



General President Jim Hoffa says . . .

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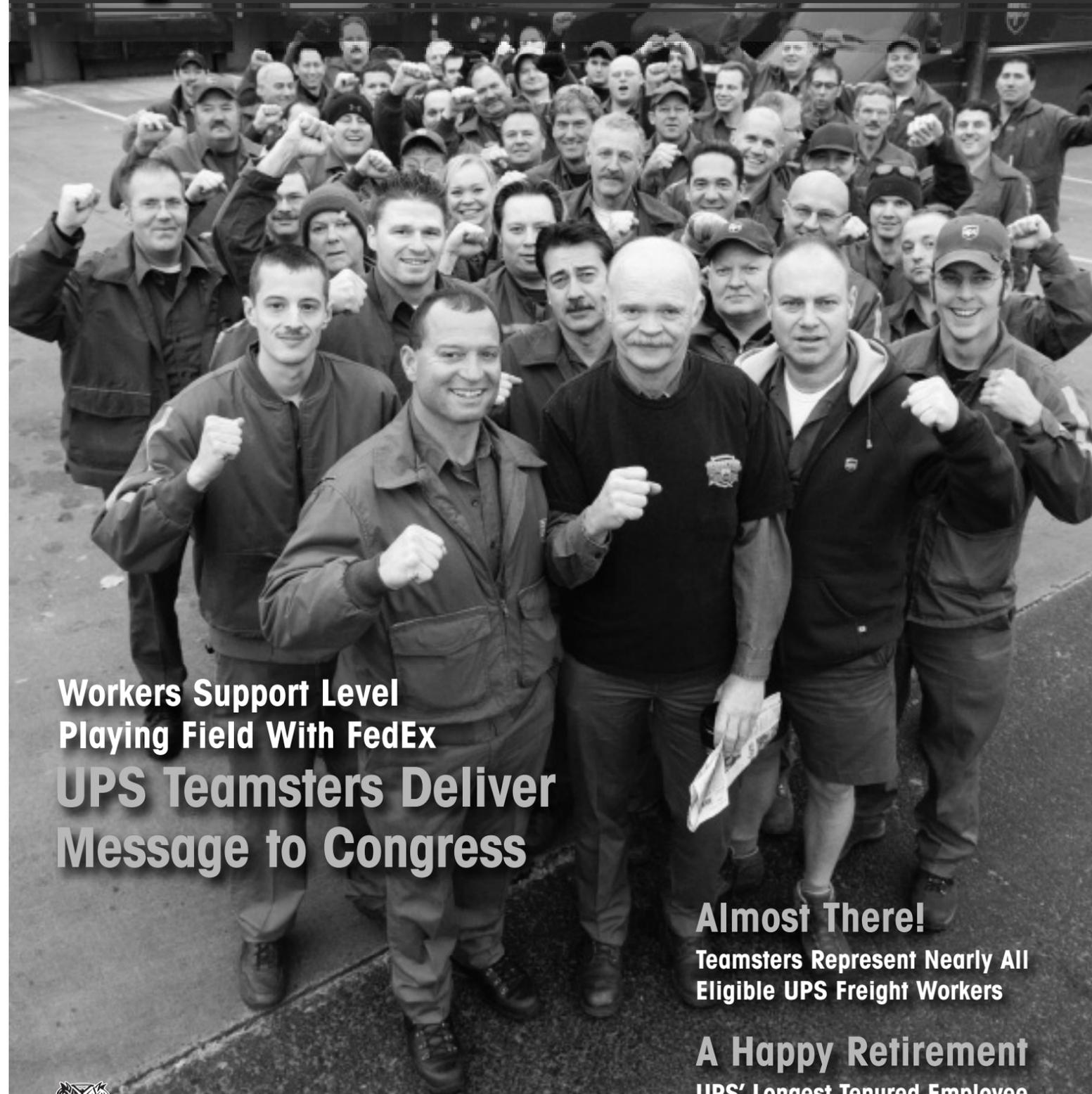


For registration information, contact your local union or visit www.teamster.org.

WINTER 2010

ups TEAMSTER

A Magazine for Teamsters at United Parcel Service

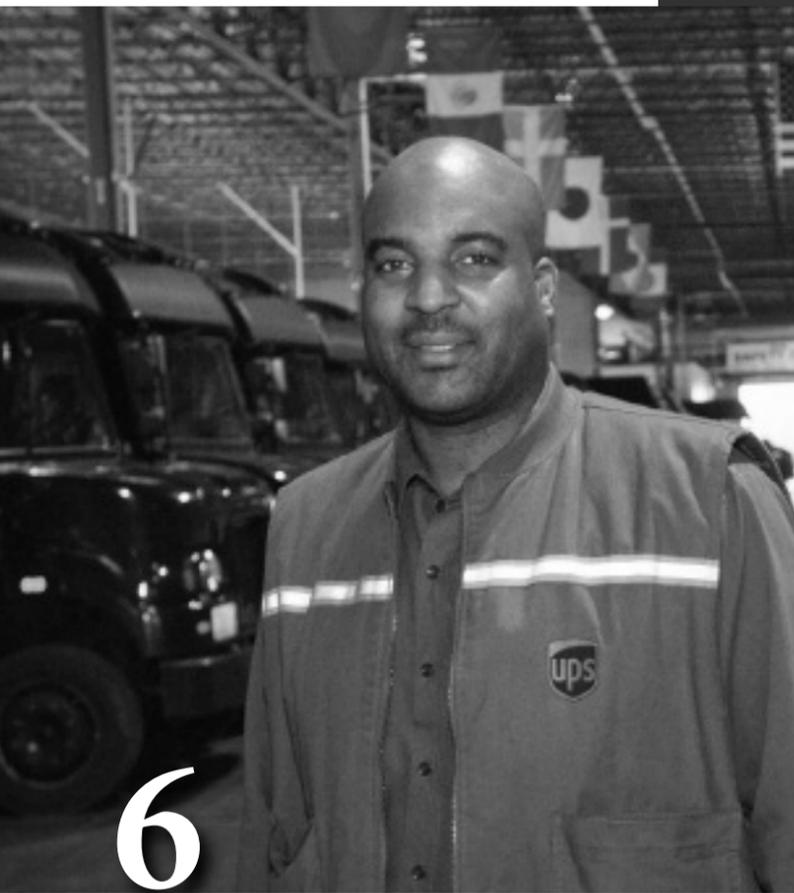


Workers Support Level
Playing Field With FedEx
UPS Teamsters Deliver
Message to Congress

Almost There!
Teamsters Represent Nearly All
Eligible UPS Freight Workers

A Happy Retirement
UPS' Longest Tenured Employee
Retires After 63 Years





Organizing FedEx

Last year was another exciting year for organizing at the Teamsters Union, but 2010 looks like it might be even better. Barriers to organizing some FedEx workers are starting to fall and those employees are ready to do something about their years of mistreatment at the hands of their employer.

