, Tennessee, Texas, Utah, Virginia and Wisconsin.

“We would not have gotten our victory without the help of Local 391 in North Carolina and Local 175 in West Virginia, who sent us valuable material to share with UPS

Freight workers,” said Local 22 Secretary-Treasurer Michael Hughes. “Organizers in both of those locals were instrumental in our victory.”

“The card-check agreement made this victory possible and if the Employee Free Choice Act gets passed by Congress, the Teamsters could see victories like at UPS Freight at numerous companies,” said Local 270 President David Negrotto.

The contract expires on July 31, 2013. Among the contract’s highlights:

- Wage increases totaling \$4.35 per hour or nearly 11 cents a mile over the contract.
- An improved health care plan with lower employee premium costs with no increases in costs to employees over the life of the contract.
- Overtime pay for work exceeding 8 hours per day or 40 hours per week.
- UPS Freight employees lock in their current pension benefits.
- The cost of retiree health insurance for most retirees is reduced substantially with no increase in premium cost to employees over the life of the contract.

“We have every intention of continuing this campaign until all UPS Freight workers eligible to join the Teamsters through our card check agreement have done so” Hall said.

“We want all UPS Freight workers to enjoy the improved wages and benefits of a Teamster contract.”



## A NEW ROUTE

### Teamster Cartoonist Ends Comic's 10-Year Run

For the past 10 years, Scott Bullock, a UPS driver, has been creating a weekly comic strip that runs in a local newspaper. The comic is “Somewhat County,” named after the location where it takes place, and where Bullock’s UPS route is, in Summit County, Colorado.

“While working as a driver I managed to continue to do art work in my spare time, which included cartoons which were printed in the local newspapers,” Bullock said. “In 1998 the new editor of the local paper asked me if I would do a weekly cartoon strip, which is when ‘Somewhat County’ was born.”

Bullock said that many of the ideas for his cartoons came from the day-to-day contacts and activities he had while on his route. Bullock has worked for UPS for the last 17 years and is a member of Denver-based Local 17.

“The Teamsters Union reps at our center always help out any member who needs them,” he said. “They always help to solve any problems any of us have and I really appreciate that they represent me and my fellow Teamster brothers and sisters in Local 17. Without the Teamsters, I would not be receiving the pay and benefits that allow my family and me to continue living in the mountains and pursuing my art.”

### Moving From ‘Somewhat County’

Bullock recently ended the run of his comic because his source material is about to dry up. “I am about to start a new route that is no longer in Summit County and so I decided it was time to retire my ‘Somewhat County’ cartoon and pursue other publications for my cartoons,” he said.

“Somewhat County” was a cartoon about living in the mountains and dealing with ski resorts in Summit County. The strips were about local politics, tourists, the weather or other timely issues.

In a story in the Summit Daily News about Bullock ending the comic’s run, a former editor at the newspaper, Alex Miller, said, “I always thought the stuff he came up with was very sharp and very good satire... Most of the time he tapped into Summit County truisms that anybody that lived there recognized to be true.”

Bullock has been drawing since he was a child and has a background in art. He graduated from Colorado State University with a fine arts degree and, prior to working for UPS, he worked as an illustrator and designer. He also sculpts, paints, illustrates and does graphic design. He lives in the mountain community of Fairplay with his wife Julie, daughter Sarah, 17, and son Jackson, 12. When Bullock retires from UPS, he hopes to continue doing art in some form.

“After our daughter was born in 1991, I realized the benefits that UPS offered to their employees and began working part time as a pre-loader. After a year and a half I was offered a driving position and decided that, with the cost of living involved in a resort community, that a full-time position with UPS would be good for my family.”

His creativity even won him recognition from UPS. Bullock won a nationwide UPS poster contest in 1996 and was awarded an all-expense paid trip to the 1996 UPS-sponsored Summer Olympics in Atlanta.

# UPS Freight Member Says Contract Has Improved Lives

## Local 63's Daniel Aguilar Outlines Gains

**D**aniel Aguilar, a city driver at UPS Freight and member of Local 63 in Rialto, California, said the contract he and his coworkers ratified in April has improved lives.

For more than 12 years, Aguilar has worked at UPS Freight and the company's predecessors, Overnite and Motor Cargo Industries. Aguilar took time out for a question-and-answer session, outlining how the new UPS Freight contract has helped workers.

### What specific improvement has helped you most?

The overtime improvements. Now you get overtime after working eight hours a day or 40 hours a week. Overnite took that away from us years ago and it really has been tough. This was one of our big issues when we organized and the Teamster contract has helped in a big way. Now, when we have to work and can't spend the time with our families, at least we're getting paid extra for our time.

### The contract contains wage increases totaling \$4.35 per hour or nearly 11 cents a mile over the contract, and an improved health care plan. How important are these gains?

We all know how tough the economy is right now. Getting wage increases at all is a huge win. And the cost of health care is skyrocketing all over the country. This gives us peace of mind during a very tough period.

### How has the Teamster contract helped morale at your terminal?

The contract has helped reduce favoritism. Before, the way you were treated depended on whether your supervisor liked you or not. They would play favorites. Now we all get the runs we want and it's based on seniority, which is a fair system. So, things are much fairer under the Teamster contract.

Also, if you have an accident now you are not afraid you are going to be hauled into the manager's office with the threat of being fired. An accident is an accident



and an incident is an incident. Now it is much less stressful for everyone. The overall mood at the terminal is better. Now you've got drivers walking around with smiles on their faces instead of being worried about getting fired for no good reason. Everything has changed for the good. We have a lot less stress and much more hope now.

### You attended the union's Unity conference this past spring to talk about the experience of joining the union with your fellow Teamsters. What was that experience like?

I was in shock and I still am. It was something I'll never forget. I'm not used to doing things publicly. Being there was a good feeling knowing you belong to something this big. I'm proud to be a Teamster and I appreciate what the union has done for us. Our lives are better.



# President OBAMA Will Change Course for America

## A Man of Modest Beginnings, He's One of Us

**A**merica is at a crossroads. This November, voters will decide if working families will share in America's prosperity—or if our economic stability will continue to crumble. We'll decide if America will be safer from our enemies—or if we'll continue the failed foreign policies that fueled international terrorism.

