

A Message from General President James P. Hoffa

Protecting Jobs

Protecting Teamster jobs is one of our most sacred duties. Lately, our fight to save jobs has led us to employ new methods, including taking action against powerful Wall Street financial firms.

The Teamsters Union often employs new and innovative methods when organizing potential members and during contract campaigns, but the YRC Worldwide battle (see this newsletter's

cover story, "Teamsters vs. Wall Street") is uncharted terrain for the labor movement.

Our recent Wall Street battle on behalf of trucking giant YRCW, which employs 30,000 Teamsters, got us a lot of attention in the press but also taught us valuable lessons. We are taking what we learned in that dispute to use in other campaigns, like our current fight for the jobs of carhaul Teamsters.

The union is fighting to save 5,000 Teamster carhauler jobs. Automakers have threatened to kill good Teamster jobs by

switching to nonunion haulers. A national campaign by the Teamsters persuaded GM to renegotiate its contracts with union carriers—saving Teamster jobs—and is working to get Fiat/Chrysler and Toyota to back off plans to take Teamster jobs.

In this, as in every campaign the Teamsters embark on, member involvement is crucial. Freight Teamsters stepped up and got involved in the YRCW fight, and carhaulers are stepping up to help in this one.

Hundreds of Teamsters have already taken an active role in the campaign, handbilling at dealerships and attending rallies. The union has also reached out to members of Congress, the White House, safety advocates and other allies. For more information, visit carbuyersbeware.com.

The Teamsters Union is always looking for strong, proud members to get involved. For more information on what you can do on these or other issues, please visit www.teamster.org.

DRIVE is a political committee that furthers labor-related goals, including making contributions to support candidates for local, state and federal offices. Individuals may refuse to join or contribute without fear of reprisal.

Find out more about this exciting program by talking to your local union, or on the web at www.teamster.org/drive



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The Teamster Dairy News



DairyNews

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FEBRUARY 2010

James P. Hoffa, General President • C. Thomas Keegel, General Secretary-Treasurer • Fred J. Gegare, Director

TEAMSTERS vs. WALL STREET

Union Shames Financial Services Companies into Doing the Right Thing

When jobs are at stake, the Teamsters Union will stop at nothing to save them, even if it means staring down the most powerful financial services companies in the world.

YRC Worldwide (YRCW), a trucking company that employs 35,000 people, 30,000 of which are Teamsters, was loaded with debt and headed for bankruptcy at the beginning of 2010—which would have undoubtedly resulted in massive job losses.

Intervention by the Teamsters Union turned the tide, though. The union shamed powerful Wall Street firms, including Goldman Sachs, into saving tens of thousands of jobs instead of lining their own pockets.

In a story under the headline, "How the Teamsters Beat Goldman Sachs," the influential political newsletter and web site Counterpunch said: "Goldman proved unwilling to be charged with throwing 30,000 truckers out of work. The bank not only caved, but offered its help."

"This was the union's first foray into the cut-throat world of credit-default swaps and high finance, and we came out on top," said Jim Hoffa, General President. "This is a breakthrough for union activism on Wall Street and great news for YRCW workers."

See *Teamsters vs. Wall Street* on page 2

Upstate Milk Teamsters Ratify Contract

New Three-Year Contract Overwhelmingly Ratified

The 160 drivers, warehouse and production personnel employed by Upstate Niagara Cooperatives in Cheektowaga, N.Y. have overwhelmingly ratified a successor collective bargaining agreement. The members at Upstate Milk, which they are more commonly known as, approved the new three-year contract by a vote of 126-17.

The three-year agreement, which runs retroactively to Nov. 8, 2009, provides annual wage increases, language improvement and benefit enhancements. Local 264 Business Agent Richard Lipsitz Jr. negotiated the pact.

"It was a tough time at the table, but by sticking together and remaining united, we were able to obtain an outstanding contract in a very tough economic environment," Lipsitz said.

No Losses in the Contract
Senior drivers will be making close to \$20 per hour under the terms of

the new agreement. Veteran Upstate Milk employee, union steward and bargaining committee member, Bruce Freidenburg, was very pleased with the outcome.

"We are extremely happy to have the Teamsters behind us. Other area employers are closing or cutting back, but as Teamsters we were able to negotiate wage increases and benefit improvements," Freidenburg said.

Chris Fischer, a filler operator and one of the stewards at the plant, was part of the team that negotiated the contract.

"It was tough, but we gave up nothing," Fischer said. "We started negotiating in November and the contract was ratified the week before Christmas. We held our ground and wouldn't give in."

Fischer said the company wanted the workers to pay 25 to 30 percent more in health care costs, but the negotiating team wouldn't budge.

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A Message From Conference Director Fred Gegare

Sticking Together Through the Tough Times

The Teamsters Union is a family, and like any family, we face good and bad times. But the test of a true family is how they fare during a crisis, and our country, our union and all the Dairy Division workers are going through a bad economic patch.



But like any family, Teamsters stick together and even in this bad economic moment, we have gotten our workers good contracts in several areas

of the country. We came to the table with fair and reasonable demands for our workers, and we held firm, making some gains.

