

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

MAY/JUNE 2009

TEAMSTER

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Cross Border Battle

A MESSAGE FROM GENERAL PRESIDENT JAMES P. HOFFA

On March 16, the Mexican government announced that they will apply tariffs to 90 U.S. agricultural and industrial products from 40 states. This was done in direct retaliation to the wise decision of Congress and the Obama administration to terminate the NAFTA truck pilot program begun by the Bush administration.

The Teamsters have remained on the forefront of the fight against cross-border trucking with Mexico because we know firsthand how unsafe they would make U.S. highways. We said all along that the program should be halted until the numerous safety, security, environmental and driver-training issues were resolved. More than 15 years have gone by since NAFTA was passed, and still Mexico has failed to meet their end of the bargain—something the press seems to be missing.

Congress Halts Program

National publications are reporting about the Mexican tariffs, but many of the news pieces are missing the point. Few are actually talking about why Congress moved to halt the program. Instead, the publications are slanted toward the big-business concerns of potential trade wars with our Mexican neighbors.

Instead of applying tariffs to the U.S. exports, the Mexican government should

consider better training for their drivers. They should consider that their drivers should not be driven to the point of exhaustion (there are no hours-of-service regulations for Mexican drivers). The Mexican government should consider sending their drivers in cleaner and safer trucks, not trucks with bald tires and emitting dirty diesel fumes into the air.

Serious Safety Concerns

Sen. Byron Dorgan (D-ND) issued a statement after the Mexican announcement on the tariffs, saying, “Congress shut down the pilot Mexican trucking program over serious safety concerns, and no trade agreement should obligate us to compromise our highway safety.”

I could not agree more.

We stand with Congress for voting to ban unsafe Mexican trucks as part of the omnibus fiscal year 2009 appropriations bill. There is no doubt that while the Mexican government boldly applies their tariffs, they would be far better off raising their safety standards and meeting their obligations under NAFTA. In fact, a NAFTA panel ruled in 2001 that the U.S. can keep the border closed because Mexico does not meet U.S. safety standards.

A handwritten signature in black ink that reads "James P. Hoffa".



Cross Border Update

Teamsters Score Victory, Close Border to Dangerous Mexican Trucks

Hard work paid off recently when Congress voted on March 10 to shut down the Bush administration's pilot project to open the border to trucks from Mexico.

The project was a failure, with inadequate oversight by the federal government and an insufficient number of

trucks participating. Just a few dozen hand-picked trucks were allowed to travel beyond the border, too few for the government to reach valid conclusions about the safety of Mexican trucks, according to the Transportation Department Office of the Inspector General.

The Teamsters kept up the long fight to close the border

to dangerous trucks from Mexico, and Congress listened to the union. Once lawmakers voted to cut off funding for the pilot project, President Barack Obama immediately ordered the pilot project ended.

"The Mexican government has not held up their end of the bargain to meet U.S. standards," said Jim Hoffa, General President. "Mexican trucks are unsafe and Mexican drivers are not required to meet the same criteria that American drivers must meet to earn a commercial drivers license. It's long past time to close the border to these unguided missiles."

Retaliation

The Mexican government retaliated by raising tariffs on selected exports from the U.S.

"According to the government's trade statistics, Mexico has a \$453 billion trade surplus with us over the past 10 years," Hoffa said. "It's disingenuous for them to complain that we're being unfair to them."

"We know that the president and Congress agree with

us, with the driving public, with highway safety advocates, with other trucking groups and with environmentalists that Mexican trucks need to meet our safety and environmental standards before they can travel freely on our highways. American highway safety comes first," Hoffa said.

Efforts to reopen the border are likely to be complicated by the drug war that's spilling over the Mexican border. About 7,000 people have died in drug-related killings in the past two years.

Recently, a warning to the trucking industry was issued by the Transportation Security Administration's Highway Information Sharing and Analysis Center. "Rising violence in Mexico and abroad is forcing foreign companies to change their operating procedures and shipping routes, while also tightening security for their employees," the warning said.

For more on this story, visit www.teamster.org.



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Sweet Smell Of Success

Teamsters Yield Nation's Best Coffee

In March, a small group of men and women from the Air Force Directorate of Logistics, Installations and Mission Support visited the Eight O'Clock Coffee factory in Maryland. The workers there are represented by Washington, D.C.-based Local 730. The Air Force has been sending their people to visit this Teamster worksite for years because the factory can be held up as a model of efficiency.

"This company is fairer than any company we deal with," said Ritchie Brooks, the Local 730 President and business agent for the Eight O'Clock Coffee workers. "They're not afraid to ask those who do the work how to do it better. What makes this company grow is job security for everyone."

#1 Coffee

When Consumer Reports recently taste-tested 19 different kinds of coffee and ranked Teamster-made Eight O'Clock Coffee's 100% Colombian

the best (in addition to being their best buy), the Maryland factory doubled their volume overnight. If not for the structure they had in place before their business boomed, they couldn't have taken care of their customers, according to Eight O'Clock management. The partnership between the company and the union, according to both sides, keeps the company running well, keeps turnover low, and produces an exceptional product.

"This is a great job, and the partnership between the Teamsters and Eight O'Clock is a big part of what makes it great," said Bob Morgan, an Eight O'Clock Teamster steward.

Coffee is a hugely competitive industry, and Eight O'Clock is competing mostly with brands that have non-union workers. Support your Teamster brothers and sisters by supporting this brand. Sign up for their Accumul8 Rewards Program by visiting <http://Accumulaterewards.com>.

Catch The Wave

White Wave Members Splash into New Year with Excellent Contract

Negotiations for a second three-year agreement at White Wave Foods Inc. in Mt. Crawford, Virginia were set to get under way as news reports gave the same account on a daily basis: the economy was suffering.

However, John D. Farrish, Secretary-Treasurer of Local 29 in Waynesboro, Virginia, was confident these 250 dairy employees could maintain what they had negotiated in their first three-year contract. But with the help of International Vice President and Dairy Division Director Fred Gegare, who flew to Virginia to assist with the negotiations, the second contract exceeds the first.

"This is a contract to be proud of," Gegare said. "We had no give backs, and we changed a lot of language for the better in wages, retirements and health care. The employees do a great job and their contract reflects their hard work."

Solid Health Plan

These Teamsters who make Silk Soy Milk, International Delight creamers and other specialty drinks voted 174-27 to ratify the contract, which went into effect February 1. Among the highlights were: wage increases of 60 cents up to \$1.35 per hour in general wages, depending on the job classification; 24 hours notice for overtime; shift differentials up to 75 cents an hour; and the workers were able to keep their health care insurance through Joint Council 83 Health and Welfare of Virginia.

"The members were able to maintain their co-pays for the first year of the contract, with small increases in subsequent years," Farrish said. "Another significant accomplishment was that at new hire orientations, we now have the right to have a union steward present for up to 15 minutes paid on the clock, which is pretty impressive in a right-to-work state."

"We did not want to lose our good health insurance plan, which was important to us," said Dennis Tucker, a Local 29 steward who has been employed at White Wave Foods as a maintenance mechanic for more than 10 years.





Carhaul Victory

Allied Workers Win \$1 Million Grievance

With the severe recession that's under way, times are tough for Teamster carhaul members. Vehicle sales are way down and members have been laid off. However, Teamster leaders continue to fight for their members, and the effort paid off recently with a \$1 million grievance victory.

The result: about 3,300 members at Allied Systems will receive about \$300 each.

Union leaders successfully challenged bonuses Allied paid to supervisors, resulting in the victory. As a result of the Teamsters' victory, the company has ended its bonuses to supervisors.

"This is a big victory for our 3,300 members at Allied," said Fred Zuckerman, Director of the Carhaul Division. "Our carhaul members made sacrifices and they expected management to do the same. So when the company violated the agreement we filed a grievance. With the continued support of our members, we held the company accountable."

"This couldn't have come at a better time," said Simon Perez, an Allied driver for four years and member of Local 710 in Chicago. "I was on layoff for a period of time recently, so the timing of this victory was good. I can use the money."

In 2007, Allied Systems, its

affiliated companies and the Teamsters entered into a wage concession agreement as part of Allied's bankruptcy reorganization. In that agreement, Allied agreed that, except in very limited circumstances, its supervisory and non-bargaining unit employees would not receive wage increases while the Teamster concessions are in effect. This commitment is generally referred to as the "equal sacrifice" commitment.

Union Takes Action

On September 4, 2008, the Teamsters filed a grievance against Allied for violations relating to the equal sacrifice commitment. The Team-

sters claimed that Allied had breached the agreement by paying performance bonuses to some of its supervisory employees. Allied admitted that it paid performance bonuses, but asserted that the payments did not violate the agreement because they were not "wage increases." Allied instead characterized the payments as a component of a so-called "variable wage" program that had been in effect since 2005.

The Teamsters did not agree with Allied's justification and pursued the grievance through the contractual grievance/arbitration provisions. The Teamsters and Allied were not able to resolve the grievance at the local level hearing, so the matter was referred to the National Automobile Transporters Joint Arbitration Committee.

After conducting a hearing on this dispute, the National Committee issued a decision on March 2, 2009 holding that Allied's payment of "variable wages" to supervisory personnel violated the agreement's "equal sacrifice" provisions. The National Committee ordered Allied to pay \$300 to each employee who was on the seniority lists on the date the grievance was filed.

As a result of the decision, Allied has terminated the "variable wage" program altogether.



For more information, visit www.teamster.org/content/carhaul.

Grant Brings New Interest To Training

Government Funds Help Union Offer Hazmat Education

With a \$1.6-million grant from the U.S. Department of Transportation's Pipeline and Hazardous Materials

Safety Administration (DOT-PHMSA), the Teamsters Safety and Health Department's Worker Training Program has set high training goals.



This program has been training Teamsters in hazardous materials safety since the 1980s, but with the addition of the DOT grant the program has seen a renewed interest in hazmat training. The goal of the DOT Hazardous Materials Instructor Training (DOT-HMIT) Program is to train those who will provide hazmat safety training to their coworkers. Through the cooperation of the Joint Councils and locals, this Train-the-Trainer (TTT) program delivers high quality training to tankhaul, freight, warehouse and construction members who work with hazardous materials.