As Teamsters in this industry, you know how much good it would do FedEx employees to be members of a union. You also know how it would positively affect UPS Teamsters, both in terms of contract negotiations and simply having strength in numbers.

That's why I'm so proud of how many UPS Teamsters have gotten involved in our various campaigns.

Teamsters in the Package Division have done so much over the last few years. They not only showed extraordinary solidarity during contract campaigns, but they helped organize thousands and thousands of new Teamsters.

Employees of UPS Freight, formerly Overnite, joined the Teamsters Union in huge numbers largely due to the diligence of UPS Teamsters. Rank-and-file members took their personal time to talk to these workers about the benefits of a union contract—something the UPS Freight workers are happier than ever to have.



There are many reasons why new UPS Freight Teamsters in Maryland, Nebraska and Kansas unanimously approved their first-ever contracts as Teamsters. FedEx workers deserve the same thing.

Many of you have already gotten involved in the campaign to organize FedEx employees, and many have attended Organizing Bootcamps. But for this FedEx campaign to be a success, more need to get involved.

Every Teamster worker in this industry should be involved in the fight because there's so much at stake. If you haven't already, please contact your local or Joint Council to find out if you can participate in any Organizing Bootcamps, and keep visiting www.teamster.org to stay updated on our campaign to bring dignity to FedEx workers.

Job Security and a Retirement Future

delivery industry. Over at FedEx, employees don't know if they'll have jobs the next day, or, if their hours will be cut. They are seeing huge increases in their health care premiums and cuts in their retirement plans.

Because of your contract, you know you have job security and a retirement future you can look forward to. But that's not good enough for you, in my opinion.

It is imperative for us to ultimately organize UPS' main competitor—FedEx—if we want to maintain our strength at the bargaining table. We would be in a much stronger negotiating position if we had another contract from a competitor to bring to the table.

So when you are asked to help out on our FedEx organizing campaign, look at it as an opportunity to help yourself and your fellow UPS Teamsters in the future. Our industry cannot remain strong if we are the only players.

You have stepped up to the plate for us before when we started our campaign to organize UPS Freight. Now, we represent nearly all of the eligible drivers and dockworkers at UPS Freight, more than 12,000 workers total. These workers also have a terrific contract.

I look forward to working with you for many more years to come. Best wishes for a successful 2010!

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Almost There!

Teamsters Represent Nearly All Eligible UPS Freight Workers

UPS Freight workers in Omaha, Neb., Federalsburg, Md. and Wichita, Kan. unanimously voted to ratify their first-ever contract as Teamsters. The Teamsters now represent nearly all of the 12,600 UPS Freight drivers and dockworkers eligible to join the union.

The workers are represented by Local 554 in Nebraska, Local 795 in Wichita and Local 355 in Baltimore.

"This has been the largest organizing victory in the freight industry in 25 years and it shows the determination of these workers to form a union," said Jim Hoffa, General President. "We look forward to representing all UPS Freight drivers and dockworkers eligible to join the Teamsters."

"We are proud to have these workers join our ranks and we look forward to representing them," said Ken Hall, Package Division Director. "The workers now have a strong voice in the workplace that they never had before."

Workers Get On Board

James Sheard, Secretary-Treasurer of Local 554 in Omaha said the UPS Freight workers ratified their contract on Oct. 4.

"After they saw the benefits of being a Teamster at other locations around the country, they decided to get on board," Sheard said.

Jesse Castillo, President of Local 795 in Wichita, said the 20 UPS Freight workers there realized that not being a Teamster meant inequality for them.

"They saw inequities in applications and work rules because they were not under a Teamster contract," Castillo said.

Ervin Williams, Vice President of Local 355 in Baltimore, said the 20 UPS Freight workers at the Federalsburg facility came aboard after seeing a big increase in insurance costs.

"We had a gentleman who was ready to retire but said he couldn't because of the insurance costs," Williams said. "We also had key people who worked very hard on this campaign."

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 its nationwide campaign.



BROTHERHOOD SPIRIT

In a competition between Teamsters at UPS and Transervice Logistics in Salina, Kansas, the winner was the community.

Teamster drivers at Transervice Logistics Salina recently competed against Teamster drivers of UPS Salina to see who could raise the most for the charity SOME (So Others May Eat). Teamsters from both groups gave money, food and their personal time for the charity competition.

The Local 696 members raised more than \$5,000, collectively, to help Project Salina purchase food to feed the hungry in North Central Kansas.

But this Teamster brotherhood did not stop at collecting food for the needy. Shortly after all the food donations were made, Transervice Logistics and UPS Teamsters were called upon to volunteer their time and energy once again.

The blue shirts of Transervice worked with the brown-shirted UPSers, working shoulder-to-shoulder, wrapping pallets of food, loading them on trailers, and delivering these pallets to both the Salina Food Bank and the Salina Salvation Army Community Center for distribution.

"It was wonderful to watch brown and blue work side by side. Everyone came with smiles on their faces and positive attitudes," said Susan Hughes, a Transervice Teamster who coordinated the fundraiser.

A Stronger Brotherhood

Project Salina Inc. began in 1990, collecting food for distribution to those in crisis who could not afford to buy food. In its first year of operation, 23 separate community agencies and businesses rallied together, collecting 56,465 food items to be distributed to local community service agencies, providing food to needy families and children.

Since its inception in 1990, Project Salina has grown to include 125 community businesses, collecting more than 167,000 non-perishable food items annually. All donated food items are sorted and distributed to The Ashby House, Ltd; Focus on the Future, Ltd.; Salina Emergency Aid/Food Bank, Inc.; Salina Rescue Mission, Inc.; The Salvation Army; and The Salina Youth Care Home Foundation. These groups provide service to local children and families in need.

The food drive is held annually, enabling these agencies to provide much-needed assistance during times of greatest need—the summer, when school-aged children are without school lunch programs.

In 2005, the six agencies served 145,000 meals to needy children and families in Salina, Kansas. Project Salina, Inc. relies entirely on volunteer management and support, with every dime and food item contributed going directly to feed the hungry. Transervice Salina has been an active participant of Project Salina since 2001.

Transervice Logistics issued its first cross-town challenge to UPS in April 2006. Since then, the annual month-long food drive has been filled with friendly challenges and cross-town collaborations. In this year's challenge, the UPS Teamsters won by raising \$11 more than the Transervice Teamsters.





UPS' Safest Female Driver

When Virginia "Ginny" Odom walked into a Teamster local more than 35 years ago hoping to get a job with UPS, she was looking for nothing more than steady income on which she could support her two growing daughters.

She never imagined that one day she'd hold the title of "UPS' safest female driver."