That's what the Teamsters family is all about. I know things have been tough in the dairy industry lately, but things are turning around. Just recently, a small group of about 15 workers at the Cass Clay Creamery in Mandan, N.D. stuck together and fought for their contract. Local 638 Business Agent Al Thomas characterized the negotiations as extremely tough but the workers voted 100 percent for the solid agreement.

And last summer, Valley Milk workers in Strasburg, Va. ratified a new contract by 90 percent that guaranteed wage increases, no health care co-pays and no pension decreases.

So as 2010 kicks off, let's remain positive and stick together. Our union has seen tough times before and come through, and we will again.

In solidarity,

Fred Gegare

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Credit-Default Swaps

At issue were credit-default swaps (CDS), which provide "insurance payments" to investors when a company goes bust. Some Wall Street firms essentially made bets and actively made CDS markets in the final days of the exchange in the hopes that the exchange would fail and YRCW would go out of business. The bondholders with CDS coverage stood to make money if it happened.

The Teamsters Union targeted the firms that were banking on YRCW going out of business and essentially shamed them into doing the right thing. The union put the bondholders—institutional banks, brokerage houses, hedge funds and others—on notice that it would call out those firms and hold them accountable for massive job losses at a time when the country can't afford it.

The Wall Street players had a choice: They could force YRCW into bankruptcy and line their pockets with a bit more cash, or they could exchange their debt for stock and keep the company afloat, allowing 35,000 people to keep their jobs. As the Wall Street Journal put it, "In the battle between the truckers and the hedge funds, the truckers won."

A story in the New York Post started, "Memo to Treasury Secretary Tim Geithner: If you want to survive another

year in Washington, start channeling your inner Jimmy Hoffa...the one man who has stared down Goldman Sachs and the big-money crowd on Wall Street and come out a winner."

A union pressuring Wall Street to forsake greed in favor of doing the right thing is a rare sight, and many in the press took notice.

"Taxpayers should pay attention to the kind of deal that can be cut when a tough cookie like Hoffa is driving the negotiations," wrote the New York Post.

"The taint of the [credit-default swap] issue remains hanging over future reorganizations. Leave it to Teamsters president James Hoffa to remind what's at stake as Congress reshapes financial regulation in 2010," said the Wall Street Journal.

"Our involvement in this fight brought home how much reform is still necessary to rein in Wall Street greed," Hoffa said. "I'm grateful to the companies who eventually did the right thing, but we shouldn't have had to shame them into doing it. This isn't just a story about what the union did to save jobs. We had the support of our rank-and-file Teamsters every step of the way, plus the support of a lot of other people and institutions who wanted to see these hardworking folks keep their jobs."

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"We ended up with a good contract with affordable medical care and wage increases," Fischer said.

Local 264 represents nearly 5,000 members throughout western New York in both the public and private sectors. Their membership includes many workers in the dairy, bakery, beverage and warehouse industries, as well as numerous area municipal highway departments and law enforcement groups.

Upstate Niagara Cooperative is owned by nearly 400 local, family

farmers in Western New York. The cooperative markets a number of products, including milk, dip, sour cream, cottage cheese, ice cream mix and yogurt.

Products manufactured in Upstate Niagara's Buffalo plants reach consumers throughout New York and Northern Pennsylvania as well as major East Coast cities such as Boston, New York, Baltimore and Washington, D.C.



Land-O-Sun PET Dairy Members Approve New Contract

Members in Five States Win Gains

Land-O-Sun's PET Dairy Teamsters in Georgia, Kentucky, North Carolina, South Carolina, Tennessee and Virginia have voted overwhelmingly to approve a new four-year contract.

On Dec. 23, 82 percent of members voted to approve the contract that included wage increases, sick pay, seniority rights and job security. Commission rates for route drivers increased by 6.5 percent and all other hourly employees got wage increases of \$1.60.

"It is good to see that the Teamsters Union can deliver solid improvements during such tough economic times," said Ricky Maxwell, the Teamsters Southern Region Dairy Director. "The members' participation in proposals and negotiations really made a difference. There was a 4-to-1 majority in favor of the new contract."

The contract covers a total of 300 workers at 18 distribution centers in the following locals: Local 61 in North Carolina; Local 509 in South Carolina; Local 519 in Tennessee; Local 592 and Local 822, both in Virginia.

Holding Firm for Good Contract

Contract negotiations began in August 2009, and the contract expired in October 2009. There were two contract extensions before the vote, Maxwell said.

Brian Ball, Secretary-Treasurer of Local 61 in Asheville, N.C., said negotiators were able to fix a lot of work-related problems.

One problem the new contract addressed, per the request of the membership, was an unfair sick time policy.

"It is good to see that the Teamsters Union can deliver solid improvements during such tough economic times."

*Ricky Maxwell,
Teamsters Southern Region Dairy Director.*

And insurance was a major sticking point, with the company pushing an inferior plan but the negotiators held strong, Ball said. "We did not go backwards on anything," Ball said.

The contract, which is retroactive to Oct. 1, 2009, gives an across-the-board 40-cent wage increase in each of the four years. Also, workers will now receive a paid sick day on the first day they call out, rather than on the second workday they are sick.

Land-O-Sun Dairies is a subsidiary of Dean Foods Co. They make ice cream, milk and other dairy products and beverages.