

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

NOVEMBER/DECEMBER 2010

TEAMSTER

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How The West Was Won

1,000 Tankhaul and Warehouse
Workers Join Teamsters Union

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25 Louisiana Avenue, NW
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The Teamster (ISSN 1083-2394) is the official publication of the International Brotherhood of Teamsters, 25 Louisiana Avenue, NW, Washington DC 20001-2198. It is published six times a year in January/February, March/April, May/June, July/August, September/October, November/December. Periodical postage paid at Washington, DC and at additional mailing offices.

NOVEMBER/DECEMBER 2010 / VOLUME 107, NO. 6

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Corporations Vs. Working Americans

A MESSAGE FROM GENERAL PRESIDENT JAMES P. HOFFA

If you understand politics as a battle between liberal and conservative, then you don't understand politics at all. The central political battle today is between the corporations on one side and the little guy on the other.

The fight is about whether the government should protect corporate power to enrich a few billionaires, or restrict corporate power to protect the liberty and property of the average American.

I'll tell you who is winning: It isn't the little guy.

FedEx's Bailout

Corporate power explains why the U.S. hasn't made the transformation to renewable energy. It's why we can't trust our food, drugs or toys to be safe. It's why we're struggling to develop new industries. It's why workers' wages have stagnated or fallen over the past decade and why so many families are losing their homes.

It's why so many jobs moved offshore so quickly. U.S. multinationals now employ one-third of their work force overseas.

Here's an example of corporate power at work: FedEx has held up a funding bill for the Federal Aviation Administration. The company's billionaire chief executive, Fred Smith, hates a provision that would put FedEx back under the same labor law as his competitors. So FedEx's army of lobbyists have

held up funding for the entire agency that runs the nation's airspace.

Fred Smith is devious about masking his agenda. He claims his competitor is seeking a bailout—when it's FedEx that has long enjoyed special government treatment. Similarly, corporations have been wily about disguising their plans to further concentrate their wealth and influence. They're adept at creating phony populist groups that claim to support individual freedom.

Corporate Billionaires

For all our members who believe in individual freedom and smaller government, I have a message for you. Concentration of wealth in too few hands will lead to extraordinary abuses of power and the destruction of your property and liberty.

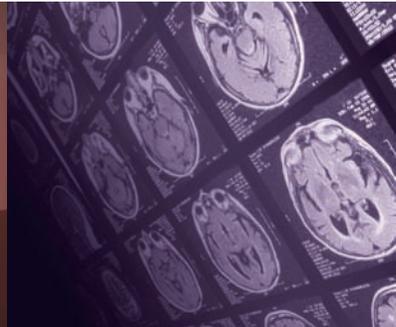
It's the banks, not the government, that are taking people's homes away from them without even making sure they have the right to foreclose on them. The corporate billionaires will say the banks can correct their own behavior. The little guy will say the government needs to make sure they don't do it again. It makes no sense to describe one as "liberal" and the other as "conservative." It's the many of us vs. the few of them.





Health Care Reform

Implementation Of Landmark Health Bill Benefits Teamsters



Many Teamsters will soon be able to take advantage of the historic health care reform legislation that President Obama signed into law on March 23.

For most insurance plans, parents will be able to keep their children up to age 26 on their policy beginning sometime this year.

“This is good news for many Teamster families who worry about health insurance for the young adults in the family,” said Jim Hoffa, Team-

sters General President. “Health care reform is good for our country in the long run, because it will help control costs and strengthen our economy. But it is also bringing immediate benefits to working families.”

Starting no later than January 1, 2011 for most plans:

- Parents will be able to keep adult children on their policy to age 26. Many employers are making this change before January 1,

2011. The federal government recently issued regulations on the requirements for employers and insurers to provide coverage to young adults up to age 26.

- Insurance companies will no longer be able to deny coverage to children with pre-existing conditions.
- Insurance companies will not be able to cancel a person’s coverage if they get sick.
- A \$250 rebate will be given to Medicare beneficiaries

who hit the gap under their Medicare Part D prescription drug coverage in 2010.

The U.S. Department of Health and Human Services is working furiously to implement these changes and many details still need to be ironed out.

As more information about health care reform becomes available, it will be posted on the Teamster website teamstersforhealth-carereformnow.org.

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Hollywood Drivers Approve New Agreement

Two-Year Pact Receives 97 Percent Approval

After contentious negotiations that went down to the wire, Local 399 in Hollywood, Calif. reached an agreement for a new two-year contract for the 3,200 motion picture and television production drivers, averting a work stoppage that could have crippled the industry.

Despite a disagreement on the annual wage increase, the union and the Alliance for Motion Picture and Television Producers (AMPTP) were able to hash out a contract that satisfied both sides and included important gains for the membership while recognizing the impact the economy has had on the industry.

“We received significant enhancements in certain areas that our members wanted,” said Leo Reed, Secretary-Treasurer of Local 399. “We were a week out from the contract’s expiration date and both sides knew what a work stoppage would do to an industry that was already reeling from this economy.”

Making Gains

While the union accepted a 2-percent wage increase per year rather than the 3-percent they initially were looking for, gains in meal pay for off-production drivers, payment for drivers licenses and medical card renewal, and a 1.6 percent hike in benefits, helped round out a strong contract.

“I felt it was a very good contract, we got what we wanted,” said Nick Davis, a 25-year driver and member of Local 399. “Everyone was happy that we were able to avert a strike. Since he started in 1988, Leo has always negotiated good contracts

for us and we organized like never before. He cares about the members—he’s like a hero to us.”

Local 399 was also able to maintain the \$8 million cap for low-budget productions. This allows the Teamster drivers to receive their standard rates when film and television productions budgets hit \$8 million. In contrast, the International Alliance of Theatrical Stage Employees (IATSE) contract has a much higher cap of \$12 million.

“Our members understand the situation,” Reed said. “We were able to negotiate the best deal possible for them and the 97 percent approval by our drivers speaks directly to that.”

Building Alliances for the Future

Another key result of the negotiations was the alignment of the contract’s expiration date with the IATSE’s pact for the 15 locals that represent the below-the-line crew members on productions. This means on July 31, 2012, the AMPTP will face the combined bargaining power of both IATSE and the Teamsters Union.

Reed said that this was a direct result of the improved relationship between the two unions since Matthew Loeb took over as national president of IATSE.

“We have really come together in union solidarity since President Loeb took over,” Reed said. “He understands that we are stronger when we stand together and it shouldn’t matter what union we are members of—we are all brothers and sisters fighting the same battle.”



Teamsters Continue Haitian Aid

Local 769 Still Actively Assisting Quake Victims

The camera crews and TV anchors may be gone, but that doesn't mean devastation from Haiti's 7.0 earthquake is over.

Though it has been nearly a year since the earthquake struck, much of Haiti is still in shambles. Those who lost their homes live in tent cities and continue to rely on donations for basic necessities including water, first aid kits and clothes. Makeshift roads have been built to skirt around piles of rubble still on the ground, making travel difficult.

In spite of the destruction, citizens of the island nation are doing what they can to rebuild their lives—and Miami's Local 769 is helping.

Since January, the local has been working with non-profit groups to collect and distribute donations. Already, a number of shipping containers holding everything from bed sheets to diapers have made their way to Haiti, including a container shipped in June holding 50,000 pounds of supplies. Accompanying it was David Renshaw, Local 769's Human Rights Commission representative.

Completely committed to the people of Haiti, in June, Renshaw traveled to Port-au-Prince with a nonprofit group called Life Impact. Together, Renshaw, translators and members of Life Impact reached out to Haitians with



help, smiles and the shipped goods, which were donated by Teamsters, church groups and other organizations.

During a four-day trip, Renshaw visited tent cities, assisted Haitian children with new prosthetic limbs and served hot meals to those who were hungry. The experience is not one he will forget anytime soon.

"When I think about the things I saw, I sometimes still have to catch my breath," Renshaw said. "I can show you photos or tell you stories, but nothing compares to experiencing the sites, the sounds, the smells of a nation living in rubble."

For more of this story, visit teamstermagazine.com/teamsters-continue-haitian-aid.

California Waste Victories

Republic Teamsters Show Meaning Of 'An Injury To One Is An Injury To All'

Two groups of Local 350 members in Daly City, Calif., who work for the waste company Republic Services, made strong contract gains recently by standing side by side.

About 30 clerical workers at Republic Services in San Mateo now have a strong Teamster contract—their first contract—thanks to their determination and the solidarity shown by their co-workers.

Another group of Local 350 members at Republic's Ox Mountain Landfill also made important gains. The Ox Mountain group of workers struck for two days and their picket lines were honored by the hauling station workers, who have long been Teamsters, and the clerical workers who were negotiating their first contract

with Local 350.

The company tried to divide the clerical workers by offering less to the female office workers. When management saw more than 300 workers determined to stay strong, they came back to the table ready to settle.



The Ox Mountain Landfill members won solid wage and pension increases, benefit protections and pension language that prevents the company from taking potential surcharges out of their pay. The clerical workers won their first contract with a streamlined pay scale that delivers significant increases on par with those won by male workers, and additional days off. Both groups have full maintenance of their health and welfare and retiree health care benefits.

"This was a significant victory," said Bob Morales, Local 350 Secretary-Treasurer. "We now have strong contracts throughout these facilities, and it couldn't have been done without the commitment and unity of the members."



RISING SUCCESS

Teamster bakery workers with Nickles Bakery in Ohio recently voted overwhelmingly, 237-17, to ratify a four-year agreement, providing for numerous improvements to their working conditions.

“The communication between the Teamsters and the company was flawless and we made out really well in this contract,” said Paul Bracken, a Local 92 shop steward and transport driver in Navarre.

The four-year contract includes:

- Increases of \$30 over the term of the four-year agreement for route sales drivers (which includes increases of \$5, \$5, \$10 and \$10 in each respective year of the contract to the drivers’ weekly base pay rate); \$0.35 per hour across-the-board increases for hourly employees; and \$0.45 per hour across-the-board increases for the transport drivers;
- Breakdown pay for the first time ever for all route sales drivers and transport drivers;
- Increases in transport drivers’ weekly guarantee to 45 hours per week, with time-and-a-half after 40 hours, along with eight hours straight time pay for any dock pick up, which will rotate through the seniority list as it happens;
- Improvements in health care to nearly 100 percent coverage for all workers; and
- Maintenance of pensions.

The locals involved in the negotiations were Teamster locals 20, 40, 52, 92, 114, 284, 377, 637, 908 and 957. The negotiations were chaired by the Teamsters National Bakery and Laundry Conference Chairman Dave Dudas.

“In these hard economic times, the 10 Teamster locals in Ohio did an outstanding job in negotiating the Nickles Bakery agreement. Chairman Dudas kept me posted through the whole process of negotiations with Nickles and did an outstanding job for all the Nickles members in Ohio,” said Dennis Raymond, Director of the Teamsters Bakery and Laundry Conference.

