

## 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](http://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](http://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.



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# Warehouse News

## The Teamster Warehouse News

James P. Hoffa, General President • C. Thomas Keegel, General Secretary-Treasurer • John A. Williams, Warehouse Division 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.

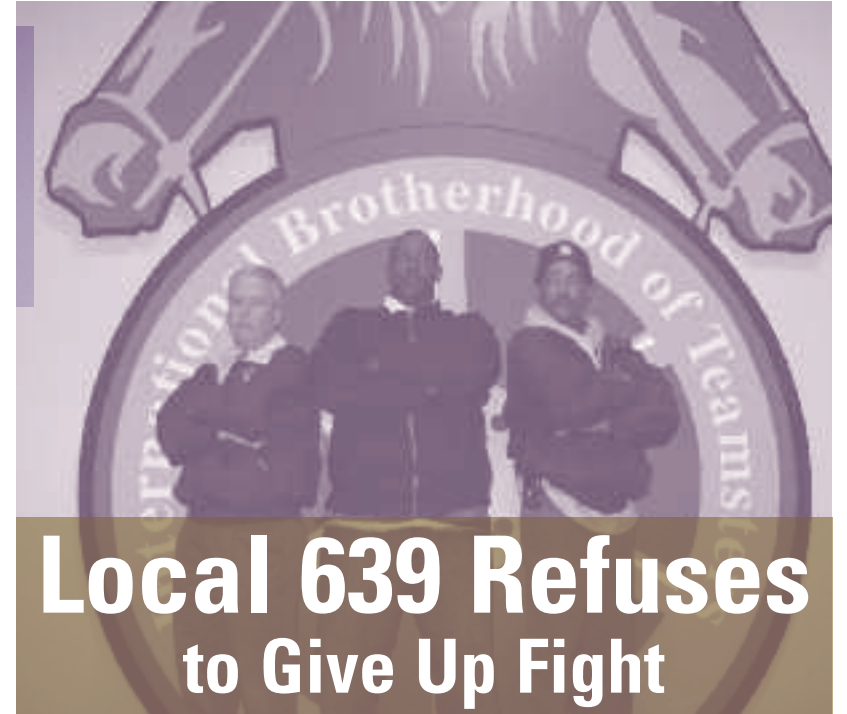
YRC Worldwide (YRCW), a trucking company that employs 35,000 people, 30,000 of which are Teamsters, was loaded with debt and headed for bankruptcy at the beginning of 2010—which would have undoubtedly resulted in massive job losses.

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



### Local 639 Refuses to Give Up Fight

#### Unfair Labor Practices Strike Resolved at Quickway

When Kenny Tucker, a member of Local 639 in Washington, D.C., wanted to form a union at his former place of employment, Quickway Transportation, it wasn't because he was looking to harm the company. Tucker simply wanted to do the right thing.

He had no idea that doing the right thing would be so difficult.

The company led a massive anti-union campaign against Tucker and 20 of his co-workers. Despite the uphill battle, the bargaining unit prevailed and contract negotiations commenced in August 2006.

That's when the real trouble began. For months, Quickway refused to negotiate any anti-subcontracting language and hired owner-operators to do bargaining-unit work. Local 639 filed unfair labor practice charges against Quickway.

Eventually, Local 639 led a seven-week unfair labor practice strike against Quickway that ended in an unconditional offer to return to work. Just days after the drivers returned to their jobs, the company illegally locked them out.

With nowhere else to turn, Local 639 Vice President Phil Giles and the Quickway drivers took their case to the National Labor Relations Board (NLRB). A decision issued September 12, 2008 found that the employer had violated multiple sections of the National Labor Relations Act.

"The case was so compelling that no other decision could have been reached," Giles said. "This is an outlaw company that doesn't give a damn about the law."

The judge ordered all of those who were discriminated against to be reinstated with full seniority,

See *Strike Resolved* on page 2

## A Message From Division Director John Williams

### New Organizing Targets



The New Year looks to be an exciting one for the Teamsters Warehouse Division. Planning for 2010 is already well under way and we have set our sights high. The top of the list includes achieving

strong contract settlements and organizing new members at nonunion companies.

A number of warehouse labor agreements will open for negotiations in 2010, including Costco, Safeway and Fred Meyer in Portland, Ore., and the Southern California Grocery Industry. Our members are our top priority and the Warehouse Division team is fully prepared to assist local unions in achieving the best settlements possible.

From job security and health insurance to adequate pay and benefits, Teamster contracts offer the most solid guarantees around and ensure a high quality of life for our members. That is why it is so important that we continue our efforts to organize more members throughout 2010.

