



APRIL 2004

TEAMSTERS Public Services News

New Local Lands in City Hall Charter Approved for Denver City Workers

Denver city employees became part of the union family recently when their request to create a new local was approved by the union's Executive Board.

More than 700 municipal workers added their signatures to a petition to join the Teamsters during a three-week period in December. The favorable response to the organizing effort follows in the wake of a resolution in the November election to change the city charter giving elected leaders the power to set city workers' salaries.

"Our goal is to fight for city workers," said Ed Bagwell, International Representative and Principle Officer of the newly chartered Local 2004. "We're hearing a lot about privatizing jobs from the mayor's office. Now we will oppose those plans as a united force."

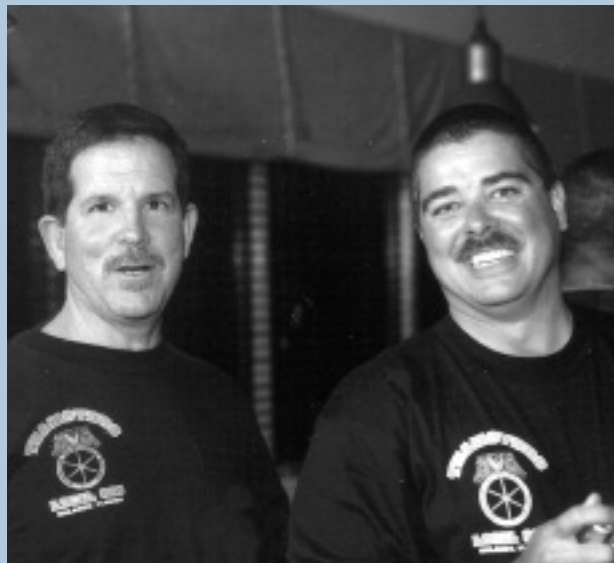


The First Step

The creation of a local is no easy task. Two years ago, Greg Kirschenman, a heavy equipment mechanic at public works fleet maintenance approached Bagwell at Joint

continued on page 2

Law Enforcement on the Rise Volusia County Organizing Campaign Yields Victory



On February 25, an overwhelming majority of deputies and officers in the Volusia County, Florida Sheriff's Department chose representation by Local 385 in Orlando.

The 281-to-47 vote marked the successful culmination of a six-month organizing campaign.

"We are very proud to welcome another law enforcement unit into our family," said Mike Stapleton, President of Local 385. "We look forward to negotiating a good contract."

"This is one of the most decisive victories I've ever seen at the local," said Jeff

continued on page 2



A Message from Public Services Division Director Carl Haynes

Keeping Labor's Voice Strong

“Organizing is the key to keeping our voice strong”

As Teamsters, we can be proud of what we have accomplished on behalf of working families everywhere. Our union has been a strong, positive voice for labor.

Organizing is the key to keeping our voice strong. New members give us additional resources and increased manpower to win the tough fights and provide security for more families.

Our goal is to provide the security of a Teamsters contract to as many of our fellow workers as possible. As a united

force, we can create working environments that are healthy, fair and give workers an important voice in decision-making. We can accomplish these important goals if we are all committed and willing to work to achieve them.

Each member of each local plays a vital part in the life of our union. Your efforts in organizing and outreach to the community will make a difference. Help keep us strong—our future depends on it.

New Local Lands in City Hall *continued from page 1*

Council 3 in Denver seeking help for Denver's city workers.

“We wanted collective bargaining and a voice in the workplace,” said Kirschenman. “The police, sheriff and fire departments all have collective bargaining, and they fared much better than we did during all of these city budget cuts. They were asked what concessions they were willing to make. Ours were dictated to us.”

Bagwell immediately recognized the potential of working with city employees but knew the ultimate goal of bringing them into the union would take time and effort. He met with a core group of workers to begin strategizing for the organizing campaign.

“We had a lot of groundwork to do,” said Bagwell. “We had to explore workers’ concerns, research the municipal hiring structure and determine what services were being offered to the employees from other existing unions.”

Seizing the Moment

Noting an escalation in the workers’ frustration level after the fall election, the core group of workers decided the time was right to move the operation forward. In December, Bagwell began approaching workers about joining the union.

Workers interest in the union was apparent straight away. Bagwell was steadfast in collecting signatures, even after being escorted out of the city office buildings several times.

Kirschenman is certainly glad he went to see Bagwell and is optimistic about the future of the new local.

“The relentless attack by city management on the workers was just too much, too often. It had to end,” he said.

“Now we have the chance to change some things.”

Bagwell knows the work has just begun.

