



Parking in High Gear

Members Approve Five-Year Contract in San Francisco

Local 665 Teamsters in San Francisco recently ratified a contract for parking workers with 95 percent of the members voting “yes”. And in spite of opposition from management—and a disturbing trend nationwide—the members fought off cuts to their health benefits.

“The best thing about working in this industry and being a Teamster is the job security,” said Winston Jenkins, a Local 665 member who works in San Francisco. “As Teamsters, we know that as long as there are cars, we have good jobs. With this contract, it just got better.”

More than 1,600 Teamsters employed in the parking industry in San Francisco approved a five-year agreement providing wage increases and full maintenance of health benefits. The new Master Parking Agreement also includes improvements in the Western Conference of Teamsters Pension Plan and 401(k), plus streamlined grievance procedures.

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—Winston Jenkins, Local 665

Reaching Out to Youth

Local 1150 Wins Accolades for Education Program



Three Teamster locals—including one Industrial Trades Division local—have been honored for innovative School-to-Career programs that educate students on union industries and the role labor unions play in North America.

Local 1150 in Stratford, Connecticut has a program that finished its second year in August. The local is made up of Sikorsky Aircraft workers.

The program, designed to give high school students a real experience in the world of the union worker, has been more successful than hoped. It not only won praise from the International Brotherhood of Teamsters but has won several other awards. In September, Local 1150 earned the Community Service Award from

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



Fighting for Health Care

We have seen some astonishing victories in the Industrial Trade

Division in the last few months.

One of the most important industries in our division—parking—achieved a milestone with the ratification of the Master Parking Agreement at Local 665 in San Francisco. The fact that approximately 1,600 members kept their health benefits makes the victory even more important.

Employers across the country are slashing health care benefits for workers but the Teamsters Union continues to fight this trend. Health benefits are an important part of the stability of the American worker and the Industrial Trades Division will do everything in its power to protect your hard-won rights.

Workers' Memorial Day— April 28, 2004

Teamsters Encouraged to Participate

In the United States, Canada, and many other countries worldwide, Workers' Memorial Day is the time to remember and honor our fallen Brothers and Sisters in the labor movement. On this Workers' Memorial Day, Teamsters and working people everywhere will join together to seek stronger safety and health protections and better standards and enforcement.

Decades of struggle by workers and their unions have resulted in significant improvements in working conditions. But the toll of workplace injuries, illnesses and deaths remains enormous. Each year more than 60,000 workers die from job-related injuries and illnesses and another 6 million are injured. The unions of the AFL-CIO remember these workers on April 28, Workers Memorial Day.

We encourage Teamster members across the country to conduct a variety of activities to honor and remember those who have lost their lives in the workplace. Teamsters are encouraged to participate in events that may be held by AFL-CIO federations and Labor Councils in each state. You can also coordinate activities with the Committees on Occupational Safety and Health (COSH groups), a network of non-profit organizations around the United States that advocate for worker safety and health.

The IBT Safety and Health Department will have a variety of information related to Workers' Memorial Day available on its website, including how to obtain posters and stickers from the AFL-CIO. For additional assistance, contact the Teamsters Safety and Health Department, at 202-624-6960; Fax: 202-624-8740; E-mail: IBTSafety@teamster.org.

GOOD JOBS

Protect Workers Now

SAFE JOBS

Workers Memorial Day • April 28



Join the fight to beat back the erosion of worker-friendly legislation!

Take the wheel and DRIVE home the issues that are important to you, America's working families. Join DRIVE—the Union's political arm—by contacting your local union or by calling the IBT Government Affairs office at (202) 624-8741. Contribution forms can also be downloaded off the IBT website at www.teamster.org.

Organizing Roundup

Local 283, Michigan **Triple H Impressions**

Workers at a silk screening and embroidery company have joined Teamsters Local 283 in Wyandotte, Michigan, after they signed cards indicating their wishes to join the local.

After receiving the cards from all six employees, the company, Triple H Impressions, agreed that an organizing election was not necessary. The workers became Local 283 members earlier this month at the Brownston, Michigan company.

