



## Moving Forward

### Organizing, New Industries and Strategies Discussed at Industrial Trades Conference

For the first time in more than 10 years, representatives in the Industrial Trades Division met to discuss organizing strategies and other news in the industry.

The Teamsters Industrial Division sponsored the conference where attendees discussed everything from new organizing drives and new industries to the success of a Pittsburgh organizing drive.

The conference included representatives from dozens of locals and the International. General Secretary-Treasurer C. Thomas Keegel discussed opportunities in the division.

“The Industrial Trades Division will continue to grow because the potential for organizing is there,” Keegel said.

Industrial Trades Division Director Stephen J. Mack and Jeff Farmer, the Director of the Teamsters Organizing Department, said the areas of paratransit, school busing and parking are huge potential growth areas.

Charlie Byrnes, the Eastern Region Director and Secretary-Treasurer of Local 926 in



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## Striking Back

### Local 847 Workers Return to Jobs As Victors

After six days on the picket line, more than 1,000 part-time workers at the Air Canada Centre in Toronto went back to work as victors. The Local 847 members, who work in every area of the facility except for some stage-hand and building maintenance jobs, were striking over wage and benefit issues that held up agreement on a new contract.

“The strike really opened my eyes about how necessary we all are to keep things running smoothly at the Air Canada Centre,” said Tara Stratton, a bartender who participated in the strike.

“We held together like a union should,” said Gilbert Davis, Secretary-Treasurer of Local 847. “We solidified the workers. The Teamsters have a lot more respect after this strike than they had before.”

At issue were wage increases and whether or not workers could keep their tips, which had gone to management in the past. Davis said the new contract achieved the following:

- Substantial raises for several of the job categories, including porters, ice crew and workers who convert the arena

and prepare it for multiple uses;

- Ten percent more workers in the benefit plan; and
- An agreement that workers can keep any tips given to them by arena patrons.



**A Message from  
Industrial Trades  
Division Director  
Stephen J. Mack**



**Teamsters  
Across the  
Board**

As Teamsters in the Industrial Trades Division, the spectrum of what we do is wider than any

other division within our union. As such, we have a lot of information to share.

A few months ago, the Industrial Trades Division Locals met for the first time in about 10 years and the emphasis was on organizing. There is plenty of room for growth in our Division and, in just the last few months, we have made great gains.

Our successes have included organizing victories with forklift maintenance workers and mechanics in St. Louis and base operations workers in Nevada. A successful strike at the Air Canada Centre in Toronto and contract victories at places like Industrial Welding Supply in New Jersey are successes as well.

The Industrial Trades Division is here to assist you by providing research and analysis on industry trends and to ensure the negotiation of strong contracts. The Teamsters also provide assistance to your locals in organizing members within our division. We have a long history of being a positive force in workers' lives and, with your help and input, we will continue to do so.

# Organizing Roundup

## Local 631 Nevada Test Range

Base operations workers, telecommunications mechanics and billeting clerks at DynCorp voted to join Local 631 in Las Vegas. The employees work at the Indian Springs and Tonopah locations on the Nevada Test Range. Local 631 has not lost an election at the Test Site or Test Range in more than two years.

"These workers like the medical plan and back service credits that we offer," said Ray Isner, Local 631's organizing director who led the campaign with John Milner, a Local 631 organizer.

In addition to the Dyncorp workers, firefighters and operators who work for Bechtel at another section of the test range recently ratified a five-year contract with a 100 percent vote.

## Local 618 Able Lift Company

Forklift maintenance/mechanic workers with Able Lift Company voted unanimously for representation by Local 618 in St. Louis.

Gerald Kappauff, an organizer/business agent for Local 618, was pleased that the drive went so well. "We started the organizing in mid-September, and they were very receptive to what we could do for them," he said. "This is in keeping with Local 618's goal of organizing the

unorganized, and securing good benefits and wages of those in this industry," said John Guerra Jr., Local 618 Secretary-Treasurer.

## Local 701 Rhein Chemie

Workers at Rhein Chemie, a Trenton, New Jersey chemical supplier, voted to join Local 701 in North Brunswick, New Jersey. The 70-person unit is made up of workers in maintenance, warehouse, production and utilities, and lab technicians.

"Respect and dignity were big issues with this group," said John Devereaux, Vice President of Local 701. "Safety was also a big factor. And a lot of credit for the success of the campaign should go to their committee, which did a great job."

## Local 339 Port Huron Molded Products

Workers at Port Huron Molded Products won their struggle for a voice at work after voting in favor of joining Local 339 in Port Huron, Michigan.

"These workers haven't had a decent raise in wages or insurance for over six years," said Jim Parrinello, a Joint Council 43 organizer who assisted Local 339 in the campaign.

The 245-member bargaining unit includes machine operators, sorters, packagers and shipping and receiving clerks.

