



NOVEMBER 2010

Public Services

The Teamster Public Services

James P. Hoffa, General President • C. Thomas Keegel, General Secretary–Treasurer • Michael Filler, Director

Teamsters-National 401(k) Savings Plan

Pensions. IRAs. Savings accounts. For many people, these longstanding retirement savings vehicles have been the basis for their retirement planning. If you want to do more, however, the Teamsters Union affords you that opportunity.

Whether you plan on traveling, taking up a new hobby or spending more time with family, it will take money to do it. The Teamsters-National 401(k) Savings Plan is a great way to save for your future plans. Benefits of the plan include:

- Tax savings through before-tax contributions (when you contribute to your plan account on a pre-tax basis, less of your income is taxed when you get paid);
- Potential tax-deferred growth on your account (any investment growth is not taxed until you withdraw the money); and
- A variety of investment options (including target date funds and a self-directed brokerage account).

Take this opportunity to find out if your employer is participating in the plan and make sure you are making the most of all the retirement planning options available to you.

To find out more about the plan visit www.prudential.com/teamsters401kplan.

Prudential provides recordkeeping and account access services for the plan. To contact Prudential by phone, call 1-877-PRU-2100.

Participant Service representatives are available Monday – Friday, 8 a.m. to 9 p.m. ET.



San Bruno Explosion

Teamsters Play Huge Role in Rescue, Cleanup Effort of California Explosion

When a pipeline exploded in the California town of San Bruno on Sept. 9, the city's entire public service work force responded, as did public service workers from surrounding towns and cities. All 200 of San Bruno's first responders are Teamsters, represented by Local 856.

Joseph Lanthier, Secretary-Treasurer of Local 856, commended the dedicated service of all the public service Teamsters who responded that day: police officers, firefighters, 911 dispatchers, maintenance workers, water department employees and so many more.

Police officers and firefighters responded immediately to the scene. Water Department workers made sure there was enough water to fight the fire sparked by the explosion. Other public service employees began to help clear away debris. So far, they removed more than 7,000 tons of ash and debris from 37 destroyed homes.

The explosion killed eight people and destroyed nearly 40 homes in San Bruno. And a number of Teamsters live in the affected area and one retiree lost his home. Peter Finn, Vice President of Local 856, also commended Teamsters from nearby communities who came to

the scene to help.

Corporal Kevin McMullan with the San Bruno Police Department had just finished his shift with overtime and was on his way to his son's soccer practice when he saw the explosion. The officers remained on the scene weeks after the explosion, providing security for the residents.

"I was really proud to see how the entire city came together," McMullan said.

Capt. Dave Cresta with the San Bruno Fire Department said this was the biggest disaster he has seen in his 25 years as a Teamster. Cresta immediately headed for the area where he and other firefighters worked to get the fire under control. Then they stayed behind for days to help residents sift through the rubble.

"All some of them had was just ashes now, so we tried to help them find any small piece of memorabilia that we could," Cresta said.

Water Department employee Ted Chapman worked 30 hours to make sure not only firefighters, but city residents, had water.

"We kept the water flowing to everyone," Chapman said. "We were just fulfilling our jobs diligently."

A Message From Division Director Michael Filler

Recognizing the Common Good

The 21st century will continue to be a great time for us to witness remarkable technological advances, while our societal systems and quality of governance are often called into question. “Smart phones” are readily available with far-ranging computer applications, but what will it take to create the notion of “smart service” for the taxpaying public, as well as for those most in need of assistance? Some pundits choose to argue about the size of government, thereby overshadowing what should be the real focus—namely, determining what is necessary to promote quality and cost effectiveness in the delivery of public services.

Pollsters like to conduct surveys to gather opinions about politicians, issues and our government. The Washington Post recently reported that while 73 percent of those questioned believed federal government employees did a good job, more than half felt that those employees were overpaid.

On a daily basis, a search on the Internet will reveal numerous news articles and opinion pieces critical of public pensions. An ever-increasing number of employers, both in the private and public sectors, are freezing or discontinuing defined benefit plans in place of defined contribution plans, where the risk is extremely high and the prospect of a defined retirement income uncertain.

The values and beliefs we hold are a product of our upbringing, education and personal experiences. Our ideologies on topics can vary from liberal, moderate to conservative. Yet we must not be misled by proponents who seek to factionalize our membership by portraying our public service workers in a negative light.

In this issue of the newsletter, the valiant efforts of Teamster members in San Bruno, Calif. are a perfect example of the dedicated work performed by many on a daily basis. As Teamsters, we should support their rights to fair pay, benefits and working conditions. And as Teamsters, we should recognize the common good they provide for all.



Get Active! Member Involvement Strengthens Union Might

When members get involved in their local union, everyone benefits.

“Dedicated, active local unions are making a huge difference in countless communities across the nation,” said Jim Hoffa, Teamsters General President.

“They’re organizing workers. They’re getting legislation passed. They’re making their voices heard.”

Covina, California’s Local 396 is a good example of what labor can accomplish when members gets active. When their membership realized what they do together, they jumped at the opportunity to join their local’s DRIVE campaign. When the campaign started, 2 percent of their sanitation members belonged to DRIVE, the union’s political action committee. Six weeks later, 1,325 members were signed up—50 percent of the local’s waste/recycling workers.

The DRIVE campaign success boosts organizing efforts by strengthening ties with local elected officials. For example, by strengthening ties to local government officials, Local 396 has helped pass worker-retention ordinances in smaller, local communities. “By gaining strength through our DRIVE membership, we will increase our influence to pass more pro-worker laws at the local level that help our members and laws that will help our union grow,” said Ron Herrera, Secretary-Treasurer of Local 396.