“The committee stuck together and we stood our ground,” Dudas said. “We’re very happy with this contract.”

Gary Maddy, a transport driver in Navarre, was impressed by the solidarity of his fellow Nickles Bakery Teamsters.

“Everybody in the state stuck together to hash this out. The vote sends a pretty strong message that we are happy with what we got,” Maddy said.

“This was the best contract we ever negotiated. We received many gains, like holiday pay increases, life insurance benefits and more,” said Randy Jacobs, a 14-year route sales driver in Lorain and shop steward with Brook Park-based Local 52. “Overall, it’s a great deal for all.”

Teamsters March for JOBS

One Nation Working Together Rally In Washington

Hundreds of Teamsters came from around the country to march for jobs and justice at the One Nation Working Together rally on Saturday, October 2.

Carrying bold black-and-orange signs that simply said, “Jobs!” the Teamsters came to show their solidarity with working people from all walks of life.

“The Teamsters aren’t afraid to get involved,” said Jim Hoffa, Teamsters General President. “We believe that every working person in America should have a good job if he wants one. That’s what this is all about.”

The march was sponsored by One Nation Working Together, a coalition of unions, human rights groups, religious groups, civil rights groups and environmentalists.

“People who love America made a big effort to be at this march,” Hoffa said. “Some of our Teamsters drove all the way from California.

“We’ve moved too far away from the dream that anyone who works hard and obeys the rules can live a good and decent life,” Hoffa said. “We need to reclaim that dream.”



Photo courtesy of Catarina Correia



Two Sheriffs Departments, Food Service Workers Join Local 284

Innovative Joint Council 41 Grant Program Contributed To Successes

It's been a great summer for Local 284 in Columbus, Ohio. Two sheriff's departments in Pickaway and Ross counties voted on the same day to join Local 284, followed soon after by a victory for food service workers at Sodexo.

"We have a great team of people here who worked tirelessly on all these campaigns," said Allen Price, President of Local 284.

"Our local is thrilled to represent all these workers and we welcome them to the Teamsters," said Paul Suffoletto, Secretary-Treasurer of Local 284.

There are 67 members in the bargaining unit at the Ross County Sheriff's Department and 36 members at the Pickaway County Sheriff's Department.

"We were ready for a change in Ross County," said Officer Polly Ackley. "We,

along with a growing number of local law enforcement agencies, are eager to work with the Teamsters for the transparency and openness of labor-management negotiations and meetings, increased representation to deter contractual violations and firm support when grievances must be filed. The Teamsters offer the programs and bargaining power of a large union, but are still willing to listen to the concerns of Teamster members at small organizations and to fight for their rights."

Sodexo Victory

Local 284 also won an organizing victory with 30 bargaining unit members at Sodexo Food Service.

"The workers at Sodexo were looking for a union that we could have faith in,

dedication and dependability, and that's what we have," said Gary Parker, a Sodexo employee. "And I'm witnessing that right now as they negotiate our first contract."

Local 284 and other locals in Joint Council 41 have been extremely successful in organizing this year. Joint Council 41 President Gary Tiboni credits the success to a program the council started three years ago, where it offered organizing grants of \$10,000 per year to its 26 locals to be used for organizing.

"This money helps the locals defray costs for meeting spaces, fliers, T-shirts, anything that is needed for an organizing campaign," Tiboni said. "Most locals don't have this kind of money, and this program has proved so successful that we've increased the grants to \$15,000 this year."



CUE-Teamsters Rally Against Discrimination



Push For Fair Contract At Regents Meeting

Hundreds of CUE-Teamsters Local 2010 members were joined by other Teamster members from across the San Francisco area to rally outside the University of California Regents meeting September 15. The CUE members held the rally to deliver the message that they will no longer stand for pay and pension discrimination.

The 14,000 CUE-Teamster members are employees of the university and work as clerical and administrative assistants at each of the 11 university campuses, labs and medical centers. These employees, most of whom are women and minorities, voted to affiliate with the Teamsters Union this past May. They have been trying to negotiate a contract for more than two years.

“We delivered more than 1,500 petitions to the Regents that were signed by our members who have been waiting for a contract for years,” said Anytra Henderson, acting president of CUE-Teamsters Local Union 2010. “Forcing clerical employees to take a net pay cut while you promise wage increases to other groups is

unconscionable. You will see us on all your campuses, reminding you, your faculty, your students and your alumni about this pay discrimination, for as long as it takes until our members have a fair contract.”

An excerpt of the text of the petition reads: “We are fighting for respect on the job, fair pay and affordable benefits. The University’s history of ‘salary lags’ cannot hide the pay discrimination being forced upon UC women and minorities in the CUE-Teamsters bargaining unit.”

Petition Drive

In a period of just three days, more than 1,500 CUE-Teamster members signed petitions pledging to fight for a good contract. The petitions were delivered to the Regents, a 26-member board that governs the University of California, by Anytra Henderson, acting President of CUE-Teamsters Local 2010.

“As I deliver these petitions to you, let me reiterate that forcing clerical employees to take a net pay cut while you promise wage increases to other groups is uncon-

scionable,” Henderson said. “CUE-Teamsters are serious. Our members have not had a raise since 2007. We have single mothers, people living in subsidized housing. Yet you, the Regents, think you can give others raises. We refuse to be discriminated against.”

Other groups also spoke out in support of CUE-Teamsters at the Regents meeting and the rally that followed. They were: Bob Samuels, President of the University Council-AFT; Filiberto Gomez, Executive Board member of the UC Student Alliance; Assembly member Tom Ammiano; and Leah Rowell, representing California State Sen. Leland Yee (D).

“We are in front of this train—we won’t be left behind,” said Amatullah Alaji-Sabrie, CUE-Teamsters’ chief negotiator. “The Regents are going to feel 18-wheelers coming down the street because we are CUE-IBT.”

CUE-Teamster members work at each of the University of California campuses: Davis, Merced, San Francisco, Berkeley, Santa Cruz, Santa Barbara, Irvine, Riverside, Los Angeles, San Diego and the Lawrence Berkley laboratory.

CALIFORNIA

Becomes Reality for CVS, KAG West Workers



Dreamin



*F*or years,
CVS warehouse
workers and
KAG West tankhaul drivers
and mechanics in California
have been dreaming about
joining the Teamsters.
This summer those dreams
were fulfilled as nearly 1,000
CVS and KAG West workers
became Teamsters.



Photo courtesy of AP



San Bruno Pipeline Explosion

Teamsters from Local 856 played a big part in the rescue and cleanup effort of the huge pipeline explosion that killed eight people and destroyed nearly 40 homes in San Bruno, Calif. A number of Teamsters live in the affected area and one retiree lost his home.

Local 856 represents about 200 public service of in San Bruno. Many of these workers raced to the scene on Sept. 9, when the gas pipeline exploded in this community south of San Francisco.

“Local 856 commends the dedicated service of our city of San Bruno members and members from neighboring cities who were the first responders, including firefighters, police officers, 911 dispatchers, maintenance workers and other city workers who worked tirelessly to ensure public safety,” said Joseph Lanthier, Secretary-Treasurer of San Bruno-based Local 856.

Corporal Kevin McMullan with the San Bruno Police Department had just finished his shift with overtime and was on his way to his son’s soccer practice when he saw the explosion.

“I immediately went to the scene and myself and other officers immediately started clearing houses,” McMullan said. “Some of the officers were giving aid to injured people.”

The officers remained on the scene weeks after the explosion providing security for the residents, McMullan said.

“I was really proud to see how the entire city came together,” McMullan said.

Peter Finn, Vice President of Local 856, also commended Teamsters from nearby communities who came to the scene to help.

“We’re really proud of our public service employees for their dedicated work on behalf of the residents of San Bruno,” Finn said. “They perform their jobs exceptionally on a daily basis and they are a great asset to the cities they serve.”

Now, 615 stockers and pickers for CVS in the Patterson warehouse facility are members of Local 386 in Modesto. And 368 KAG West workers are members of Local 986 in South El Monte. Both units are now in contract negotiations.

“What great victories we have had in Southern California this year!” said Jim Hoffa, Teamsters General President. “The Teamsters continue to rack up organizing victories in all industries nationwide as workers realize the importance of belonging to a strong union that will give them great representation.”

Both victories took a lot of hard work and time, but it was worth it, workers said.

“I was a Teamster in the 1970s and I feel great about being a Teamster again,” said Rudy Torres, a five-year employee of KAG West. “Having a Teamster contract will give us more respect and rights. I hate hidden surprises and broken promises from the company.”

Rayma Sagapolu, a CVS stocker for five years, said once she realized that Teamster-represented CVS workers near Los Angeles were paying less each month for medical care than she was due to their contract, she wanted to join the union.

“Workers in Patterson work hard for CVS and we deserve good benefits and strong representation,” Sagapolu said. “I’m thrilled we will get that.”

Historic Tankhaul Victory

The victory at KAG West is historic because there has not been a major tankhaul organizing win in years, and it is an important Teamster industry.

“Tankhaul is a core Teamster industry, which makes this such an important organizing victory,” Hoffa said. “We will build on this victory and organize more professional tankhaul drivers across the country.”

“This organizing victory is important for KAG West employees and the tankhaul industry overall,” said Chris Griswold, Secretary-Treasurer of Local 986. “It has been years since we’ve had a tankhaul organizing victory, and this win is just the beginning. We will move forward with organizing more tankhaul workers and we look forward to negotiating a strong contract for the KAG West workers. This victory is the result of a strong partnership between the International Union and Local 986.”

“For the Tankhaul Division, this is a huge victory,” said Keith Gleason, Director of the Teamsters Tankhaul Division.



“We will expand this victory into other areas. KAG West is part of the Kenan Advantage Group, the largest petroleum carrier in the nation. This victory shows what Teamsters can do when we all work together. I tip my hat to all the local unions who helped out, the Joint Councils and the International Union’s Organizing Department.”

Tankhaul Skills Hard to Come By

The KAG West workers drive tanker trucks to deliver bulk petroleum across the region, a challenging and dangerous job. The workers are fighting for fair wages and better benefits that reflect the skills and training they have.

“For the knowledge and services I perform, you can’t really put a price on it,” Torres said. “Skilled drivers are hard to come by. I put 100 percent into what I do and I enjoy doing it.”

The workers formed their union to address several other key issues. The company recently cut the workers’ hourly wage by \$1.91 and workers want a contract to protect them from such unfair cuts. Workers also want improved safety, to get paid time-and-a-half for working more than eight hours a day or 40 hours per week, and are seeking paid breaks and lunches that workers are entitled to receive. They also want to get paid for all time worked in the service of the employer, and get treated with respect, dignity and fairness by management.

“This victory is for the drivers and mechanics, our families, our rights on the job and our dignity,” said Javier Luevano, a driver who has worked at KAG West for about 18 months. “It feels good to be a Teamster.”