In short, we'll decide to give Barack Obama a chance to change the country—or we'll let John McCain serve as the Bush administration's third term.

"Looking at the problems facing our great nation, and the presidential candidates who will inherit eight years of disastrous policies and neglect of working families, one thing is clear: McCain is not the person who will right the wrongs of the Bush administration," said Jim Hoffa, Teamsters General President. "The Teamsters will do all we can to elect Obama as the next president of the United States."

Ralph Rodighiero knows the importance of having Teamsters on your side in a winning campaign. Rodighiero, a Local 505 UPS worker, also serves as a state representative in the West Virginia legislature.

"The Teamsters have always contributed financially to my campaign and have been very supportive in many other ways," he said. "This will be one of the most important elections in history, and as working men and women, we must help secure the future of our families."

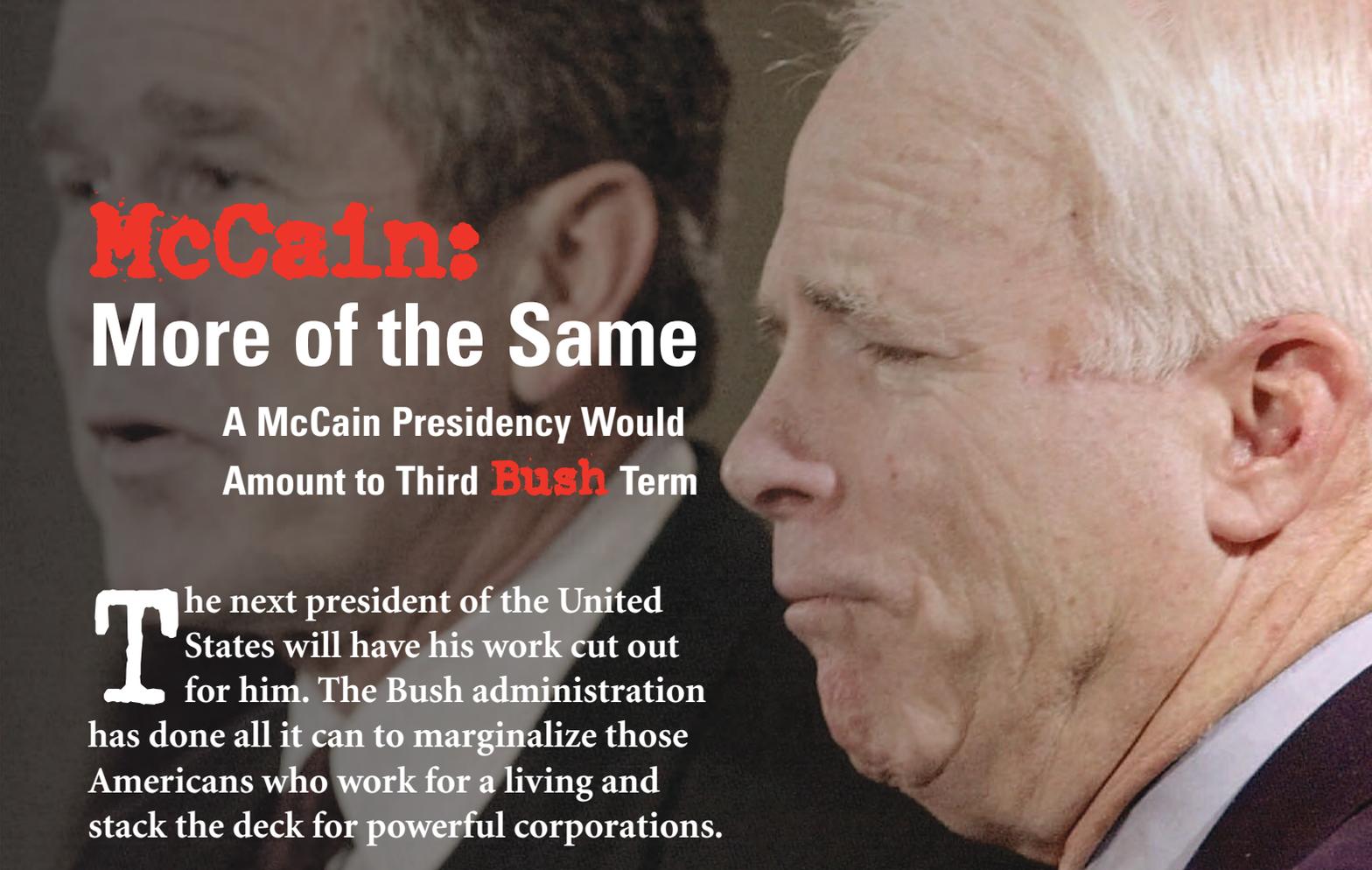
Rodighiero said it's important to elect leaders like Sen. Obama because they can and will stand up for union members. Rodighiero is working in West Virginia to help elect more people to the legislature that will support unions, and he's an Obama supporter.

### He's On Our Side

Obama worked hard to get where he is, and he understands the value of hard work. He emphasizes how important it is for America to reward work, not just wealth. He proposes a tax cut for the middle class, offset by a tax increase on the rich. "Once your drapes cost more than the average American's yearly salary, then you can afford to pay a bit more in taxes," he wrote in "The Audacity of Hope."

As president, Obama will sign the Employee Free Choice Act, making it easier for more Americans to join a union. He sponsored the Patriot Employer Act, which would give tax breaks to companies that stay in America and treat their workers well. He has promised to review NAFTA and to renegotiate it if necessary.

Barack Obama stands squarely on the side of working men and women. As General Secretary-Treasurer Tom Keegel told the Teamsters at this year's Unity Conference, "Barack Obama walks picket lines, John McCain crosses them."



# McCain: More of the Same

A McCain Presidency Would  
Amount to Third **Bush** Term

**T**he next president of the United States will have his work cut out for him. The Bush administration has done all it can to marginalize those Americans who work for a living and stack the deck for powerful corporations.

Knowing why Barack Obama will be good for working families as president is as important as knowing why John McCain will be bad for working families. And there are countless reasons why, but the most important one is McCain would further the Bush policies that have been so destructive to all but the most wealthy.

“There is no doubt that McCain’s service to his country during the Vietnam War was admirable. There is also no doubt that McCain is not the ‘straight talker’ he makes himself out to be,” said Jim Hoffa, Teamsters General President.