When International Vice President Al Mixon was elected Secretary-Treasurer of Cleveland’s Local 507, member participation wasn’t what it could be. Mixon set out to change that. “One thing I always recognized coming up through the ranks is that the real value of a union comes from its membership,” he said. A good first step for members looking to get more involved



in their local is as easy as attending membership meetings.

“You can learn a lot about your local from a membership meeting, and every local has them,” Mixon said. “If you really want to be engaged, talk to retirees. Talking with retired Teamsters can really educate us about what we can do at the local level.”

Larry Cerne, one of the active retirees Mixon mentioned, retired in 2006 after a 30-year Teamster career. He has witnessed member participation ratchet up in the last few years thanks to Mixon’s leadership and said the local has reaped benefits because of rank-and-file solidarity. “The local keeps us involved,” Cerne said. “You can see the difference in just about everything we do.”

Mixon said now that more members are active in the local, they have more people ready to help during organizing drives and other activities. When the local hosts or participates in an event, they are able to get more people there. And his local isn’t alone.

“Over the past two years, Local 117 has launched a series of initiatives to increase membership involvement and participation. Most notably, these include establishing a Teamsters for Tomorrow chapter (members 35 years and under) and a Latino Caucus,” said Paul Zilly, Communications Coordinator for Local 117 in Seattle, Wash.

“With both of these groups, we have seen members, who previously had little or no connection with their union, become active, engaged participants. They are better at enforcing contracts; they have volunteered for community events; they have participated in leafleting actions and joined fellow members on the strike line. It has been amazing to see the positive energy they have brought to the union and how it has strengthened us.”

Pasco County Success

Nearly 1,100 Public Services Workers Join Local 79

Florida Teamsters continued their amazing organizing success when nearly 1,100 Pasco County government employees voted in September to join Local 79 in Tampa.

“Once again, hardworking public employees have turned to Local 79 for strong representation,” said Jim Hoffa, Teamsters General President. “The workers know about Local 79’s track record of negotiating solid contracts that provide county government workers with the rights and protections they deserve.”

“We are very pleased to welcome the Pasco County workers into our Local 79 family,” said Ken Wood, International Vice President and Local 79 President. “They join their colleagues in Hernando and Collier counties who have recently joined our union. Now we will work hard to negotiate a contract that will provide the Pasco County workers with the brighter future they deserve.”

The county employees include parks and recreation workers, building inspectors, information-technology workers, probation officers, emergency communications officers, library employees and numerous other classifications. Workers are also seeking a fair seniority process, an effective way to challenge unfair management decisions and a strong voice and strong union representation.



“This is welcoming and wonderful news,” said Warren Johnson, special equipment operator for the county Utilities Division. “It’s been a long fight for over a year, and we look forward to negotiating a strong contract.”

Technical Workers at Medical Center Approve Agreement

Technical workers at Genesys Regional Medical Center voted 181-15 to approve a new four-year contract. The group, comprised of 280 licensed practical nurses, technicians, paramedics and EMTs, is represented by Local 332 in Flint, Mich.

Teamsters General President Jim Hoffa praised the employees for continuing to work without a contract even though the hospital had refused any contract extensions after their previous contract expired on March 17.

“These workers are so dedicated to the well-being of their community, they put their patients first,” Hoffa said. “I’m extremely proud of how these Teamsters stood together.”

Nina Bugbee, President of Local 332, said the battle was tough but worth it.

“We got our workers the best contract we could in the worst economic climate,” Bugbee said. “Sometimes it takes a village,

sometimes it takes an army, but this time, it took the Teamsters.”

“Through a combination of bargaining unit solidarity, strong leadership and innovative union proposals, the Teamsters created success out of a dire situation,” said Michael Filler, Director of the Teamsters Public Safety Division. “This agreement fairly balances the needs of our technical

workers, the hospital and the community served by the Teamsters.”

Among the contract’s highlights was keeping the defined pension plan in place for employees ages 45 and older with at least 15 years of service. This group makes up 40 percent of the work force, Bugbee said. Workers will retain the additional 2 percent annual raise in the contract.



A Message from General President James P. Hoffa

Member Mobilization



Active rank-and-file involvement is one of the many things that make the Teamsters Union the most powerful union on the planet.

When we called on our members to get involved in organizing, the response was incredible. Thousands of you volunteered for

organizing trainings and then assisted your local unions or Joint Councils in getting nonunion workers to join the Teamsters.

Every campaign the Teamsters Union participates in—whether for organizing, to negotiate a strong contract or to get something done on Capitol Hill—starts with a strong membership

If you're not involved with your local union, I urge you to get out to a membership meeting. There's much to be learned at a local meeting, and connecting with your fellow members and officials at the local is a great way to take that first step.

Once you have established a relationship with your local union, there's no shortage of ways to get involved, to make your union stronger, to make your community better, to make your job safer.

There is strength in numbers, and with 1.4 million Teamster brothers and sisters out there—and much more to come—our union is about as strong as it gets. But we can always be stronger. The easiest and most effective way is for each and every Teamster to get active in his or her local.

DRIVE is a political committee that furthers labor-related goals, including making contributions to support candidates for local, state and federal offices. Individuals may refuse to join or contribute without fear of reprisal.

Find out more about this exciting program by talking to your local union, or on the web at www.teamster.org/drive

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