“With this grant we hope to train a cadre of workers in the proper handling and transporting of hazardous materials, and in doing so, reduce the risk of injuries or illnesses resulting

from incidental releases of hazardous materials,” said LaMont Byrd, Director of the Safety and Health Department.

Since being awarded this grant in September 2008, the Teamsters Union has held TTT classes in locals in California and Nevada and additional classes are being scheduled. Upon completion of the training courses, the instructors serve as mentors to new hazmat transportation instructors selected from the local unions affiliated with the Joint Councils. By the end of September 2009, the union expects to have trained hundreds of Teamsters in hazmat safety.

For the complete story, visit TeamsterMagazine.com/training-grant.

Driven To Succeed

Teamster Member Completes 5 Million Miles

Arthur Cage, a member of Local 667 out of Memphis, believes that Teamster drivers are the best in the business—and he would know. A Teamster for more than 30 years, Cage was recently recognized for driving 5 million safe miles. While such an honor is a once-in-a-lifetime achievement, Cage's accomplishment has a unique twist: he drove those 5 million safe miles for one company—Roadway Express—and is the only person in the U.S. to have ever done so.

“It's the most rewarding thing I've ever done,” Cage said. “This job means a lot to me and doing it safely is everything. Driving is my passion. It's so rewarding and I've had so much fun doing it, that it doesn't seem like it's been 38 years.”

Cage has been driving professionally for most of his adult life, but his passion for driving developed when he was a child—in fact, some might say it's in his blood. The person who taught Cage how to drive so successfully was his father, a man who spent 36 years behind the wheel of a truck. As a youngster, Cage often spent hours with his father and brothers on the road.

A strong union with a solid reputation for safety, Cage believes that Teamsters are leaders when it comes to safety and he credits much of his success to safe driving programs established by the union.

“The idea of being a Teamster, to me, is to be affiliated with the best drivers in the world. If you're a Teamster driver, I look at you as being the best in the business,” Cage said.

For the complete story, visit TeamsterMagazine.com/driven-succeed.

“The idea of being a Teamster, to me, is to be affiliated with the best drivers in the world. If you're a Teamster driver, I look at you as being the best in the business.”

— ARTHUR CAGE, LOCAL 667





Joint Council 42 Lends Support To Veterans

Teamster Leaders Host State Legislators at Helmets to Hardhats Forum

Hundreds of Teamsters and veterans joined California legislators and city leaders in Long Beach, California in February to show support for Helmets to Hardhats, a nonprofit program that connects military service members to quality career opportunities in the building and construction trades.

The Teamsters Union, America's 14 other building and construction trade organizations and more than 80,000 employers work with representatives from the program to connect National Guard, Reservists, transitioning active duty and retired military veterans to jobs that provide family-supporting wages and benefits

in the construction industry. The Teamsters and the state of California are among the program's most avid supporters.

"Teamsters have supported and served in America's armed forces for more than a century," said Jim Santangelo, International Vice President and President of Joint Council 42. "Now that the task has turned into rebuilding our economy, we are proud to announce our support and assistance to our returning sons and daughters."

Making A Difference

Many veterans have already benefited from the Helmets to Hardhats program, returning from service to find a valuable resource in this tough economy. Dan Lorenzo retired from



the Marine Corps in 2000 and found it difficult to find a job that suited his skill set. He was working for a staffing agency and wasn't getting any satisfaction from the position.

"I was miserable," Lorenzo

said. "But then one day I saw an ad looking for a field recruiter for Helmets to Hardhats. I applied and beat out 135 other applicants. I work out of Local 36 now and I love my job. It's a great feeling waking up in the morning with the knowledge that I am making a real difference in someone's life that day."

At the meeting, Santangelo stressed that the union would not only depend on volunteers to ensure the success of the Helmets to Hardhats program, but would call on elected officials in the state and federal government for support.

"I applaud the Teamsters for supporting the Helmets to Hardhats program for our veterans coming home from their service to our country," said California Assemblyman Ed Hernandez (D - 57th District).

IN MEMORIAM

Teamsters Mourn Loss of Tony Lock



Teamsters nationwide are mourning the loss of longtime Teamster Anthony "Tony" Lock. Standing 6-foot-7, Lock is remembered as a "gentle giant" by his friends and colleagues, with some describing him as brilliant when it comes to union matters.

"He's one of the best bargaining strategists I've ever met. He mentored a whole generation of us in grocery negotiations—not only on the West Coast but nationwide," said Rome Aloise, Secretary-Treasurer of Local 853 in San Leandro, California. Aloise and Lock worked together for many years. "Tony Lock earned a lot of credibility for the Teamsters Union with employers. He was always known as a man of his word. He was someone who employers and members alike trusted."

Tony Lock wore many hats in his time with the Teamsters Union. He was the Western Conference Warehouse Division Director, International Warehouse Division Director, principal officer of Local 104 in Phoenix and, most recently, Union Chairman of the Western Conference of Teamsters Pension Trust.

"Tony was a great man and a dedicated Teamster who never stopped working for his union brothers and sisters," said Jim Hoffa, General President. "He will be greatly missed."

For more information, visit www.helmetstohardhats.org.

It's Unanimous, Again

Connecticut Southern Members Ratify First BLET Contract

When operating employees at the Connecticut Southern Railroad make decisions, they stick together. When faced with a decision on joining the union, they voted unanimously to join the Brotherhood of Locomotive Engineers and Trainmen (BLET). When it came time to vote on a contract, they again voted unanimously to ratify their first-ever collective bargaining agreement with the BLET.

"At the Connecticut Southern we come from a variety of different backgrounds, but the most rewarding part is seeing everyone coming together and going in the same direction," said Bill Drotar, a Connecticut

Southern locomotive engineer since October 2003.

The agreement spans 39 months and provides members with 10-percent wage increases over the first 27 months of the agreement.

Good Feeling

"It was a good feeling for these members at the ratification meetings to know that the BLET was on hand to represent their needs in a timely fashion," said Ben Martin, the BLET General Chairman of the Connecticut Southern/New England Central/New York, Susquehanna & Western General Committee of Adjustment.

In addition to wage increases, the agreement also provides members with absolute protec-



tion of vacation pay, flex days (personal/sick time), paid holidays, jury duty, bereavement leave and health care.

"I congratulate the negotiating team for securing a strong first contract, and commend the Connecticut Southern membership for their solidarity throughout the negotiating process," said Ed Rodzwick, National President of the BLET.

"Work rules and discipline

rules are a big deal to us.

We are no longer an at-will work force," Drotar said. "We have definite, clear-cut wage increases and work rules that are carved in stone. The contract's like a security blanket that protects everyone here."

For the complete story, visit TeamsterMagazine.com/united-we-stand.

Good Jobs, Green Jobs

Teamsters Play Major Role at National Conference

Appearing at the national "Good Jobs, Green Jobs" conference, General President Jim Hoffa vowed to work closely with labor and environmental allies in the fight to create more green jobs in the United States and to make sure they are union jobs.

"We must define the rules of the new green economy," Hoffa said, addressing 2,700 attendees of the conference in Washington, D.C. "We want job creation that won't harm workers or our planet."

Conference attendees included labor, environmental, agency, community, and faith-based advocates who are working together to urgently push forward the new green economy to not only save the planet but also protect people's livelihoods. The

event was organized by the Blue-Green Alliance, made up of labor unions and environmental groups. The Teamsters Union was a major sponsor of this year's conference and Teamster leaders and staff members presented information at workshops.

Global Supply Chain

Members of the Teamsters Union work across the entire global supply chain in ports, warehouses, rail, trucking, airlines, package delivery, waste and recycling. The Teamsters are uniquely positioned to address worker issues, climate change and infrastructure problems within the global supply chain because of the hundreds of thousands of members the union

represents. The Teamsters Union has been at the forefront of the green economy, strengthening ties to environmental allies and building coalitions to bring about important change.

"We have an opportunity to fix some of the damage from the past eight years," Hoffa said. "We were told, no pollution meant no jobs. The pundits said that if we wanted clean air, the economy would suffer and jobs would be sent overseas. Well look what happened. We let the big corporations pollute and the jobs went overseas anyway. We didn't enforce environmental regulations and the economy still went in the toilet. The middle class got destroyed and the environment is on the brink of disaster. Now is the time for change."

For the conference photos, visit TeamsterMagazine.com/green-jobs-photos.

Employee Free Choice NOW!

Legislation Will Expand America's Middle Class



“The fight for passage of this important legislation is really about the survival of the middle class and the American Dream.”

—JIM HOFFA, GENERAL PRESIDENT



IT IS MY HOPE THAT ALL TEAMSTERS GET involved in the fight to pass the Employee Free Choice Act,” said Jim Hoffa, General President. “The fight for passage of this important legislation is really about the survival of the middle class and the American Dream.”

The Employee Free Choice Act would restore fairness and the promise of the American Dream to millions of people who have been shut out for far too long. This legislation would swell the ranks of the American middle class while being the engine for economic growth and shared prosperity.

The periods of greatest prosperity in the U.S. have occurred when the middle class is the strongest. When the last important piece of pro-worker, pro-middle class legislation—the Wagner Act, which protected the right to organize labor unions, to engage in collective bargaining and to participate in strikes—passed during the Great Depression, the nation faced an increasingly high unemployment rate and a wider divide between the rich and the poor. The Wagner Act, also known as the National Labor Relations Act, was an important piece of the plan that helped working Americans and got the economy back in order.

The Wagner Act today is a shadow of its former self. As laws (like the Landrum-Griffin and Taft-Hartley acts) chipped away at Wagner and unions, they also chipped away at the middle class. The Employee Free Choice Act will level the playing field and put power back in the hands of America’s workers.

If passed, this commonsense legislation will make it easier for workers to choose to form a union to bargain with their employers for better wages, health care and job security. It will also help employees secure a contract in a reasonable period of time and toughen penalties against employers who violate the law.

