



All For One

Victory Adds More Than 300 New Members in Las Vegas

A unanimous victory, whether it's for a contract vote or an organizing victory, isn't that surprising if there are seven or eight members in the bargaining unit. It's not even terribly surprising to see a 20-0 vote.

But when you get a unanimous victory with results like 249-0, that's unprecedented. Yet that's exactly how workers for Coach USA voted when it came time to choose Teamster representation.

"According to the supervisor for the NLRB, this was the first time in 20 years he had seen an election this large without any 'no' votes," said Ray Isner, Director of Organizing at Local 631 in Las Vegas—the local representing the workers. "This is a big win."

The bargaining unit at Coach USA encompasses four locations—three in Nevada and one in Arizona—and includes motor coach attendants, tour guides, wash crews, mechanics and ticket agents. Coach USA offers charter bus, airport shuttle, sightseeing, group tours and taxi service in more than 120 locations nationwide.



"For the vote, they let the Human Resources woman at the company count the votes," said John Milner, a Local 631 organizer. During the counting, he said, "Her mouth just dropped."

Strength in Numbers

In every organizing campaign, there are many reasons why workers want Teamster representation. With this one, the biggest issue was wanting a union that could protect them.

continued on page 2



Parking Power

A Message from National Parking Council Chairman Ernie Yates, Secretary-Treasurer of Local 665

Workers in the parking industry are joining the Teamsters faster than almost any other job category. This trend has been going on for a few years now and shows no signs of stopping.

For this reason, the National Parking Council was formed in 1999.

The National Parking Council serves to advance the interests of workers employed in the parking industry and its related fields. Since its inception in May of 1999, the council has done extraordinary work—including seeing Teamsters represented in the parking industry triple in that time.

When the council was formed, little more than 8,000 parking industry workers were Teamsters. Now, more than 25,000 are in our great union.

The council is an integral part of the Industrial Trades Division, whose director, Steve Mack, has been very active in the

council and extremely supportive of it.

Through the National Parking Council, local unions from across the country meet and exchange information on companies and issues relevant to the parking industry. The council is committed to improving the wages, benefits and working conditions of these dedicated workers, as well as bringing them the recognition and respect they deserve.

My co-chairs in the National Parking Council are Fred Alston, President of Local 272 in New York, Ray Whitmore, Secretary-Treasurer of Local 911 in California and Charlie Byrnes, Secretary-Treasurer of Local 926 in Pittsburgh. We have all worked quite a bit with my predecessor as Chairman, John Coli, Secretary-Treasurer of Local 727 in Chicago.

Although the Council has made great strides, much work lies ahead. The organizing potential in this industry is immense and this industry will continue to grow within the Teamsters Union. As my co-chair Charlie Byrnes has said, "This is a good industry to get involved in because they can't move parking to Mexico."

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

**Strength
Through
Diversity**

On our union's 100th anniversary, it's important to reflect on one of the

things that make this union so great: Diversity. The Teamsters represent many people in more job descriptions than any union in the country—perhaps the world.

Within the Teamsters Union is our division—Industrial Trades. Ours is the most diverse division in the union. In addition to being the Director of Industrial Trades, I'm also Secretary-Treasurer of Local 78 in Hayward, California. In this local alone, we represent workers who are racetrack employees, parking lot attendants, employees at Cargill Salt, California Auto Sealing, Davis Instruments and many others.

That's not even mentioning what other Industrial Trades locals represent, including chemical manufacturing workers, employees at paper companies, electronic manufacturing, tool and die workers and employees with rental car companies, auto parts distributors, tire manufacturing and transmission companies.

If diversity is a strength of the Teamsters Union, then what you do as workers in this division is helping keep our union great.



Corporate Greed Defeated

Local 315 Won't Accept Employer's Hard Sell

Standing strong in the face of corporate greed made members of the Teamsters and Machinist unions victorious after a three-week strike against 10 car dealerships in California. The strike ended on July 25 after the employer's attempt to win concessions failed, and the members won a new five-year agreement, which was ratified by a two-to-one margin.

"Our members walked shoulder-to-shoulder and stood their ground to win this agreement," said Local 315 Secretary-Treasurer Dale Robbins. "What the employer wanted was unacceptable, and because of the unity of these workers, the employer didn't get the concessions they wanted."

On July 2, more than 50 detailers and parts workers, and 250 mechanics went on strike at eight locations of the New Car Dealerships Association of Contra Costa County and two independent dealerships in Antioch and Concord, California.

The Machinists also filed National Labor Relations Board charges against the employers for illegally threatening workers with retaliation for their union activity during the strike.

Local 315 represents the detailers and parts workers and the mechanics are rep-



resented by Machinists Local 1173.

The 10 dealers tried to force the machinists to accept a flat rate for piecework, replace the union health and welfare plan with an inferior company plan with substantial co-pays, and reduce the guaranteed eight-hour workday to four hours. There were numerous other issues that the members of both unions overwhelmingly rejected.

"The employer's attempt to win concessions failed," said Mario Martinez, a business agent for Local 315.