Again and again, McCain has made it clear that he is an advocate for the rich and powerful and does not care about working people. He voted to eliminate overtime pay for 8 million American workers. He voted to allow companies to cut and eliminate pensions for their long-term employees. He voted to weaken OSHA workplace regulations designed to prevent injuries on the job.

## Failed Trade Policies

The policies McCain wants to imple-

ment as president would amount to a third Bush term. Both McCain and Bush support anti-union laws that make it harder for workers to unionize. They have no meaningful plan to deal with our country’s health care crisis. And they dismiss the good-paying manufacturing jobs we lost due to NAFTA and other unfair trade deals with no plans to replace them. The failed trade policies of our nation have no doubt contributed to the economic woes we’re all facing now, so it’s important to look at what a President McCain might do.

“If I were president, I would negotiate a free trade agreement with almost any country,” McCain said in a speech in 1999.

His Senate voting record—almost identical with the Bush administration’s policies—should disturb any working American. So should the dozens of lobbyist friends who advise him on his campaign (including FedEx CEO Fred Smith).

“I don’t want a president who has said he ‘doesn’t really understand eco-

nomics’ or has recently said that ‘the fundamentals of the economy are strong’ like McCain has. I want a president who recognizes the dire straits working Americans are struggling through and won’t whitewash the problems,” Hoffa said.

Working men and women can’t afford to put McCain in office in November. He will continue killing our jobs and keeping power in the hands of billionaires and Wall Street. McCain will be just more of the same.

## Get Involved!

A unified voting bloc of 1.4 million Teamster brothers and sisters can sway this election in the right direction—toward meaningful change. With Teamsters working to get Sen. Barack Obama and other labor-friendly politicians elected, it benefits not only the nation but the labor movement.

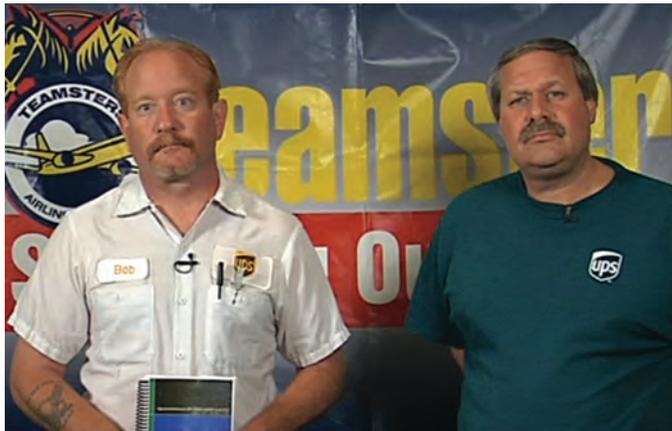
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# Mechanics Unite

**UPS Workers  
Play Important  
Role in  
FedEx Express  
Organizing  
Campaign**



**Call it Bob and Frank's amazing adventure.** UPS mechanics Bob Friend and Frank Habich, both from Louisville, Kentucky-based locals, traveled across the United States this summer talking to as many FedEx Express mechanics as possible about why working under a Teamster-negotiated contract has made their working conditions and lives so much better.



**Bob Friend and Frank Habich from Louisville, KY**

Friend, from Local 2727, and Habich, from Local 89, are among many UPS Teamsters who have spent weeks or months away from their families to help in the FedEx Express organizing campaign. The majority are in Memphis, headquarters of FedEx Corp. UPS package car driver Jimmy Donovan from Local 25 is trying out his Boston accent in Memphis, where he has been since the campaign kicked off in May.

Donovan said UPS Teamsters bring a unique perspective to this campaign since they can compare “apples to apples.”

“UPS is the only other company that compares to what FedEx does,” Donovan said. “Everybody has an important role in getting the packages delivered. UPS guys understand what the FedEx workers do.”

It's that understanding that often puts FedEx workers at ease during house visits and meetings. Friend and Habich traveled the country—Habich called it “their roadshow”—telling FedEx workers what the Teamsters have done for them and their colleagues.

Friend often takes his contract with him to show FedEx Express workers proof of what he's talking about.

“I always ask FedEx workers if they think their top executives are working without a contract,” Friend said. “I want them to think about that right from the get-go—if their top executive is working under a contract, why is it that they are so dead set against you having a contract?”

“Our goal is to get the workers certified,” Friend said. “We're here to show them the benefits of being Teamsters.”

## Up to the Challenge

The Teamsters Airline campaign is focusing in on approximately 5,000 FedEx Express mechanics and related class and craft. This includes aircraft maintenance technicians, GSEs, VTs, Sort Systems and Facility workers. The bulk of these workers are based in Memphis; Indianapolis; Newark, New

Jersey; Los Angeles; Atlanta; Dallas; and Oakland, California.

Memphis is the headquarters for FedEx Corp., and it was the site of the largest house visit blitz in Teamster history, which took place June 28 and 29. Hundreds of FedEx Express workers, Teamster mechanics and related members, local union and International Union organizers spent those two days in Tennessee, Arkansas and Mississippi talking to FedEx Express workers.

Teamsters General President Jim Hoffa and Package Division Director Ken Hall spoke to FedEx Express workers at a large rally held at Local 667 in Memphis two days before the blitz. Hoffa and Hall vowed to help the workers become Teamsters.

“FedEx Express workers deserve the respect for the hard work they do,” Hoffa said. “We support them in their efforts to form a union and we will give them all the help they need. I am thankful to the UPS workers and other Teamsters who are helping out on this campaign.”

At the rally, Hall explained the Teamsters' long fight to organize workers at Overnight Transportation, now UPS Freight.

“If we can organize workers at a company in your own industry, we can take on FedEx that is trying to take your pension,” Hall said.

## UPS Assistance

FedEx Express workers who are working on the campaign say having UPS workers with them when they talk to their colleagues is priceless.

“I can't tell you enough how valuable it is to have UPS workers standing next to me when I'm speaking to one of my FedEx coworkers about joining the Teamsters,” said Rafael “Chupi” Garcia, a senior AMT in Newark, who is also a member of the FedEx Express Mechanic Class and Craft Organizing Committee.