Chris Delo, a one-year employee, said being a Teamster “is like having extra insurance.”

“It feels good to be a Teamster again,” said Delo, who was a union member when he worked at another company. “I want security. It’s great to have someone represent us.”

Workers are tired of being blindsided by the company’s unfair, arbitrary decisions.

“They cut our pay and there was nothing we could do about it,” Delo said. “With a contract, the company would need to talk to us and prove there was a reason to cut our pay, especially a week before Christmas.”

With the Teamsters, workers will have a strong advocate backing them up.

“It will make the company better,” Delo said. “Treat workers well and they will treat you well.”

The workers’ victory has already had a positive impact in the workplace.

“It’s a relief—you can feel the relief like a new breath of air,” said Avery Scott, who has worked at KAG West for more than seven years. “This victory has made us stronger. You’re able to hold your head up higher with pride.

“We have a challenging road ahead with the contract campaign, but the pavement behind is smooth,” he said, referring to the worker unity. “We have to remain united to get the job done.”

Seeking Fairness

Raul Nevarez, a four-year employee, wants to get paid for all the time he is in service.

“I’d like to see time clocks installed at our facilities,” he said. “Right now, we don’t get paid until we log in to the computers on the truck. If you wait for work to be dispatched, you can lose 20 minutes of pay or more. We also don’t get paid for breaks or lunches. I’d like to get fair wages for what we do. A contract will guarantee our pay.”

Nevarez agreed that it’s great being a Teamster.

“It feels so awesome—the unity,” he said. “We’re able to have a voice now. The company understands now that they pushed too far and we are now speaking up.”

Driver Ron Lee, a five-year employee, said he and his co-workers perform a high-risk job.

“It’s the nature of what we do. A lot can go wrong,” he said. “We have lots of qualifications, from background checks to having to have an excellent driving record to having endorsements. It’s a dangerous job. You’re constantly thinking.”

With such skills and training, workers need to get fair pay.

“We don’t have paid holidays unless we work, and we don’t have paid sick days,” Lee said. “We are not paid for all the hours we work. Meanwhile, the company increased our health insurance costs.”

Lee also was a Teamster in the late 1980s when he worked at UPS.

“It feels great to be back as a Teamster,” Lee said. “In today’s environment, companies are very cut-throat. You need strong representation.”

The company waged a vicious anti-worker, anti-union campaign in an attempt to dissuade workers. Lee said he and his co-workers remained united and strong because of the



“Some of us were treated with respect while others were not, and the rules changed all the time. The bottom line for me was respect. We deserve that.”

—ABRAHAM MACIEL
CVS workers

company's poor track record.

"My message to co-workers was, 'They didn't care up to this point. Why should we believe them when they said give us a second chance?'"

Workers know the hard work isn't over. The contract campaign will be challenging, but they are up for it.

"I really thank the fellow brothers out there for what we've accomplished—it's a team effort," Torres said. "We've come a long way and we will continue to work together."

Great Victory at CVS

CVS stockers and pickers at the Patterson facility had to battle for nearly two years to become Teamsters, said Gaylord Phillips, Secretary-Treasurer of Local 386.

"We wanted to hold the election in early 2009 but it wasn't the right time," Phillips said. "It was a frustrating process at times but the workers were so determined and we got it done. Now we are working on getting them a fair contract."

The Patterson workers are the third group of CVS workers the Teamsters have organized in California. The other two groups are represented by Local 952 in Orange.

Phillips gave most of the credit to longtime organizer Ormar Locklear, who retired in 2001 but continued his Teamster work.

"I got a list with all the names and phone numbers of the CVS employees and I just started calling on them," Locklear said. "We got the workers, one by one. It was amazing to me how very little the workers knew about being in a union. We had our work cut out for us."

Hoffa praised the perseverance of Local 386.

"This was a huge organizing victory for Local 386 and they never gave up even when CVS hired union busters to try and make the campaign go away," Hoffa said. "We hope to continue our success with CVS workers in California nationwide."

A month before the election, CVS fired 100 workers, turned around and hired new employees, Locklear said.

"What a dirty trick that was but it did not scare us," Locklear said. "The workers stood tough and now we need to make sure the company never does that again."

Sagapolu was one of the workers who helped Locklear out, and it was tough.

"I never belonged to a union so I thought this would be easy but the company made it hard with a lot of their anti-union activities," Sagapolu said. "But once workers realized that standing together gave them a better chance of being treated fairly, they signed on."

CVS Workers Demand Fairness

Sagapolu said she joined the Teamsters to obtain fairness in the workplace.

"Our rules change on a daily basis," Sagapolu said. "You never know when a rule is going to be enforced or changed, and it's not fair."

Maria Garcia, a CVS worker for three years, said once she found out that Teamster-represented CVS employees near Los Angeles were paying less per month for medical care, she wanted to belong to the union.

"Right now CVS workers in Patterson pay \$300 to \$400 a month for health insurance while CVS Teamsters near Los Angeles pay \$40 a month," Garcia said. "I was floored when I learned that. Those workers do exactly what we do here. The only difference is that they have a Teamster-negotiated contract."

Abraham Maciel was one of the CVS workers who really helped out on the campaign, Locklear said. Maciel said he decided to "put my butt on the line" after seeing his co-workers treated unfairly.

"Managers would treat everyone differently—it just wasn't fair," Maciel said. "Some of us were treated with respect while others were not, and the rules changed all the time. The bottom line for me was respect. We deserve that."

Maciel said the battle to become Teamsters was a tough one.

"Other workers and I would talk to our colleagues one day about the benefits of being a Teamster, only to have CVS managers on the floor every single day being really anti-union," Maciel said. "It was total war the last month, trying to convince everyone how much better off they would be as Teamsters."

"We were subjected to anti-union meetings every week, a lot of anti-union literature, everything was thrown at us," Maciel said. "But we held strong and now we're Teamsters."

Teamsters Rolling Up Organizing Victories

These two big organizing victories in California are among the many wins the Teamsters have racked up this year. In the first nine months of this year, the Teamsters have organized 32,000 workers nationwide in various fields.

"In this uncertain economic time, the Teamsters have managed to accomplish a lot because the mission of a labor union remains the same in any economic situation: making sure the rights of working men and women are protected," Hoffa said.

"The lifeblood of this union is organizing, and our goal is to build a mighty army and we have done that," Hoffa said.

The union's Organizing Department has held 26 boot camps in the past year, which trained 1,600 member organizers. The Teamsters have organizers at every Joint Council and every local union.

"More and more workers are hearing our message: Joining a labor union is the best way to get decent treatment, a living wage, health benefits and retirement security," Hoffa said. "Those things are what it means to be a part of the middle class. Everyone in America is better off if our middle class is strong."

CVS and KAG West workers were thrilled to finally become Teamsters.

"Once the election results were announced, I was nearly speechless," said Sagapolu, one of the CVS workers. "I couldn't believe that after all that hard work, it was over, and we had won. I'm looking forward to being part of the Teamsters Union."

"This victory feels great—our hard work paid off," said Luis Carcamo, a KAG West driver and three-year employee. "We look forward to negotiating a contract that will provide fair wages, respect, and a contract that will give us a brighter future."



Photo courtesy of Kevin A. Koski



Photo courtesy of Kevin A. Koski



Photo courtesy of Kevin A. Koski

WHEN THE SAINTS GO

Teamster Members Join NFLPA Players for Feed The Children Charity Event

On Sept. 7, the NFL Players Association (NFLPA), Feed The Children and Teamsters from across Louisiana, Texas and Mississippi delivered two tractor-trailers full of food and essentials to families of New Orleans. The food distribution was held at the Franklin Avenue Baptist Church and helped 800 families in need.

More than 40 Teamster volunteers from across the South joined current and former NFL players and their families to help distribute the boxes. One truckload of supplies was delivered by Local 135's truck out of Indianapolis, Ind.

Each family received a 25-pound box of food, a 10-pound box of personal care items and bottled water. The items were designed to help a family for up to one week.

"We would like to thank our union brothers from the NFLPA that joined with the Teamsters to help this worthy cause," said Jim Hoffa, Teamsters General President. "When Hurricane Katrina devastated New Orleans in 2005, our members were some of the first to volunteer to deliver food, water and other essentials to those in need. Our partnership with the NFLPA and Feed The Children continues our union's tradition of giving back to those who are less fortunate."

The distribution is the latest stop on Feed The Children's

Americans Feeding Americans Caravan, which has helped more than 135,000 families across the country in cities that have been affected by the nation's economic downturn. The caravan will help at least 200,000 families by the end of 2010.

Feed The Children partner agency, Baptist Crossroads Foundation, identified the recipient families and provided volunteers to help families with the boxes.

"We are proud to partner with the Teamsters and Feed The Children to serve the community of New Orleans," said De-Maurice Smith, Executive Director of the NFLPA. "The World Champion Saints have made a tremendous impact on this area in the five years since Hurricane Katrina and after the recent Gulf oil spill. It is our honor to be able to give back to this resilient community as we are here in celebration of the 2010 Kick Off."

Southern Charity

Ken Wood, International Vice President, was proud to join his brothers and sisters from across the region who donated their time for this important cause.

"When you're a Teamster, giving back to the community



MARCHING IN

and helping those less fortunate are as natural as breathing,” Wood said. “That is what being part of a union is all about. I was honored to stand shoulder-to-shoulder with all these volunteers from our union and the NFLPA.”

Robert Mele, President of Local 988 in Houston, traveled six hours by van with members of his local to New Orleans to lend a hand. The long hours on the road were a small price to pay to help the families.

“Ever since Hurricane Katrina hit, we’ve had a very strong bond with New Orleans and the people there. When we were asked to assist with this event, it was a no brainer—we knew we had to help,” Mele said. “We were honored to team up with Feed the Children, the NFLPA and other Teamsters to make a difference in this community.”

For Local 270 President Dave Negrotto, seeing the smiles on the faces of the families that received the boxes was worth the long day in the heat and sun.

“At the end of the day, there’s nothing better than knowing you helped someone else,” Negrotto said. “I’m proud of the work our members and volunteers from the NFLPA accomplished. Teamster spirit is alive and well and community events like this prove it.”