Some think that because the economy is slow, organizing new members will be a hard goal to achieve. Nothing could be farther from the truth. Nonunion workers suffer greater losses and more hardships in slow economies than their union counterparts. Today, as always, organizing new members is crucial to the survival of our union.

The strength of the union is dependant upon its members. As we encounter the New Year, I ask Warehouse Division Teamsters everywhere to become actively involved in their local unions by attending meetings, participating in organizing drives or helping to build membership on a local level. With your help we can make 2010 a great year for warehouse workers across America.

## Teamsters vs. Wall Street continued from page 1

### 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.”

## Strike Resolved

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back pay and interest. The company appealed the decision, only to be handed a second, similar ruling one year later.

Both decisions were a victory for Quickway employees—but their battle still isn’t over.

To date, Quickway employees do not have a union contract. But Local 639 isn’t giving up. Giles is committed to fighting on behalf of the Quickway employees and says he will do so even if it means working into retirement.

“When we have people who want to become Teamsters, we never give up and we never give in,” Giles said.

A member of the original bargaining unit that voted to join Local 639 is still employed at Quickway—driver Earl Payne. Payne still has hope that justice will be served.

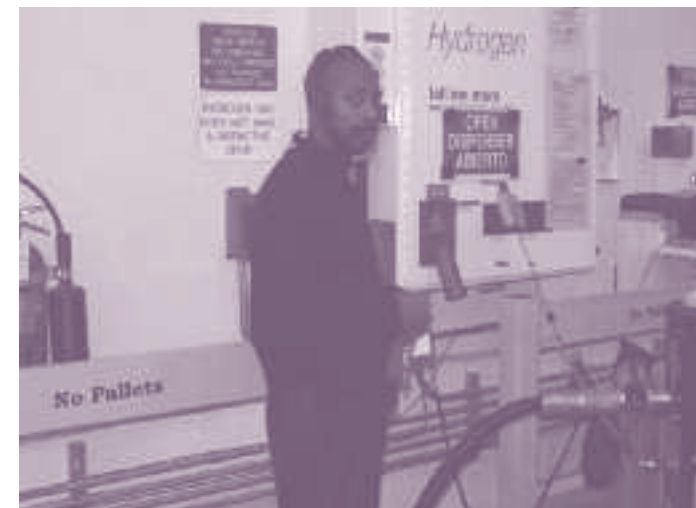
“Something worth having is worth fighting for. There’s always hope.” Payne said.



When Local 703 learned that Certified Grocers, a warehouse near Chicago, planned to ship its business to a nonunion facility in Wisconsin, the local jumped into action to save jobs and keep business in the Chicagoland area.

Talks with both companies resulted in an agreement to transfer the business and jobs to a new state-of-the-art warehouse in Joliet, Illinois. The move was one of the most successful transfers in warehouse history.

“This was an enormous task and the final outcome was only made possible by both the union and the company collectively protecting their mutual interests,” said Thomas W. Stiede, Local 703 Secretary-Treasurer. “The members’ and the company’s long-term interests were successfully protected by keeping this work under Local 703’s jurisdiction and by maintaining an industry standard our members deserve.”



By taking on seasoned and experienced Local 703 warehouse members, along with the highly skilled current workforce, Central Grocers, the warehouse that replaced Certified Grocers, not only retained all of its customers, but was able to significantly expand its customer base—a scenario practically unheard of in the world of transfers.

“Because of Local 703’s proactive intervention and our members’ reputation for getting the work done in addition to the good relationship with both companies, we were able to collectively convince the grocery stores that it is in everyone’s best interest to keep their business local,” said Chuck Murdoch, President of Local 703. “The dedication of our hardworking members at Central is what made the transition go off without a hitch.”

### Employee Input

Talks between Local 703 and Central Grocers not only brought about good business, but they also strengthened the relationship between the company and the union. So much so that during the construction of the warehouse, Central asked Local 703 and its members for their input.

Input from the union resulted in a state-of-the-art, environmentally friendly facility complete with ergonomically designed racking. Local 703 members enjoy a modern lighting system that is set on motion detectors to conserve energy, as well as hydrogen-fueled equipment which saves an enormous amount of electricity, reduces waste and is much easier to operate.

“The racking system is rounded so you can actually walk into the areas. It’s pretty nice,” said 25-year Central Grocer employee Robert Ryske, adding that the warehouse was built up instead of out to create more product-storage space.



### New Contract

Most recently, employees at Central Grocers ratified a new three-year contract that includes wage and benefit increases in excess of 5.3 percent for the first year alone, additional paid days off and increased vacation pay.

The three-year agreement is another sign pointing at just how well the company is faring financially as a result of the transfer of work.

“It’s the richest contract that workers at Local 703 have had,” Ryske said. “This contract mirrors the hard work and dedication Central employees have to our jobs. I think we did extremely well.”