



Industrial Trades

The Teamster Industrial Trades News

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

Teamsters-National 401(k) Savings Plan

Pensions. IRAs. Savings accounts. For many people, these longstanding retirement savings vehicles have been the basis for their retirement planning. If you want to do more, however, the Teamsters Union affords you that opportunity.

Whether you plan on traveling, taking up a new hobby or spending more time with family, it will take money to do it. The Teamsters-National 401(k) Savings Plan is a great way to save for your future plans. Benefits of the plan include:

- Tax savings through before-tax contributions (when you contribute to your plan account on a pre-tax basis, less of your income is taxed when you get paid);
- Potential tax-deferred growth on your account (any investment growth is not taxed until you withdraw the money); and
- A variety of investment options (including target date funds and a self-directed brokerage account).

Take this opportunity to find out if your employer is participating in the plan and make sure you are making the most of all the retirement planning options available to you.

To find out more about the plan visit www.prudential.com/teamsters401kplan.

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Participant Service representatives are available Monday – Friday, 8 a.m. to 9 p.m. ET.



New York Organizing

A Great 2010 for the Campaign

Local 272 in New York City has no full-time organizers so the seven-member executive board wears many hats.

It took all seven of them to accomplish organizing 26 parking locations in all of New York City's five boroughs in less than 90 days, from mid-June to mid-October. These organizing victories resulted in 112 new members for the local.

"It was a lot of leg work but we were determined to get this done," said Matthew Bruccoleri, a trustee and business agent at Local 272. "It was definitely a group effort."

The local got card-check recognition at 26 parking locations where employees work for several different companies. In one other parking facility operated by Aramark at Richmond University Medical Center on Staten Island, the local won the election there.

There was another election pending at the Air Park facility near LaGuardia Airport at press time.

"At a time when unions are under attack and losing jobs and members,

the success of our organizing effort is nothing short of remarkable," said Eddie Allers, Secretary-Treasurer of Local 272. "I am extremely proud of the members of the local's executive board for their hard work and dedication in helping us achieve this extraordinary success."

The local has thrived since emerging from trusteeship in 1994, Bruccoleri said. It had 2,400 members at that time. Now it has more than 7,000 members, all parking garage employees and rental car workers in New York City and Westchester County, who work at nearly 1,800 facilities.

Bruccoleri and other members of Local 272 spoke about this effort at the October fall divisional summit, "Tackling Tough Times," held in Las Vegas. The meeting brought together Teamster leaders from Industrial Trades, Public Services, Warehouse, Solid Waste and Recycling and Newspaper, Magazine and Electronic Media.

Bruccoleri is a member of the

A Message From Division Director Stephen J. Mack Teamster Leadership in Tough Times



As Teamsters in the Industrial Trades Division, you know better than most how the economic climate of our country can affect our paychecks. More and more hard-working Americans are

getting laid off and companies everywhere are attempting to slash health benefits for workers.

That's why it's so encouraging to know that Teamster locals are still fighting tooth and nail to keep benefits, and in some cases, improve on benefits for their members. And some locals, like Local 272 in New York City, are showing true grit and resolve as they go out and pile up a ton of organizing victories. And the school bus campaign just continues to amaze me!

Industrial Trades Teamsters recently attended the Fall Divisional Summit where leaders from our division joined representatives from Public Services, Warehouse, Solid Waste and Recycling and Newspaper, Magazine and Electronic Media. The summit's theme was "Tackling Tough Times." The summit gave us a chance to exchange ideas with other divisions on how best to represent our members in this economic crisis and how to keep our membership growing.

Teamster leaders are put to the test to craft viable solutions. When times are tough is when real Teamster leaders shine. And Teamster members understand that tough decisions must be made in order to protect their livelihoods.

Thank you for the stellar work you do every day. You are a shining example of what makes this union, and our country, great.

Get Active!

Member Involvement Strengthens Union Might

When members get involved in their local union, everyone benefits.