“The workers are looking forward to securing their wages and negotiating a contract,” said Todd Lince, Local 283 organizer. “We appreciate the assistance we received from Joint Council 43’s Organizer Jim Parinello.”

Local 911, California **USA Parking**

Workers for USA Parking at Burbank (California) International Airport voted 49-9 in favor of representation by Teamsters Local 911.

The 79 employees of the Central Parking subsidiary were fed up with extremely poor working conditions. They are also seeking better pay and an end to favoritism.

“This is very important for the workers,” said Local 911 Organizer Jose Monjares. “They didn’t like the way the company was mistreating them, with low wages, no benefits and only one set of uniforms that they had to wash every night.”

Local 120, Minnesota **Municipal Parking, Inc.**

Workers at Minneapolis parking garages operated by Municipal Parking, Inc., voted in favor of joining Teamsters Local 120.

Management, which had reneged on a verbal card-check agreement, hired a union-busting law firm and required workers to sit through three two-hour captive meetings.

“We reached out to our immigrant communities and we now have 176 new Teamsters,” said Erik Skoog of Local 120 in St. Paul.

The Teamster-represented garages include public parking facilities owned by the City of Minneapolis.

Local 703, Illinois **Acres Group Landscaping**

With a big assist from Joint Council 25, Local 703 and Operating Engineers Local 150 in Chicago won an organizing campaign of 106 workers at Acres Group Landscaping. The vote was 80 for the allied unions, 15 for the Laborers, seven challenges and three for no union. The unit will be split approximately 50-50 between the winners under the cooperative organizing agreement.

The Acres win is the first step in a campaign the Teamsters have formed with the Operating Engineers to go after the entire landscape industry in the Chicago area.

“This victory was in large part due to the organizers out of Joint Council 25,” said Tom Stiede, Secretary-Treasurer of Local 703 in Chicago. “We benefited from their hard work.”

Stiede said the alliance with the Operating Engineers created a strong presence that impressed the workers. “It’s just a good marriage,” he said.

Local 137, California **Knauf Insulation**

Workers at Knauf Insulation in Shasta Lake City, California have voted to join Local 137. On February 20, workers at Knauf, who make Fiberglas insulation, voted overwhelmingly to join Local 137 in Redding, California. There are 140 workers in the bargaining unit.

“A well-organized campaign led to this victory, which included a strong in-house committee, more than 20 well-attended employee education meetings and the hiring of a wrongfully discharged Knauf employee as a project organizer,” said Dave Hawley, Local 137 Secretary-Treasurer. “This victory would not have been possible without the assistance of the International Union’s Organizing Department.”

The quest for job security, equal treatment and fairer wages were the major issues of the campaign, which kicked off in October.

“The employees withstood an intense anti-union campaign waged by the company, including its threat to close the plant,” Hawley said. “I have begun organizing a bargaining committee, with a plan to build employee solidarity to prove the employer wrong and negotiate a strong first contract.”

And They're Off!

Workers with California Horse Racing Industry Get First Contract



Assistant starters in the California Horse Racing Industry ratified their first Teamster contract with a landslide vote in early July. The five-year agreement brings substantial improvements in health and welfare benefits, pension, working conditions and nearly doubles the wage rate for the Assistant Starters.

“The improvements were brought about with the help of a committee of assistant starters from throughout the state,” said Bob Lennox, Secretary-Treasurer of Local 495 in Pico Rivera, California. “It was under the threat of an industry-wide strike that we were able to hammer out such a great first contract.”

The assistant starters are responsible for getting racehorses into the starting gate and the workers have to stay inside the gate with the horse and jockey while waiting for

the start of each race.

“It’s a dangerous job and these members deserve to enjoy the same level of benefits as the rest of our members in the racing industry,” said Ken Walker, President of Local 495.

Local 495 has represented members in the California Horse Racing Industry for more than 50 years, including parking, security, racing officials, outriders, paddock guards, groundskeepers and truck drivers. The contract will cover the starting gate crews at horse racing tracks throughout California, including fairs that host horse racing.

“It was a pleasure working with the rank-and-file committee and we are proud to add the assistant starters to the membership of Local 495,” Lennox said.