Odom, a member of Local 385 in Orlando, Florida, has logged more than 3.5 million accident-free miles in 35 years of employment with UPS. Her title is global.

"It's been a lot of hard work and many years of holding onto the steering wheel. It's really an honor," Odom said. "It has been an unbelievable experience in a lot of ways."

Odom admits the job has been demanding, but she takes pleasure in the little things. A self-proclaimed farm girl, Odom explained her favorite part of driving a truck for UPS is seeing the sunrise and simply having the opportunity to be outdoors.

She especially enjoys the serene scenery of central Florida.

"I love watching the young calves in fields with their little feet wet and tails curled up," she said. "You don't get to see stuff like that sitting behind a desk. Even though I travel the same road, there is something different every day."

Blazing a Trail for Women

Odom may travel the same delivery road every day, but through her experiences she has blazed a new trail for women in the workplace.

When Odom left a job behind a parts counter at a boating business to take on the world of package delivery in 1973, she was one of a handful of women working at UPS. Odom doesn't see herself as a hero or pioneer among women, but admits she tackled gender discrimination head-on.

"I had to work harder to prove I was capable of doing the same job men did," Odom said, explaining that it took a while for some of her male coworkers to accept her. "It's very hard for women to raise children and a family and have a job like this. You have to be a special person to do this."

Despite the hardships, Odom said she has thoroughly enjoyed her time with UPS—and she credits the Teamsters Union for some of that.

"If it wasn't for the Teamsters, I know this job would have been a lot harder. There were times when I did need them, and the union stood up for me," she said.

Though Odom has put in 35 years with UPS, she isn't ready to retire yet, but she said the day is getting close. For now, she'll continue to keep her hands on the wheel and her eyes on the road.



Attorneys General Catch On to FedEx Scheme

Teamsters Applaud Action on Illegal Driver Misclassification

In October, the Teamsters Union praised attorneys general in New York, Montana and New Jersey for putting FedEx Ground (NYSE:FDX) on notice that the company faces legal action for violating labor laws, including shifting tax obligations onto residents through an illegal driver misclassification scheme.

"FedEx Ground can't get away with being a bully anymore, hiding behind its army of lobbyists to avoid responsibilities to workers and to American taxpayers," said Jim Hoffa, General President. "This is an issue of fairness. The laws of this country apply to everyone."

Attorneys General Andrew Cuomo of New York, Steve Bullock of Montana and Anne Milgram of New Jersey sent a letter to FedEx Ground warning the company that it faces legal action, including restitution, damages, civil penalties and other relief over its illegal misclassification of drivers.

"FedEx's illegal misclassification of its drivers has resulted in a serious injustice

to more than a thousand FedEx drivers in Montana, New Jersey and New York," the letter said, also adding that "besides hurting FedEx drivers, FedEx's practices hurt the states of New Jersey, New York and Montana when proper taxes are not paid. FedEx's practices also hurt other employers, which face unfair competition as a result of FedEx's illegal cost-cutting measures."

FedEx Fleecing Taxpayers

The three states found that FedEx Ground illegally classifies drivers as independent contractors, therefore denying them employment rights such as workers' compensation benefits, anti-discrimination laws and wage and hour protections. FedEx Ground drivers are required to spend thousands of dollars for trucks, repairs, uniforms, fuel and other equipment. The company controls the hours they work, how they dress and when they drive their own trucks.

"FedEx Ground has been cheating its workers and fleecing the taxpayers for

too long," said Ken Hall, International Vice President and Director of the Package Division. "Andrew Cuomo, Steve Bullock and Anne Milgram deserve credit for standing up to a powerful multinational that pads its profits by skirting state laws. Thanks to them, FedEx and its CEO Fred Smith won't be allowed to profit from this scheme at the expense of its workforce and the American taxpayers."

FedEx Ground is currently the subject of investigations by 30 other states over its misclassification scheme. Also, more than 45 class-action lawsuits have been filed against the company in state and federal courts over the issue.

Misclassification of employees not only cheats workers, but leads to the loss of federal income and employment tax revenue. It is estimated that more than \$4.7 billion in federal income is lost due to this practice. At the state level, misclassifying 1 percent of workers results in an average of \$198 million lost annually to state unemployment insurance funds.

Workers Support Level Playing Field With FedEx



UPS Teamsters **DELIVER** Message to Congress

UPS Teamsters are used to delivering all sorts of things. In 2009 they delivered a message to Congress in the form of a massive letter-writing campaign.

Tens of thousands of UPS Teamsters wrote letters urging Congress to support the Express Carrier Employee Protection Act. To date, nearly 30,000 letters and cards have been sent to nearly 140 representatives and senators urging them to support the Express Carrier legislation.

This massive undertaking serves as an example of a way in which UPS Teamsters can collectively mobilize and contribute to our long-term efforts to organize the companies that comprise FedEx.

What the Legislation Would Do

Right now, all FedEx Express workers are under the Railway Labor Act. This means workers from all classes and crafts must form a union nationally—a tough hurdle to get over for approximately 80,000 FedEx Express workers who are scattered all over the country.

Under the proposed legislation, workers who need an FAA license to work, like mechanics, will remain under the RLA. All other workers (sorters, drivers, loaders, truck mechanics and package-delivery drivers) will be placed under the National Labor Relations Act, just like at UPS. Under the NLRA, these workers can form unions locally.

Workers who remain under the RLA will still have to organize nationally, but the Teamsters have successfully organized other aircraft mechanics in the past—such as United Airlines and UPS.



The Teamsters have been vocal about their goals to organize FedEx Express, and General President Jim Hoffa

and Package Division Director Ken Hall made it clear that UPS Teamsters would be asked to go the extra mile.

“UPS Teamsters have never been afraid of helping others form a union and we need their help on this campaign,” Hoffa said.

“UPS Teamsters know what FedEx Express workers do,” Hall said. “They know how hard they work for no benefits and no job security. And UPS Teamsters see FedEx workers every day. They are our best ambassadors in getting our message to FedEx workers.”

The Letter-Writing Campaign

Earlier this year, the Teamsters launched a national mobilization effort to send letters and cards in support of the Express Carrier legislation to members of Congress. Principal officers and political coordinators at UPS locals explained the importance of the legislation to their members.

UPS Teamsters like Fred Starkenburg in Washington state say they are amazed that FedEx has been able to classify all of its Express workers under the RLA.

“FedEx is claiming that everyone at its Express Division is an airline employee, but they clearly are not,” said Starkenburg,

a member of Local 174 in Seattle. “FedEx Express workers do the same job we do. I get irritated by scenarios like that.

“FedEx needs to be upfront and compete fairly instead of undercutting us,” Starkenburg added.

Starkenburg, a UPS driver and a Teamster for 31 years, wrote two letters and said he did it in the hope that FedEx workers would be able to form a union soon.