“The workers came to us because of our strength and our belief that they should be partners with city officials in creating a fair workplace for all,” Bagwell said. “Now we have to make it happen.”

Montana Public Defenders Gain Representation

Attorneys Choose Local 190 in Unanimous Vote

Concerned about mounting unfair work rules, Yellowstone County, Montana public defenders have unanimously voted to join Teamsters Local 190 in Billings.

On February 19, the workers voted 7-0 to join the Teamsters. The bargaining unit consists of nine public defenders.

“The workers are concerned about unfair work rules and they want to be able to have a say in the workplace,” said Joe Dwyer, Secretary-Treasurer of Local 190. “We will also help the public defenders fight plans to privatize the office and save these jobs. We’re confident that we’ll get a strong contract.”

Local 190 also represents deputy prosecuting attorneys in Yellowstone County.

Get On The Bus

Hawaii Workers Approve Contract by Wide Margin



More than 1,000 members of Local 996 in Honolulu turned out to overwhelmingly approve a new five-year contract with the Oahu Transit Services for TheBus employees. The vote brought a month-long strike to an end.

Bus drivers, clerical and mechanic/maintenance staff struck for pay increases, continued health care coverage and job security.

“We were happy to announce that the buses would roll again,” said Mel Kahele, President of Local 996. “Our members were eager and willing to return to work under this new five-year contract. They missed their everyday customers and the tourists too.”

Highlights of the contract, which

covers more than 1,300 workers, include wage increases, pension increases and retroactive health benefits for the entire month of the strike.

In addition, there will be no layoffs or cutbacks of employees during the contract term, and the early retirement bridge age will be lowered to 59 1/2, allowing members to retire early while maintaining their current levels of coverage.

“These workers have written a powerful chapter for organized labor and working families all over Hawaii,” Kahele said. “I think this job action is something we all can learn from, and we look forward to working with the city and OTS to bring customers back to TheBus for years to come.”

Law Enforcement on the Rise *continued from page 1*

Candage, Local 385 business agent and Trustee. “They realized that the Teamsters could make a difference for them.”

The local had been meeting with the Volusia deputies and officers informally for nearly five years. A formal campaign began when it became apparent that the group’s dissatisfaction with their then representatives had reached the breaking point.

Volusia County officers concerns about compensation, benefits and seniority rights were not being addressed. Also, many officers were angry when their FOP and PBA representatives blatantly ignored their wishes and endorsed Sheriff Ben Johnson’s opponent in the last election.

Getting the Job Done Right

“Many of the officers and deputies know us because we supported Sheriff Johnson’s election campaign and we are very active in law enforcement activities in the area,” Candage said. “They see us working hard for our members and wanted the same support.”

The officers also knew that Local 385 had a solid record in successfully handling economic and quality of life issues facing law enforcement officers and their families. In recent years, members have achieved dramatically improved pension plans, increased seniority rights and stronger shift and duty location options.

“Law enforcement officers in the greater Daytona area work hard, handling the equivalent of five Super Bowls each year with events like college spring breaks and biker week hit-



ting the region,” Candage said. “We have proven our ability to cover their backs.”

Expanding Protection

Stapleton hopes this victory will be part of a continuing pattern of growth in the local’s law enforcement membership. An election is scheduled next soon for the Winter Garden Police Department, and contacts have been made with several other large law enforcement units in the area.

“It is our mission to make sure all law enforcement officers in our area get the respect and recognition they deserve,” said Stapleton. “We won’t slow down until we reach that goal.”



“Our country deserves a strong leader who will take a tough stand on jobs, healthcare, pensions and workplace safety.”

Let Your Voice Be Heard

Our country deserves a strong leader who will take a tough stand on jobs, healthcare, pensions and workplace safety. That leader is John Kerry. For the past three years, we have endured a weak economy, assaults on health care and our pension plans, and the decimation of millions of good jobs.

We are at a crossroads in our country. We must stand up and fight to save jobs that provide good middle-class wages. We must let our voices be heard on universal health care. We must turn out in record numbers come election day to take away big business’s influence over the Capital and return it to working men and women.

We are also enthusiastically encouraging members to run for public office. We

have developed a candidates kit titled, “Driving America’s Future”. These materials describe the manner in which members can develop a campaign to run for their local school board, town council, state legislature, or even more lofty offices. It’s part of our plan to place more union people in positions of power within government. Now is the time to make your voice heard and make a difference.

Remember, United We Win!

visit www.teamster.org

25 Louisiana Avenue, NW
Washington, DC 20001

TEAMSTERS
Public Services
NEWS



Non-Profit
U.S. Postage
PAID
Washington, DC
Permit No. 4481