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n remembering the life of Rosa Parks, what stands out is the tremendous courage it took for her to remain seated on that bus in 1955. In doing so, she confronted a whole system of injustice bearing down on her and her fellow African-Americans.

The same courage is required of workers struggling to organize in today’s economy. Unchecked corporate power, ineffective labor laws and the pressures of globalization have all created formidable odds. But courage, perseverance and, above all, principled solidarity are still the secret weapons that all people possess.

Martin Luther King Jr. also championed a vision of labor rights being synonymous with civil rights. King pointed out that the racist and the labor-hater were often one and the same, “spewing anti-Negro epithets from one mouth and anti-labor propaganda from the other mouth.”

Sadly, Dr. King was murdered in Memphis, Tennessee while supporting the rights of striking sanitation workers. But I think he would be heartened to know that his spirit is alive and well as Teamster waste workers in Alabama, Georgia and Florida recently secured first contracts achieving security for their families and respect on the job.

“I Can Take It No Longer”

Dr. King once described Rosa Parks’ act of civil disobedience as a simple breaking point where the human personality cries out, “I can take it no longer.”

Today’s workers are approaching a similar point as they see the hard-won victories of the past crumble around them. Today, American workers have less economic security, with corporations sending jobs overseas and wages so low many work two or three jobs just to cover their family’s basic necessities. Forty-five million Americans are without health insurance, and skyrocketing health care costs eat away at paychecks that are already stretched. And to make matters worse, the number of workers with defined benefit pensions has dropped from 41 percent to 21 percent since 1978.

Clearly the frail moorings of middle-class life are coming undone, yet the Bush administration shows neither concern nor initiative in finding meaningful solutions to these problems. African-American workers, continually on the frontlines of layoffs and downward economic trends, are particularly stung by these factors. In 2005, median weekly wages earned by blacks fell 5 percent while wages for whites dropped 1 percent. The decline in black union membership no doubt plays a role in these losses.

It is my hope that Rosa Parks’ life will serve as a reminder to workers of all races and ethnic groups that there comes a time when enough is enough. With corporate greed and corporate-owned politicians making our laws and running our country, now is the time to be building and organizing for the future.

Workers can rise above these obstacles by joining together in trade unions, and building the kind of solidarity and strength that can challenge the powers that be and change the course of history. Rosa Parks’ life is proof of that.
DHL workers are celebrating another in a long string of victories with the overwhelming passage of a contract in Florida.

Teamsters at the Miami International Airport (MIA) DHL gateway facility approved a four-year contract in December, gaining wage increases, a pension plan and job security language.

“We are ecstatic that we have completed these negotiations,” said Alex Saumell, an 18-year worker at the DHL Miami gateway facility. “The credit goes to Mike Scott, Don Marr and all the workers here at the gateway who stood strong through this entire process.”

**Exceptional Contract**

By ratifying the contract, the 130 workers at MIA became the third DHL gateway location to be protected by a Teamster agreement this year. Miami gateway workers are joining 300 DHL Teamsters at John F. Kennedy International Airport in New York and 150 gateway workers at Los Angeles International Airport.

In addition to securing excellent wage increases and lowering the cost of health insurance for the workers, the agreement includes job security language and guarantees a minimum of 40 hours per week for full-time employees.

The contract also includes strong language that provides the members with an outstanding grievance procedure and seniority requirements.

“These workers were so excited about becoming Teamsters,” said Michael Scott, President of Local 769 in Miami. “This is an exceptional first contract that will provide improvements across the board for these workers.”

**Looking Ahead**

The solid contracts at the gateways set the stage for DHL workers at independent cartage contractors (ICCs) around the country who are involved in negotiations with those operators.

“The workers sent a message to DHL that they are proud Teamsters who will support all the DHL workers that are negotiating a first contract,” said Don Marr, a Local 769 business agent. A major focus of the International Union during 2006 will be to secure contracts for those ICC workers who have chosen Teamster representation. The DHL team at the International Union is currently assessing the needs of different locals to devise strategies that will secure strong contracts with the ICCs.
A Brighter Future
Local 120 Wins Back Union Jobs

Paul Smith always wanted the security and benefits of a union job after having one years ago. Now, thanks to Local 120 in St. Paul, Minnesota, Smith has a brighter future as a carhaul Teamster. “I love being a Teamster,” said Smith, a driver for Allied Systems. “I feel more secure for myself and for my family.”

Local 120 successfully fought to get union carhaul jobs back that had been lost to a nonunion company. As a result, Smith and three-dozen other carhaul drivers and several mechanics are now proud Teamsters.

In 2000, General Motors contracted the work at Cottage Grove, Minnesota to Sierra Mountain Express, a nonunion company, putting the Teamsters out of work. Until that year, there were no nonunion carriers in Cottage Grove.