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Pittsburgh, addressed the group and talked about a hospital his local organized and the strong contract his local negotiated for parking workers. The company hired the most anti-union law firm in Western Pennsylvania to take on the Teamsters but the workers voted for the union by a two-to-one margin.

Local 926 represents close to 600 members in the parking industry in Pittsburgh.



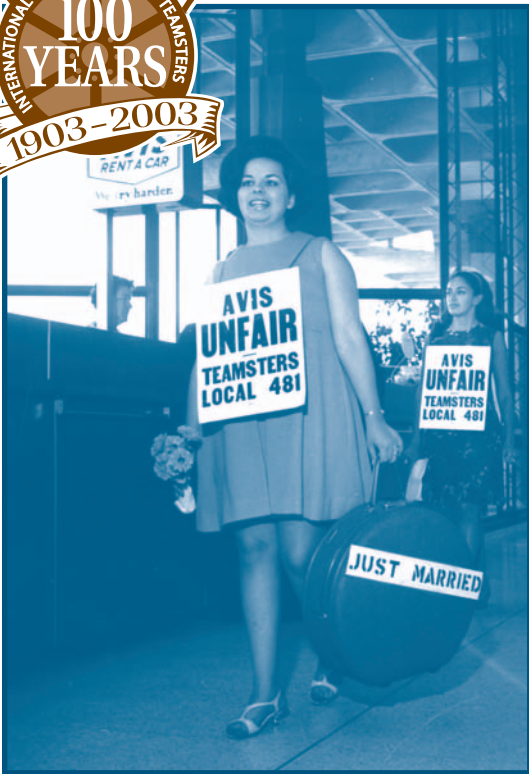


## A Look Back

When Carole Gomez, a Teamsters Local 481 member in San Diego, California, got married in 1968, she and her husband had planned a romantic wedding trip. But instead of a honeymoon, she returned to her spot on the picket line at Avis Rent-a-Car carrying her wedding bouquet and a suitcase labeled, “Just Married.”

Local 481 in San Diego and Local 299 in Detroit participated in a lengthy strike in 1968 to win contract recognition at Avis Rent-a-Car. The determination of the Teamsters was epitomized by the actions of members like Carole Gomez.

Six car rental agencies went on strike against the company and when another striker became ill, Gomez responded like a true Teamster and filled the absent member’s post on the line.



## All’s Weld That Ends Well

After joining the Teamsters, nine drivers and dock men at Industrial Welding Supply in Sayreville, New Jersey voted unanimously in favor of a new five-year contract at the company.

The workers, who are now members of Local 701 in North Brunswick, New Jersey, will receive raises of between two and four dollars an hour and will have to pay no contributions to their health care plan. The workers had been paying 20 percent of their health care costs.

“It’s a great contract—we’re all happy with it,” said Jack Mosinak, a driver at Industrial Welding Supply.

Other gains included a comprehensive grievance mechanism, improved vacation and sick days, and maintenance of their 401K program.

“We’re very pleased with the contract and what a smooth transition it has been,” said Bobby Castellano, Recording Secretary at Local 701.

## A Steely Resolve

### Five-Year Struggle Yields Contract Ratification

Today, workers at one of Chicago’s oldest institutions have reason to celebrate. Workers at Ryerson Tull, a steel processor and distributor, are Teamsters finally working under their first contract.

More than 300 workers joined Local 714 a few years ago but the company attempted to derail the certification. After court battles and more than 100 contract negotiation sessions, the workers are getting what they deserve—their first contract in the company’s 175-year history.

“It has been a long struggle for these workers but they stuck with it,” said Robert Hogan, Secretary-Treasurer of Local 714. “We’re proud to finally get these workers the contract for which they fought so long and hard.”

“We all worked together as a group to make sure we went all the way with this,” said John Jeziorski, who has worked in maintenance at Ryerson Tull for 13 years.



When the workers voted to unionize, they spent three years battling the company for recognition in court. After winning in court, contract negotiations came next. The contract was finally ratified in February by a four-to-one margin.

“The company tried to wear us down but we only got stronger,” said Dan Dilallo, a business agent for Local 714 which now represents approximately 350 workers at Ryerson.

# A Message from Teamsters General President James P. Hoffa

## A Difficult Two Years



We know that with Republicans now controlling both houses of Congress and the White House, we can expect policy changes that will threaten organized labor.

This is what we can expect to see during the next two years:

- Easier confirmation of conservative appointments to the federal bench and to agencies that regulate our affairs, such as the National Labor Relations Board, the National Mediation Board and the Federal Mediation and Conciliation Service;
- Additional unfair trade incentives for American employers to move production and jobs overseas;
- New efforts to privatize Social Security; and
- Attempts to weaken laws and regulations that protect workers' rights and safety.

The Teamsters Union is continuing to fight for justice, regardless of the political climate. We will not stand idly by and watch the clock be turned back. We will spare no effort to shield the gains we have made and protect the interests of our members.

Remember, UNITED WE WIN!

Fraternally,

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

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