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Fruits of Labor

The agreement covers parking operations in all commercial office buildings, major hotels and city-owned garages in downtown San Francisco, as well as airport parking.

“Our members will continue to enjoy the best wages and benefits in the parking industry,” said Ernie Yates, Secretary-Treasurer of Local 665. “They won this contract themselves—because they stuck together—and the employers were fully aware of that unity.”

Company negotiators began talks by attacking workers over the cost of health care benefits.

“We would not accept these employer demands,” Yates said. “And our members held onto good medical benefits without a strike.”

“A Contract We Can be Proud Of”

“The contract is great—but we really deserve it. I don’t mean to brag, but I work with some of the best workers around,” Jenkins said. “Since we work well with the cus-



tomers and with management, we got a contract we can be proud of.”

Jenkins said the best part of the contract is the medical benefits.

“The cost of health care is going higher and higher all around the country,” Jenkins said. “But we got our health care without any increases. It’s great to have that—especially because a lot of us have families.”

Proud at Penske

Two Big Victories for Teamsters at Penske

The Industrial Trades Division has had several important victories with Penske Truck Leasing recently—from arbitration victories in Colorado to an organizing win in California.

At Local 537 in Denver, the local won an important victory in maintaining their jurisdiction and the members' contractual rights.

“When Penske re-opened a facility in 2002, another union falsely claimed jurisdiction over the facility,” said Rudolph Textor, President of Local 537. “The company exploited this phony claim by filing the legal paperwork to keep both unions out.”

The AFL-CIO ruled in favor of the Teamsters in the jurisdictional dispute and the local is in the process of getting Penske to comply with its obligation to recognize the Teamsters at the facility and comply with the Local 537 labor agreement.

Local 481 Victory

In California, Local 481 won a representation election at another Penske location. After a year of management delaying tactics, mechanics and customer service



agents at Penske in San Marcos, California, recently voted 15-2 for a first contract with Teamsters Local 481.

“These workers were seeking a voice in their workplace, and didn’t feel they were being treated fairly,” said Tom Miller, Secretary-Treasurer of Local 481 in San Diego. “We were able to put them under a regional contract with full health and welfare and pension.”

Reaching Out to Youth *continued from page 1*

United Way of Eastern Fairfield County for the program while Sikorsky and the union were presented with a recognition award from Workplace Inc. in Bridgeport.

“Local 1150 is committed not only to the ideals of labor but to our community and to being a valuable member of it,” said Rocco Calo, Secretary-Treasurer of the local. “We have an obligation to use our resources to give something to the community. That is what this program is all about.”

What They Learn

This year’s program brought in 12 students from vocational high schools around Connecticut for an eight-week work period. On the job site, students are matched with mentors who teach them their trades as well as the value of being a Teamster member. The program includes a “Labor History Day” during which students learn the history of labor and labor-management relations. The program started in 2002 with 5 students. Forty students will participate in the 2004 mentoring program.

“The locals being recognized this year have done amazing work in terms of educating students about workers’ rights on the job, labor history and the Teamsters as well as fulfilling the goal of the School-to-Career program, that is, to help connect young people to high wage careers in growth industries,” said Mary G. Hardiman, Teamsters Director of Education. “At a time when jobs are scarce and students see opportunities dwindling, Teamsters across the country are reaching out to youth.”

A Message from Teamsters General President James P. Hoffa



We'll Continue to Fight

Our union continues to play a leading role in the fight for universal health insurance and to protect worker pensions. Over the past several months there have been significant assaults on workers' rights—whether it be the presidential platform of the Republican

National Committee or the proposals in Congress to restrict overtime pay.

Although the White House may want to distract us with other issues, we must keep the focus on programs and promises critical to working families.

The Teamsters has always attracted politically active members that are not afraid to voice their opinions, write letters or volun-

teer for campaigns. I urge you to join DRIVE, our political action fund. By doing so, you will increase our political clout and ensure the voice of working families is heard. To access information about DRIVE, please go to our website at www.teamster.org.

A collective, strong voice is the best weapon to battle Big Business interests in the White House and Congress.

Remember, United We Win!

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