“It makes a huge difference to have a UPS worker next to you, knowing the FedEx guys are hearing facts right from the source, not secondhand hearsay from some third party,” Garcia said. “I also have also noticed the satisfaction and pride that the UPS worker has knowing that he's helping secure and protect the future of not only FedEx workers but their families too.”

James “Eric” Keen, a FedEx Express GSE maintenance technician in Memphis, said the UPS workers reinforce to his colleagues that they “are going backwards.”

“We have lost so much in the last five years especially,” Keen said. “They've replaced our pension plan with a cash-balance plan. Our health benefits are shrinking. Other benefits are decreasing.”

## Worth the Struggle

Habich tells a compelling story of how he lost his job because of his union activity when he worked for Overnight Transportation. Habich reached out to Local 89. Although Habich was not a member, the local helped him obtain an attorney and referred his case to the National Labor Relations Board. Habich's case was heard in federal court and a judge eventually ordered Overnight to pay him back pay and to give him his job back.



The day Habich got his job back he quit. He eventually found work at UPS as a GSE mechanic and has worked there for 20 years. He also joined Local 89, where he is a shop steward.

“I have helped out on every campaign I could since I joined the Teamsters,” Habich said. “I really believe in it. This is a way for me to give back to my union for all they’ve done for me.”

Habich has been in Memphis for most of the summer, with the blessing of his wife, Sherry.

“When I was asked if I could go to Memphis for three months to help out on the campaign, I said I had to talk to my wife,” Habich said. “She said, ‘I know how strongly you feel about the union and you should do this. These guys deserve what you’ve got.’”

The UPS Teamsters on the campaign tell similar stories about the concerns of FedEx workers: They are worried they will lose their jobs through outsourcing—both to foreign countries and to nonunion U.S. companies. They are also worried about the high cost of health insurance and retirement security.

“I tell them how important it is to have a contract, that they need that more than anything,” Habich said. “A contract is something the company is bound to. It is what everybody goes by so everyone is on the same playing field.”

Habich tells FedEx workers that his job at UPS is the second-best place he’s ever worked. The first? The Teamsters.

Jimmy Donovan, who has worked at UPS since 1990, has also spent his summer in Memphis and said he’s thankful every day that he is a Teamster. Donovan has been a Teamster for 18 years and is a shop steward.

“These guys have no job protection whatsoever,” Donovan said. “The FedEx workers ask a lot of questions about benefits and they’ve discovered everything is better at UPS. They are pretty amazed that someone from UPS, and from Boston, has taken the time to come to Memphis to talk to them.”

### Clearing Up Misinformation



Roger Smith

There are two other members of Local 89 in Memphis working on the campaign—UPS package car driver James DeWeese, who is shop steward, and sleeper team driver Roger Smith.

DeWeese and Smith both said FedEx has done a great job convincing their workers that their

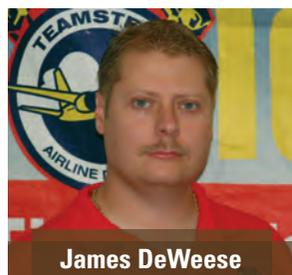




work is comparable to that of a passenger airline company, which has worked to FedEx's advantage as the corporation has remained profitable while airlines have all struggled during this period of economic turmoil.

"UPS and FedEx are in the exact same business," Smith said. "The reason why UPS workers have the better job is because we are in a union. I make more than the person at FedEx who does the same thing I do. I have better job security."

"We can turn around the misinformation that FedEx has put out there," Smith added. "I was actually concerned that working at UPS would be a negative to this campaign, since UPS and FedEx are competitors. But that's not the case at all. Most of the FedEx workers are glad to talk to someone in their line of work. They can ask direct questions about their jobs to us."



James DeWeese

DeWeese, who has worked for UPS and been a Teamster since he was 18 years old, said FedEx Express workers are most shocked by how many rights UPS workers have.

"They are shocked to know what the depth of the contract is. FedEx

has told them that cuts to health and benefits are happening across the board," DeWeese said. "What we explain to them is that at union companies, we have good health care and good benefits."

Smith, who has 13 years at UPS and with the Teamsters, also said he's talked a lot about how FedEx has done a great job of keeping the workers from different classes and crafts separated. There is no opportunity for a FedEx GSE mechanic to talk with an aircraft mechanic, like Habich and Friend sometimes do at their workplace.

"That makes mechanics from other classes and crafts immediately suspicious of one another," Smith said. "They should see themselves as a brotherhood. That's what we're showing them."

### Importance of the Campaign

For DeWeese, he left his family to go to Memphis a month after his grandfather had passed away. Although he had to deal with some family issues long distance, DeWeese said he never thought about being taken off the campaign.

"This is a sacrifice worth making. If you want a strong union, you have to do your part to keep it strong," DeWeese said. "This is important. It's important to our union and it's important to these guys. I feel we are improving the world."





John Alvar, a UPS GSE mechanic at Newark International Airport, spoke at a meeting attended by a large number of FedEx mechanics. Alvar, who has worked for UPS and been a Teamster for 17 years, said the mechanics he talked to were all very interested in becoming Teamsters, and they all were willing to work hard on the campaign.

“They talked a lot about how they were losing too much—benefits, wages, everything,” Alvar said. “They all want more job security, better pensions. They asked me a lot of questions about that.”

The UPS workers were asked by their locals to help on the campaign. Local 25 President Sean O’Brien said UPS workers are well suited to talk to FedEx Express workers.

“UPS workers know all the inside baseball knowledge of working in the cargo industry, they can anticipate questions the FedEx Express workers might have,” O’Brien said. “It makes the FedEx Express workers feel more at ease, which helps the campaign.”

Local 89 President Fred Zuckerman, also the Teamsters Carhaul Division Director, said one of the biggest reasons he sent three of his members to Memphis is because they thought it was important.

“They wanted to help the FedEx workers organize FedEx,” Zuckerman said. “Rather than seeing themselves as competitors in the same industry, they thought it was very important to help workers organize.”

Local 2727 President Bob Combine said Friend is “a diplomat from UPS.”

“Everybody can relate to Bob Friend, and FedEx workers like hearing from someone as genuine as him,” Combine said, adding that other UPS workers from Local 2727 have helped out on the campaign over the summer.