The legislation is supported by President Barack Obama, Vice President Joe Biden, Secretary of Labor Hilda Solis, a majority of U.S. Senators and Representatives, and a majority of the American people. The Teamsters Union also fully supports changing the current company-dominated system for allowing workers to choose a union. This important legislation helps working families improve their standard of living by making it easier to form a union, but the bill is in danger of being blocked and Teamsters are calling on all union members to help get it passed.

“Even with the support of so many, a flood of corporate cash is being spent on a misinformation campaign on this issue. Suppressing unions is part of a larger effort by CEOs and business interests to prevent working people from getting their fair share,” Hoffa said.

Union Workers Make 28 Percent More

Working people are struggling to make ends meet today, and are in danger of seeing the American Dream disappear. Too often, corporations and their CEOs aren’t treating workers fairly. They cut back on health care benefits and give raises that don’t even keep up with the cost of living, while CEO salaries and corporate profits go higher and higher.

“These millionaire CEOs and others fighting the Employee Free Choice Act bully their employees who want a union, but these CEOs wouldn’t work one day without a written contract that protected their benefits,” said Tom Keegel, General Secretary-Treasurer. “Due to this mindset, the American middle class has lost a lot of ground and is in danger of losing more if we don’t all get involved in this fight.”

An important way to help average people get their fair share is to remove unfair barriers to union representation and collective bargaining. The wages of workers in unions are 28 percent higher than those not in unions, and union workers are 62 percent more likely to have employer health coverage, and four times as likely to have a pension.

“The nation’s economic mess didn’t originate on the shop floor or from a union contract. It started at the highest levels of management. Their harmful ideas hurt the bottom line of their corporations. Wanting to deny workers the option of forming a union without management interference is another of their bright ideas,” Keegel said.

Setting the Record Straight

The corporate interests against the Employee Free Choice Act have incorrectly portrayed the bill as eliminating workers’ rights to a secret ballot election. This is simply not true. The legislation gives workers, not bosses, the choice in how they decide whether to form a union, either through a majority of workers signing cards in support of the union, or through an election.

In reality, the corporate interests who are opposed to this bill don’t want their employees to have a real opportunity of securing fair pay, health insurance, job security and a chance of living the American Dream.

Greedy CEOs are engaged in an unprecedented campaign to mislead the public on the Employee Free Choice Act and anyone who supports it.

Please help the Teamsters Union make sure the middle class survives the current economic crisis by getting involved to pass the Employee Free Choice Act.

Astroturf Groups

Opposition to the Employee Free Choice Act is well-funded and fierce. Republicans out of work since the election sense an opportunity to raise money from anti-worker multinationals, and are starting up new groups to fight this legislation almost every week. One pundit called Employee Free Choice “the Full Employment Act for Anti-Labor Political Operatives.”

The opposition is made up of Astroturf groups, so-called because they pretend to be grassroots organizations when they are actually backed by big business. They have names like “Workforce Fairness Institute,” “Save American Jobs Project,” “Alliance to Save Main Street Jobs.”

Astroturf groups make clever arguments that sound like they’re for the average worker. The Center for a Democratic Workplace, which uses Wal-Mart’s advertising agency, pretends to care about workers. It claims the Employee Free Choice Act would take away their right to the secret ballot. But it’s just following Wal-Mart’s orders to make sure workers don’t have the right to majority sign-up.

The Center for a Democratic Workplace wants anything but what their name implies. One of the first organizations created to fight the Employee Free Choice Act, it has already spent between \$6.5 million and \$10 million since 2007.

That’s just a drop in the tidal wave of corporate cash aimed at drowning Employee Free Choice.

Chamber of Commerce Opposition

The Chamber of Commerce is the granddaddy of all the groups that want to destroy organized labor. They will stop at nothing to fight workers’ rights. This organization is a business advocate that is against raising the minimum wage, for free trade, anti-union and against environmental regulations. The Center for Responsibility and Ethics in Washington has asked the U.S. Justice Department to investigate the Chamber for making impermissible corporate contributions.

The Chamber’s Workforce Freedom Initiative expects to spend \$20 million fighting the Employee Free Choice Act this year. Given that the chamber is asking for donations in \$100,000 increments, it’s not unlikely.

The Chamber is joined by another wealthy business group, the National Federation of Independent Businesses.

The Center for Union Facts is an especially nasty Astroturf group, known for its sleazy ads, scare tactics and misleading web sites. It’s actually considered a charity by the Internal Revenue Service. Change to Win and the AFL-CIO filed a joint complaint with the IRS in February against the Center for Union Facts because it campaigned for Republican Senate candidates during the last election. The two federations alleged the Center for Union Facts should have its tax status revoked.

The Center for Union Facts spun off another anti-union Astroturf group last year, the Employee Freedom Action Committee (EFAC). The group ran television commercials that were so blatantly false that Teamsters General President Jim Hoffa issued a statement demanding they be taken down.

“It does not serve the public interest to run commercials that lie about legislation important to working families,” Hoffa said.

For more information on these groups, visit <http://TeamsterMagazine.com/astroturf-groups>.

Get Involved! Easy Ways for Teamsters to Make Their Voice Heard on the Employee Free Choice Act

There are many ways for Teamsters to get involved and show support for this important legislation. Members of Congress and community leaders need to hear from real people why unions are important, and the sooner the better. Teamsters at all levels of the union are involved in the fight, from rank-and-file members to the General President, and even the Teamsters Rail Conference.

“A group of our legislative representatives went to Capitol Hill and lobbied for the passage of the Employee Free Choice Act,” said Jeff Bainter, northeast coordinator for the Brotherhood of Maintenance of Way Employees Division. “Although the Employee Free Choice Act doesn’t apply to Railway Labor Act agreements, such as those with the railroads, we feel that as a division of the Teamster Union, we are part of the Teamster family and we wanted to contribute.”

Contact your Members of Congress

It’s extremely important to let your elected Representatives and Senators know that you support the Employee Free Choice Act. When calling or writing, it’s always helpful to include your own story about how you have benefited from a union, or your own story about management intimidation during a union election.

The web site for the Teamsters Union, at www.teamster.org, has a wealth of valuable material on writing, e-mailing or talking to your elected representatives. If you want to get directly in touch with your congressional representative’s office, you can call the Capitol switchboard at 800-828-0498 or e-mail them at www.usa.gov/Contact/Elected.shtml.

Write a Letter to the Editor

The battle over the bill isn’t only taking place in the halls of Congress. The misinformation campaign is far reaching, with many newspaper running myths about the act as fact. We can help correct those myths while at the same time helping our communities understand why the Employee Free Choice Act is necessary to fix a broken system.

Newspapers welcome letters from readers. You can usually find out how to send a letter to the editor by looking on the newspaper’s opinion page. Sample letters that you can adapt and responses to the most common arguments are on the Teamsters Union web page devoted to the Employee Free Choice Act.



Debunking the Myths

BIG BUSINESS IS POURING TENS OF MILLIONS of dollars into a misinformation campaign against the Employee Free Choice Act. Many of the “facts” put out by these corporations are distortions or outright fabrications about what the legislation would do. Here are some of the most common myths:

MYTH: The Employee Free Choice Act would eliminate the use of a secret ballot within the workplace.

TRUTH: Opponents of the Employee Free Choice Act claim it would eliminate the right of a secret ballot from American workers. That’s just not true. The current company-dominated system denies workers a true free choice. Under the current system, when a majority of workers sign cards saying they want a union, it is an employer’s decision whether to hold a secret-ballot election or majority sign-up. Leaving the decision in the hands of employers gives company officials the upper hand by allowing them time to organize and administer vicious anti-union campaigns.

Rather than sticking with a status quo that is clearly not working, the Employee Free Choice Act aims to certify a union by using majority sign-up, and this in no way strips the right of a secret ballot election from working men and women. Language in the legislation gives workers the right to a secret ballot election if 30 percent of employees in a bargaining unit want one; otherwise, unions would be established when a majority of workers sign authorization cards.

A primary goal of the Employee Free Choice Act is to eliminate harassment and intimidation in the workplace. In fact, a U.S. House Committee on Education and Labor report points out that the overall purpose of the Employee Free Choice Act is “allowing employees to make their own decision about whether they want to bargain together—to advocate for fairer wages, benefits and working conditions—without the threat or fear of harassment and retribution and fear of losing their livelihood.”

MYTH: Majority sign-up undermines workplace democracy.

TRUTH: Conservative think tanks have been spreading false statements about the Employee Free Choice Act, hoping to scare

working families into opposing the legislation that would benefit them. Opponents say the Employee Free Choice Act—which would allow workers to form unions by signing authorization cards—undermines democracy in the workplace. This is not true. The Employee Free Choice Act would offer workers, not corporations, a quick, effective way to choose whether and how they want to form a union.

“The current system is unfair, unbalanced and full of discrepancies,” Hoffa said. “How can you label the current system ‘free’ when employees are intimidated, harassed or told they are going to lose their jobs if they vote for a union?”

Furthermore, majority sign-up is not a new approach when it comes to union formation; in fact, majority sign-up dates back to the passage of the National Labor Relations Act in 1935. For years, some responsible employers have taken a position of allowing employees to choose, by majority decision, whether to have a union. Those companies have found that majority sign-up is an effective way to allow workers the freedom to make their own decision—and it results in less hostility and polarization in the workplace than the NLRB process.

MYTH: The Employee Free Choice Act will cause the unemployment rate to increase.

TRUTH: To promote the bogus claim that an increase in union membership means an increase in unemployment, anti-union groups are circulating a report that was paid for and conducted by groups opposed to the Employee Free Choice Act. In reality, however, many economists say this legislation would have a positive impact on the economy. In fact, there has been much research on this subject, and recent research finds no link between unemployment and unionization rates. It is quite easy to find examples of countries with high unionization rates and low levels of unemployment.

For more information on these and other myths associated with the Employee Free Choice Act, visit <http://TeamsterMagazine.com/Employee-Free-Choice-Myths>.