ACTIVE NFL PLAYERS

Jon Stinchcomb
Heath Evans

FORMER NFL PLAYERS

Curtis Baham
Jason Belser
Tom Carter
Ernie Conwell
Chuck Commiskey
Don Davis
Nolan Harrison
Norm Hodgins
Tyrone Hughes
Rich Jackson
Ron Krajewski
Mike Strachan
Bernard Robertson
Mike McKenzie
Fred McAfee
Deuce McAllister
Michael Jackson
Scott Turner

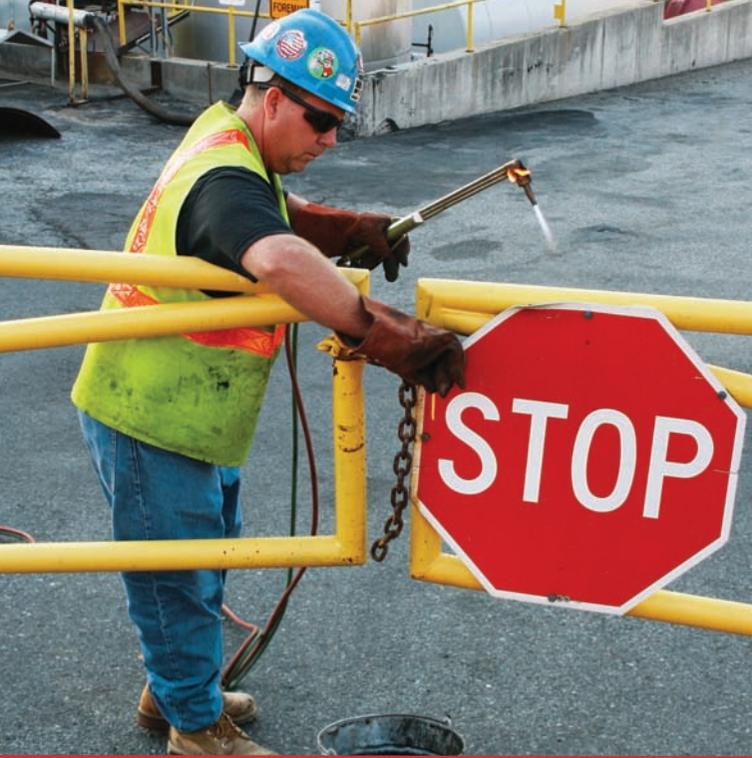
OFF THE FIELD, PLAYERS’ WIVES ASSOCIATION

Shondra Williams
Wife of Jimmy Williams
Leslie Baham
Wife of Curtis Baham

PROFESSIONAL FOOTBALL PLAYERS MOTHERS ASSOCIATION

Denise Wayne
Mother of Reggie Wayne
Kim James
Mother of Chris Horton
Michelle Green
Mother of Bryant McKinney

NFLPA-REPRESENTATIVES JOIN TEAMSTERS AT FEED THE CHILDREN EVENT



Local 25 Members Fight Back Against Two Companies



“Our goal is to always stand up for our members equally whether there are four of them or 400 of them in a single workplace.”

—SEAN M. O'BRIEN, LOCAL 25 PRESIDENT



STRIKING BACK > > >

Brian Michalak and his co-workers stood up to their employer, Penske Trucking, by going on strike against the company. It was one of two strikes Local 25 members launched recently in the Boston area in a successful effort to protect jobs and benefits.

In addition to winning a solid contract, Michalak saw first-hand the solidarity and unity that exists within Local 25.

“It’s awesome,” he said. “There’s only four of us customer service representatives but there were 150 Local 25 members out there on the picket line every day. It’s great to have that support there for us.”

Difficult Decision

The first strike occurred in mid-August when, in a united and concerted effort between five Teamster local unions (Local 25 in Boston; Local 170 in Worcester, Local 42 in Lynn; and Local 653 in Brockton, all in Massachusetts, and Local 633 in Manchester, N.H.), a strike was called at Aggregate Industries.

The labor action covered 19 different locations around Massachusetts and New Hampshire. The strike ended on August 25 with a three-year contract that protects members’ health, welfare and pension benefits.

“It was a difficult decision to go on strike during these tough economic times, but we’d had enough of this corporate bully dictating to the Teamsters what we were going to have in our contract,” said Sean M. O’Brien, Local 25 President. “Our members stood tall and after 10 days walking the picket line, we got a fair and equitable contract for the next three years.”

Steward Tom Robinson and negotiating committee member Domenic Uttaro worked exceedingly hard all through the negotiations and the strike.

“Tom and Dom held the guys together very well during the

long negotiation process and throughout the 10-day strike,” said Mark Harrington, Secretary-Treasurer of Local 25. “It is vital to have high-quality stewards in place, especially during negotiations and labor disputes.”

Fighting Back

“This company is very anti-union and they were prepared to replace us, but we fought back,” Uttaro said. “Thanks to the support of President O’Brien and Mark Harrington, we won and protected our health, welfare and pension benefits and saved our jobs.”

The not-so-subtle message of this strike is that Local 25 will not tolerate being terrorized by corporate giants like the foreign-owned Aggregate Industries.

Following the Aggregate strike, Local 25 took Penske Trucking in Medford, Mass. out on strike in early September.

“The company came to negotiations with the sole intent to cut our four customer service representatives’ health and welfare package and make them pay a substantial amount of the benefit,” said Tom Mari, Local 25 business agent. “They pushed us into a corner and forced us to come out fighting. Our members thought this fight was definitely worth taking a strike over.”

Local 25 has 11 hikers and four customer service representatives under two separate contracts at Penske.

“Penske Trucking learned a valuable lesson during that three-day strike,” O’Brien said. “Our goal is to always stand up for our members equally whether there are four of them or 400 of them in a single workplace.”

The customer service representatives unanimously ratified their new three-year deal three days after the strike began. The new contract included wage increases, \$4,000 in bonuses and three years of workers not having to pay anything for health insurance.

**Hoffa Applauds
Their Strength,
Dedication to Safety**

BLET Delegates Hold Convention

Informative, terrific, inspirational; these are just some of the comments Brotherhood of Locomotive Engineers and Trainmen delegates used to describe the recent BLET convention that took place in Reno, Nev. The second National Convention held after their merger with the Teamsters in 2004, more than 500 delegates gathered to discuss and debate changes to their bylaws, an educational fund, and embark on the first convention where delegates nominated members for officer positions to be followed by a direct election by the membership.

Locomotive engineers and trainmen from all of the freight rail lines in the United States, commuter and passenger rail lines and Amtrak were given a rousing welcome by Teamsters General President Jim Hoffa on the opening day of the convention. Hoffa was interrupted numerous times by applause and standing ovations during his speech.

“When I look out on you I see the face of the BLET, the face of the Teamsters, but more importantly, the face of America,” Hoffa said. “You are the men and women who keep America together. Along with your brothers and sisters in the Teamsters Union, we are the base of America and we should never forget that.”

“When you merged with us in 2004, followed closely by the merger of the Brotherhood of Maintenance of Way Employees, we truly became the largest transportation union in the U.S.,” Hoffa said. “We had a vision of a comprehensive transportation union, and due to your voting to merge with us we can now claim to cover the highways, the skies and the rails. The BLET is stronger because of the merger and we are both stronger together.”

Security and Safety on the Rails

During the convention, several other guest speakers, such as Cecil Roberts of the United Mine Workers and Joe Szabo of the Federal Railroad Administration, urged members to be proud of their heritage and complimented them on their serious stance on safety issues. The High Alert 2 report, issued earlier this year by the Teamsters Rail Conference, was mentioned several times by





convention speakers and by delegates who all praised the report for shedding more light on the dangers encountered by rail operating personnel.

James Logan, a delegate from Fort Worth, Texas, said that recently he encountered a rail car which was leaking a chemical. It was 2 a.m. and he had a copy of the High Alert 2 report with him, which he reviewed and found an appropriate number to call to report the incident.

“I was impressed that the people who answered my call were concerned with where I was and just wanted to get the situation resolved—all at 2 a.m.,” Logan said.

Logan’s experience shows how, with some practical problem-solving information, a dangerous or possibly life-threatening situation can be resolved. And with this report, which includes the results of first-person account surveys, members of the BLET and BMWED can be better prepared to face problems.

“Safety was one of the reasons that the BLE was founded in 1863,” said Bill Walpert, National Secretary-Treasurer and Chairman of the BLET’s Safety Task Force. “The founders saw that the working conditions were extraordinarily dangerous and they tried to fight for increased safety. We continue that fight today.”

Working with the BLET on this issue for the last six years, the Teamsters Union has learned the rail carriers have never been as serious as they claimed about safety and security. The Teamsters Rail Conference has ramped up the nation’s attention to the flaws in the security measures of rail infrastructure.

Members Strive to Attend Convention

When it came time to decide on who would attend the convention, many local divisions already had delegates chosen, but for some this was the first time in years that they were able to send a representative. James Logan was one of the first-timers.

“We got together and decided we wanted to have a voice at the convention,” Logan said. “So, I volunteered to pay half of the cost of my trip, while my division pays the other half. I think the convention is terrific. I am making good contacts and these help

me out on the local level when my members have issues with the carriers. There are a lot of seasoned members here who have experience with carriers.”

“This is a learning experience for me,” said Chris Chandari, general chairman of the Indiana Harbor Belt committee and first-time delegate. “The size of the convention surprised me and it’s good to see that we can work through issues in a democratic process. This is the union at work.”

Some delegates had been to conventions before and saw some major differences in this one.

“This isn’t as rowdy as has been in the past,” said Ben Lee, a 38-year member working on Norfolk Southern. “I think that is the difference of having the electoral process. We used to have caucus meetings that ran after midnight because we were interviewing candidates for national offices.”

Getting the Job Done

On the first day of the convention, BLET National President Dennis Pierce delivered his report to the membership and eloquently spoke about the convention’s, and the union’s, main purpose: representing the members. Not surprisingly, many other delegates also referred to this same conviction.

“The BLET is not just about us,” Pierce said. “This institution exists to protect and advance the interests of locomotive engineers and trainmen. My vision is to put the movement back into this part of the labor movement. I want you to work with me to bring that about and join me in revitalizing this organization to honor those who dug into their pockets during our darkest hour to keep this ship afloat.”

Megan Mead, a 16-year member and a member of the Convention Arrangements Committee, shared Pierce’s conviction on the importance of serving the members. “It’s important to represent members at a convention and for members to be informed about how the union works and to participate in the decision making.”

“I was inspired by what I’ve heard here,” said Jim Lance, a 19-year member from Pocatello, Idaho. “Motivating members to be involved with their union and serving as delegates themselves is important to me. It has been a pleasure for me to serve the members as a delegate.”



School Lessons

Iowa School District Workers Join Local 238



When schoolchildren in Marshalltown, Iowa fall on the playground, get bumps and bruises, or have a serious medical emergency, they can count on a team that includes health aide Nancy Sanderson to help them get better. When Sanderson and her co-workers decided they needed a union to make their working conditions better, they decided to join the Teamsters.

By an overwhelming 4-1 margin, the 200 paraeducators, tutors and health aides with the Marshalltown School District recently voted to join Local 238 in Cedar Rapids, in a mail ballot election conducted by the Iowa Public Employment Relations Board. Despite being a right-to-work state, under Iowa law, public employees are guaranteed a contract once they organize.

“School district workers in Iowa are responsible for shaping future generations, and yet there are

thousands of employees who have no input in their own standards or working conditions. By working together with Local 238, these workers are changing standards and speaking with a united voice,” said Gary Dunham, Secretary-Treasurer of Local 238.