Combine added that right now, UPS workers have no one in their industry to compare themselves to when it comes to contract negotiations, since they are the leaders in their field.

“It will benefit us if the Teamsters organize FedEx,” Combine said. “We already lead the industry in terms of the best working conditions, how much farther can we get ahead if we have no one to compete with, in terms of contracts?”

### **Don’t Give Up the Fight**

Friend, a Teamster for 18 years, said he knows this campaign will be a hard one, but that should not deter the FedEx Express workers.

“I know you can do it,” Friend said. “But you have to be willing to work hard to do it. We did it at UPS and we are reaping the benefits.”

Keen, a FedEx GSE mechanic, said he knows the battle to organize will be hard, but it will be worth it.

“I thank the Teamsters for their help on our campaign,” Keen said. “I look forward to the day when FedEx Express workers are carrying Teamster cards and we can go around and say this is what we were fighting for.”

**“This is a sacrifice worth making. If you want a strong union, you have to do your part to keep it strong.”**

**—James DeWeese, UPS package car driver**



invest



SPENDING



# TEN TIPS TO RAISING

# MONEY - SAVVY



## TEENS



# Save



When it comes to financial literacy, today's graduates fail to make the grade. Asked about basic financial concepts, high school seniors correctly answered only 48 percent of the questions, down from 52 percent in 2006, according to the Jump\$tart Coalition's recent survey on financial literacy. College students didn't fare much better, with college seniors scoring a 65 on their survey, administered for the first time in 2008.

# MONEY

“Don't make money the biggest secret in the household, get them engaged in the process.”

—Neale Godfrey, Author

Why do so many miss the mark? It starts in the home. Whether they lack confidence in their own money management skills or assume that their children's schools will cover it, many parents don't talk about money with their kids, and those who do often miss the fundamentals.

“A lot of the basic stuff is overlooked by parents just because they assume that their kids know it, and they don't,” says Janet Bodnar, author of “Raising Money-Smart Kids.”

“Why would they? Unless you tell them, there is no reason they would know that your family insurance bill is going up by \$1,000 a year just because they start to drive.”

Before they leave the nest, boost your brood's financial literacy with these 10 money management lessons.

### 1-Balance a Checkbook

Of the high school seniors surveyed, only 45 percent have a checking account, and one out of four have no bank accounts at all. Once they leave home and set up an account on their own, those without parental training often make costly mistakes. Some 30 percent of college students admitted to bouncing a check.

As soon as teenagers start earning income from a job, it's time open a checking account, even if it's a joint account with a parent, says consumer adviser Clark Howard, author of “Clark Smart Parents, Clark Smart Kids.” Teach them how to write checks, use a register and reconcile their account with their bank statement.

Mistakes will happen, so look for kid-friendly options, such as accounts that charge teens lower overdraft fees. And though he refers to them as “piece-of-trash fake Visas” on his radio show, debit cards are a good choice for teenagers, Howard concedes. Because there's a finite amount of money they can tap, it's like training wheels for credit cards.

### 2-Budget Money

Over a third of the college students surveyed had paid a credit card bill late, and while some just forgot to pay it, others put off writing a check because they ran out of money.

Start teaching your kids how to budget their money as



soon as they bring home their first paycheck. With no value judgments, sit down with your children and ask them what they plan to do with their money. Once you know their goals, whether it's buying a car or an iPod, you can talk about what they need to do to get there.

"Priorities are good because you teach the concept of finiteness," Howard says. "There's only so much money."

Before they go away to school, have them set up a budget for expenses. It will increase their awareness about money flows, ingoing and outgoing. After graduation, show your children how to make a household budget. Using the starting salary of their chosen profession as a guide, have them calculate their after-tax income and then figure out how much they can actually afford to pay for the basics, such as rent, food, utilities, insurance and transportation, as well as vacations and entertainment.

### 3-Finance College

Don't forget to factor student loan payments into the monthly budget. Of the college students surveyed, two-thirds carry some student loan debt, with 70 percent of those students shouldering \$10,000 or more.

To keep your teens from getting in too deep, work the numbers together. Tell them how much you will kick in toward their

college expenses and help them figure out a plan for covering the rest.

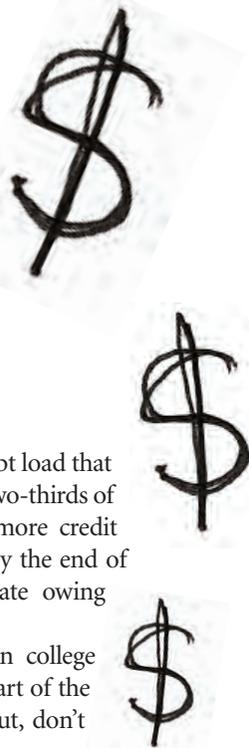
Seeing that they'll be on the hook for \$575 a month for 10 years if they take out \$50,000 in loans may give your children the incentive to look for ways to cut costs. They might consider commuting or attending a state school.

### 4-Establish Credit

College loans make up only part of the debt load that students carry after graduation. Because two-thirds of college students surveyed have one or more credit cards and 83 percent got their first one by the end of their freshman year, it's easy to graduate owing thousands more.

"They hand them out like candy on college campuses," Howard says. "I look at it as part of the freshman year survival kit: don't flunk out, don't get arrested and don't take on debt."

Although Howard advises against freshmen or sophomores having credit cards, he does encourage college students to apply for two during their junior or senior years. "It's the only time in your life that someone will give you credit with no proof of income and no credit history," Howard says.



# SAVINGS



## 5-Identify Wants vs. Needs

Because some teenagers think of credit cards as free money, remind them that when they charge something, they're taking out a loan that must be repaid. As such, they should only use credit cards to meet their needs, not their wants. Some 11 percent of high schoolers surveyed thought it was OK to borrow against future income to go on vacation or buy sale-priced clothing.



“...the freshman year survival kit: don't flunk out, don't get arrested and don't take on debt.”

—Clark Howard, Author

“Kids need to understand the many factors you consider when you make a financial decision,” says Brette Sember, author of “The Everything Kids’ Money Book.”

“It just looks too easy to a child when you make the purchase—they don't see all the thinking you've done to get you to the point where you do whip out the plastic,” Sember says.