How Would the Employee Free Choice Act Help?

IT SHOULD COME AS NO SURPRISE to anyone in the labor movement that companies where workers want a union use all kinds of dirty tricks to discourage their employees from organizing. The public relations blitz by anti-worker forces, however, would have you believe that the status quo is just fine.

The time from when workers file for an election and when the election is held is fraught with peril for those who want a union. A March 2009 study by the Center for Economic and Policy Research shows that illegal firings are quite common in organizing campaigns. In 2007, the most recent year for which data is available, 30 percent of union election campaigns had an illegal firing.

One of the most common tactics used by employers during an election is called a “captive audience” meeting. These are meetings held during work hours to distribute and broadcast anti-union propaganda to employees.

But firing union supporters and captive audience meetings are only a small portion of the dirty tricks companies use to discourage their employees from voting in a union. Here are just a few stories where management misconduct likely could have been prevented through the reforms in the Employee Free Choice Act.

WORK SITE: Montana Silversmiths in Columbus, Montana

WHAT HAPPENED: The Teamsters got signed authorization cards from 60 percent of the 107-member work force, then the company laid off several union supporters, held one-on-one meetings with workers, and hired an outside consultant to hold captive-audience meetings featuring anti-union videos and literature.

OUTCOME: After starting the campaign after an ammonia spill in the plant and other safety issues in this 2008 campaign, the union lost the election.

WORK SITE: Red Cross in Cleveland

WHAT HAPPENED: The local filed for an election with 80 percent of the 180 workers signing authorization cards, then the employer started holding meetings and embarked on a campaign to tell the workers that a union wouldn't do them any good. Supervisors brought employees to the polls to vote.

OUTCOME: The union won the election by six votes, but due to company delays, the entire process of organizing and negotiating a contract took from 2003-2007.

WORK SITE: U.S. Foodservice in Twinsburg, Ohio

WHAT HAPPENED: Workers were tired of favoritism, inequities in pay and lack of seniority, so more than 70 percent of

the workers signed authorization cards in 2007. Before the election, the company held mandatory meetings that employees had to attend once a week. Anti-union films were shown, company lawyers came in and the company implied that if the union was voted in, they would close the location and move the business to another region. The company offered some workers management positions but told them their “hands would be tied on these positions if the union came in.”

OUTCOME: The union lost the election by two votes and filed six unfair labor practice charges, five of which were upheld by the NLRB. The company agreed to re-run the election, but the damage had already been done, and the company hired new workers (and no doubt made sure they were anti-union).

WORK SITE: Baptista's Bakery Inc. in Franklin, Wisconsin

WHAT HAPPENED: The week the petition was filed during this 2005-2006 campaign, six workers were laid off. A consultant was brought in who passed out surveys to employees with \$10 gift cards attached. The company held captive-audience meetings with workers who would be voting in the election.

OUTCOME: After a three-vote union loss in an election with challenged ballots, the NLRB ordered a new election. The local declined to participate when the new employee list produced by management had double the amount of names as the original.

WORK SITE: Swift Transportation in Wilmington, California

WHAT HAPPENED: In this ongoing campaign that was started in September 2008, management has already fired four union supporters. Management threatens to replace the current company drivers with independent operators and close up the shop if the union is voted in. The company plays on immigration fears of their workers by having the company “investigator,” a retired highway patrolman, interrogate workers.

OUTCOME: Cards are still being collected in this campaign and unfair labor practice charges have been filed against the company.

WORK SITE: DMI Industries in Fargo, North Dakota

WHAT HAPPENED: After a majority of workers signed authorization cards due to safety issues regarding overloaded cranes, the company fired workers—including firing one union leader the day before the election. Three anti-union attorneys were kept on site by the company.

OUTCOME: A few months after the union lost the election in this 2007 campaign, a worker was killed on the job while he was unloading scrap metal.

WORK SITE: Waste Management in Little Rock, Arkansas

WHAT HAPPENED: Anti-union workers were encouraged to harass pro-union workers during this 2008 campaign. Managers from other sites were brought in for one-on-one ride-alongs with workers. Video surveillance was performed of drivers on routes.

OUTCOME: Union lost election by 15 votes.

WORK SITE: MBI in Omaha, Nebraska

WHAT HAPPENED: In this ongoing campaign, 12 of the 15 workers in the unit started out supporting the union. Management sent letters to the workers telling them to keep their thoughts to themselves, held captive-audience meetings with attorneys present, fired a number of people in the bargaining unit and many other actions.

OUTCOME: No determination yet as challenges are pending. The vote was six for the Teamsters, seven against.

WORK SITE: Student Transportation of America in Londonderry, New Hampshire

WHAT HAPPENED: During the campaign, managers suspended

and terminated union supporters, held captive audience meetings, took routes away from union supporters, hired new workers as soon as an election was announced.

OUTCOME: Teamsters won 26-19 but the company filed objections due to “inclement weather.”

WORK SITE: Student Transportation of America in Hudson, New Hampshire

WHAT HAPPENED: A majority of workers expressed support for the union, then the company told two union supporters not to return to work and are “on hold,” though there is no written statement on their status. Captive-audience meetings have been held and management has told the workers there’s nothing a union can do for them. The organizing drive has been chilled, but there is still union support among the workers.

OUTCOME: The campaign is ongoing and unfair labor practice charges have been filed.

For more stories on employer intimidation and harassment during union elections, visit <http://TeamsterMagazine.com>.





DELIVERING HOPE

Teamsters Organizers Conference Focuses On Employee Free Choice



FOR TEAMSTER ORGANIZERS, the work of organizing isn't just a job. It's a way of life, through which hope is delivered to thousands of hardworking people, including the more than 43,000 workers who became Teamsters in 2008.

Rick Hernandez, an International Union organizer, draws motivation from the tangible results of his work.

"We bring hope to workers by encouraging them that they can achieve goals they never thought possible," Hernandez said. "The best feeling for me was when I house-called a single mother of three kids who drove a bus and was living in Section 8 housing. Three years later, she's a Teamster who owns her own home, and has gone from poverty to the middle class. That's an inspiration for what we can do when we organize the unorganized."

Just Getting Started

Hernandez and his fellow Teamster organizers and officials from throughout North America descended upon Washington, D.C. recently for the sixth annual Teamsters Organizers Conference, held just steps from the Capitol and International Union headquarters. For organizers who spend most of their year helping workers achieve better working conditions, the conference was appropriately titled, "Teamsters: Delivering Hope to America's Workers." The three-day conference featured a packed schedule of speakers, workshops, lobbying and a rally by the more than 350 attendees.

"You are the reason we organized 43,000 workers last year, and we're just getting started," said Jim Hoffa, General President. Hoffa talked about the many successful campaigns of the union in the past year, including organizing at First Student, UPS Freight, United Airlines and Atlas Air, among many others.

General Secretary-Treasurer Tom Keegel commended the organizers for their dedication.

"I can think of no more noble cause than fighting for justice for working families," Keegel said. "You give thousands of workers a chance at the American Dream."

Jeff Farmer, Director of Organizing,

noted that the union's goals for 2008 were to organize a record 40,000 workers and "elect an organizer to the White House."

With both goals having been accomplished, in 2009 the focus will be on organizing just as many workers and ensuring the passage of the Employee Free Choice Act, critical legislation that would make it easier for workers to form a union in their workplace.

Political Power

Recognizing the urgent need for this legislation, Sen. Barbara Boxer (D-CA), a co-sponsor, addressed the Teamster audience at the conference.

"We are going to win this fight because it's the right thing to do and it's the American thing to do," Sen. Boxer said. "For the good of the country, we must pass the Employee Free Choice Act."

Sen. Tom Harkin (D-IA), who introduced the legislation in the Senate, spoke passionately of his support for worker rights and why he stands behind the Employee Free Choice Act.

"People should be able to organize in unions simply by signing a card, saying 'I want to organize with my fellow employees to form a collective bargaining unit,'" Sen. Harkin said. "The time is not the future. The time is right now to pass the Employee Free Choice Act."

In addition to Sen. Boxer and Sen. Harkin, the Teamsters were addressed by Sen. Sherrod Brown (D-OH); Rep. Elijah Cummings (D-MD); Rep. Linda Sanchez (D-CA); and Rep. Lois Capps (D-CA), along with numerous religious, academic and community leaders.

Teamsters in Action

Standing in the shadow of the Capitol, the conference was all about action. The hundreds of Teamsters in attendance produced handwritten letters to Senators who have not yet expressed support, urging them to vote for the Employee Free Choice Act. These Teamsters also had more than 40 meetings on Capitol Hill with members of Congress and rallied outside the National Restaurant Association (NRA) to denounce the organization's anti-worker and anti-union lobbying activity and to

raise awareness of the plight of thousands of workers across the country that work at U.S. Foodservice.

The Teamsters represent 4,000 workers at 26 U.S. Foodservice distribution centers and are currently organizing more workers at this company. After the rally, U.S. Foodservice workers and Teamster representatives delivered a letter calling on the NRA to end its anti-worker lobbying and informing U.S. Foodservice that it must cease violating worker rights.

"People need help and want change," said Tameula Smith, a former school bus driver who is currently an organizer on the bus campaign. "Outside, at the rally we had, I got emotional. No matter how small my part is in this, I'm glad to help."

A Better Tomorrow

Talk to a Teamster organizer and you will hear stories of workers suffering through indignities at work; stories of workers rationing their medication to afford to pay the bills; stories of the ray of hope for a better future that persists, and which defines Americans in these tough economic times.

"We've delivered hope to all kinds of workers," said Chris Rosell, a former UPS driver who's worked as an organizer on the school bus, FedEx and United Airlines campaigns among others, in recalling a worker who did not have a personal address to provide organizers because he was homeless.

"The workers I've organized have mainly been women, single and divorced, who have children and are the sole breadwinners of the household," said Organizer Vangie Moreno. "We feel that once we organize them and they have a better quality of life as a result of a Teamster contract, that gives them hope for a better tomorrow."