Regaining Work
The Teamsters regained the work recently by using a clause in the national carhaul contract that allows Teamster-represented companies to bid more competitively for work that was taken by nonunion companies. The national contract allows short-term wage adjustments as a way of regaining work for the long run.

“This contract has created new, good-paying Teamster jobs,” said Louie Miller, business agent for Local 120. “Our strategy is a cancer on nonunion operators because we are starting to erode their base of operations.”

Local 120 now has a contract with two union companies: Allied and E&L, which are doing much of the work.

“This is a win-win situation for our members. Our Teamster carhaul members receive solid wages and receive full health and pension benefits,” said Fred Zuckerman, Director of the Teamsters Carhaul Division. “We’re going to work with Local 120 and with other local unions to regain more work through this process.”

Taking Care Of Business

395 Residential Assistants Join Local 926

On November 30, 395 residential assistants at Passavant Memorial Homes reached a card-check majority and joined 275 of their coworkers to become members of Local 926 in Pittsburgh, Pennsylvania. The unit has now grown to 670 people.

Residential assistants at Passavant, who are scattered within a 100-mile radius around Pittsburgh, care for mentally challenged individuals living in group homes.

“I’m in this field because I care about people, but employees are people too. We had no powers at all,” said Barry Malloy, a residential assistant.

As a nonunion worker at Passavant, Malloy had to pay a $500 deductible when he had lab work and surgery last year.

“It’s like I took a $500 pay cut,” he said. “I’ve heard so many stories of single mothers with children—a lot of them refuse to go to the doctor because they can’t afford it. That’s why I wanted a union.”

Neutrality and Card-Check
Local 926 won a neutrality and card-check agreement with Passavant in November 2004.

“I explained to the company’s lawyer that we have a protection rights clause, which allows us to honor a picket line,” said Charlie Byrnes, Local 926 Secretary-Treasurer. “I think the fear of knowing that we had the power to shut them down on the organized end was the motivating factor. They didn’t want that problem.”

“Having a neutrality agreement made this campaign much easier,” said Gwen Helms, a union steward at Passavant. “But it’s never been about the money for me. It’s always been about being treated fairly, and having a say how we take care of people.”

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The Fight For Pensions
Hoffa, Union Lead Effort to Protect Vested Benefits

When Congress began its 2005 legislative session, the Teamsters put together a plan aimed at getting the House and Senate to finish a job they had begun the year before: protecting multiemployer pension funds.

These funds—which cover 10 million working Americans, including 750,000 Teamsters—suffered significant losses due to the stock market slump of 2000 through 2002.

As part of that effort, the Teamsters worked with a group of unions, trade associations and employers who also had a stake in protecting multiemployer pension funds—the Multiemployer Pension Plan Coalition. The members of the group shared a goal of achieving pension legislation that would modernize accounting rules for pensions and give funds the tools they needed to recover from stock market swings.

The International also engaged Teamsters across the country in the fight for pension protection, resulting in over 100,000 members signing the Teamsters’ Pension Protection Petition.

In response to that groundswell of support, the House and Senate began work on a number of measures related to pension protection.

More Harm than Good
The Teamsters withheld support for those proposals because none responded adequately to the needs of multiemployer pension funds—and a number of them would actually have done more harm than good.

Sunny Skies
NetJets Pilots Ratify “Unprecedented Contract”

In a recent victory, more than 2,000 pilots at NetJets Inc.—represented by Local 1108 in Columbus, Ohio—ratified a five-year contract by a more than a 4-1 margin. The new agreement raises wages by 40 to 60 percent, strengthens job security and improves scheduling-related issues for pilots at the airline.

“This is an excellent contract,” said J.B. Cockrell, a four-year pilot who flies out of the San Francisco gateway. “It’s obvious—84 percent voted in favor of it.”

“This agreement assures a better future for pilots and their families,” said Bill Olsen, Local 1108 President. “NetJets will no longer be a stepping stone to a career in the aviation industry, but rather a company where pilots make their careers.”

In addition to significant wage increases, the new contract also features strengthened “scope” language, which prevents the company from farming out Local 1108 pilots’ work. In addition, the pact grants pilots greater ability to choose how they build their schedule.

“This takes the workers up to the level of the legacy carriers in terms of wages, working conditions and benefits,” said Don Treichler, Teamsters Airline Division Director. “This is an unprecedented contract.”

Four-Year Struggle
Recognized as the safest in the
Some members of Congress were pushing a proposal called the “red zone” provision, which would have allowed fund administrators to reduce a participant’s vested benefits.