## 6-Deal with Debt

Whether they racked up debt buying pizza and beer or charging car repairs, a third of college students surveyed have an outstanding balance of \$1,000 or more on their credit cards, and half carry a balance some or all of the time.

While paying the minimum looks like the easy way out, plug the numbers to find out the true cost of debt. Assuming they charge nothing else, it'll take nearly 22 years and over \$4,100 in interest to pay off a \$3,000 credit card balance with an 18 percent interest rate if they only pay the minimum.

“It's a real eye-opener,” says Bodnar, who is also the author of Kiplinger's Money-Smart Kids column. “It does a lot more than even lecturing kids on credit because they might forget the lecture, but they will remember this.”

## 7-Pay Taxes

Of the college students surveyed, only a third prepare their own taxes, leaving the vast majority ignorant of the basics. A mere 39 percent knew that interest earned from a savings account is taxable, while less than half understood that when your salary doubles, your taxes double, at least.

Starting with the first paycheck, sit down with teens and explain what's on the stub, showing them where their money goes. To estimate withholding on a higher salary, use the 25 percent rule: 10 percent for federal taxes, 10 percent for Social

Security and Medicare, and 5 percent for state taxes.

When it's time to file a tax return, don't do it for them. Teach them the ins and outs of the system by making them an active part of the process, from tracking down receipts and W-2s to doing the calculations.

## 8-Consider All Costs

For many teens, buying a car is their first major investment. But few understand the true cost of ownership, and they often leave expenses such as maintenance, repairs, gas and insurance out of their savings plan.

Even if you're planning to cover most of the costs so that they can focus on school, not work, break down all of the expenses, from how much the family's insurance premium increases when they're added as a driver to the cost of new tires. And make them responsible for paying a portion of the expenses, especially gas.

“It's a great budgeting tool,” says Bodnar, whose son, a freshman in college, has bought his own gas since high school. “It's an incentive for him to get his summer job, and it's an incentive to hold down the cost as much as he can.” Though kids who rely on the family gas card don't blink twice when it costs \$80 to fill up the tank, Bodnar's son is keenly aware of the price of a gallon, and he buys his gas from a station that offers a discount for paying with cash.

## 9-Save for the Future

While teens see the value in saving for a car, few have the ability to see 30 years down the road. Although 80 percent of college students surveyed have savings accounts, most admit that they lack adequate savings, with 60 percent saying they have slightly less or much less set aside than they should at this phase in life and a mere 7 percent having any form of retirement account.

To motivate them to save for the future, use a compound interest calculator to show them the “miracle of compounding,” says Neale Godfrey, author of “Money Doesn't Grow on Trees.”

“The miracle works to your detriment with debt, but in your favor if you're saving money.”

Once they start working, have your teens open Roth IRA accounts. As an added incentive, Howard



matches his daughter's contributions dollar for dollar. To add even more diversity to the portfolio, Godfrey advises young adults to buy and hold stock in the companies that make the products they use every day.

### 10-Stretch a Dollar

Even young children can learn the value of a dollar.

"Don't make money the biggest secret in the household," Godfrey says. "Get them engaged in the process."

Give young kids an allowance and make them responsible for some of their expenses so that they learn how to set priorities and manage their money. Interactive web sites such as [www.kablinga.com](http://www.kablinga.com) specialize in teaching youngsters the value of money in a fun way. Teens with part-time jobs should pitch in, too,

saving money for college or their senior year expenses, such as their prom outfit and their class ring.

When it's time for back-to-school shopping, set a realistic budget and involve them in the buying process. Teach them how to shop the sales and find deals on trendy clothes at consignment shops. If they come in under budget, let them keep 100 percent of the difference.

"Kids will spend unlimited amounts of money as long as it is yours," Bodnar says, "but when their money is on the line, it is a whole new ballgame."

SPENDING





## You Scratch My Back...



### The Long Relationship Between FedEx CEO Fred Smith and John McCain

It's political rumor season in Washington, D.C., and there has been a fair amount of speculation as to what part Fred Smith, CEO of FedEx, would play in a John McCain administration.

The longstanding ties between the two have people wondering if Smith could end up as McCain's secretary of defense, or even secretary of transportation. For a time, some had floated Smith's name as a possible vice president for McCain.

Smith and McCain have a long personal and mutually-beneficial professional relationship.

When Federal Express workers tried to organize a union in the 1990s, Smith and FedEx lobbied to pass an extraordinary law through the Senate. The 1996 Federal Aviation Authorization bill restored express carrier language back into

the Railway Labor Act, preventing facility by facility organizing under the National Labor Relations Act.

This special interest language was inserted into the law without a vote in the House of Representatives or a hearing in the Senate. Sen. Ted Kennedy led many Senate Democrats in a protest and held up the Senate recess for three days because of this FedEx language, but in the end did not stop it.

McCain was a key supporter of the sweetheart provision on the Senate floor. McCain said on the Senate floor at that time, "I want to note that this debate should be a debate about aviation issues. It is not a partisan debate. It is certainly not a debate about one company. Those charges that this bill contains a special interest provision is simply spurious."

Thankfully, in 2008, an amendment, which McCain had nothing to do with, was added to the FAA reauthorization that made it clear that only licensed airmen, licensed mechanics and licensed dispatchers were to be covered under the RLA. All other ground workers would be covered under the NLRA.

As McCain said of Smith while on a recent fundraising stop in Memphis: " (Fred Smith) is one of the great American success stories. He's been a friend for many, many years, and I know that he has an enormous amount to contribute. Whether or not he would have an official job or not, it's a little early. He's a marvelous, great American. As I say, we've been friends for 20 years."

Over the 26 years that McCain has been in Congress, Smith has worked the halls of Congress to promote Federal Express and the company's interests. Since the start of Federal Express and his de-regulation lobbying of the 1970s, Smith has been the high-profile public face of "FedEx."

Fred Smith was a "Pioneer" for George W. Bush's presidential campaign in 2004. As a "Pioneer," Smith raised a minimum of \$100,000 for Bush's reelection. In the 2008 election, Smith signed on very early to the McCain team and is a national finance co-chairman for the McCain for President campaign.

Smith has been at McCain's side at many important events, such as fundraisers in Tennessee or at a barbecue at one of McCain's seven homes where McCain invited a number of potential vice president picks.