"Dedicated, active local unions are making a huge difference in countless communities across the nation," said Jim Hoffa, Teamsters General President. "They're organizing workers. They're getting legislation passed. They're making their voices heard."

Covina, California's Local 396 is a good example of what labor can accomplish when members get active. When their membership realized what they do together, they jumped at the opportunity to join their local's DRIVE campaign. When the campaign started, 2 percent of their sanitation members belonged to DRIVE, the union's political action committee. Six weeks later, 1,325 members were signed up—50 percent of the local's waste/recycling workers.

The DRIVE campaign success boosts organizing efforts by strengthening ties with local elected officials. For example, by strengthening ties to local government officials, Local 396 has helped pass worker-retention ordinances in smaller, local communities. "By gaining strength through our DRIVE membership, we will increase our influence to pass more pro-worker laws at the local level that help our members and laws that will help our union grow," said Ron Herrera, Secretary-Treasurer of Local 396.

When International Vice President Al Mixon was elected Secretary-Treasurer of Cleveland's Local 507, member participation wasn't what it could be. Mixon set out to change that. "One thing I always recognized coming up through the ranks is that the real value of a union comes from its membership," he said. A good first step for members looking to get more involved



in their local is as easy as attending membership meetings.

"You can learn a lot about your local from a membership meeting, and every local has them," Mixon said. "If you really want to be engaged, talk to retirees. Talking with retired Teamsters can really educate us about what we can do at the local level."

Larry Cerne, one of the active retirees Mixon mentioned, retired in 2006 after a 30-year Teamster career. He has witnessed member participation ratchet up in the last few years thanks to Mixon's leadership and said the local has reaped benefits because of rank-and-file solidarity. "The local keeps us involved," Cerne said. "You can see the difference in just about everything we do."

Mixon said now that more members are active in the local, they have more people ready to help during organizing drives and other activities. When the local hosts or participates in an event, they are able to get more people there. And his local isn't alone.

"Over the past two years, Local 117 has launched a series of initiatives to increase membership involvement and participation. Most notably, these include establishing a Teamsters for Tomorrow chapter (members 35 years and under) and a Latino Caucus," said Paul Zilly, Communications Coordinator for Local 117 in Tukwila, Wash.

"With both of these groups, we have seen members, who previously had little or no connection with their union, become active, engaged participants. They are better at enforcing contracts; they have volunteered for community events; they have participated in leafletting actions and joined fellow members on the strike line. It has been amazing to see the positive energy they have brought to the union and how it has strengthened us."

Tackling Tough Times

Leaders representing members from five trade divisions met recently during a fall summit to share ideas and strategies in the ongoing fight on behalf of hardworking Teamsters and their families.

“We have more than 400 leaders here and this is all about coming up with ideas to bring back to the local unions that will help us better protect our members’ interests,” Teamsters General President Jim Hoffa said. “Rather than have the divisions hold meetings separately, this format helps develop more solutions during these very difficult times.”

The event, titled “Tackling Tough Times: The Teamsters Fall Divisional Summit,” brought together leaders, members and worker allies. The five divisions represented at the summit were Warehouse; Public Services; Solid Waste and Recycling; Industrial Trades; and the Newspaper, Magazine and Electronic Media.

The three-and-a-half-day event featured general sessions and numerous breakout meetings and workshops.

Brainstorming Sessions

General session speakers included San Francisco Mayor Gavin Newsom; Teamsters Organizing Director Jeff Farmer; Deputy Secretary of Labor Seth Harris; Teamsters Federal Legislation and Regulations Department Director Lisa Kinard; and Spencer Thal, General Counsel of Local 117 in Seattle.

The meetings and workshops tackled critical issues facing members, including safety, privatization, strategic bargaining, strike preparation, safeguarding public pensions, organizing and other issues.

Dr. Peter Orris, a professor and chief of service of occupa-



Leaders, Allies Share Ideas at Divisional Summit

tional and environmental medicine at the University of Chicago, spoke at a workshop titled “Who Cares About Safety?” Orris has surveyed workers at recycling centers and is working on a set of best practices to protect workers.