Kelly Ruiz knows firsthand what it is like to be a worker in America today. Having attended her first Teamsters Organizers Conference in Washington, D.C., the newly organized Teamster believes more workers like her should have hope for the future.

"With the economy as bad as it is, now is the time to organize," Ruiz said. "It's always a good time, but this is the best time to join a union."



NMDU Affiliates With Teamsters

Newspaper And Mail Deliverers Union Becomes Teamsters Local 1901



A NEWSPAPER DELIVERY driver for nearly 30 years, Tom McTague knows about the hard times and the good times with the union.

“When I first joined the Newspaper and Mail Deliverers Union (NMDU) in 1979 our ranks were much larger. It’s difficult to stand alone these days, but now, being part of the Teamsters Union, we stand with more than a million other union members. It’s a plus for us to be affiliated with a large, strong union with many resources,” McTague said. “We’re a trucking outfit and the Teamsters are the best fit for us.”

McTague is a member of the newest Teamster affiliate, Local 1901—formerly known as the NMDU. The NMDU members voted overwhelmingly in favor of affiliating with the Teamsters Union in February and their 1,500 members, who deliver bulk newspapers to retail outlets in New Jersey, New York and Connecticut, join more than 14,000 Teamsters already

in the union’s Newspaper Division.

Other members of the NMDU have a long family history with the union and are hopeful about the Teamster affiliation. Glenn LaChance, a member since 1980, is carrying on the legacy of numerous relatives in the industry.

“I believe it is the right time for us to affiliate with the Teamsters,” LaChance said. “There is safety in numbers. Our union once had more than 5,000 members, and after seeing the Graphic Communications Union (GCC) merge and knowing that the Teamsters are the best and strongest union, we knew affiliating was the right choice. We wanted everything that comes with the twin horses—organizing power, political clout, strategic planning and more.”

“We needed to affiliate in order for us to grow,” said Tony Scott, a 29-year member who delivers the *New York Daily News*. “I was the assistant chairman of my unit

at the Daily News for the past five years. Companies know we aren’t as strong as we used to be. Now, being Teamsters, we will have greater strength.”

“I know the value of holding a union job,” Scott said. “My father was a union man, too. A lot of our guys are pumped about being Teamsters—some might have been skeptical before, but not anymore. The affiliation is a positive move.”

Why Being Teamsters Makes Sense

With the printing industry, especially newspapers, consolidating at a rapid pace, the need for quality work performed by dedicated employees is an important component of success. The merger of the Graphic Communications International Union into the Teamsters and now the affiliation of the NMDU brings two powerful unions into the Teamster family.

“We’ve created a force to be reckoned with in the printing industry,” said Joe



Molinero, Director of the Teamsters Newspaper, Magazine and Electronic Workers Conference. “Years ago there was a group, the Allied Printing Trades Council, which gathered together different facets of the printing industry. Now, our very own union is spearheading this idea. For more than 45 years we had been representing the drivers of newspapers in several states, but when the members of the GCC voted to merge with the Teamsters this added several other dimensions to the printing employees we represented. Now we have the printers, typesetters and bindery workers, too.”

“One of the last parts of the puzzle was the members of the NMDU,” Molinero said. “For example, GCC members write and print the *New York Daily News* and *New York Post* and now Teamsters will also deliver it.”

Joseph Panattieri, a 26-year member who works at the *New York Post*, believes

in the power of belonging to the Teamsters. “With our members combined with the pressmen already belonging to the GCC, the *New York Post* is 90 percent Teamsters. There is safety in numbers.”

Local 1901 also delivers product for *The New York Times*, *the Jersey Journal*, *New York Newsday*, *The Wall Street Journal*, *The New Jersey Star-Ledger*, *El Diario* and other papers.

Benefits of Teamster Membership

Now that NMDU members are part of the Teamsters they will immediately be able to access services of the union’s Washington, D.C. headquarters that will help them grow their local union.

“We have the most complete line of services that are available to our affiliated local unions, more so than any other union in the country,” said Jim Hoffa, General President. “Probably one of our most important assets is our Organizing

Department that can create an organizing plan for any local union in any type of job category. Their work, in coordination with our Strategic Research and Campaigns Department, gives our locals a huge advantage over any competition.”

In recent weeks the officers of the NMDU have already visited with representatives from the Teamsters Organizing and Strategic departments and are creating plans to counteract the industry’s attempts to weaken the union.

“We are working together on an organizing campaign to help the NMDU counteract the nonunion distribution facilities that are sprouting up and cutting their union standards,” said Rebecca Hanscom, National Campaigns Manager for the Organizing Department.

Closer to home, members of Local 1901 can enjoy access to courses where they can upgrade their computer skills, take English as a second language or participate in a



CDL training school at no cost to them. These are the benefits of being affiliated with Joint Council 16 in New York.

“We will provide Local 1901 with an umbrella of services to benefit their members,” said George Miranda, President of Joint Council 16. “We already have a lobbyist on staff that represents us on state and city issues, which is a huge asset for the 120,000 Teamster members at the 32 local unions in our organization.”

Proud Teamsters

When the NMDU let the Teamsters Union know that they were interested in affiliating, Teamsters International Vice President John Murphy was assigned to coordinate the program. Murphy had a lot of prior experience, having headed up the merger programs with the Brotherhood of Locomotive Engineers and Trainmen and the Brotherhood of Maintenance of Way Employees, and assisted with the affiliation of the GCIU.

“First and foremost, NMDU President

Doug Panattieri Jr. and the other members of the NMDU Official Family (similar to the Executive Board at a local union) made sure we understood that the NMDU needed to retain its unique history and as much independence as possible, but also that the Teamsters Union needed to provide significant benefits to their members and retirees,” Murphy said.

“We believe that this affiliation agreement fulfills these priorities. The NMDU, as an autonomous local union, now will have access to our dynamic Organizing and Strategic departments, our Communications, Training and Capital Strategies departments, and countless other services,” Murphy said. “We will take our lead from the NMDU’s leadership, and be able to implement their ideas with new and innovative solutions.”

Active Retirees

The NMDU has more than 1,200 active retirees in its ranks.

“We needed to affiliate with a larger union,” said Henry Kaplan, a member since 1959 and now an active retiree. “When I was a steward at the Daily News I would tell my brothers there that you’ve got to get the ‘you’ in union and get active.”

The vote for affiliation was ultimately won by a large majority of NMDU members in February. And now the members are fully committed to the future of the union as Teamsters Local 1901.

“I have never witnessed such great enthusiasm among our members as I did once we voted to become Teamsters,” said Doug Panattieri, Local 1901/NMDU President. “Everyone knows that although we work very hard, the big newspaper publishers are having a rough time financially. We need to ensure that every newspaper delivered in the New York tri-state area is done by a union member—and we are on our way there with the help of the Teamsters Union.”



“I have never witnessed such great enthusiasm among our members as I did once we voted to become Teamsters.”

— DOUG PANATTIERI,
LOCAL 1901/NMDU PRESIDENT

Successful Past Affiliations

The Teamsters Union of today is not only the product of vigorous organizing but of mergers and affiliations that have occurred over its 106-year history.

Originally the result of the merger between the Team Drivers International Union and the Teamsters National Union in 1903, the union grew over the years by expansions in the trucking and warehouse industries as well as mergers with the Newspaper Drivers Union, Brewery and Soft Drink Workers Union and others.

In 2004, the members of the Brotherhood of Locomotive Engineers voted, by an 80 percent majority, to merge with the Teamsters.

A historic merger, it enabled the union, for the first time, to represent every mode of transportation in the United States. The locomotive engineers and trainmen joined their brothers and sisters in the freight, airline, port and warehouse divisions in truly having a Teamster hand on every product that traverses the United States.

Later in 2004, the members of the Brotherhood of Maintenance of Way Employees also voted overwhelmingly to join the Teamsters.

Responsible for the building of railway tracks, bridges, railyards and all rail-related structures, the Brotherhood had a proud, independent history. But they recognized, as did the locomotive engineers, that aggressive corporations were shrinking the industry and that it was better to join America's premier transportation union rather than remaining alone.

The most recent merger was with the Graphic Communications International Union (GCIU). Representing a broad reach of workers in the printing trades—from printing to binding and more—the GCIU members voted to join the Teamsters in early 2005.

“In many printing facilities across the country, GCIU and Teamster members work side-by-side,” said Jim Hoffa, General President, at the time of the merger. “Now, these two great unions have begun a partnership that strengthens our ability to represent workers throughout the printing industries.”

Today, the affiliation of the NMDU adds more strength and better negotiating power for workers in America's printing industry.



Driving Up Standards

260 Durham School Bus Workers Join Local 330

Corey Kropp loves driving kids to school, a job she's done for the past 16 years. She would like to continue to do the work she loves, but in a fair work environment. To make this a reality, Kropp and her coworkers knew they needed to organize.

"We needed to be in a union, and who's more known for representing transportation workers than the Teamsters?" Kropp said.

Kropp and her fellow school bus drivers, aides and mechanics with Durham School Services provide transportation for District 300 in the Elgin, Illinois area. They recently voted by a nearly 2-1 margin to join Local 330 in Elgin. With this victory, the workers celebrated the culmination of more than two years of hard work to join the Teamsters, efforts which were impeded by legal action and attempts by the company to keep the 260 workers from gaining representation.

The workers' rights were

repeatedly violated through captive audience meetings and the distribution of anti-union materials by Durham, the North American subsidiary of National Express Group, a transportation company based in the United Kingdom. Their efforts underscore the need for legislation like the Employee Free Choice Act, which would allow workers to form their union while restricting the delay tactics and aggressive anti-unionization efforts by companies.

"I'm so proud that these workers have kept up the fight in the face of so many obstacles," said Dominic Romanazzi, President of Local 330.

During their campaign, and with the help of Local 330, the workers gained the outspoken support of key political leaders on the Kane County Board, and held numerous rallies and garnered media attention for their determination to become Teamsters.

"These workers never backed down, and with assistance from all levels of our union, were able to gain strong Teamster representation," said John T. Coli, International Vice President and President of Joint Council 25.