Local 238 recently conducted trainings around the state for member organizers and has done internal organizing with business agents to focus on the local’s commitment to organizing.

Making the Grade

As a health aide, Sanderson holds medical and CPR certifications. She assists the school nurse with health assessments, trainings, medical care and more. Like many of her co-workers, Sanderson feels the district had been inconsistent in their policies and wanted to bring uniformity to her work standards by organizing.

“I wanted the union so we could have someone to stand behind us when issues arise,” Sanderson said.

Inconsistencies the Marshalltown workers provide as examples include variations in pay rates for new and senior workers as well as changes to work assignments.

“We felt we weren’t being heard over pay, benefits and consistency between the 10 buildings in the district,” said Mary Borton, a paraeducator who has nearly a decade of experience with the district, which has an enrollment of nearly 5,000 students. “I like my job, the variety and working directly with the students, but I cannot afford to be doing what I’m doing.”

Peggy Schoer jokes that she is a “veteran” of the Marshalltown school district. Schoer has worked in various capacities within the district for 33 years. As a paraeducator she works one-on-one with special needs students and assists with the general education of elementary and middle school students.

“I love my job and I wanted to make things better for the people coming in,” Schoer said. “Retaining good workers will help our education system in Marshalltown.”

[LOCAL 529](#)

Prattsburgh Highway Department

Recently, six Highway Department workers for the town of Prattsburgh, N.Y., won recognition from the town to be represented by Local 529 in Elmira.

All six workers signed cards seeking Teamster representation. The town initially challenged recognizing the workers. Local 529 then contacted the state Public Employment Relations Board (PERB). A PERB judge then ruled the process was valid, clearing the way for voluntary recognition.

“The workers want Teamster representation because they want a voice on the job and they want to protect what they have,” said John Farwell, President of Local 529.

[LOCAL 261](#)

McGuire Memorial Home

Teachers’ aides at a school in Pennsylvania for students with developmental disabilities recently voted 32-1 to join New Castle, Pa.-based Local 261.

The teachers’ aides work at the School at McGuire Memorial Home in New Brighton. There are 38 employees in the bargaining unit.

“The teachers’ aides approached Local 261 after the employer sent notice that it was significantly changing benefits,” said Doug Robbins,

Local 261 President. “The school is telling the employees that they must work summers or lose benefits. The workers are seeking a strong voice on the job as Teamsters.”

[LOCAL 683](#)

7UP

By more than a 2 to 1 margin, 18 account managers with 7UP in the San Diego area recently voted to join Teamsters Local 683.

About 80 drivers, merchandisers and warehouse workers with the company had already been members of Local 683 for 30-plus years. And for 25 years, the account managers had been nonunion. Meanwhile, the account managers’ wages had stagnated. Looking around, they noticed they weren’t treated as well as their Teamster co-workers.

“This is a monumental victory for these workers and it sends a clear message to the soft drink industry that other sales folks need and want union representation,” said Todd Mendez, Secretary-Treasurer of Local 683.

[LOCAL 311](#)

Rowen Concrete

Mixer drivers with Rowen Concrete in Baltimore have voted to join Teamsters Local 311 in Essex, Maryland.

The 13 drivers cited wage and respect issues as the driving force behind the call to Local 311 seeking organizing assistance.

“This was a quick election and we are getting right to work on a strong Teamster contract to improve working conditions for our new members,” said Kenneth Kelm, Local 311 Secretary-Treasurer.

Rowen Concrete is a ready mix concrete producer that services the greater Baltimore area. The Teamster drivers deliver ready mix concrete to municipal, commercial and residential projects.

[LOCAL 301](#)

Durham School Services

School bus drivers with Durham School Services in Antioch, Illinois, have voted by more than a 2-1 margin to join Teamsters Local 301 in Waukegan. The 45 drivers united for respect, fairness and strong representation on the job.

The drivers stood united, while facing resistance from Durham management in their efforts to join the Teamsters. The drivers were faced with weekly meetings about the union, anti-union literature and company attempts to delay the election.

“We’re proud of them for sticking together and we are looking forward to negotiating a contract that will address their needs,” said Michael Haffner, Local 301 Secretary-Treasurer.

“These workers are continuing the momentum, as we organize more and more school bus workers to bring them a better standard of living,” said

Teamsters International Vice President John T. Coli, also President of Teamsters Joint Council 25. “My congratulations go out to the Antioch workers for taking the first big step to a brighter future.”

[LOCAL 324](#)

AkzoNobel

The 37 paint mixers who work at AkzoNobel in Salem, Oregon, recently voted to join Teamsters Local 324, after experiencing benefit reductions, stagnant wages and recent management changes.

“I wanted to join the Teamsters since I started here,” said Adam Bach, an 11-year paint mixer.

“This is a huge international company based in the Netherlands,” said Chris Muhs, Secretary-Treasurer of Local 324 in Salem. “The biggest emphasis is on fair treatment and improving their health and welfare and retiree coverage. They have a 401(k) now and a couple guys there have over 25 years of service without much to show for it.”

Local 324 is looking forward to starting contract negotiations.

Keeping The

DREAM

Teamsters National Black Caucus Chairman and International Vice President Al Mixon believes members of his organization must strive to be like the stones of a pyramid. Though they are all individuals in their own right, they must work together for the greater good of the cause.

“Our lasting strength will be a testament to our greatness,” he told members at the 35th annual TNBC Conference held in Washington, D.C. August 25-28. “But we must all work together, support each other and support our cause if we hope to achieve greatness.”

It is that goal—unified strength and power—that led to the theme for the conference: building relationships and establishing resources. Without one, the other cannot exist. With them both, organizations like the TNBC can thrive and flourish from one generation to the next.

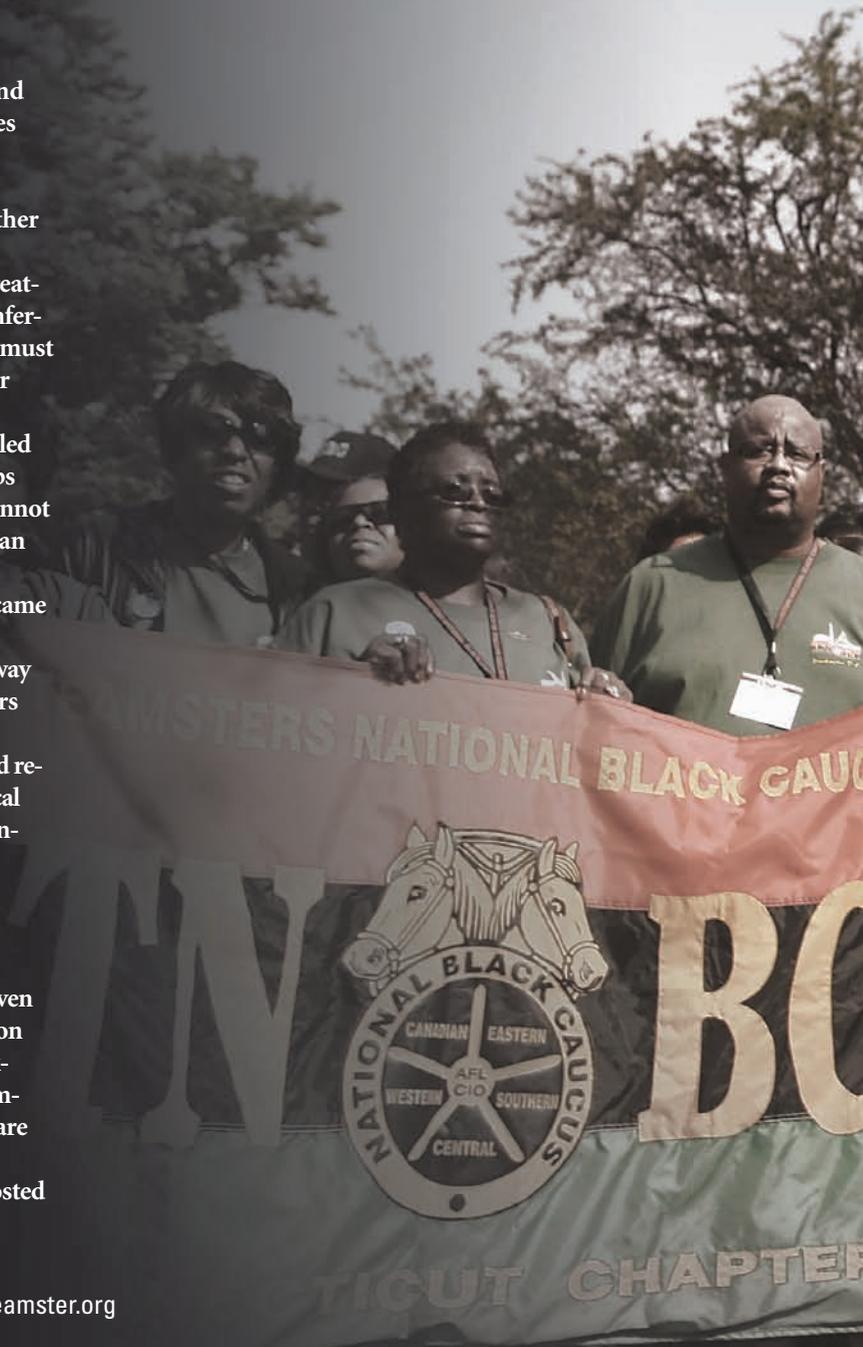
Thus, R and R—relationships and resources—became a battle cry for this year’s attendees. The theme was prominent in all aspects of the conference, from the way the event was organized to the ways in which members participated.

“I learned that R and R no longer stands for rest and relaxation,” said Foster Hines, a member of Denver’s Local 455. “Instead, it symbolizes the kind of positive relationships, action and networking we, as union members, should focus on.”