In the hope that these problems would be resolved and result in a positive bill, the Teamsters cautiously supported the process moving forward. But after months of work, many of the Teamsters’ concerns had still not been addressed—including the so-called “red zone” language.

With the legislative session drawing to a close it became unlikely that Congress could pass a bill to provide meaningful relief for multiemployer plans while protecting Teamsters’ vested benefits.

No Cut in Vested Benefits
“The final weeks of a legislative session are typically marked by backroom deals and limited transparency,” said Government Affairs Director Mike Mathis. “If you push Congress to take action on an important issue under those circumstances, you run the risk of ending up with a bill that does more harm than good.”

Given that reality, General President James P. Hoffa informed Congress that it was no longer in the best interest of Teamster members to actively support efforts to pass pension legislation in the 2005 session. At the same time, the Teamsters withdrew support for the Multiemployer Pension Plan Coalition’s proposal—due in part to disagreements over the “red zone” provision.

“Our members work hard and are entitled to receive the pension that they earned,” Hoffa stated in his letter to Congress, “and no one should be able to take that away from them.”

fractional-airline industry, NetJets pilots had been in contract negotiations with the company’s ownership since their last contract became amendable on October 1, 2001. The union membership rejected a tentative agreement presented in August 2004 by 82 percent.

In late April 2005, the pilots did something no group had ever done before: picket the annual shareholder meeting of Berkshire Hathaway, Warren Buffett’s conglomerate, in Omaha, Nebraska.

“At the time, our pilots were being paid around half the industry average for flying the same equipment,” said Alan Hayes, a three-year NetJets pilot. “While all of these investors are enjoying the fruits of our labor, our pilots were struggling to make ends meet. Mr. Buffett has always had a reputation of paying exceptional employees what they deserve. We only asked for the same consideration.”

Fractional-ownership airlines like NetJets fly some of the world’s wealthiest and most influential individuals to destinations on-demand. With over half the market share, NetJets dominates the industry.

Once again, UPS Teamsters answered the call this holiday season by delivering millions of packages on time, including the peak day of December 20, when more than 20 million packages were delivered worldwide.

The peak day figure translates into 230 packages delivered every second.

The next day, December 21, brought another high: more than 5 million air express packages delivered worldwide.

“Our members are the best workers in the package-delivery industry, and this past holiday season they proved it once again,” said Jim Hoffa, Teamsters General President.
When Ferline Buie joined Local 922 in Washington, D.C in 1966, she didn't expect to be a member for very long. She viewed her job at Hertz as “an in-between position.” She didn't know much about the Teamsters, but as a young black woman, she did not think there was much in it for her. After attending a few meetings, she was pleased to discover there was much more to the union than she thought. In fact, she could envision herself as a local union officer.

That aspiration started her on a path she never imagined possible.

“I went to the president of the local at the time, a man named Ed Monahan, and told him my ambition. To my surprise, he took me seriously,” Buie said. “He said my race and gender didn’t matter if I was consistent, loyal and as involved as possible in the union. It changed my life.”

Today, Buie is the President of both Local 922 and Joint Council 55.

The Teamsters Union has always been ahead of other unions in terms of its treatment of minority members. Women and minorities were part of the membership from the beginning, with black Teamsters in attendance at the founding convention.

**Pioneer of Diversity**

Early on, leadership in the union believed in “no color line” and was strongly against separate unions for African-Americans. A 1903 group portrait of the first New Orleans local shows that half of the officers were black. And in a 1906 issue of the Teamster magazine, there was an impassioned call for all local unions to organize black workers, particularly in the South.

General President James R. Hoffa was strongly opposed to segregation of any kind and chose to forfeit prospective members rather than abandon the principles of the union. At one point in the 1950s, he and Vice President Harold Gibbons traveled to New Orleans to lead an organizing campaign at a chemical plant but were stonewalled by white workers demanding a separate local for black workers. Hoffa refused, knowing they would lose the election because of the decision. Hoffa was angry about the loss but felt the union was better off without such racist attitudes. “We don’t need ’em,” he said. “Their way is not the Teamster way.”

Joe Nero, who became a member of Local 272 in New York City in 1941, remained a proud Teamster until his death in 2004 at the age of 103. He always maintained that unions were the best thing to happen to black workers.

“The Teamsters did me right and gave me a good life. They didn’t care if I was black or white,” he said. “Being in the union was the difference between a good life and a tough one. Always was, always will be.”

**Fighting for Equality**

From its earliest days, the Teamsters fought for racial equality. Part of a contract for female laundry workers in 1917 included a non-negotiable provision that black women must be paid the same as white women doing the same job.