Keeping Companies Accountable

Since the Teamsters' campaign to improve safety, service and work standards in the private school bus and transit industry began in 2006, more than 16,000 workers have become Teamsters. Much of the organizing has taken place at First Student and First Transit, whose parent company is United Kingdom-based FirstGroup, the number one school bus transportation provider in the United States.

As a result of Teamster exposure of FirstGroup anti-union practices and other activities, FirstGroup has taken action to address the anti-union culture in its U.S. based affiliates, publishing a Corporate and Social Responsibility Policy in 2007 and establishing an independent compliance monitoring system led by Professor William Gould, the former Chair of the National Labor Relations Board. His role is to address complaints arising out of violations of company policy.

"Although there is still room for improvement, FirstGroup has improved leaps and bounds from its treatment of workers when we first started organizing at this company and is now respecting workers' rights to form their union," said Jeff Farmer, Director of Organizing. "We are confident that National Express (Durham's parent company) will come around, and follow the lead of its top competitor in respecting the fundamental rights of its workers to form a union."



LOCAL 70

Stericycle

Thirty-five workers at Stericycle in San Leandro, California voted 23-12 to join Local 70 in Oakland, seeking a voice to help address difficulties in the workplace.

The workers, who drive for Stericycle, a medical waste disposal company, were subjected to unbearable conditions. An investigation of the San Leandro Stericycle location by the Occupational Safety and Health Administration (OSHA) found numerous violations that resulted in more than \$16,000 in fines. The workers were also subjected to constant anti-union tactics from management.

“The NLRB election process was full of delays that only prolonged the workers’ exposure to union-busting,” said Pilar Barton, a strategic organizer from Joint Council 7 in San Francisco who worked on the campaign. “The workers stayed united through the ups and downs of this campaign. Now we can get to work on getting our newest members safe working conditions, dignity in the workplace and a living wage.”

LOCAL 5

First Student

School bus drivers and monitors at three First Student locations in Louisiana have voted overwhelmingly to join Local 5 in Baton Rouge. The

workers voted in favor of joining the Teamsters 52-0 in Zachary; 53-1 in Baton Rouge’s Central yard; and 23-4 in Port Allen. The workers united around a shared need for fair wages, affordable health insurance and fairness on the job. The group consists of 172 workers.

“I have a feeling of pride that we all stuck together,” said Patricia Mulkey, a driver at the Zachary yard. “We need health insurance we can afford and for the conditions of our buses to improve. I’m glad we have the Teamsters to assist us in negotiations.”

Keith Partin, Secretary-Treasurer of Local 5, said the workers stood strong, and that the help of International Union organizers was invaluable in achieving this victory.

“These new members exercised their rights to organize and we fully support the local union in their negotiations,” said Willie Smith, Secretary-Treasurer of Joint Council 87.

LOCAL 364

South Bend Indiana Community School

South Bend, Indiana Community School food service workers have voted overwhelmingly to join Teamsters Local 364. The workers voted 87-29 to join the Teamsters. There are 146 workers in the bargaining unit.

Local 364 now represents nearly 600 South Bend Community School workers,

including para-professionals, school system secretaries and Title One workers.

“We had a great group to work with,” said Bob Warnock III, President of Local 364. “They truly wanted to become Teamsters. They are very excited and we welcome them to Local 364.”

LOCAL 676

Greenwich and Ocean Townships

Teamsters Local 676, which covers the Camden-southern New Jersey areas, recently added 25 new members. The members are public works, police dispatchers and telecommunicators.

Public works employees in Greenwich Township voted 13-0 to join the Teamsters. The bargaining unit has 15 employees, who tend the grounds, streets and parks of the township.

Police dispatchers and telecommunicators in Ocean Township voted 10-0 to join the Teamsters. The bargaining unit has 10 employees.

LOCAL 25

Angelica Textiles

Recently, helpers at a hospital linen service in the Boston area voted unanimously to join their coworkers as members of Local 25 in Boston.

The four helpers at Angelica Textiles in Somerville, Massachusetts voted 4-0 to join Local

25. They will be covered under a contract that already provides protections for 39 drivers at the company.

“The helpers wanted the same collective-bargaining rights that the drivers have—protections covering wages, hours and working conditions,” said George Slicis, business agent for the drivers.

Jose Perez, a steward for the drivers, helped with the latest organizing victory.

“Jose did a great job for his coworkers,” said Sean M. O’Brien, Local 25 President. “We need more of our members like Jose to step up and help us with wall-to-wall organizing.”

LOCAL 350

Newby Island Landfill

The workers at the Newby Island Landfill in San Jose recently voted to join Local 350. There are 28 workers in the bargaining unit.

“The workers are seeking fair wages, improved benefits and they want to be treated with respect,” said Larry Daugherty, President of Local 350.

Workers want to negotiate a Teamster contract that will help put an end to management’s unfair treatment and stop the favoritism that is going on, Daugherty said. Workers also want to have their seniority recognized.

DUST FILLS THE AIR amid the humming of belt motors as Teamsters help lead a recycling revolution on the waterfront in San Francisco.

A labyrinth of moving belts topped with paper, bottles, cans and metal whirr as masked workers sort the materials in a disciplined frenzy. More than 160 members of Local 350 in Daly City, California keep Norcal Waste System's Recycle Central plant running smoothly, enabling San Francisco to press on toward its goal of recycling 75 percent of area waste by 2010. As of early 2009, the city was at 70 percent recycling.

The city of San Francisco is leading the nation in recycling efforts, and Teamsters are making it all possible.

"This partnership between the Teamsters, Norcal and the city of San Fran-

cisco shows we can rebuild our economy with new green technologies that create good jobs, support energy independence and protect the environment," said Bob Morales, Local 350 Secretary-Treasurer who also serves as Director of the Teamsters Solid Waste, Recycling and Related Industries Division. "We want to work in other communities to build on the success we have achieved here in San Francisco. Recycling is the future of our industry and we need to make sure these jobs are good-paying Teamster jobs."

Helping the Planet

Local 350 member John F. Andrews likes the fact that his job at the 200,000-square-foot state-of-the-art recycling center helps the planet. Andrews, who grew up in the tough Bayview-Hunters Point neighborhood of San Francisco, also appreciates

that his Teamster job provides security he wouldn't have otherwise found.

Andrews knows first-hand the benefits of "green" jobs that also pay well and include a unionized work force where workers get the job protections and rights they deserve.

"Providing good pay and benefits to workers is important to keep you motivated and it helps make sure you're getting quality workers and quality work," the father of three said. "I look at my job as more of a career. It makes me want to go to work. The pay is definitely a big part of it."

The center's mission also makes Andrews stand tall.

"I've been to my son's school to talk about the importance of recycling," said Andrews, who is an oiler/greaser at the center, responsible for keeping the equipment running smoothly. Before that, his

Greening San Francisco

RECYCLING WORKERS HELP ENVIRONMENT WHILE ENJOYING UNION SECURITY



job was to make sure glass, plastics and paper were separated.

Excellent Pay, Benefits

Andrews, who started working at Norcal in 1999, is also proud of the fact that he makes \$29.50 an hour, has paid sick days and good health insurance. That's excellent for a guy who grew up in the neighborhood where the center is located, where career opportunities are very limited and poverty is rampant.

The city donated the land for the center provided that any company bidding for the site would ensure labor peace by agreeing to a fair process for workers to choose a union. That led to an agreement with Local 350. The winning company also needed to hire residents of three of the city's most economically challenged neighborhoods. The center opened in 2003.

"The key thing was the parties—the city, Norcal and the Teamsters—worked together," said Kevin Drew, a city recycling official. "That's the kind of collaboration we need to

"Recycling is the future of our industry and we need to make sure these jobs are good-paying Teamster jobs."

—BOB MORALES, DIRECTOR OF THE TEAMSTERS SOLID WASTE, RECYCLING AND RELATED INDUSTRIES DIVISION

reach our recycling goals and create sustainable jobs for our communities."

"The Teamster jobs at Norcal are the kind of jobs we try to promote here at the city because you need good-paying jobs to support families in San Francisco," Drew said. "The Teamsters at Norcal do a great job helping the city reach its recycling goals. We will continue to build on this partnership with the Teamsters and Norcal to reach 75 percent recycling by 2010, and we hope we can serve as a model to the rest of the country."

No Comparison

There is no comparison between the Teamster-represented center and non-union recycling jobs, where workers have little or no protections in handling hazardous materials, and where they endure low pay, few benefits and often horrible working conditions.

"Employees are able to buy homes in the San Francisco area, which is a big challenge, and I'm able to provide for my wife and three young children," Andrews said. "I was blessed to get this job. It's very desirable."

Not all recycling jobs are sustainable green jobs, according to *"High Road or Low Road? Job Quality in the New Green Economy,"* a report commissioned by Change to Win and the Teamsters Union.

For example, at the recycling operation of Community Recycling and Resource Recovery Inc. (CRRR) in Sun Valley, California, the current starting pay rate for sorters is \$8.25 an hour, only 25 cents above the state's minimum wage, and



workers report they have no paid sick days and cannot afford health insurance. By contrast, members of Local 396 employed as drivers in the hauling operations have a strong Teamster contract.

Some workers at CRRR's recycling operation report they are not given safety equipment, and fear for their jobs if they complain to their supervisors about this and other problems.

'Strongest' Contracts

Rudy Orozco began working at Norcal in 1987, starting out at \$5.05 per hour. Now he earns \$35 an hour as a Teamster, enough to support a family in the San Francisco area and help send his son to Stanford University thanks to his job at Recycle Central.

"Our Teamster contracts are the strongest in the industry," Orozco said. "We are paid the highest, get the best benefits and we're backed by the Teamsters Union."

Orozco is a weight master at the center who weighs all the materials that come in

on trucks. He has also been an equipment operator, driving a truck which loads recyclables onto "walking floors" which feed the large conveyor belts where the material is sorted.