Level Playing Field

Kevin Mallee, a UPS driver in Philadelphia, said he has a lot of friends at FedEx who would love to become Teamsters. Mallee has worked for UPS for 25 years.

“This legislation would not only benefit them by making it easier for FedEx workers to form a union, but it benefits us by making sure FedEx is competing on a level playing field,” said Mallee, a member of Local 623 in Philadelphia. “FedEx CEO Fred Smith is spending more money fighting this legislation than he is spending money taking care of his employees.”

Nathan “Jumbo” Daniels, a shop steward at Local 623, said he wrote a lot of letters and got about 100 people to fill out cards supporting the legislation.

“FedEx workers don’t have the protections that we do and some of them are afraid to make waves,” said Daniels, a building shift and preloader at the Philadelphia Airport.

“I try to explain to them that they would be so much better

off being unionized,” said Daniels, a 16-year UPS worker and Teamster. “I tell them to stand up and make that change for the better. This legislation would make it so much easier for them to make that change.”

Fairness

UPS driver Kevin Wagoner said he sees FedEx drivers every day and sees how poorly they are treated.

“FedEx can leave a driver out for three or four hours and he will just sit between assignments not getting paid,” said Wagoner, a member of Local 710 in Chicago. “FedEx is getting an extended workday at a cut-rate price. FedEx gets away with this because the workers have no say in how their work hours are structured.

“This legislation is all about fairness,” said Wagoner, a driver for nearly 20 years and a Teamster for 23 years. “FedEx is hiding behind a law they shouldn’t even be under.”

UPS driver Paul Zupancic in Illinois is also a shop steward at Local 710 and he explained the importance of the legislation to some of his colleagues.

“A lot of them did research on the legislation on their own and came to the conclusion that this measure was worth supporting,” Zupancic said. “Every day we run into FedEx drivers who wish they were in a union. They weren’t aware of this legislation. So we educated them.”

“We also tell them that UPS has been unionized since forever and it’s a very profitable company. I am 100 percent secure in my job,” said Zupancic, who has worked at UPS for 30 years and been a Teamster for 25 years.

Letters Flooding Into Congress

Thousands of letters have been sent to some members of Congress, such as: Sens. Sherrod Brown and George Voinovich in Ohio; Sen. Arlen Specter in Pennsylvania; and Sens. Barbara Boxer and Dianne Feinstein in California. Hundreds of letters have been sent to members of Congress in Arkansas, Florida, Georgia, Iowa, Illinois, Indiana, Massachusetts, Michigan, Mississippi, Missouri, Montana, North Carolina, Nebraska, New Jersey, Nevada, New York, Oklahoma,



Tennessee, Texas, Virginia, Washington and West Virginia.

The letter-writing campaign began in earnest in the summer of 2009 and will continue until the measure has passed.

“It’s hard to ignore hundreds and thousands of letters from

your constituents calling on you to support an important legislative measure,” Hoffa said. “Phone calls and visits don’t hurt either. If we’re going to win this battle to get Express Carrier passed, we must remind our senators why they need to support it.”

FedEx Express Workers Say Thanks

FedEx Express workers thanked UPS Teamsters for their hard work.



“The support the UPS Teamsters are giving our campaign shows me that joining the Teamsters Union is more than getting a great contract,” said Lee Higham, a FedEx Express Sr. AMT based in Boston. “It’s also having the unity and support to make good things happen for the working class people of this country.”

“UPS workers have really stepped up to the plate for us—helping out on our organizing campaign and talking to FedEx workers about the benefits of being a Teamster,” said Rafael “Chupi” Garcia, a FedEx Express Sr. AMT based in Newark, N.J.

“This letter-writing campaign has gone a long way in working toward getting the Express Carrier legislation passed,” said Bret Alexander, a FedEx Express Sr. AMT based in Memphis, Tenn. “We hope Congress will pass this measure quickly so we can become Teamsters.”

The Status of Express Carrier

Numerous extensions of the FAA Reauthorization Act have been passed, most recently in 2009 when Congress was working on Health care reform.

The most recent extension of the current FAA bill was passed in December, and runs through the end of March 2010. In the meantime, the U.S. House of Representatives passed the Express Carrier measure on May 21 as part of its FAA Reauthorization Bill. The current version of the companion Senate bill, which stalled in the Senate Finance Committee in 2009, does not include the Express Carrier language.

This means that the House and Senate Bills will be merged in conference committee, where the Teamsters hope the Express Carrier language will be included in the final bill that is submitted to President Obama for passage.

The Teamsters continue to meet with key senators urging



them to support the legislation. Hall has testified on Capitol Hill about the measure and he and Hoffa have met with several senators to discuss the legislation.

“The Teamsters hope the U.S. Senate will throw its support behind the Express Carrier measure and pass the

FAA Reauthorization bill quickly,” Hall said. “Nearly 80,000 FedEx Express workers remain penalized by this unfair loophole. It’s time for Congress to make FedEx play by the same rules as everyone else.”

The Fight Is Not Over

The good work done by UPS Teamsters on this one issue has certainly made it harder for FedEx to keep Express Carrier from passing, not that they haven’t tried.

The reaction of Fred Smith, billionaire and CEO of FedEx, was telling: Earlier in 2009 he was so concerned about the legislation that he threatened to blackmail legislators in Congress who supported the amendment. FedEx went as far as to state in one of its SEC filings that they would cancel a \$10-billion order to purchase planes from an American company if FedEx workers were moved under the NLRA.

FedEx also responded with an expensive public relations campaign to try to convince the public and their legislators that passage of Express Carrier would be akin to UPS receiving a government “bailout.”

While the “Brownbailout” campaign rightly hasn’t received the attention FedEx might have hoped for, it



nonetheless serves as a prime example of the lengths they will go through to manipulate facts in their lobbying

efforts to get what they want.

This fight to level the playing field for FedEx Express workers is just one piece of the puzzle in the long-term fight to bring fairness to the lives of FedEx workers across the board.

It will be a long battle to bring justice to the currently misclassified FedEx Ground “independent contractors,” one which will likely be fought in the courts. And it should be expected that successfully organizing FedEx Freight drivers and dockworkers will require strategies tailored to that specific company.

As has been noted before, it will take commitments from the multiple divisions and departments of the International Union, all Joint Councils and local unions to make this campaign a success. The Package Division is spearheading the FedEx campaign on all fronts, and this will include developing a plan that has workers talking to workers nationwide.

Having our members talking to FedEx workers in a systematic and targeted way is the fundamental to our future success.

At the Unity Conference in 2009, Hall discussed with local leaders what members can do and noted that all locals would be asked to play a large role.