Under the new contract, workers retained the union health and welfare plan and made improvements on wages and other benefits.

"The members stood up to corporate greed and won," Robbins said.

All For One *continued from page 1*

"We wanted the Teamsters because they're always there to help you. It's as simple as having strength in numbers," said Ron Hickman, who started at the company in 1997 and drives airport shuttles.

"Without the union, the company would walk all over us," said Tim Vos, a driver with the company for seven years.

Working Together

The success of the campaign was due to the cooperation of the local, Joint Council 42 and the International Union's Organizing Department. Among the

major team players were Jim Santangelo, President of Joint Council 42; Manny Valenzuela, the Organizing Department's Western Region Coordinator; and Jeff Farmer, Director of the Organizing Department.

"This is a perfect example of what can be accomplished when we work together," Farmer said.

"Things are working out for us now that we have the Teamsters looking out for our interests," said Joe Sampson, a 14-year Coach USA driver. "We're all looking forward to the future."

Organizing Roundup

Local 922

Budget Rent-A-Car

By a vote of 61-38, workers at Budget Rent-A-Car locations in the Washington, D.C., metropolitan area chose Local 922 as their bargaining representative in early June.

The same corporation that operates Avis Rent-A-Car, which is already organized by the Teamsters, recently bought out Budget. Budget workers saw their ability to control their conditions of work, such as bidding on shifts and vacations, falling far short of their counterparts at Avis.

“These workers didn’t feel like they were being respected by the supervisors,” said Aaron Sawyer, Secretary-Treasurer of Local 922. “They chose the Teamsters because they wanted security and dignity on the job.”

Local 283

Union Printing

Union Printing in Wyandotte, Michigan is living up to its name. On July 29, a group of workers there became Teamsters by a unanimous card check agreement.

The seven print shop workers were organized by Todd Lince, an organizer for Local 283 in Michigan, and Jim Parrinello, an organizer with Joint Council 43.

“These workers had been members of another union but they weren’t happy with it. They wanted to be Teamsters,” said Lince. “With a name like Union Printing, the employer couldn’t really say no to having a union.”

Local 961

Parking

Teamsters Local 961 in Denver has been racking up several parking-related organizing victories with huge margins in the last few months.

Reversing a 2001 loss stemming from management’s empty promises, more than 20 parking supervisors at AMPCO System Parking at Denver International Airport voted by a 70 percent margin to join the union. Business Representative Mike Brannan is currently negotiating a first contract.

At an off-site parking facility at the same airport, more than 30 workers employed by Parking Company of America organized with the assistance of Business Representative Matthew Fazakas and International Representative Ed Bagwell. The workers, who had gone eight years without a raise and saw their vacation time taken away, turned in a 91 percent “yes” vote.

Local 78

Parking

Skip Joaquin has been a busy man. He’s an organizer with Local 78 in Hayward, California who has recently won a couple of organizing victories—a gain of nearly 70 new members.

Cashiers at AMPCO City Center Garage in Oakland joined Local 78 in June in an election administered by the NLRB. The 10 workers in the bargaining unit voted unanimously to join the union.

Fifty-eight drivers, lot attendants and cashiers for Summit, Herrick and Alta Bates Hospitals in Oakland also joined the Teamsters by card check agreement in April.

“These workers are great additions to the local,” Joaquin said. “The employers are going to realize that having unionized workers is a great asset.”

Local 332

MATCO, Inc.

On June 13, more than 50 workers at MATCO, Inc. in Flint, Michigan voted in favor of joining Local 332. MATCO is a production plant that paints auto parts.

The newest members wanted to become Teamsters because of management’s poor treatment of workers and lack of respect, in addition to arbitrary work rule changes, poor pay and benefits.

Richard Parks of Local 332 led the organizing effort and had assistance from organizers at Joint Council 43, especially Marian Novak.

“We’re proud to welcome these workers into the Teamsters Union,” Parks said.

A Look Back



A Teamster parking lot attendant assists a driver in Arizona in 1954.

A Message from Teamsters General President James P. Hoffa



This year marks the 100-year anniversary of our great union. And while we have much to be proud of, there are many challenges that lie ahead. We must look forward to the fast-approaching 2004 elections next year. We must not miss this opportunity to increase the pro-worker voice in Washington and across the country.

In May, the Teamsters initiated a new era in its history with its first-ever conference devoted to recruiting new members. And while organizing is of dire importance, we must also focus on increasing our political clout.

As our numbers grow, we increase our political influence in states and provinces across North America. Increased organizing will extend our reach into new industries as well as new congressional districts. We are one of the largest, most diverse unions in the world and we must remind anti-labor and fence-sitting politicians that their neighbors and constituents are

Teamster members. Let's dedicate ourselves to reminding them in the voting booth.

The Teamsters have spent 100 years fighting for justice for North American workers and their families. And during our century of struggle we have built the most powerful union this country has ever known. Let's use that power to help our friends and hold our adversaries accountable at the bargaining table and the ballot box.

Remember, United We Win!

Fraternally

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

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