At Recycle Central, Orozco said workers process 750 tons of recyclables—glass, paper, metal, aluminum, milk cartons, mixed plastics, cardboard and wood—each day. During the holiday season, that figure soars to 900 tons daily.

Teamster Family

Orozco said the Teamster work force is like a family. They celebrate one another's birthdays on a monthly basis and regularly hold potlucks in the break room.

"One of the most precious things is the diversity in our work force," Orozco said. "We have Asians, African-Americans, Latinos, Samoans and others working together."

Employees are proud to work at "the Rolls-Royce of recycling centers" while earning excellent wages and benefits to

support their families, he said.

"I am the son of a Mexican immigrant and I am proud to send my son to Stanford University," Orozco said. "We pay half his tuition and he also receives scholarships. My daughter also went to college and is a medical assistant. My Teamster job has allowed me to provide my children with the knowledge and preparation they need for the 21st century. I also own a home in the San Francisco area."

Mutual Respect

Norcal President and CEO Michael Sangiacomo explained his company's long relationship with the Teamsters in the *High Road or Low Road* report.

"To ensure that we have the quality labor force needed to implement these programs and achieve our goals of service and environmental protection, we partner with labor organizations like the Teamsters to provide adequately trained and motivated people who will perform a very difficult but critical job in an exemplary manner."

"Our Teamster contracts are the strongest in the industry. We are paid the highest,



Norcal's Recycle Central workers receive a good pension and can also participate in a 401(k) plan. There is an incentive program which allows workers to own shares in the company. The starting wage at the center is \$20 an hour. Before working at Recycle Central, Orozco worked at Norcal's West Coast Recycling, the predecessor to Recycle Central. In 1987, the company had 20 employees; now there are 160 workers.

"None of this could have happened without the support of the Teamsters Union," said Orozco, who has paid back his gratitude by serving as shop steward for the past 10 years. Orozco also volunteers to help other waste workers become Teamsters.

Thanks to the Teamsters, workers have the respect of management, he said.

"We have our issues, but we work through them," he said. "We have an excellent grievance procedure to resolve issues. We end meetings with management with a handshake."



Teamsters Fight for More Recycling

The Teamsters have begun a coalition and political effort to increase the national recycling rate to create Teamster jobs.

"To make an impact, we need a bold new step, so we are calling for a national recycling goal of 75 percent by 2015," said Bob Morales, Director of the Teamsters Solid Waste, Recycling and Related Industries Division. "This could be a catalyst for entrepreneurial activity and market development. Being from San Francisco, I am especially aware of the job creation potential of increased recycling."

Recycling also is an example of how the combined political and grassroots power of both the labor and environmental movements could achieve a common goal. Many of the Teamsters' allies among environmental justice and environmental groups are very committed to increasing recycling.

Given the economic and environmental impacts of landfills and incinerators, increased recycling is inevitable. However, this is an industry that can take the low road to non-union and poorly paid jobs. By helping to lead the effort, the Teamsters Union is fighting for high-road alternatives, such as the partnership in San Francisco between Norcal, the city and Local 350, which created over 160 Teamster jobs.

get the best benefits and we're backed by the Teamsters Union."



Organizing In The



Sunshine State

More than 600 Public Employees, Police Officers Join The Teamsters In Florida

FOR FAR TOO LONG, Hernando County, Florida public employees served their community while enduring unfair working conditions, a lack of job security and a weak voice on the job.

They had enough of that one-sided equation, so they did something about it. Realizing that they would be stronger as a united force, the workers voted by a 3-1 margin in March to form a union with Local 79 in Tampa.

“We joined the Teamsters because we wanted someone to stand up for us,” said Rachelle “Shelly” Jones, an accounting technician who has worked for the county for about four years. “This is the opportunity for our employees to receive the respect they have earned and truly deserve.”

Jones said she feels “tall” being a Teamster. “You stand tall. You feel proud because we are going to have a voice.”

The workers voted 331-110 to join the Teamsters. The non-professional bargaining unit includes about 550 employees who work in various departments such as recreation, the courts, public works and utilities. A smaller group of professional employees voted 5-2 to join the Teamsters.

‘Long Time Coming’

“It’s been a long time coming—it’s something we’ve needed for a long time,” said Jim “J.D.” Worley, a seven-year employee who works at the county’s landfill. “We look forward to a long and prosperous

relationship with the union. As Teamsters, we will help ourselves, as well as the county, grow and prosper.”

“This victory was a cooperative effort between the new members, the Joint Council, our local union and the International Union,” said Ken Wood, President of Local 79 and Joint Council 75. “A strong committee of workers was developed, gained more confidence and built the support that was needed for this victory. We look forward to providing the top-notch Teamster representation these workers need and deserve.”

The workers are seeking job security. Recently, the county laid off workers with no regard to seniority. The workers are also seeking consistent work rules and they want to be treated with respect and dignity at work.

“These brothers and sisters provide valuable services to the citizens of Hernando County each and every day, and they deserve to be treated with respect for the great work they do,” said John Sholtes, a Local 79 business agent who was the campaign coordinator. “The workers came together, took ownership of their union and remained united and focused throughout the campaign. This is their victory.”

Dan Oliver, a maintenance technician and 20-year county employee, said he’s been looking forward to becoming a Teamster for years. Having the backing of the Teamsters is important to add clarity and fairness to the job. For example, the

county’s written job descriptions have been vague. “The attitude has been, ‘it’s whatever we tell you to do.’ The work rules have been inconsistent and I’m confident that as Teamsters, we will bring fairness to our workplace.”

A Written Contract

Oliver noted that the county administrator took the job while insisting on having a written contract. “We want to also have a written contract that spells out our rights,” Oliver said.

Penny Oliver, Dan’s wife, is a county recreation specialist. She helps coordinate the annual father-daughter dance, Halloween festivities and other special events. She also helps set up the county’s 35 recreational programs, such as tennis, tae kwon do and cheerleading.

Penny said the number one issue is job security. Workers with more seniority have been laid off ahead of workers who recently got hired, she said.

“I want my 11 years working for the county to matter,” she said. “We also want a strong grievance procedure. In the past, you would go to the human resources department and they decide whether you have a valid grievance. We need a policy that is spelled out, one that protects us from unfair management decisions.”

“Everyone I have met with the Teamsters has been great. It’s a breath of fresh air. The union is all about people really caring about people.”

“We joined the Teamsters because we wanted someone to stand up for us. This is the opportunity for our employees to receive the respect they have earned and truly deserve.”

— RACHELLE “SHELLY” JONES, LOCAL 79

Fighting for Fairness

Brad Davis, a 12-year employee, works as a maintenance technician. He works on just about everything: air conditioners, heaters, electrical, plumbing, carpentry, “a jack of all trades,” he said.

Davis said he has worked hard over the years and expects to be treated with fairness in return. However, he said that frequently hasn’t happened in the past, which is a major source of frustration.

“We need some sort of fair grievance process,” Davis said. “Because of the ‘good old boy system,’ you’re not recognized for your hard work unless you know somebody. Other people get promoted and you don’t get a chance to bid on those jobs. We need fairness across the board. This campaign was not about the money. We

just want to be treated fairly. If you treat people fair, they will work even harder.”

Jones, the Olivers and Davis were all part of the organizing committee. They spent countless hours knocking on doors, making telephone calls and reaching out to their coworkers. Jones said the days of workers feeling powerless and alone are over.

“This is no longer about the county telling us, ‘This is what we’re giving you,’” Jones said. “With the Teamsters, you have somebody in your corner saying, ‘This is what the county wants and this is what we’re going to fight for.’”

Panama City

Jeff Candage has worked on many campaigns helping police officers in Florida

form a union with the Teamsters. But the overwhelming decision by Panama City police officers to join the Teamsters was extraordinary because it occurred in an extremely anti-union part of Florida.

“This was like the United States beating the Russians at hockey in the Olympics,” said Candage, a business agent with Local 385 in Orlando. “I can’t say enough about how unwelcome unions are there.”

In February, officers voted 46-17 to join the Teamsters. A few weeks later, the election was certified and the officers now belong to Local 991 based in Mobile, Alabama. There are 66 officers in the bargaining unit.

The campaign started in early 2008 when a core group of 12 Panama City officers were determined to form a union. They were tired of working for years and only receiving a raise to cover the cost of health insurance and not the cost of living—in fact, a rookie officer would be earning as much as a veteran of more than 10 years. The city was threatening to not let the officers take their patrol cars home. Work schedules were not constant



and were changed very rapidly without regard to the officers' families.

Detective Brian Raffield was one of the core group of officers who did exhaustive research on which union to join. That initial research began in early 2008. It was a collective decision by the core members to choose the Teamsters.

"It was the reputation of the Teamsters—their ability to take care of their members that won us over," Raffield said.

Speaking the Same Language

In Florida, Local 385 was known for its success in organizing police officers, so Raffield and his colleagues contacted them first. Candage, officers and retired officers from Local 385 worked in coordination with Local 991 and Joint Council 75 on the campaign. The law enforcement background that Local 385 provided was instrumental to the campaign. The Teamsters from Local 385 made the nearly six-hour drive from the Daytona Beach area to Panama City very frequently.

"We speak their language and it's a lot easier for those of us who have been in the law enforcement profession to be on the ground in these campaigns," Candage said. "We were able to really establish a good rapport with the officers in Panama City."

The Panama City officers also had a great rapport with Jim Gookins, Secretary-Treasurer of Local 991.

"Jim explained the process to them so thoroughly and met with them whenever they needed," Candage said. "And Jim understood how to conduct a campaign in a rabidly anti-union area."

Domino Effect

"We are now seeing workers knocking on our doors, especially in law enforcement, from the surrounding areas," Gookins said. "We are hoping for a domino effect."

Raffield said the officers are looking forward to negotiating their first contract. He said the Panama City officers are facing problems that have been unresolved for more than 30 years.

"Low wages, poor disciplinary tactics—these are the same issues the officers were dealing with in 1979!" Raffield said. "It's time for all this to change."