R and R

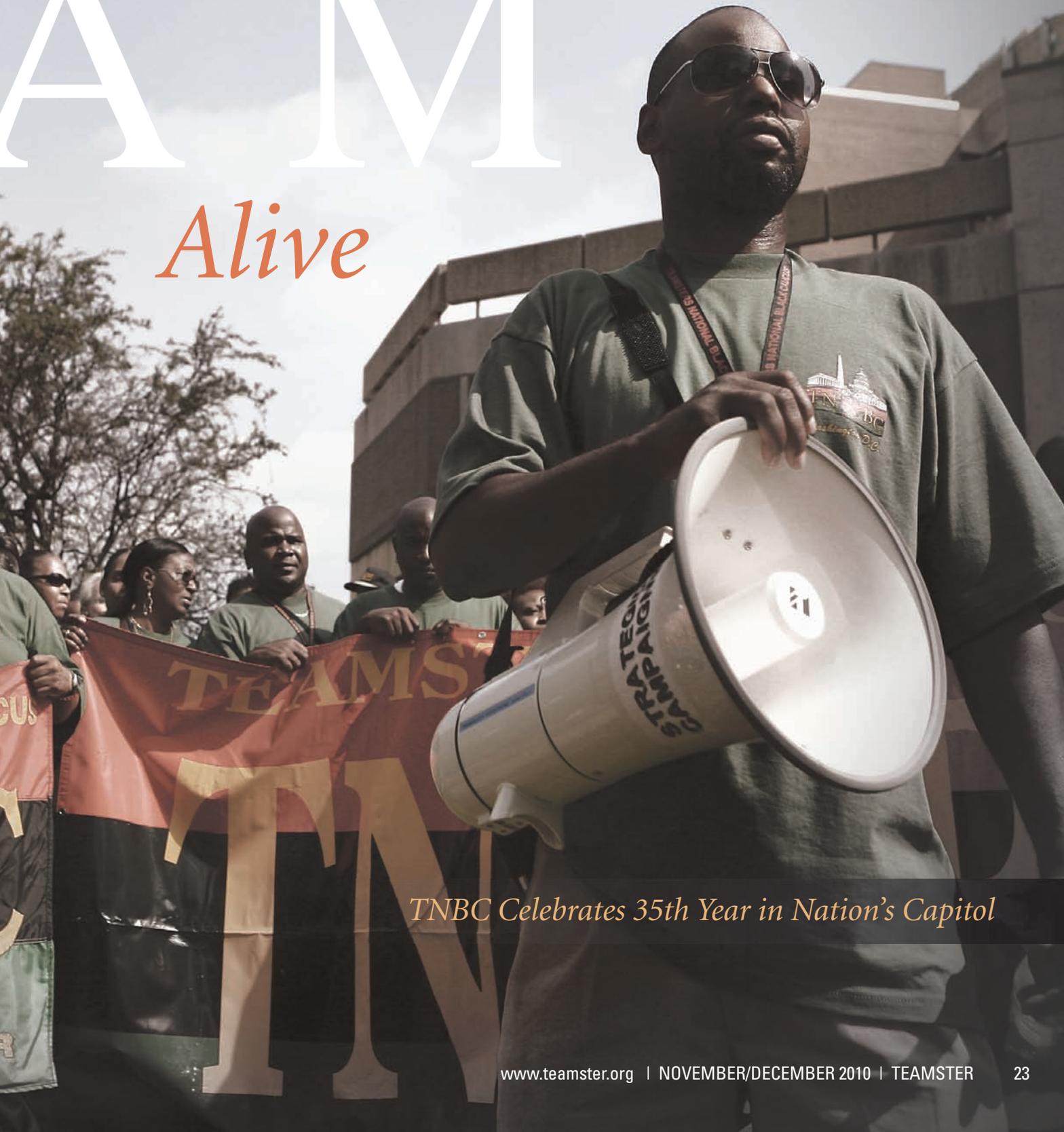
Throughout the conference, TNBC members were given opportunities and shown examples of ways to act upon the conference’s main message. From attending workshops and lectures to meeting Teamster officials, members were encouraged to network with each other, share information and build friendships.

A highlight of the conference was a social event hosted



TEAM

Alive



TNBC Celebrates 35th Year in Nation's Capitol



by Local 639, located in the heart of the nation's capitol. Conference participants were given a tour of the local and a chance to meet with Local 639 and TNBC D.C. Chapter President Tommy Ratliff.

"What made this year's conference so successful was the show of support and enthusiasm from the members," Ratliff said. "Local 639 was honored to host one of the largest TNBC conferences in many years and I thoroughly hope members enjoyed visiting our nation's capitol."

Such experiences resonated profoundly with Local 863 member John Hogue, who was attending his second conference and hopes to bring lessons he learned back to members of his local.

"I think relationships and resources are a great focus. Developing networking and people skills are going to help me as a union member, shop steward and individual," Hogue said. "I'm really going to make an effort to build and grow."

As a Teamster, Hogue has already made the commitment to better himself—a commitment that he hopes will have positive effects on his family and community. Hogue attended this year's conference as a sergeant-at-arms, a volunteer position that he hopes will allow him to network with other Teamsters from across the country—thus living out the conference's theme.

Hogue encourages other eager Teamsters to inquire about volunteer positions as well as educational opportunities that can benefit themselves and those around them.

"I'm really committed to being the best steward I can be," Hogue said. "By taking on positions that give me access to information and education, I'll be able to use what I learn to help others."

And that's exactly what LaDrew Dennis and Steven Smith, both members of Local 822 in Norfolk, Va., are doing. Taking this year's conference theme to heart, the two men are now in the process of forming a chapter of the TNBC at their local union.

"I attended my first TNBC conference last year and I was so inspired by the energy that I knew I had to bring this to my own local. The TNBC is something I believe in and it's some-

thing I always wanted to be part of," Smith said. "I'm excited about serving the members of my local as well as getting involved in the community."

The group, tentatively called the Hampton Road Chapter, is expected to be fully established within a year. It was given kudos by TNBC Vice Chair Harvey Jackson who announced Dennis and Smith's plans during the conference.

"I applaud LaDrew and Steven for stepping up to the challenge and forming their own TNBC chapter," Jackson said. "The TNBC encourages political action and African-American participation within the Teamsters Union—and that's exactly what these two members of Local 822 are doing."

Hope for the Future

For Mixon, the theme itself is a testament to the struggles the TNBC faces.

"We need to add more members, we need get our message out there, but a lot of Teamsters don't even know that the TNBC exists. Some know about it, but have no way of attending the conference. That's where our motto comes in," Mixon said.

He explained that when relationships are built, information and communication are shared. Through relationships, resources can be established, enabling individuals or organizations to reach higher and go further.

"Part of our mission is to recognize that there are approximately 300,000 African-American men and women in this great union and they need to be involved," Mixon said. "That means attending local union meetings, functions and fundraisers. It means seeking out work relationships with shop stewards, business agents and principal officers, as well as establishing resources that can add value not only to local unions and Joint Councils, but to each member as an individual."

Keeping The Dream Alive

One relationship that was heavily focused upon is the relationship union members have with the past.

Since its founding, the Teamsters Union has always been on the forefront of fighting for both labor and civil rights. The Teamsters Union was the first to secure a gender-blind, color-blind contract in 1917 and were the first major labor union to support Barack Obama for president.

"Civil rights and workers' rights go hand-in-hand. Workers in this country, regardless of race, gender, religion or heritage, want and have always wanted to be treated with dignity and respect," said Jim Hoffa, Teamsters General President, at the conference. "The best civil rights program out there is a Teamster contract."

The link between civil and labor rights came full circle on the last day of the conference, August 28, the 47th anniversary of Martin Luther King's famous "I Have A Dream" speech. To commemorate the occasion, TNBC members attended a rally headed by Rev. Al Sharpton.

The rally, titled "Reclaim The Dream," brought to light many

of King's goals, including peace, harmony and economic freedom for all Americans. Community, religious and labor leaders—including Mixon and Gregory Floyd, President of Local 237 in New York—encouraged participants to continue the fight for social, economic and civil justice.

"We cannot lose sight of why we are here," Floyd, head of the union's largest local, said at the rally. "The Teamsters are here to support Dr. Martin Luther King Jr. because when we needed him, he was here for us. We stand in solidarity with everyone here today because labor and civil rights are one and the same."

After the rally, Sharpton personally requested that the TNBC lead a five-mile march from the rally location, Dunbar High School, to the site of the Martin Luther King memorial, located near the National Mall.

Nearly 600 TNBC participants gallantly walked arm-in-arm through the streets of Washington, D.C., upholding, remembering and honoring the humble power held by King so many years ago. For many, the march was a symbol of just how far civil rights have come since King's time.

"It really was historic," said Deborah Wade, a member of Local 667. "I was reminded that in 1968, Dr. King said we'd have our first black president within 40 years. To see his words come true and then to be able to march in his footsteps and help keep Dr. King's dream alive was so very inspiring."

Credit Where Credit is Due

Others found inspiration in Women's Day, an event started at last year's TNBC Conference that was brought back because of its phenomenal popularity.

"I love Women's Day. We need to be recognized. We are doing the same job and we should get equal pay and equal rights. That's

what the struggle is about," said Marilyn Farrow, a member of Covina, Calif.'s Local 63 and four-time conference participant.

A day devoted to honoring the work women do and the important roles they play both in the workplace and in the home, Women's Day offered a time to reflect and celebrate. Women who attended the day-long event were asked to wear red as a symbol of solidarity and pride.

It was on Women's Day that Tom Keegel, Teamsters General Secretary-Treasurer, addressed the conference. Partially raised by his grandmother, Keegel was also reminded of the ways in which women have contributed to his life.

"The TNBC and the Teamsters Union as a whole have been made stronger by the accomplishments and dedication of women who work tirelessly for our cause," Keegel said. "The work women do is never easy and the contributions they have made to our movement are unforgettable. We need to support women and we need to thank them for what they do."

For Robert Michael, a member of Local 947 in Jacksonville, Fla., the idea of being thankful and giving credit where credit is due really hit home. As the member of a union, Michael understands the benefits he has fought for and won by those who came before him.

A first-time TNBC participant, Michael was inspired to continue the legacy of passing power and knowledge onto others.

"We didn't come here by ourselves and we can't leave here by ourselves. I want to share the knowledge I've learned here with everyone I know, because that's what being part of a union is about," Michael said. "As a union member, I'm part of something larger than myself and I want to continue helping this movement move forward."





TEAMSTER Women on the Move

They marched for justice, for working people, for the future. More than 750 Teamster women recently marched through downtown Minneapolis, coloring the city in a sea of pink and black rally signs that called for the restoration of the American middle class and an end to Wall Street greed.

The march was part of a larger event held in Minneapolis, the 2010 Teamsters Women's Conference. At the 10th annual conference, Teamster women answered Teamsters General President Jim Hoffa's call to stand up, speak up and get more involved in their union.

"We are the Teamsters; we are strong and we are growing. You are making this union strong," Hoffa said. "You need to get active in the union and fight as hard as you can for worker rights."

The march through downtown Minneapolis spilled

into a massive "Workers 'Yes,' Wall Street 'No'" themed rally, led by prominent Teamsters and local political leaders. Bystanders were curious just who these women were.

"We're Teamsters! We fight! We fight for workers' rights!" the marchers let them know.

The march took place in a city where workers have fought and died for their rights. In the historic 1934 Teamsters strike, Teamster truck drivers fearlessly stood up for union recognition against formidable forces, including the employers' organization called the Citizens Alliance, and police who fired on and killed unarmed strikers. The strike resulted in the growth of the Teamsters Union and the enactment of key pro-worker legislation, including the National Labor Relations Act and Fair Labor Standards Act. Women played an important role in providing services, raising funds and supporting the strikers.

“Those workers built power and you’re building power. Teamster women are building power because we need power for the working people in this country,” said Tom Keegel, Teamsters General Secretary-Treasurer.