“You rarely see a job this dangerous, so we really need to develop best practices to protect these workers,” he said.

LaMont Byrd, Teamsters Safety and Health Department Director, said he examined safety reports at Waste Management Inc. (WMI), the largest Teamster employer in the waste industry. “The company focuses on worker behavior versus their own actions,” Byrd said.

Byrd said a key to improving worker safety is to educate members about their rights on the job, and to include safety language in local union contracts that would better protect workers’ interests. This type of worker-protection language exists in national Teamster contracts now, such as the National Master Freight Agreement and the national UPS contract.

School Bus Campaign Continues to Roll Up VICTORIES



From January to October of this year, the Teamsters have won 45 organizing victories in the school bus campaign.

The “Drive Up Standards: School Bus and Transit Workers United” campaign includes workers for First Student, First Transit, Durham-Stock and other regional companies.

“This campaign has been successful because school bus and transit workers are building a movement for change. At this point I don’t think anything can stop their movement for a better workplace, job security, safety and respect,” said Jim Hoffa, Teamsters General President. “We look forward to representing these workers as we win even more organizing victories.”

Since the campaign began in 2006, more than 28,000 drivers, monitors, aides, mechanics and attendants have become Teamsters.

New York Organizing

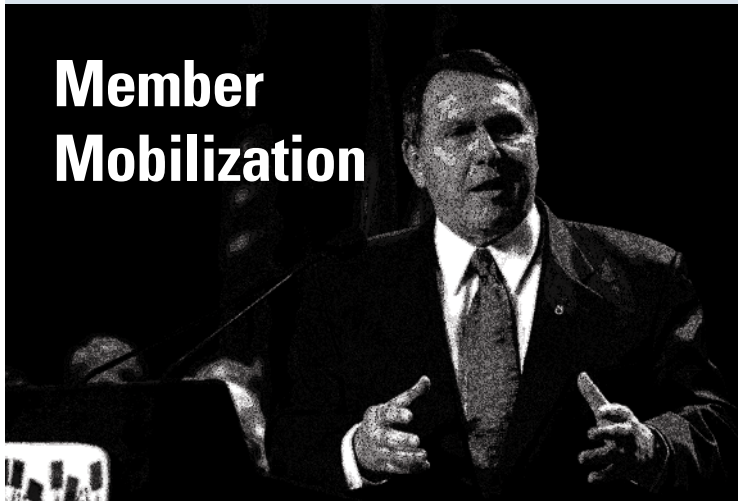
continued from page 1

National Parking Council Policy Committee and when asked to give an update on behalf of his local, reported on these organizing victories. Jose Rojas, Recording Secretary for Local 272, joined Bruccoleri at the meeting.

“For us, there are endless opportunities to organize parking garage workers,” Bruccoleri said. “This is one job that cannot be outsourced. There are parking garages everywhere and more being built. This is a never-ending job for us and we love it.”

A Message from General President James P. Hoffa

Member Mobilization



Active rank-and-file involvement is one of the many things that make the Teamsters Union the most powerful union on the planet.

When we called on our members to get involved in organizing, the response was incredible. Thousands of you volunteered for

organizing trainings and then assisted your local unions or Joint Councils in getting nonunion workers to join the Teamsters.

Every campaign the Teamsters Union participates in—whether for organizing, to negotiate a strong contract or to get something done on Capitol Hill—starts with a strong membership

If you're not involved with your local union, I urge you to get out to a membership meeting. There's much to be learned at a local meeting, and connecting with your fellow members and officials at the local is a great way to take that first step.

Once you have established a relationship with your local union, there's no shortage of ways to get involved, to make your union stronger, to make your community better, to make your job safer.

There is strength in numbers, and with 1.4 million Teamster brothers and sisters out there—and much more to come—our union is about as strong as it gets. But we can always be stronger. The easiest and most effective way is for each and every Teamster to get active in his or her local.

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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