“Only FedEx pilots are unionized—so only 2 percent of that company’s 200,000 employees in the U.S. are working under a contract,” Hall said. “This makes going to the bargaining table with unionized companies such as UPS much more challenging.”

As on other campaigns, such as the recent success at UPS Freight, UPS Teamsters will be educated and mobilized to act on behalf of their nonunion counterparts at FedEx.

In the future, they may be asked to invite FedEx workers to their locals to attend meetings, leaflet at work sites and hold rallies. UPS Teamsters should look to building relationships with FedEx workers.

UPS Teamsters are in a unique position to educate FedEx drivers about the benefits of working under a union contract.

Contributions of UPS Teamsters on the Express Carrier fight serve as a prime example of how each and every member can effectuate real change that impacts workers on the ground.

“The Express Carrier legislation will ensure fair competition in the freight and package-delivery industry and protect the rights of employees,” Hall said. “The deep pockets of corporations like FedEx should not determine which federal labor laws apply to employees, effectively denying them their right to organize. And FedEx should not be allowed to have an unfair advantage in this industry.”



Teamsters Train 1,000 Member Organizers

At the annual Unity Conference in May 2009, President Hoffa announced that the Teamsters Union would set out to recruit and train 1,000 volunteer member organizers before the end of the year. That goal has been met thanks to the dedication of scores of union activists, including many UPS Teamsters.

These rank-and-file Teamsters help organize nonunion workers who want Teamster representation, strengthening the union, rebuilding the middle class and raising standards for working families.

"Teamsters in the Package Division are no strangers to member-to-member organizing. We have used it with great success in the past," said Ken Hall, Director of the Package Division. "Organizing UPS Freight, formerly Overnite, could not have been done without help from rank-and-file UPS Teamsters. These Organizing Bootcamps are a valuable tool for our union, not just to organize workers at FedEx, but countless other workers in need of a strong union."

"There is no better spokesperson for the Teamsters than a Teamster like you," Hoffa said. "This is your opportunity to grow the Teamsters and help other workers join this great union."

Growing the Ranks

The Teamsters Union is growing at a rapid pace, and when the Employee Free Choice Act passes, the union can expect to be deluged with organizing requests. That's where the Volunteer Army of member organizers comes in.

In order to grow the ranks of the Teamsters, Joint Councils across the country are hosting daylong "Organizer Bootcamps." The trainings are conducted by a team from the Joint Councils, and the International's Organizing and Training and Development departments. At these trainings, volunteers learn the basics of what they'll be asked to do as member organizers and participate in an ongoing campaign.

After the training, the Organizing Department works with the Joint Council and local unions to keep member organiz-



ers actively engaged in organizing campaigns via conference calls, web sites and on-the-ground participation.

The volunteers who've signed up for the mighty army of Teamsters come from diverse backgrounds; they work in industries ranging from sanitation to public transit to warehousing. Some have been Teamsters for decades while others are new to the union. They all have one thing in common. They all want to do their part and get involved.

Worker-to-Worker Movements

The concept of volunteer member organizers is nothing new to the Teamsters. The latest outreach, however, has raised the bar and set ambitious goals for organizing even more workers. The 43,000 workers who became Teamsters in 2008 were organized, in large part, thanks to the efforts of volunteer member organizers. As more workers organize, they give back to others what they have gained as Teamsters.

Frank Habich, a GSE mechanic with UPS in Louisville, has helped out with numerous organizing campaigns, including those at UPS Freight and FedEx Express.

"I told my wife the Teamsters want me to help FedEx workers, so I will have to be gone for a while," said Habich, a shop steward with Local 89. "She told me, 'I know how passionate you are about the Teamsters, so you should go help with FedEx. They deserve to have everything we have.'"

"Through good, direct instruction, we learned how to tell our Teamster story to nonunion workers," said Eric Nuutinen at a recent Organizing Bootcamp in Wisconsin. Nuutinen is a UPS driver and proud member of Local 344 in Milwaukee. "For example, UPS drivers can approach FedEx drivers and deliver the union message in a personal way."

"I appreciated the methods taught on how to reach across generations and learned a lot about the many scare tactics employers will utilize against workers," said Jerry Robinson at a Bootcamp in North Carolina. He works at UPS and is a member of Local 71 in Charlotte.

Keith McCorkel, a UPS driver and member of Local 391, also picked up information from the presentation, which he plans to use in his daily interactions.

"This seminar gave me a new awareness of how to address different generations. The handbook that was passed out will

help me with a lot of situations that will likely arise," McCorkel said. "We definitely needed more time because all the presenters were great and knowledgeable of all subjects."

"This seminar taught me how to approach and talk to prospective members," said James Combs, a member of Local 509 who works at UPS Freight. "I enjoyed the training and will be proud to use what I have learned."

Furthering the Cause

Teamsters from coast to coast and from industry to industry have already taken on the responsibility of helping their fellow workers reap the benefits of Teamster membership. There are countless Teamster locals that are making organizing a priority, and they are hoping that enlisting more volunteers will help stretch their resources even further.

"It's pretty rewarding to get out there because sometimes you do take for granted the benefits you have," said Thomas Sierra, a UPS driver and 15-year member of Local 63. "When you speak to people who don't have those same benefits, it brings it to life how good you have it as Teamsters. That makes you want to organize even more because you want to further the cause."

At the trainings, Teamster members from all walks of life are introduced to the role of unions in the economy and the challenges facing organizing. They also learn the structure of the member organizer program in their Joint Council. Role-playing and other classroom activities are utilized to develop best practices in Teamster-to-unorganized-worker communications. In addition, the volunteers take part in a live action to support an active organizing campaign.

For more information on these Bootcamps, visit www.teamster.org or call your local union.



THE Most-Overlooked



Deductions

Every year, the IRS dutifully reports the most common blunders that taxpayers make on their returns. And every year, at or near the top of the “oops” list is forgetting to enter their Social Security number at the top of the tax form—or making a mistake when entering those nine digits.

No doubt about it: The opportunity to make mistakes is almost unlimited, and missed deductions can be the most costly.



About 46 million of us itemize on our 1040s—claiming nearly \$1 trillion worth of deductions. That’s right: \$1,000,000,000,000, a number rarely spoken out loud until Congress started debating economic-stimulus plans to combat the Great Recession.

Another 85 million taxpayers claim more than a half-trillion dollars’ worth using standard deductions—and some of you who take the easy way out probably shortchange yourselves. (If you turned 65 in 2009, remember that you now deserve a bigger standard deduction than the younger folks.)

Yes, friends, tax time is a dangerous time. It’s all too easy to miss a trick and pay too much. Years ago, the fellow who ran the IRS at the time told Kiplinger’s Personal Finance magazine that he figured millions of taxpayers overpaid their taxes every year by overlooking just one of the money-savers listed below:

1 State sales taxes. Although all taxpayers have a shot at this write-off, it makes sense primarily for those who live in states that do not impose an income tax. You must choose between deducting state and local income taxes or state and local sales taxes. For most citizens of income-tax states, the income tax is a bigger burden than the sales tax, so the income-tax deduction is a better deal.