“Minneapolis is a strong union town, but it wasn’t always this way,” said Sue Mauren, Director of the Women’s Conference, President of Joint Council 32 and Secretary-Treasurer of Local 320 in Minneapolis. “Teamsters took a stand here and we need to take a stand against Wall Street and anyone who thinks that working people aren’t going to be a part of an economic recovery.”

Strong Union Movement

Teamster women came from throughout North America to the conference to share ideas and strategies, attend dozens of educational workshops, hear from speakers, network and rally.

Addressing the Teamster women were numerous notable speakers, including Arianna Huffington, editor in chief of the Huffington Post; Wilma Liebman, Chair of the National Labor Relations Board; Sen. Amy Klobuchar (D-Minn.); Lori Swanson, Minnesota Attorney General; Shar Knutson, President of the Minnesota AFL-CIO; Franni Franken, political activist and wife of Sen. Al Franken (D-Minn.); and Kim Bobo, Executive Director of Interfaith Worker Justice, among many others.

In talking about the economy’s impact on workers, Huffington noted that the same urgent action taken by the government to bail out Wall Street must be taken to help working-class Americans.

“We have a choice. We can either respond to the legitimate anger by operating from our basest instincts or tap into the better angels of our nature. That choice will determine what kind of country we have. I feel you, the Teamsters, and your movement can be instrumental in this,” Huffington said.

“We are ready to revive and revitalize labor law, to make the protections of it more real for working people,” Liebman said.



Annual Conference Reflects on Proud Past, Prepares for Future



“If we are to propel our economy forward, prosperity must be shared. We must have a strong trade union movement.”

The theme of this year’s conference, “Teamster Women: Proud of the Past, Prepared for the Future,” allowed for reflection on the advances women have made over the years.

“Less than a century ago, women didn’t even have the right to vote. Now, women are sitting on the Supreme Court, orbiting the Earth, and they are in the United States Senate,” Sen. Klobuchar said.

Al Mixon, International Vice President, Chair of the Teamsters National Black Caucus and one of numerous International Vice Presidents in attendance, noted that the “great equalizer,” also known as a Teamster contract, brings opportunity to workers regardless of race or gender. Therefore, the key to equality in the workplace is to organize more workers, and he called on the Teamster women to do their part to organize.

“Being women, we need to be on a level playing field with the men. The Teamsters gives me that opportunity,” said Marie Torres, a UPS package car driver and 16-year member of Local 767 in Forest Hill, Texas.

“I worked at a company where I was the only female. I called the Teamsters to organize my co-workers. I went from making \$3.50 an hour to almost \$18 in my time there. Being a Teamster has helped me immensely,” said Shelly Henkel, a 20-year member of Local 222 in Salt Lake City who works loading trucks with asphalt.

Cheri Capadouca tried for four years to advance in her job while the company piled on duties and her wages stagnated.

“When we joined the Teamsters, I was promoted to the posi-

tion I was battling for because they had to post it. They couldn’t turn me down because I was female. They had to give me the chance, and I proved myself,” said Capadouca, a three-year member of Local 213 in Vancouver, British Columbia, and a Toyota dealership service advisor.

Rallying for Rights

Minneapolis is connected by an intricate system called the Skyway. The residents of the city, known for its frigid winters, are protected by enclosed walkways that snake through downtown. The Skyway is where crowds had gathered, stopping to view the scene below.

In 1934, police fired on and killed unarmed Teamster strikers in this city. In 2010, police were closing off the streets to allow Teamsters to march.

“The rally was amazing. We took to the streets, we spoke for all workers and it was powerful. You could hear our echoes against the buildings,” said Elizabeth Gonzalez, a business agent and organizer with Local 777 in Brookfield, Ill.

Taking part in the conference and rally were Teamster clerical workers with the University of California system, among the 14,000 Coalition of University Employees (CUE) workers at 11 campuses who recently affiliated with the Teamsters. There were technical workers with Ascension Genesys medical centers in Michigan; there were fleet service workers from among the 8,000 Continental Airlines fleet service workers who recently joined the Teamsters; there were school bus drivers; there were women from every line of work imaginable.



Making Her Voice Heard

“Voices speak and sound is made. Voices are heard and change is paved.”

Elizabeth Rhodes made her voice heard at the 2010 Teamsters Women’s Conference, delivering a powerful spoken word piece for which she received a standing ovation. A school bus driver with Durham School Services, Rhodes recently became a member of Local 838 in Kansas City, Mo. Despite company resistance, she and 290 co-workers united with the Teamsters to make a positive change in their workplace. She called out to her fellow Teamsters:

“I want to advance, I want to achieve. Let my voice break free and hear me.”



They rallied passionately for America's future and against injustice, keeping in mind that one in five Americans currently want a full-time job and can't get one; the national unemployment rate hovers at nearly 10 percent; and millions of Americans have lost their homes and retirement savings. Wall Street gets billions in taxpayer bailouts and hands out bonuses in the millions to an elite few, all the while trampling on the rights of hardworking Americans, and that includes workers who are trying to organize. Just one example—workers at KAG West, a tankhaul company owned by Goldman Sachs, recently overcame a vicious anti-worker campaign by the company to form their union with the Teamsters.

It's a dismal picture, but also an opportunity for Teamster women to prepare for a brighter future.

"I think the only way for us to save the middle class is to elect politicians who don't want to destroy it," said Paula Johnston, in-house counsel for Local 320 and a proud third-generation Teamster.

"Without the unions backing us, I think our economy would be a lot worse. We need unions to grow, especially for our young people," said Leora Davis, a 31-year Teamster with Local 1150 who builds helicopters for Sikorsky in Stratford, Conn. Davis attended her first Teamsters Women's Conference this year, and recently mentored a high school student in her field, doing her part to help future generations.

"I learn something new from these conferences every time and I bring it back to share and educate my fellow members," said Linda Marie Gilreath, a professional glass blower for

Honeywell and chief steward with Local 1145 in Blaine, Minn.

While women have made great strides toward achieving equality in the workplace, Teamster women believe a conference just for Teamster women is still necessary.

"I love being here with all these Teamster women. I'm around nothing but male co-workers, and this is an opportunity for me to know there are Teamster women out there going through the same things. This is the only time I get this," said Kelly Andrews, a member of Local 528 in Atlanta, who was inspired by last year's conference to form a women's committee with her co-workers in conjunction with Local 519 members in Knoxville, Tenn.

"The fellowship with the sisters, the empowerment, the workshops, the information I didn't know before, I'm going to take it all home with me," said Valerie Jackson, a Local 822 shop steward, who as a production line worker in Norfolk, Va. not only processes the bacon but 'brings it home,' too. "Teamster women can lead us to the future by letting our brothers and sisters in our communities know that being a Teamster is great and unity is powerful."

Ericka Smith, a shop steward with Local 968 in Houston, implores her fellow Teamsters to be a part of the action.

"Come get a better understanding of what we're doing, rather than reading about it or just hearing about it. Come be a part of it next year!" Smith said.

A final word of caution to Wall Street: The 2011 Teamsters Women's Conference will be held in New York City.

ELIZABETH RHODES Leads Teamster Fight for Justice

Rhodes said at the heart of her poem is the message that every Teamster must stand up against injustice and take a stand to "do something great for this country."

"We're excited about what took place in the past, and yesterday's success is going to take us to tomorrow's success and open doors for more people to say, 'No, I'm not going to settle for less; I'm not going to settle for unsafe work environments. Every day I leave my family to go to work and I have to make this count for something. It's too important,'" Rhodes said.

Rhodes is inspired by her own family. She is a wife and a mother of four children, ages 12, 10, 8 and 7.

"When a workplace is bad, then that comes home. If you're unable to supply food on the table where your children eat, it's not even reasonable to think this only affects one person. It always affects the family."

"Voices should never surrender, never pause. Voices can unite people in a cause.

But beyond the noise, far in the distance, Teamsters stand as the only resistance."

"Teamsters are not going to stand for injustice. And if it's taking place and the rich want to get richer, while the poor stay poor, then we've got something to say about it," Rhodes said. "We've got something to accomplish."

REPORT TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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

DATED: September 16, 2010

I. INTRODUCTION

This is the Independent Review Board's ("IRB") Report Number 5 for 2010 to you on its activities conducted pursuant to the Consent Order. In this Report we will discuss matters that are currently before us, including one new report, and the progress of existing charges about which we have previously informed you.

II. NEW REPORT

A. LOCAL 82, SOUTH BOSTON, MASSACHUSETTS

On September 13, 2010, the IRB issued an Investigative Report to General President Hoffa recommending that Local 82 be placed in Trusteeship. Local 82 is a Local whose members work in the show and moving industries.

There are several findings discussed in the report. These include the lack of a referral system that directs members to work; a current condition that favors relatives of the Secretary-Treasurer, his political allies and friends at the expense of other members; and a Secretary-Treasurer who does not enforce contract provisions with certain employers which allows an unfair allocation of work to thrive. He allows a felon, barred from acting as a Union Representative, to assume the Local's function of referring members to work for those companies which exposes the Local to criminal liability.

The Secretary-Treasurer and the President and their accomplices manipulated the eligibility of members to vote on controversial contracts. There was one provable instance in which the Secretary-Treasurer and his accessories colluded with a non-union employer to allow the employer to pay less than full contract wages and benefits. This placed teamster contracted employers bidding on the same work at a significant cost disadvantage.

Both the President and Secretary-Treasurer breached their fiduciary duties to Local ERISA protected funds. As Trustees for the funds they allowed the funds to pay more than is reasonable for shared expenses with the Local. The

Secretary-Treasurer and the President also caused Local funds to be spent without required Executive Board and membership approval as required by the Local Bylaws. Instances of lack of financial controls were also noted.

This Report is under consideration by the IBT.

III. PROGRESS OF EXISTING CHARGES

A. MICHAEL E. DOE – LOCAL 82, SOUTH BOSTON, MASSACHUSETTS

We have previously informed you that Local 82 member Michael E. Doe allegedly brought reproach upon the IBT by failing to appear for his scheduled IRB sworn examination on April 9, 2010. The Executive Board of Local 82 filed the charge and held a hearing on July 7, 2010. Mr. Doe failed to appear for this hearing. On July 27, 2010, the IRB received from the Executive Board its July 20, 2010 decision permanently barring Mr. Doe from Local 82. The IRB has the matter under consideration.

B. VINCENT FEDERICO – LOCAL 82, SOUTH BOSTON, MASSACHUSETTS

We have previously informed you that member Vincent Federico, while an IBT member between June 2007 and February 2010, allegedly brought reproach upon the IBT and violated his membership oath by being a member of the Patriarca LCN organized crime family. Mr. Hoffa filed the charge against Mr. Federico and referred the matter back to the IRB for a hearing. A hearing was held on May 12, 2010. On July 22, 2010, the IRB filed its Opinion and Decision, permanently barring Federico from the IBT, with Judge Preska by Application 145. On August 5, 2010 Judge Preska affirmed the IRB Opinion and Decision in its entirety granting Application 145.

