



Recycling Creates Good Teamster Jobs

Union Actively Supports Recycling

Across the country, more and more municipalities are embracing recycling and diverting food waste from the main waste stream, and the Teamsters Union is embracing these developments.

“Recycling is good social policy and has helped create solid Teamster jobs and the potential for even more jobs,” said Robert Morales, Director of the Teamsters Solid Waste, Recycling and Related Industries Division. “Today, cities like San Francisco recycle more than 75 percent of municipal waste, where other major cities recycle as low as 3 percent. There’s tremendous room for growth—and that can mean job growth in Teamster industries.”

The Teamsters, which represent 32,000 private sanitation industry workers, is working with environmental organizations across the country to strengthen recycling programs.

One success story is the recycling center operated by Norcal Waste Systems in San Francisco, which has created more than 150 solid-wage Teamster jobs and has given workers from the nearby low-income neighborhood good-paying jobs and a chance to move up to union driving jobs.

Recycling leads to the creation of new businesses to transport, sort and broker recovered materials. These jobs include dispatchers, sorters, brokers and truck drivers. Many of these positions are created in inner-city areas—where quality jobs are needed—and without union representation can be difficult, dangerous, low-wage jobs. The Teamster success at Norcal shows these can be well-paid jobs that provide solid career ladders.

Recycling Organics

The threat of global warming has raised attention about the importance of recycling organics.

Instead of clogging landfills that release global warming gases, the organic waste could be picked up by sanitation workers, composted in bulk and used to replenish farmland and create clean energy.

“More communities are picking up organics and not sending it to the landfills and we support these initiatives,” Morales said. “Environmentally and economically, recycling makes sense.”



Waste and Recycling

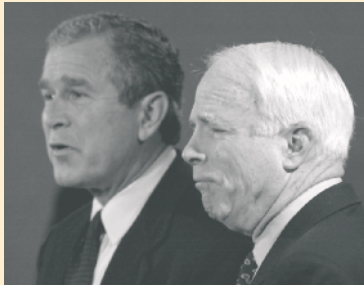
The Teamster Solid Waste, Recycling and Related Industries News

James P. Hoffa, General President • C. Thomas Keegel, General Secretary-Treasurer • Robert Morales, Director

McCain: More of the Same

A McCain Presidency Would Amount to Third Bush Term

The next president of the United States will have his work cut out for him. The Bush administration has done all it can



to marginalize those Americans who work for a living and stack the deck for powerful corporations. The Teamsters Union has endorsed Sen. Barack Obama for president because he is the candidate who will deliver much needed change.

Knowing why Sen. Obama will be good for working families as president is as important as knowing why John McCain will be

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Teamsters Scrutinize Possible Republic, Allied Merger

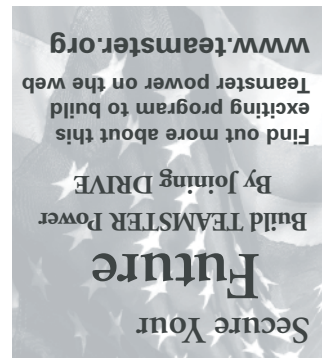
Union Takes Steps to Protect Members' Interests

The Teamsters Union is carefully monitoring and analyzing the announced merger of Republic Services Inc. and Allied Waste Industries Inc. to make sure members' jobs and interests are protected.

"I realize our members at Allied and Republic must be anxious about

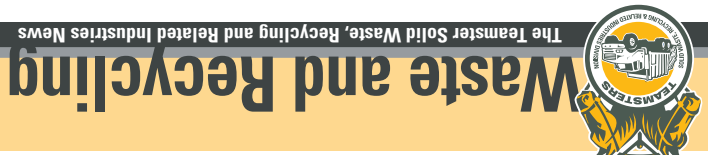
this possible merger," said Robert Morales, Director of the Teamsters Solid Waste, Recycling and Related Industries Division. "We understand members' concerns and we are taking a comprehensive approach—we'll be talking to shareholders about our concerns, contacting state officials and

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A Message From Division Director Bob Morales

Taking Action



I'm sure many of our members at Allied Waste Industries Inc., Republic Services Inc. and Waste Management Inc. (WMI) are very concerned about the possible mergers that have been announced.

We understand your concerns, and we are taking every step possible to make sure our Allied, Republic and WMI members' interests are protected.

We have assembled a team of experts from the International Union and from the division, who are working closely with local union leaders from around the country. We are sharing information and developing strategies now so that we will be prepared at every step of the process in the coming months.

As we develop information, we will keep you informed. We have created a special section on the web site. To visit the site, go to www.teamster.org and click on the "Merger News: Republic-Allied-WMI" button on the right side of the page.

We also are calling on our members to share information they may receive. If you hear anything that may help us in our fight to protect members, call the Solid Waste and Recycling Division at 202-508-6422, or call your local union, or relay the information to your steward.

Thank you for your continued support.

McCain: More of the Same Continued from page 1

bad for working families. And there are countless reasons why, but the most important one is McCain would further the Bush policies that have been so destructive to all but the most wealthy.

"Looking at the problems facing our great nation, and the presidential candidates who will inherit eight years of disastrous policies and neglect of working families, one thing is clear: McCain is not the person who will right the wrongs of the Bush administration," said Jim Hoffa, Teamsters General President.