The relationship of John McCain and Fred Smith is well documented but little known to the public. With McCain running for the White House and Smith with McCain at every step, the full story needs to be fully examined by any worker at FedEx and UPS.

# Where is FedEx Corporation Headed?



## FedEx Adjusts to Slowing Economy

Over the history of FedEx, the overnight delivery service has been the primary revenue generator for the company. The profits earned by FedEx Express allowed Federal Express to grow into the FedEx Corporation through a series of pricey acquisitions—like Flying Tigers, Caliber/RPS, American Freightways, Kinko's, World Tariff, Watkins and others.

But even as FedEx Corporation diversified into other lines of services, FedEx Express remained the golden goose. Express accounted for 58 percent of operating income in fiscal year 2007 and 64 percent of operating income in fiscal year 2008.

Customers, however, are becoming much more cost-conscious. UPS and FedEx are competing for customers across all delivery services—overnight letter and box, small parcel, supply chain services, expedited freight, less-than-truckload and truckload freight.

UPS and FedEx may sell the consolidated services to customers in similar ways, but the way the two companies are structured to carry out those services is quite different.

FedEx got along for a period of time with its “Compete collectively, operate independently, manage collaboratively” strategy (It also makes for a great anti-union structure with employees and even “independent contractors” all broken apart). Under this strategy, one FedEx company would pay “intercompany charges” or “purchased transportation charges” of another FedEx company for its services.

Under this structure, one customer gets its overnight letter delivered by a FedEx Express driver and gets its three-day package delivered by a FedEx Ground “contractor.” Or, FedEx Freight West (formerly Viking) and FedEx Freight East (formerly American Freightways) operate separate terminals in the same towns. Or FedEx Trade Networks pays FedEx Freight National LTL (formerly Watkins) for its delivery of ship-borne imports.

There's a lot of management and overhead in this structure. FedEx Corporation realizes this and is using the downturn to make certain changes. For example, the company announced that its FedEx Freight West operating center in San Jose, California is closing and those jobs are moving to Arkansas, Tennessee or Florida. This marks the beginning of internal reorganization of FedEx Freight East and FedEx Freight West operations. Such cost cutting steps will most likely continue.

FedEx Corporation's acquisition and diversification strategy has worked out in some ways. But as this slow-down lingers, customers are downgrading their services away from high-cost overnight letters to three-day packages. Customers that would send freight by air are downgrading to truckload. The volume is going down and the mix of services is changing.

FedEx CEO Fred Smith lays out his company's challenges clearly: “Let me remind you that one of the things that we've been able to do is make tremendous investments in the Ground value proposition where now over 80 percent of those items are delivered in three days or less. Just less than 10 years ago we called that an express transaction. So, the portfolio that we've built and the value proposition that we've built at FedEx Ground gives customers tremendous choice in determining what's in their best interest.” (Conference call; March 29, 2008)

Smith continues, “FedEx Express has not bought a unit of capacity for the domestic express business in years and years and years. The network in the United States has been expanded basically to move inland international traffic and at the same time, of course, we've had this marvelous growth in our Ground and Express networks. And increasingly in the years to come in the international market we believe that the movement of goods by air will be in smaller lots and door-to-door express movements rather than in the large consolidations that marked the industry structure several years ago. And we've built a network of regional hubs—we'll open one in Greensboro in 2009—and what those regional operations allow us to increasingly do is to drive-fly across the oceans and then drive on the other side.” (Conference call; June 18, 2008)

UPS is facing the same challenges. The Teamsters will maintain strong contract language as UPS tackles those changes.

FedEx has to contend with an American work force that sees these changes coming and has no voice in the process. But in the end, FedEx Express has all those planes in their hangars. And FedEx Express linehaul and FedEx Ground linehaul and FedEx Freight linehaul all must “operate independently.” And a FedEx Express courier and a FedEx Ground “contractor” and FedEx Freight drivers all must make separate deliveries and “operate independently.”



# New York Teamsters Win Big

## Arbitration Victory Will Amount to Millions of Dollars for UPS Teamsters

In a case that started back in 2002, an arbitrator recently ruled that UPS violated its contract with a New York local by hiring part-time workers for full-time return clerk positions.

The arbitrator said that by doing so, the company had shortchanged dozens of members of Local 804 based in Long Island City, New York. More than 134,000 hours of earnings have to be paid to these Teamsters in a settlement that, when all is said and done, will total in the millions of dollars.

“I think the way Local 804 handled the situation was great,” said Danny Graziano, a Local 804 member and UPS worker for the last 28 years. He is one of the Teamsters that was affected in the settlement. “UPS can be very arrogant in situations like this. They had no choice but to pay attention when Local 804 wouldn’t back down, though. Getting this settlement took time. It took patience. And it worked.”

Local 804’s supplemental agreement with UPS requires that all return clerks be full time. UPS, however, was assigning part-time employees to do return clerk work, a violation of Article 6, Section 3 of the contract supplement.

“We had six clerks who were getting less and less work, when these part-time workers were coming in late at night,” said Jerry Ranita, a recent retiree who was Local 804’s Vice President.

The local made late-night visits to the Yorktown and East Long Island locations to observe the numerous part-time workers on duty. Fred Gerstheimer, a shop steward, filed a grievance, and the local filed a jurisdictional grievance so the local would

have one local-wide grievance for all affiliated facilities.

### Cease and Desist

When confronted with the issue, UPS initially offered a settlement of \$500 per clerk.

“That was a far cry from fair,” Ranita said.

After gathering evidence in the increasingly lengthy case, Ranita and another Local 804 officer, Pat DeFelice, flew to Detroit to join Local 804 President Howard Redmond. There, they met with Jim Maloney, UPS’ vice president of labor relations, who served as the main negotiator with UPS, to attempt to come to a fair agreement.

On April 21, 2008, UPS was ordered to cease and desist from using DCAPs and must pay the return clerks who were on the payroll during the period of violation for loss of work and job opportunities. The part-time workers were reassigned to another department.

“Jerry and Pat tried to settle it amicably but the company kept pursuing it,” said John Nemeth, a Local 804 business agent who filled Ranita’s position after he retired. “Justice always prevails.”

“In any Local 804 contract, considerable thought is given to each job classification—to best preserve and protect each member’s rights, their pay and their livelihood,” Redmond said. “After careful review of this case, justice was finally served. I am confident that the award settlement will be satisfactory to all parties involved.”