C. LOCAL 107- PHILADELPHIA, PENNSYLVANIA

We have previously informed you in report No. 2, in the May/June issue of the Teamster magazine that the IRB recommended in its report to James P. Hoffa, IBT General President, that the IBT place Local 107 into Trusteeship.

On July 22, 2010 General Counsel Bradley T. Raymond submitted IBT's interim report. The report discusses IBT's decision to impose a Partial Trusteeship on Local 107 limiting it to the Motion Picture/Television and Trade Show Industries.

The report discusses the action taken to transfer Motion Picture/Television jurisdiction in Local 107 to Local 817, in Lake Success, New York. The report concludes that the concerns about nepotism or favoritism connected with the officers of Local 107 should be considered resolved.

The report points out IBT's understanding that the

Trade Show Industry in Local 107 continues to be dormant but that it is nonetheless a principal objective of the Partial Trusteeship to establish and implement an objective referral program. The IRB has this report under consideration.

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

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

On March 5, 2010, Mr. Hoffa issued his decision that Mr. Vazquez be fined \$72,302; removed from office; prohibited from holding any office or employment with Local 901, the IBT or any IBT affiliates until the current term of office for Local 901 officers expires or until he has fully satisfied the fine; and suspended from membership in Local 901 and the IBT for one year, or until he has fully satisfied the fine, whichever occurs later.

After the IRB notified Mr. Hoffa that his decision was not inadequate, counsel for Vazquez notified the IRB that Vazquez wanted to have the decision modified regarding the monetary penalty. To obtain the District Court's review of the case, the IRB submitted Application 141 to Judge Preska and on July 28, 2010, submitted a Supplement to Application 141 to provide the Court additional material received by the IRB on this matter.

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

We have previously informed you that Local 1901 member Vincent Disario, between approximately February 2009 and February 2010, allegedly brought reproach upon the IBT by being a member of the Bonanno organized crime family. Mr. Hoffa filed the charge against Mr. Disario and referred it back to the IRB for a hearing. The IRB held a hearing on April 14, 2010. On July 22, 2010 the IRB filed its Opinion and Decision, permanently barring Disario from the IBT, with Judge Preska for review by Application 144. On August 5, 2010 Judge Preska affirmed the IRB's Opinion and Decision in all respects granting Application 144.

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

We have previously informed you that Local 1901 member Joseph Torre, while a member of Local 1901 and the IBT, refused to answer questions during his in-person

sworn examination. The Executive Board of Joint Council 16 held a hearing on June 8, 2010 and rendered its decision permanently barring Mr. Torre from the IBT. On August 11, 2010, the IRB found Joint Council 16's decision to be not inadequate.

IV. 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.

V. CONCLUSION

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

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

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

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

Marin Sanitary Service



Conservation
Our Earth, Our Mission, Our Job

456-2601

Working-Class HERO



Teamster Badass Fights For Job, Life

When Patrick Johnston, a member of Local 624 in Santa Rosa, Calif., saw two thieves coming at him with sticks, he knew he was in for the fight of his life. Surrounded by recyclables and in the bed of a pickup truck on a desolate stretch of highway, Johnston immediately began feeling around for something—anything—he could use as a weapon. That's when he found a two-by-four.

"I was using their board as my weapon. I was using the thing like a battle axe," Johnston said. "I knew they were going to try to beat me to death and I fought as hard as I could."

That two-by-four probably saved Johnston's life and led to the capture of his two kidnappers—men who were also putting his job in jeopardy. The chain of events that led Johnston to a fight on an isolated on-ramp on Highway 101 at 4 a.m. began earlier in the day when he and his recycling truck partner, Bill Briare, saw the two perpetrators stealing recyclables. Johnston and Briare work for Martin Sanitary Service.

"Times are tough. These guys go out and steal the recyclables we're supposed to collect then take them to Oakland and sell them there," Johnston said. "So recycling trucks are going out and coming back half full. That means layoffs and job loss."

Concerned for their jobs and the

jobs of co-workers, Johnston and Briare decided to confront the thieves. Before they had a chance to say anything, the perpetrators attempted to run Johnston down by backing over him. Johnston jumped in the bed of the pickup and held on for the ride of his life as the perpetrators then tried to run over his partner.

"Bill jumped up on the hood of the truck and grabbed the windshield wiper. The guys driving turned the corner and Bill flew off, with the windshield wiper in his hand," Johnston said. "Meanwhile, I was still in the back of the truck and the driver tried to throw me out by driving erratically."

Using a cell phone that he had in his pockets, Johnston was able to call local police dispatch, briefly explain the situation and read out coordinates. As he was talking to dispatchers, he realized the men in the truck were heading straight for the freeway.

Life or Death

Once on the freeway, Johnston didn't know where the thieves were going, but he knew he had to stay calm and alert. As he continued to read out coordinates to the dispatcher, he felt the vehicle start to slow down.

"I told the dispatcher what was happening and that I was sure this was about to get physical. Sure enough the two guys get out of the truck, come over

to me, and basically try to rip me out of the truck. I have some martial arts skills so I was able to put up a good fight," said Johnston, who knows the martial arts technique Krav Maga.

At that point, Johnston said the assailants gave up—or so he thought. The two men got back into the cab of the pickup and began driving further up the road. This time, Johnston knew exactly where they were headed. Up ahead lay a two-mile stretch of the freeway that was dark and desolate. Driving backwards up an on-ramp, the assailants stopped the vehicle, got out and came after Johnston with sticks. Using the two-by-four he had found buried under recyclables, Johnston was able to fend off his attackers until police arrived. The assailants were arrested at gunpoint and Johnston is being hailed as a hero.

The attackers face up to six years in prison and are being charged with assault with a deadly weapon with intent to create bodily harm, possession of a controlled substance, erratic driving and entering the country illegally.

"After the whole event was over, Bill and I had the police drive us back to our truck and we finished our route," Johnston said. "That's part of who we are as Teamsters. I know the hard road the Teamsters have taken to get where we are; I appreciate that and I'm proud to be part of that."

To read the full account of Johnston's story, visit TeamsterMagazine.com.

ELECTION SUPERVISOR'S REPORT No. 4

DELEGATE ELECTIONS IN HIGH GEAR – REMINDER ON NOMINATIONS – PARKING LOT ACCESS

Delegate Elections. From January to May in 2011, Local Unions, General Committees of Adjustment, and System Federations will conduct elections for delegates to the 28th International Convention of the IBT. More than 1,700 of your brothers and sisters will serve as delegates; alternate delegates are elected, too, for those principal delegates not able to serve. The Convention – “the supreme governing authority of the International Union” – decides on union policies. The delegates also have the special responsibility of nominating candidates for International Union office that the members will vote on by mail ballot in the fall of 2011.

The time for rank-and-file action is now. As OES approves local union plans, the date of every nomination meeting and the schedule for delegate election voting is posted on www.ibtvote.org. Here's the way to navigate to the table that shows the schedule for delegate elections:

The image shows a sequence of three screenshots from the www.ibtvote.org website. The first screenshot shows the homepage with a red box around the 'www.ibtvote.org' URL and an arrow pointing to the 'Delegate Elections' link in the navigation menu. The second screenshot shows the 'Delegate Elections' page with a red box around the 'Dates, Times and Places - IBT (as of October 1, 2010)' link. The third screenshot shows the 'Dates, Times and Places - IBT' page with a table of nomination meetings and election ballot counts. The table has columns for Local #, Local Name, Designation, Nomination Meeting Date/Time/Location, Ballot Mail Date, and Election Ballot Date/Time/Location.

Local #	Local Name	Designation	Nomination Meeting	Ballot Mail Date	Election Ballot
1	1	Winter/Spring	February 10, 2011 7:30 PM Pittsburgh Pittsburgh, PA Pittsburgh, PA Pittsburgh, PA Pittsburgh, PA	March 14, 2011	April 5, 2011 12:00 PM Pittsburgh Local 101 217 Parkside Drive Pittsburgh, PA 15215
2	4	Winter/Spring	January 15, 2011 2:00 PM Tomball Union Building 2501 Tomball Avenue Rushville, OH 43074	February 11, 2011	March 8, 2011 12:00 PM Union Building 2501 Tomball Avenue Rushville, OH 43074

There are separate tables for IBT locals, GCC locals, BLET GCAs, and BMWED system federations. Voice your views at your local body; find out the schedule for nomination and election at other local bodies nationwide. Results of nomination meetings (contested or white ballot) will be posted to the tables.

What If I Can't Attend A Meeting In Person? You do not have to attend a meeting in person to nominate or second a candidate, or to accept nomination. The *2011 Rules* allow IBT members to submit written nominations, seconds, and acceptances for delegate or alternate delegate candidate. Read Article II, § 5(f) for instructions on the information required on a written nomination or second, or on a candidate acceptance, and how to deliver them.

Check the union bulletin boards at your workplace or look for a nomination meeting notice from your local body in the mail to find out the deadline for submitting written nominations and seconds. Generally, this deadline is not later than 5:00 p.m. on the day before the nomination meeting. A written acceptance must be delivered to the person presiding over the nomination meeting no later than the time of nomination. It is the responsibility of the nominator, seconder, or candidate to be sure that the document is received by the correct person at the local before the set deadline.

Am I Eligible To Participate? OES makes determinations, under the *2011 Rules* and the IBT Constitution, about who is eligible to nominate, second, or run as a candidate for convention delegate or International Officer. *2011 Rules*, Article VI, § 4. If you have a question about eligibility, submit a written request to OES.

Campaigning In Employer Parking Lots. A special rule of the IBT International Officer Election allows campaigning in employer worksite parking lots used by IBT members. *2011 Rules*, Article VII, § 12(e). The OES website has a link to materials on the parking lot access rule:

If an employer denies a member access to a parking lot for campaigning OES can help.

There are some limits to the right of access, but, in past elections, OES has usually been able to resolve disputes with employers so that members can campaign.

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

Richard W. Mark
Election Supervisor

WWW.IBTVOTE.ORG



TEAMStar

MEDICARE PART D

Prescription Drug Program (PDP)

**Open Enrollment Period
Begins November 15, 2010!**



The International Brotherhood of Teamsters is proud to announce the open enrollment period for the TEAMStar Medicare Part D Program. This annual open enrollment period will begin on November 15, 2010 and end on December 31, 2010.

Teamster retirees and spouses who are currently enrolled in Medicare Parts A and/or B qualify for TEAMStar Medicare Part D coverage. Enrollment packets will be arriving in the mail soon. If you didn't receive an enrollment packet or need another one, please call us and we will send you one. Don't wait! The open enrollment period is for a limited time.

Enjoy the following TEAMStar Part D Program benefits:

- Competitive group rates – not available to the general public
- Comprehensive drug coverage and pharmacy network
- Coverage options – three affordable plans to choose from; one offers coverage through the “donut hole”

To get additional information or an enrollment packet, visit our website at www.teamstarpartd.com or call 1-866-524-4173.