"There is no doubt that McCain's service to his country during the Vietnam War was admirable. There is also no doubt that McCain is not the 'straight talker' he makes himself out to be," Hoffa said.

Again and again, McCain has made it clear that he is an advocate for the rich and powerful and does not care about working people. He voted to eliminate overtime pay for 8 million American workers. He voted to allow companies to cut and eliminate pensions for their long-term employees. He voted to weaken OSHA workplace regulations designed to prevent injuries on the job.

Failed Trade Policies

The policies McCain wants to implement as president would amount to a third Bush term. Both McCain and Bush support anti-union laws that make it harder for workers to unionize. They have no meaningful plan to deal with our country's health care crisis. And they dismiss the good-paying manufacturing jobs we lost due to NAFTA and other unfair trade deals with no plans to replace them. The failed trade policies of our nation

have no doubt contributed to the economic woes we're all facing now, so it's important to look at what a president McCain might do.

"If I were president, I would negotiate a free trade agreement with almost any country," McCain said in a speech in 1999.

We need to elect a new leader who is willing to break with Bush's failed policies, not someone who, while in the U.S. Senate, voted with the Bush administration 95 percent of the time in 2007.

Anti-Worker Record

"I don't want a president who has said he 'doesn't really understand economics' or has recently said that 'the fundamentals of the economy are strong' like McCain has. I want a president who recognizes the dire straits working Americans are struggling through and won't whitewash the problems," Hoffa said.

It's also no surprise that McCain has a decidedly anti-worker voting record, for example:

- McCain voted against the Employee Free Choice Act [H.R. 800, Vote 227, 6/26/07];
- McCain voted for a National-Right-to-Work Act [S. 1788, Vote 188, 7/10/96];
- McCain voted to allow employers to hire permanent replacements during a strike [S. 55, Vote 189, 7/13/94];

Working men and women can't afford to put McCain in office in November. He will continue killing our jobs and keeping power in the hands of billionaires and Wall Street. McCain will be just more of the same.

A Message from General President James P. Hoffa



Four More Years?

Across the country, working families are struggling to make ends meet because of the failed economic and trade policies of the Bush administration. It's time for a change, and the Teamsters Union believes Sen. Barack Obama can enact that change.

For all the reasons we endorsed Sen. Obama for president, there are just as many reasons why John McCain would be dangerous for American workers. The main reason, though, is simple: A McCain presidency would be the same as a third term for Bush.

So many issues important to working families and the Teamsters Union hang in the balance during this election. What's at stake? The Employee Free Choice Act. The fate of the Mexican truck program. Worker misclassification legislation. Trade policies. Aircraft maintenance outsourcing. The list goes on and on.

One thing these issues have in common is that if it's good for American workers, McCain

is against it and Sen. Obama supports it. McCain has a 16-percent voting record with labor—one of the lowest in Congress. His record after 26 years in Washington paints a portrait of a man whose ideas are stale and stuck in the past.

A unified voting bloc of 1.4 million Teamster brothers and sisters can sway this election in the right direction—toward meaningful change. With Teamsters working to get Sen. Obama and other labor-friendly politicians elected, it benefits not only our nation but our union.

To find out how you can get involved in your community, visit TeamstersForObama.org and log in using your members-only password, Obama08.

A handwritten signature in black ink that reads "James P. Hoffa". The signature is fluid and cursive.

Merger Continued from page 1

doing economic and environmental assessments—all in an effort to make sure our members' jobs and interests are protected."

"We have put together legal, financial and strategic experts to monitor the latest developments and the potential impacts on our members," Morales said. "At this point there are a lot of unknowns but as we develop information and gain insight, we will share that with local union leaders and our members."

Shortly after the possible Allied and Republic merger was announced, Waste Management Inc. announced that it wanted to buy Republic. However, on July 18, Republic, the third-largest North American trash hauler, rejected Waste Management's hostile \$6.19 billion offer and said its planned purchase of Allied will be better for shareholders. Waste Management may resubmit an offer.

The Teamsters Union represents about 3,000 workers at Republic, about 6,000 at Allied Waste and about 8,700 workers at Waste Management.

"We may well see additional consolidation attempts in this industry as employers face rising fuel prices and the slowing of the economy. Our team of experts is closely watching these developments," Morales said.

If Allied and Republic move forward with their plans to merge, the combined company would be the waste industry's sec-

ond largest company after Waste Management. If Republic accepts a future offer from Waste Management instead, Waste Management, already the nation's largest waste corporation, will dominate the industry even more pervasively. This could lead to more anti-trust scrutiny and possible divestitures of operations imposed by the Department of Justice.

The Republic/Allied transaction, if it clears regulatory hurdles and is approved by shareholders of both companies, is expected to close by the fourth quarter of 2008. The companies claim the merger will generate about \$150 million in annual savings by the third year following the completion of the merger.

Republic said it plans to merge with Allied Waste for \$6.24 billion in stock, creating a \$12-billion waste and environmental services company. The merged company would still be smaller than market leader Waste Management Inc. Allied CEO John Zillmer and CFO Pete Hathaway announced that they will leave after the completion of the merger. Republic CEO James E. O'Connor will take over and the new company will reportedly take the Republic name and be based in Phoenix, Arizona.

Workers at Republic and Allied who find out more information about the merger are urged to contact their stewards or their local union leaders, or the Solid Waste Division. Go to www.teamster.org and click on "Merger News: Republic-Allied-WMI."