The IRS has tables that show how much residents of various states can deduct. But the tables aren’t the last word.

If you purchased a vehicle, boat or airplane, you get to add the state sales tax you paid to the amount shown in the IRS tables for your state, to the extent that the sales-tax rate you paid doesn’t exceed the state’s general sales-tax rate.

The same goes for any homebuilding materials you purchased. These items are easy to overlook, but they could make

the sales-tax deduction a better deal even if you live in a state with an income tax. The IRS even has a calculator on its web site to help you figure the deduction, which varies depending on the state where you live and your income level.

2 Reinvested dividends. This isn’t really a deduction, but it is a subtraction that can save you a bundle. And this is the break that former IRS commissioner Fred Goldberg told Kiplinger’s a lot of taxpayers miss.

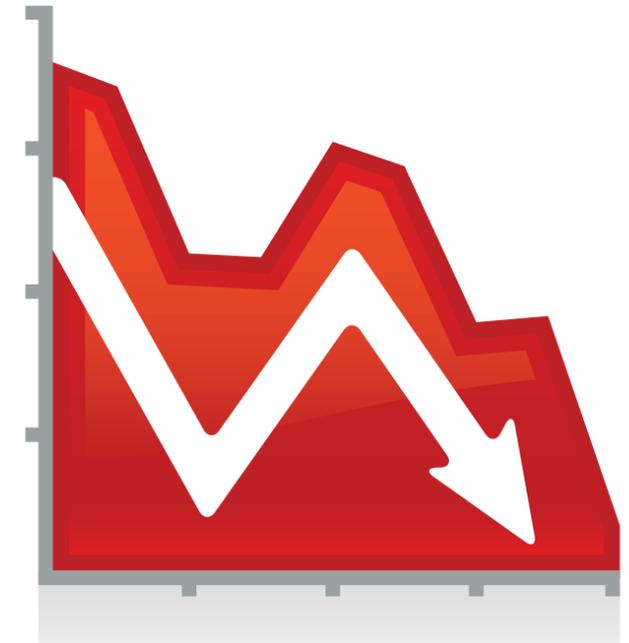
If, like most investors, your mutual fund dividends are automatically used to buy extra shares, remember that each reinvestment increases your tax basis in the fund. That, in turn, reduces the taxable capital gain (or increases the tax-saving loss) when you redeem shares.

Forgetting to include the reinvested dividends in your basis results in double taxation of the dividends—once when you receive them and later when they’re included in the proceeds of the sale. Don’t make that costly mistake. If you’re not sure what your basis is, ask the fund for help.

3 Out-of-pocket charitable contributions. It’s hard to overlook the big charitable gifts you made during the year, by check or payroll deduction (check your December pay stub). But the little things add up, too, and you can write off out-of-pocket costs incurred while doing good works.

For example, ingredients for casseroles you prepare for a non-profit organization’s soup kitchen and stamps you buy for your school’s fundraising mailing count as a charitable contribution.

If you drove your car for charity in 2009, remember to deduct 14 cents per mile.



4 Student-loan interest paid by Mom and Dad. Generally, you can only deduct mortgage or student-loan interest if you are legally required to repay the debt. But if parents pay back a child's student loans, the IRS treats the money as if it was given to the child, who then paid the debt. So, a child who's not claimed as a dependent can qualify to deduct up to \$2,500 of student-loan interest paid by Mom and Dad. And he or she doesn't have to itemize to use this money-saver.

5 Moving expenses to take your first job. Here's an interesting dichotomy: Job-hunting expenses incurred while looking for your first job are not deductible. But moving expenses to get to it are. And you get this write-off even if you don't itemize.

If you moved more than 50 miles, you can deduct the cost of getting yourself and your household goods to the new area—including 24 cents per mile for driving your own vehicle for a 2009 move—plus parking fees and tolls. The same holds true for any new job you take.

6 Military reservists' travel expenses. Members of the National Guard or military reserve may tap a deduction for travel expenses to drills or meetings. To qualify, you must travel more than 100 miles from home and be away from home overnight.

If you qualify, you can deduct the cost of lodging and half the cost of your meals, plus 55 cents per mile for 2009 for driving your own car to get to and from drills. In any

event, add parking fees and tolls. You get this deduction regardless of whether you itemize.

7 Child-care credit. A credit is so much better than a deduction; it reduces your tax bill dollar for dollar. So missing one is even more painful than missing a deduction that simply reduces the amount of income that's subject to tax.

If you pay your child-care bills through a reimbursement account at work, it's easy to overlook the child-care credit. Although only \$5,000 in expenses can be paid through a tax-favored reimbursement account, up to \$6,000 (for the care of two or more children) can qualify for the credit. So, if you run the maximum through a plan at work but spend even

more for work-related child care, you can claim the credit on as much as \$1,000 of additional expenses. That would cut your tax bill by at least \$200.

8 Estate tax on income in respect of a decedent. This sounds complicated, but it can save you a lot of money if you inherited an IRA from someone whose estate was big enough to be subject to the federal estate tax.

Basically, you get an income-tax deduction for the amount of estate tax paid on the IRA assets you received. Let's say you inherited a \$100,000 IRA, and the fact that

the money was included in your benefactor's estate added \$45,000 to the estate-tax bill. You get to deduct that \$45,000 on your tax returns as you withdraw the money from the IRA. If you withdraw \$50,000 in one year, for example, you get to claim a \$22,500 itemized deduction on Schedule A. That would save you \$6,300 in the 28-percent bracket.

9 State tax paid last spring. Did you owe tax when you filed your 2008 state tax return in the spring of 2009? Then, for goodness' sake, remember to include that amount in your state-tax deduction on your 2009 return, along with state income taxes withheld from your paychecks or paid via quarterly estimated payments.

10 Refinancing points. When you buy a house, you get to deduct in one fell swoop the points paid to get your mortgage. When you refinance a mortgage, though, you have to deduct the points over the life of the loan. That means you can deduct 1/30th of the points a year if it's a 30-year mortgage. That's \$33 a year for each \$1,000 of points you paid—not much, maybe, but don't throw it away.

Even more important, in the year you pay off the loan—because you sell the house or refinance again—you get to deduct all as-yet-undeducted points.

There's one exception to this sweet rule: If you refinance a refinanced loan with the same lender, you add the points paid on the latest deal to the leftovers from the previous refinancing—and deduct the amount gradually over the life of the new loan.