Protecting the Protectors

Teamster Legal Defense Fund Benefits Law Enforcement

Working in the law enforcement field is one of the most dangerous, challenging and unpredictable jobs out there. While Teamster representation is becoming increasingly important, those in the profession can use all the support they can get. That's what makes the Teamsters Legal Defense Fund, a program in place for members in law enforcement, such a great idea.

"My daughter is a 22-year veteran of the Minneapolis Police Department, so I know the importance of giving those in law enforcement every protection available. These folks lay their life on the line 24/7. There are no workers more deserving of a program like this," said Tom Keegel, General Secretary-Treasurer. "We're able to use this plan as an organizing tool because it's such a rare service."

Through the union's national network of attorneys who have expertise within the law enforcement industry, Teamsters belonging to the fund are guaranteed quality legal representation in work-related incidents to defend against criminal and civil charges. Of the more than 25,000 Teamsters in law enforcement, approximately 2,700 are members of the fund.

"The Teamsters Legal Defense Fund provides our members with constant protection as long as they're acting in the capacity of law enforcement officers," said Sue Mauren, a fund trustee and Secretary-Treasurer of Local 320 in Minneapolis. "And it covers a wide variety of law enforcement professionals, from officers and deputies to prison guards and parole officers—and everyone in between."

When a Teamster deputy in Florida recently had to fire at a suspect who was trying to run him over with his car, Maria Kazouris, a Legal Defense Fund attorney ready to assist Teamster law enforcement members, was on the scene shortly after it happened.

"We've represented several Teamsters in situations like that," Kazouris said. "My experience with labor, plus an understanding of the law, helps in situations like this. I am often phoned while an incident is actually occurring. These situations can be highly charged and officers need immediate legal representation."

"Since we represent members in law enforcement, we need to give them every tool they need to accomplish their jobs," said Mike Stapleton, another fund trustee and the President of Local 385 in Orlando. "These folks do incredibly important work protecting the public and they deserve to be protected at work because they're so open to being charged or sued on the job."

REPORT TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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

DATED: April 6, 2009

I. INTRODUCTION

This is the Independent Review Board's ("IRB") Report Number 2 for 2009 to you on its activities conducted pursuant to the Consent Order. In this Report we will discuss matters that have currently come before us, including the progress of existing charges about which we have previously informed you.

II. PROGRESS OF EXISTING CHARGES

A. DON HAHS - BLET HEADQUARTERS, CLEVELAND, OHIO

We have previously informed you that Don Hahs, an officer of the Brotherhood of Locomotive Engineers and Trainmen (BLET), a Division of the Teamsters Rail Conference, allegedly violated his fiduciary duties to the BLET and its members, embezzled and converted BLET funds and property to his own use and the use of others, and brought reproach upon the IBT while President of the BLET by embezzling over \$58,000 from the BLET.

After an IBT panel hearing, Mr. Hoffa issued his decision removing Mr. Hahs from his current position in the BLET until his current term of office has expired in 2010, suspending him from membership in the BLET and the IBT for a period of one year, and requiring payment of a fine of \$44,963.97.

On May 13, 2008, the IRB notified Mr. Hoffa and Mr. Hahs that it found the IBT decision to be not inadequate. The IRB then made Application 131 to the district court for Judge Preska's review. The matter is with Judge Preska.

B. RICHARD RADEK – BLET VICE PRESIDENT

We have previously informed you that BLET Vice President Richard Radek allegedly brought reproach upon the IBT, breached his fiduciary duty, and embezzled over \$6,700 in union funds by causing the BLET to pay for meals which had no union purpose and receiving an allowance which covered the cost of his home office supplies while at the same time causing the BLET to directly pay for his home office supplies. General President Hoffa filed the charges against Mr. Radek, a panel was appointed to hear the charges, and a hearing scheduled for April 1, 2009 has been rescheduled for April 20, 2009.

C. PETER INNAURATO – LOCAL 107, PHILADELPHIA, PENNSYLVANIA

We have previously informed you that that Peter Innaurato allegedly brought reproach upon the IBT and violated his membership oath while an IBT member by knowingly associating with Joseph Massimino, a member of the Philadelphia La Cosa Nostra family. On January 5, 2009, Mr. Hoffa notified the IRB that he adopted and filed the charges against Mr. Innaurato and he returned the charges to the IRB for a hearing. On January 13, 2009, the IRB forwarded a Notice of Hearing to Mr. Innaurato and scheduled a hearing for February 11, 2009. After the unopened package was returned to the IRB, the IRB sent Mr. Innaurato an updated Notice of Hearing and rescheduled the hearing for March 11, 2009. On March 5, 2009, the IRB notified Mr. Innaurato that the hearing had been postponed to May 21, 2009.

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

We have previously informed you that Robert A. Hogan, Joint Council 25 Vice President and Local 714 Secretary-Treasurer, allegedly failed to act appropriately after he created a situation likely to result in a violation of the Consent Order when he rehired Robert Riley to work at Local 714

and failed to take any action to prevent, and, after learning, to address Mr. Riley's ongoing contact with William T. Hogan, Jr., a prohibited person under the Consent Order.

The IRB held a hearing on April 2, 2008, and while the IRB was in the process of issuing a decision, the IRB received a proposed agreement between Mr. Hogan and the IRB. Mr. Hogan agreed to permanently resign all positions with Local 714 and Joint Council 25 and for a period of two years he would not hold any officer position with the IBT or any IBT affiliated entity. He further agreed not to be an officer or employee of Local 727 for five years. The IRB found the agreement serves to resolve the matter and made Application 133 to Judge Preska for review of the agreement. The matter is with Judge Preska.

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

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

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

III. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received approximately 80 calls reporting alleged improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

To assure that all calls are treated confidentially, the system recording hotline calls is located in a cipher-locked IRB room on a dedicated line and accessed by IRB staff only. It is not manned by an investigator; however, the recorded information if complete and within IRB jurisdiction is forwarded directly to the Investigations Office.

Please continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, DC, dial 202-434-8085.

IV. CONCLUSION

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

Freed From Fire

Teamster Business Agents To The Rescue

KEVIN KOUBECK AND MIKE WALDERN modestly describe what happened as “two guys at the right place at the right time.” But for Jesus Vega Jr., what these two Local 377 business agents did meant a whole lot more.

“I’m not exaggerating; there were about 15 to 20 cars that went by and didn’t even stop,” Vega said. “I’m very thankful to them.”

Koubeck and Waldern were leaving the Local 377 offices in Youngstown, Ohio after a long day of work when they came upon a car stopped at the traffic light off Teamster Drive.

“There were flames and melted red hot stuff dropping underneath the car and then it started coming through the hood. We were wondering why the guy wasn’t getting out,” Waldern said.

Inside the car, Vega was busy dialing 911 on his cell phone, and felt relieved to see the two Teamsters come up to his car to help out. Vega, who was injured in a

1990 motorcycle accident, is paraplegic and operates his 1993 Chevrolet Lumina Z34 using hand controls. In the backseat was Vega’s wheelchair, which Koubeck and Waldern quickly unfolded and assembled.

“They ran over to make sure I got out of the car. I told them I’m in a wheelchair and they can’t snatch me out of the car,” Vega said. “I was impressed they put the wheelchair together pretty fast, even faster than I do it.”

Finding ‘Butters’

Vega was disappointed that he had just filled up his generally well-maintained car with a tank of gas and believes an electrical shortage may have caused the motor compartment to catch on fire. More disappointing was the fact that in all the commotion, Butters, his mother’s beloved dachshund, had escaped from the vehicle and was nowhere to be found.

“The fire department came within minutes and when the truck came, the dog disappeared, so we thought the truck ran over her,” Waldern said.

Once they had brought Vega to safety, the business agents helped search for Butters, who eventually returned to the scene, alive and well.

Since the incident, Vega has visited the Local 377 offices to thank Koubeck and Waldern for their efforts.

“Before this, I knew that the Teamsters was a union—the strongest union in the United States—but nothing more specific,” Vega said. “I know they’re hardworking people just like anybody else, and I was glad I was able to thank them for what they did for me.”



TEAMStar

Retiree Health Program

Open Enrollment Period Begins July 1, 2009!



The International Brotherhood of Teamsters is proud to announce **another** open enrollment period for the TEAMStar Retiree Health Program from **July 1, 2009 to August 31, 2009**.

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

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

- **Group Buying Power** — TEAMStar rates are not available to the general public. In fact, the 2009 rate schedules are the same as the 2008 rate. **There is no rate increase to the rate schedules for 2009!**
- **"Automatic" Claims Filing PLUS**® — Eliminate paperwork hassles associated with Medicare Part B claims filing and maximize eligible benefits.
- **Freedom of Choice** — There are no provider lists or referral process. We believe it is important for you to choose your own doctors and hospitals.
- **Nationwide Acceptance** — TEAMStar is recognized and accepted by providers nationwide.
- **Choice of Plans** — Choose a plan that fits your needs. TEAMStar offers various plans to supplement your Medicare. In some states, we offer plans with a deductible, designed to help save premium dollars for Teamsters.

To enroll in the TEAMStar Retiree Health Program, please visit www.teamstar.com or call 1-800-808-3239 and request an enrollment packet.

Policyholder Testimonials



"I have never had a problem with the care and service I have received. It gives me peace of mind."

- Mario, Local 617 Member



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

- Vincent, Local 584 Member



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

- Thomas, Local 315 Member



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

- Maxine, Spouse of Local 962 Member

To get additional information or an enrollment packet, visit our website at www.teamstar.com or call 1-800-808-3239.



Visit the **New Blog** at **TeamsterMagazine.com**

- Preview articles that will be in upcoming issues of the Teamster magazine, like a story on why Central Park's carriage drivers joined New York's Local 553.
- Read about Teamster history.
- Send in photos of creative picket signs.
- Find out who made these Teamster earrings, and why.
- Send in photos of your Teamster tattoo.

Plus, read updates on the Employee Free Choice Act, Teamster charity event information, stories of your extraordinary Teamster brothers and sisters from around the union, and much more, at

<http://TeamsterMagazine.com>