“Everyone needs to keep their eyes open at work and make

&gt;&gt; STEWARD: FIRST PERSON

# GSE Mechanics Have a STRONG VOICE in Louisville

By Frank Habich, UPS GSE Mechanic, Local 89 Shop Steward, Louisville, Kentucky

**E**very mechanic at UPS plays an important role in the company's success. That's one of the reasons why I decided to run for a union steward position back in 1997.

I saw that GSE mechanics, including myself, did not have a voice. We were such a small group, but such an important part of UPS, and we weren't being listened to by management.

Some of the guys in my shop asked if I would run, and I did. And now our shop is about 100 strong, and we definitely feel like we've got a voice.

## Communication is Key

My main job as a steward is to keep the lines of communication open between the workers and the supervisors.

I also try to keep the peace on the job, keep jobs from being outsourced and make sure the contract is being upheld. I also make sure we are all brought up to speed with new technology and new equipment.

I'm lucky that I have a great shop to work in. We all work together as a group, and that includes the management. Good relations make everything work right.

## Helping Out in Memphis

I was in Memphis over the summer helping out on the FedEx Express mechanics campaign. I was honored to

do this. I believe all workers should be allowed to form a union because being a union member means job protection.

I feel very fortunate because I have a great job, I work with terrific people and I'm a Teamster. That's the message I've been telling the FedEx Express mechanics.

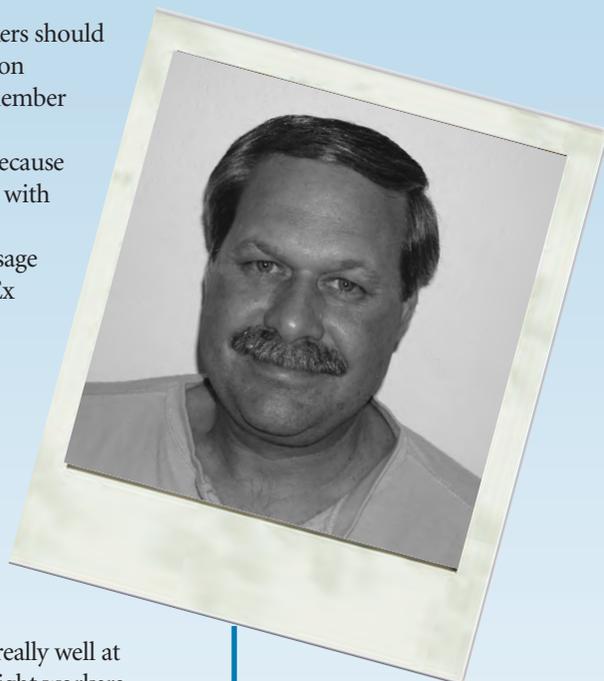
They deserve better treatment than what they are getting. I tell them about my shop, and how they can have a shop like that where they work.

## Future is Bright

Things have been going really well at my shop. When UPS Freight workers became Teamsters this year, we got 400 more forklifts to work on. That meant 15 more mechanics were hired.

We can thank Teamsters Package Division Director Ken Hall, Local 89 President Fred Zuckerman, Local 89 Trustee Paul McIntosh, and Local 89 Business Agent John Bolton for making sure that work stayed within UPS.

In a time when the economy is struggling and many people are losing their jobs, our company continues to make money. And we are protected in our jobs by being Teamsters with a strong contract.



*“We all work together as a group, and that includes the management.”*



## UPS Teamster Teaches Barbecue Cooking Class in Florida

**A**fter years of research and trial and error with cooking techniques, Emmett Todd finally got to a point where he felt like he mastered the art of barbecuing. So the UPS Teamster in Fort Myers, Florida decided to share what he learned with anyone who wants to master the art themselves.

Backyard BBQ School is the five-hour grilling and smoking class that Todd teaches. It covers everything from first lighting the fire to the history of barbecue to regional influences of the cuisine. At the end of the class, the 16 or so participants get to eat the barbecue feast that Todd cooks through the duration of the class.

He teaches the class once a month, and the students always walk away satisfied—even when they're coworkers. Todd's center manager at UPS even took one of the classes and "he loved it," Todd said.

"I like to grill but, when we bought a house in 1998 and I started grilling there, gas just wasn't doing it," Todd said. "I started trying to use oak and hickory together with some hardwood charcoal. I tried all kinds of different things. I didn't know what I was doing for a long time."

### A Family Affair

After taking a class in barbecuing and perfecting his own method, he decided to enlist his family's help and start teaching others.

"Over three or four years, I read books and experimented with a lot of different methods," he said.

His wife Jessica helps teach a segment of the class and their teenage children, Lauren and Jared, help serve refreshments and

tend the fires. Starting the class was an idea of his mother-in-law.

Todd has worked at UPS for 15 years and is a steward with Tampa-based Local 79. He grew up in Buffalo, New York and didn't get a taste for real barbecue (i.e., smoked meat, not meat just thrown on a grill) until he moved to Florida.

### Start to Finish

"In my class, we show people what to do from start to finish, and each of the five hours of the class covers a different topic," Todd said. "We talk about how to start the fire, fuels and tools, different types of hardwoods you can use, the different types of smokers, plus sauces and rubs, the history of barbecue and just some basic tenets of this type of cooking."

Todd said he is helping his students build a basic foundation to cook authentic barbecue without using gas and without an oven.

"One of the most important things we tell people is to not lift the lid while cooking. We tell them, 'If you're looking, you're not cooking.' At the end of the class, we cut up the meat we've been smoking and set up a buffet for the class," he said.

For more information, visit [backyardbbqschool.com](http://backyardbbqschool.com).



*IMPROVED HEALTH CARE SYSTEM*  
*PENALIZING COMPANIES FOR OUTSOURCING US JOBS*  
*THE EMPLOYEE FREE CHOICE ACT*  
*REBUILT TRANSPORTATION INFRASTRUCTURE*  
*RETIREMENT SECURITY*  
**GOOD JOBS**



Join Your Fellow Teamsters

**VOTE!**

Tuesday ★ November 4, 2008

*If you care about labor issues, voting is more than a right. It's a responsibility.*