11 Jury pay turned over to your employer. Many employers continue to pay employees' full salary while they serve on jury duty, and some require employees to turn over their jury pay to the company coffers. The only problem is that the IRS demands that you report those fees as taxable income. To even things out, you get to deduct the amount you pay to your employer.

But how do you do it? There's no line on the Form 1040 labeled Jury fees. Instead the write-off goes on line 36, which purports to be for simply totaling up the deductions that get their own lines. Add your jury fees to the total of your other write-offs and write "jury pay" on the dotted line.

12 Property-tax deduction for non-itemizers. This break, new in 2008, also works in 2009, but millions of taxpayers who claim the standard deduction may miss it.

Normally, to write off property taxes, you must itemize deductions. But this new rule lets homeowners who don't itemize boost their standard-deduction amount—by up to \$500 if they're single and up to \$1,000 if they're married and file a joint return—to account for property taxes paid during 2009. You'll need to include extra paperwork—a Schedule L—with your 2009 tax return to get this break.

13 Casualty-loss deduction for non-itemizers. For 2009, taxpayers who claim the standard deduction can add casualty losses to their standard-deduction amounts—if the loss occurred in a presidentially designated disaster area.

Also, the casualty-loss deduction for losses in presiden-

A credit is so much better than a deduction; it reduces your tax bill dollar for dollar.

tially declared disaster areas is not subject to the usual reduction equal to 10 percent of your adjusted gross income. If you suffered such a loss, be sure you let Uncle Sam help you out by lowering your tax bill.

As with the property-tax deduction for nonitemizers, you'll need to file a Schedule L with your return to pump up your standard deduction to include the loss.

14 Hope credit for college juniors and seniors.

Parents of college kids know the \$2,000 Hope credit is just for the first two years of college; after that, the lower Lifetime Learning credit applies. But wait! That's not how it works for 2009. Instead, the credit has been renamed, increased and expanded.

It's now called the American Opportunity Credit, and it will rebate up to \$2,500 for each qualifying student for the first four years of college.

The full credit is available to individuals whose modified adjusted gross income is \$80,000 or less, or \$160,000 or less for married couples filing a joint return. The credit is phased out for taxpayers with incomes above those levels. The income limits are higher than last year's.

15 Making Work Pay credit.

You've probably been enjoying the fruits of this credit via reduced payroll tax withholding since spring 2009. But to lock in your savings—by reducing your tax bill by \$400 if you're single or \$800 if you're married and file a joint return—you'll need to actually claim the credit on your 2009 tax return—and you'll use brand-new Schedule M to do so.

The credit is equal to 6.2 percent of your earned income, capped at \$400 or \$800. For single filers, it starts phasing out at \$75,000 of adjusted gross income and dries up at \$95,000. The phase-out zone for couples is \$150,000 to \$190,000.

16 Sales-tax deduction for new vehicles.

If you bought a new car, truck, motorcycle or motor home after February 16,

2009, and before the end of the year, you can deduct the sales tax paid—up to a maximum purchase price of \$49,500 per vehicle—either as an itemized deduction or, if you claim the standard deduction, as a supercharged standard deduction.

The benefit begins phasing out for married couples with adjusted gross income over \$250,000 and singles with AGI over \$125,000, and it is completely gone for single filers with AGI of \$135,000 or more and joint filers with AGI of at least \$260,000.

Nonitemizers need to file a Schedule L with their return to get the benefit; itemizers who elect to deduct state income taxes will claim the car sales tax as a separate itemized deduction.

17 Credit for energy-saving home improvements.

The tax credit equal to 10 percent of the cost of energy-saving home improvements is increased to 30 percent for 2009 and 2010, up to a maximum of \$1,500 in the two-year period.

The credit applies to biomass fuel stoves, qualifying skylights, windows and outside doors, and high-efficiency furnaces, water heaters and central air conditioners. The dollar limit on a particular type of improvement, such as the \$200 cap on the credit for windows, has been repealed, so don't limit yourself to the old rules.

Finally, there's also no dollar limit on the credit for qualified residential alternative energy equipment, such as solar hot water heaters, geothermal heat pumps and wind turbines. Your credit can be 30 percent of the total cost of such systems.

18 Break on the sale of demutualized stock.

Taxpayers won an important court battle with the IRS in 2009 over the issue of demutualized stock. That's stock that a life insurance policyholder receives when the insurer switches from being a mutual company owned by policyholders to a stock company owned by stockholders.

The IRS's longstanding position was that such stock had no tax basis, so that when the shares were sold, the taxpayer owed tax on 100 percent of the proceeds of the sale. But after a long legal struggle, a federal court ruled that the IRS was wrong.

The court didn't say what the basis of the stock should be,



In addition to the \$8,000 credit for first-time home buyers, there's a \$6,500 credit for longtime homeowners...

but many experts think it's whatever the shares were worth when they were distributed to policyholders. If you sold stock in 2009 that you received in a demutualization, be sure to claim a basis to hold down your tax bill.

19 Home-buyer credit.

We put this last on the list because it's hard to imagine any taxpayer missing this big a tax break. But the rules changed late in the year, so snafus are certain. For most of the year, only first-time home buyers qualified for this credit. A "first-time buyer" is defined as someone who didn't own a home in the three years leading up to the purchase of a new home. But big changes apply to homes purchased after November 6, 2009.

First, in addition to the \$8,000 credit for first-time home buyers, there's a \$6,500 credit for longtime homeowners, those who continuously owned a home for at least five of the eight years leading up to the purchase of a new home.

The new law also increases how much buyers may earn and still claim the credit. For deals closed before November 7, the right to the first-time buyer credit gradually disappears as adjusted gross income rises between \$75,000 and \$95,000 on single returns and between \$150,000 and \$170,000 for married couples who file jointly. For purchases after November 6, the phase-out zones—for both the \$8,000 credit and the \$6,500 credit—are \$125,000 to \$145,000 for singles and \$225,000 to \$245,000 for married couples.



family



UPS' Longest Tenured Employee Retires After 63 Years



co-workers



Time just disappears



A Happy Retirement

Ask Marty Peters, 87, how he does it and he'll tell you that he simply takes things in stride.

"I take everything one day at a time," Peters said.

That nonchalant attitude has gotten Peters far in life and just recently, the member of Local 243 in Plymouth Township, Mich. reached one more milestone: retirement.

What makes Peters' retirement so different, however, is the fact that he is UPS' longest tenured employee. And after working 63 years, five months and 29 days for the company, Peters is finally calling it quits.

Peters isn't sure why he is retiring now, but said one thing is certain: he will miss his co-workers.

"At UPS, everyone is like a family and that's who I'll be missing—the people," Peters said.

Living History

Peters started his career with UPS in 1946, when he was just two weeks out of the service. After serving in World War II, he knew he needed employment and UPS—a fairly new company at the time—looked just as good as any.

