

# Fighting the Speed-Up

A Message from General President Jim Hoffa



## Dear Brothers and Sisters:

One of the oldest problems faced by labor is the old "speed-up" tactic by employers.

We Teamsters face ever-increasing pressure to do more work because we have negotiated the highest wages, pensions and medical benefits in the industries we represent. This is why it is critical that our union employs a professional team that can travel around the country to assist members and their

local unions.

I'm so proud of the three people that are being highlighted in this Warehouse Division newsletter. The way we will be successful to fight the "speed-up" tactic is to have the best and brightest working on our side.

Remember, UNITED WE WIN.

Fraternally,

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



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# Teamsters Warehouse News

Winter 2004

## Engineering for Success

*Division Staff Provide Critical Support*

This issue of Warehouse News features the Industrial Engineering team employed by the Teamsters Warehouse Division. All Teamster members and locals can have a high degree of confidence in our IE team.

Changes are continually being made throughout the country that require locals to schedule an audit, and International Representative Jack Barnard, who coordinates the IE team, works to meet the locals'



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# Meet the Engineers!



## ***Michelle Morrison***

Michelle Morrison has worked for the Teamsters Warehouse Division for the past three years as an industrial engineer performing time studies and analyzing production standards. Her academic credentials include a Bachelor of Science degree in industrial engineering from Georgia Tech. In addition, she holds a minor certificate in industrial and organizational psychology, and is a member of the Institute of Industrial Engineers. Combining her experience in the field with industrial engineering education, she works to protect members against unfair production standards.



## ***Denny Toland***

Denny Toland has more than 21 years of experience in grocery distribution. A former shop steward, he has represented both the union and management in contract negotiations. His management experience includes time study technician, industrial engineering, operations analyst, operations management and project manager. Denny's enthusiasm on the job has impressed the local union and members he's already assisted. As he said in his interview for the IE job, "I want to get back in the union."



## ***Tiffany Owens***

The most recent industrial engineer to join the Division, Tiffany Owens is exceptionally qualified to analyze existing standards in warehouse distribution centers to ensure that members are treated fairly in the workplace, and can achieve the standards while working at a normal pace. She holds two Bachelor of Science degrees, in mathematics from Spelman College and in industrial engineering from Georgia Institute of Technology, respectively. She was an engineering intern at Federal Express during her college career.

## **Engineering for Success**

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needs. The growing need by locals for IE support resulted this year in an increase in the team from two to three engineers.

### **Meeting the Standards**

The issue of engineered standards has been around since the 1970s in the warehousing industry, and numerous arbitrations as well as a few strikes have dealt with problems associated with such standards. Yet through it all, Teamsters under the standards are among the most productive workers anywhere.

Not only do the companies change the production requirements through re-engineering, they also modify the nature of the work through technological changes and reorganization. Voice-activated picking systems, forklift

standards, even activity-based pay systems for truck drivers are examples of the ever-changing industry and the need for first-rate engineering talent in our union.

All of us who have worked under standards know how it makes the hard work of warehouse and distribution more aggravating because of the "sword hanging over your head." But it also results in Teamsters that are rightfully able to command the best possible wages and benefits for the work they perform.

Our union is committed to ensure that high productivity is not achieved at the expense of worker safety. This is the fundamental goal of our IE team. They're well trained and highly professional, and always make the issue of worker safety the highest priority.