Over the years, a lot changed at UPS including policies, management and employees, but Peters kept on trucking. He said there isn't a job he hasn't done for the company and constant activity is what helped keep him going for so many years.

"There's always activity and there's always something going on," Peters said. "Time just disappears."

Though Peters said he thoroughly enjoyed working for UPS, he knew he wouldn't have

lasted as long or gotten as far were it not for the Teamsters.

One for the Record Books

Peters' history with the Teamsters extends even beyond his UPS career. Peters joined the union in 1941 when he worked for Detroit Delivery.

Throughout the years, Peters said the Teamsters have been good to him and his family. Peters and his wife, Christine, have been married since 1950 and have four children, nine grandchildren and two great-grandchildren.

"The Teamsters were always there. They've been extra good to me," he said. "If you got a few bumps or something, you've got nothing to worry about because the Teamsters are in your corner."

According to Jim Cianciolo, President of Local 243, Peters is someone Teamsters everywhere can be proud of.

"Marty is a tribute to the Teamsters. His hard work and dedication should receive nothing less than hall-of-fame recognition," Cianciolo said.

"Marty Peters is the quintessential dedicated UPS employee," said Scott Davis, chairman and chief executive officer of UPS. "This is a man who went the extra mile, and kept right on going. We sincerely thank him for his many years of service and congratulate him on this incredible achievement."

"At UPS, everyone is like a family and that's who I'll be missing the people,"

—Peters said.



Proposed Rule Will Change Airline And Rail Elections



Government to Ease Rules for Unionization in Certain Industries

Airline and railroad workers could soon find it easier to join a union under a reform proposed by the National Mediation board (NMB), the government agency that supervises union elections in those industries. The proposed change would no longer count those not voting as “no” votes, instead instituting a simple majority in order to be certified as a union. A change to this rule could make it easier for some FedEx workers, such as FedEx Express aircraft mechanics, to organize.

“This reform lets workers choose a union the same way they choose the president of the United States,” said Jim Hoffa, General President. “Whichever side gets the most votes wins.”

Hoffa said anyone who’s tried to form a union at a railroad or an airline knows the deck is stacked against them. “The current voting process is an unfair obstacle that

discourages workers from exercising their right to form a union.”

The Teamsters have long fought to change the way workers’ votes are counted in NMB elections. Continental Airlines fleet workers who want to join the Teamsters came to Washington in July to lobby for a fairer election process with National Mediation Board members.

In December, six Continental workers attended—and three testified at—an NMB hearing on the proposed rule. International Vice President John Murphy also testified.

Murphy said the current rule puts an unfair burden on workers “because they must not only overcome those who oppose representation, but even more difficult, of the electorate who will not participate.”

At press time, the rule had not yet been changed, though it was expected to in early January.

Years Of Battling At Overnite Was Good Training for Shop Stewards

Chuck Doyle and Mike Ranocchia saw a lot of strife and experienced a ton of hardship when they worked for Overnite Transportation in Florida. Now the two UPS Freight drivers have taken what they’ve learned from battling at Overnite to use as shop stewards for Tampa, Florida’s Local 79.

Ken Wood, President of Local 79, said both stewards, new to their roles, have shown a great ability to represent their members well when it comes to grievances and other issues with management. He credits their long history at Overnite, battling on their own, with their tenacity at UPS Freight. said Doyle, the shop steward at the Tampa terminal, has attended every grievance panel and every membership meeting, sometimes showing up at 4 a.m. to help make sure everything is set up.

“Both Chuck and Mike are extremely knowledgeable about the UPS Freight system and our system, and both command a lot of respect,” Wood said. “What they went through at Overnite did not defeat them, it just made them stronger. They show that when they stand up for their colleagues.”

Doyle became a steward at the Tampa terminal shortly after his facility’s card-check agreement was certified.

“All those years at Overnite, you learn how to spot problems and handle them,” Doyle said. “That’s why I like being a liaison for the workers, because I want to help them with their grievances to the best of my ability.”

Doyle said bringing up grievance issues at UPS Freight is completely different than at Overnite, where he worked for 26 years.

“Now we have a voice, we have recourse, and



we have a union to back us up,” Doyle said. “At Overnite we never had that. We had to fight on our own for everything.”

Ranocchia became the steward at the Fort Myers terminal because he was so grateful for the help the Teamsters gave him in his own grievance to gain back wages. Ranocchia had worked at Overnite since 1987.

“I like to help the workers settle their problems. That’s what the union did for me and that’s what I want to do in return,” Ranocchia said. “I don’t want anyone to experience what I went through at Overnite.”

“Now we have a voice, we have recourse, and we have a union to back us up.”

—CHUCK DOYLE

UPS Teamster Assists in Arrest of Police Shooter



Local 344 Member Was On Scene, Followed Suspect



Two Milwaukee police officers were shot recently, and a UPS Teamster is being credited with helping in the arrest of the suspect.

When two officers, in uniform and driving a police vehicle, were shot by a bicyclist before they could draw their weapons at 3:10 p.m. on Tuesday, June 9, Mike Charbonneau was there.

"I was driving where I normally drive every day and I saw a struggle—police trying to get a guy in cuffs," said Charbonneau, who started work at UPS in 1982 and began driving in 1991.

Charbonneau, a member of Milwaukee's Local 344, was about 30 feet from a commotion on the sidewalk. Just as he was driving past, he heard five shots.

"I was listening for the ping of bullets off the side of the truck," he said.

"I saw the guy run up the next street, so I went to the next street to the south in the package car to try and see where he was going," he said.

Charbonneau said many neighborhood residents were out, so he spread the word. "I told everyone I saw

to look for this guy and described him."

Charbonneau then went back to the scene and told the police what he saw.

Just Trying to Help

"I didn't think anything else about it until the next day," he said.

That's when media calls came flooding in. His actions earned him a lot of coverage, including the Milwaukee chief of police saying of Charbonneau, "This is what Brown can do for you."

The suspect was arrested in a home less than an hour later, and police recovered a gun.

"This neighborhood came through today. At every key moment of this investigation, someone from the community stepped forward," said Milwaukee Police Chief Edward Flynn at the scene of the crime. "A taxicab driver came to the assistance of the officers as they were bleeding in the street. A UPS driver tried to follow the footsteps of the suspect as he fled (from) the scene. Finally, an individual homeowner identified for us where he thought the suspect might be hiding."

Charbonneau, whose father was a Milwaukee police officer, told a reporter after the accident that he was no hero. "I just did what I could do to help," Charbonneau said.

We Want to Hear from You

The *UPS Teamster* magazine focuses as much as possible on individual Teamsters working in the parcel industry, but there are plenty of untold stories about you. The only way we can know about them is if you let us know.

If you have an interesting story relating to your job or as a Teamster, please e-mail UPSTeamsterMagazine@teamster.org

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