By World War I, the Teamsters were on their way to being one of the most diverse organizations in the country. During the war, African-American workers patriotically stepped into
jobs previously held only by whites, but still faced unjust practices from employers. In numerous cases, the Teamsters stepped in and offered the workers the protection of the union, ensuring fair treatment. In 1919, the union adopted the national slogan, “Equal pay for equal work,” a signal that the Teamsters were strongly supportive of all their members.

“I have always been treated fairly and been allowed to advance as my skills developed with no hindrance because of my race or gender,” said Sheryl Allen, a superintendent with New York City Housing and member of Local 237 in New York City since 1984. “The Teamsters are the reason that freedom and opportunity exists. In fact, the strength and support from our local has helped make my department one of the most progressive in the city government.”

A New Era
The 1960s brought a new era to the union—especially involving social justice. In April 1961, Teamsters collected four tons of food and clothing for evicted sharecroppers in Tennessee. In addition, General President Hoffa announced that locals across the country would help provide food and clothing to black families who were being punished for registering to vote in the 1960 presidential election.

Teamsters did more than send supplies to help fight racial injustice. On August 28, 1963, hundreds and hundreds of Teamsters were among the more than 250,000 people taking part in the historic March to Freedom in Washington, D.C. where they heard Dr. Martin Luther King Jr.’s historic “I Have a Dream” speech.

“When I went to work for ETWC Trucking in 1970, everyone knew about the Teamsters’ role in civil rights and also how the Teamsters National Master Freight Agreement of 1964 changed lives,” said Henry Perry, an International Trustee and President of Local 667 in Memphis. “Black workers were moving into the middle class for the first time, not having to scrape the barrel just to survive, gaining rights they were entitled to by law. The differences were unbelievable—everyone wanted a Teamster job. Jimmy Hoffa and the Teamsters were hailed as heroes in my neck of the woods—and they still are today.”

Battle Scars
The Teamsters’ involvement in social causes was not without consequences. On the morning after the Teamsters adopted a civil rights resolution to contribute money to Dr. Martin Luther King Jr. in 1965, a civil rights activist who was the wife of a business agent from a Detroit local was murdered. Viola Liuzzo had been among Teamsters participating in a civil rights march in Alabama. The night of the march, on a stretch of Interstate 80 between Montgomery and Selma, Liuzzo was shot by a segregationist. Teamsters and civil rights activists from around the country, including James R. Hoffa and Dr. Martin Luther King, Jr., gathered for her funeral.

Teamsters were not always praised for their views on worker equality. Companies bent on dividing members have used it as a union-busting tactic as have race-baiting politicians bent on proving unions to be a scourge on society. Despite these attacks, the union has remained firm in its belief in equality for all members.

“As black members, we have done much to improve our own situation in the union and in the workplace over the last few decades,” said Antonio Christian, Recording Secretary of Local 853 in Oakland, California and Deputy Commissioner of the Teamsters Human Rights Commission. “Forming the Teamsters National Black Caucus and learning to speak up for our interests were important steps. But one of the most important steps has been to educate ourselves on the true mission of the union and to actively implement that mission.”

A Mighty Force
Early on, the Teamsters recognized the need to push for equality and justice in arenas beyond the workplace and used their strength to shape progressive legislation. In 1959, the union developed a political action group called DRIVE (Democrat Republican Independent Voter Education) to advance a pro-worker agenda at all levels of government.

Many black members, particularly women, became actively involved in DRIVE. Throughout the 1960s, hundreds of black Teamster women (members and spouses) joined in “storming Capitol Hill” every spring in Washington, D.C. The women called on their representatives and asked pointed questions about voting records and support for pro-labor legislation.

African-American members are still very active in Teamster political action efforts and are part of many different caucuses keeping an eye on inequality in the workplace and in Washington. Groups such as the Teamsters National Black Caucus and the Teamsters Women’s Caucus are all hard at work to support the importance of Teamster diversity.

“The key to a successful experience in the union is participation. I know this from experience. At a low point in my life,
Man With A Mission

The Life of John H. Cleveland

A book on the life of John H. Cleveland, the first black International Vice President of the Teamsters Union, is being published by the Teamsters. The book, “A Biography of John H. Cleveland: A Man with a Mission,” was developed to educate members on one of the union’s most important black leaders and will be released to locals and Joint Councils this month as part of the celebration of Black History Month.

Cleveland became a member of Local 730 in Washington, D.C. in 1937 and served as the principal officer for more than 30 years. He also served as President of Joint Council 55 and the Eastern Conference Director of the Warehouse Division. Cleveland, born in Georgia in 1912, was a veteran of World War II and a lifelong activist for civil rights as a member of the NAACP.

Cleveland was a pioneering organizer of black workers in the south during the 1950s and early 1960s and fought hard to end Jim Crow laws in the region. He also led the way for black workers in the nation’s capital to achieve respect and a better standard of living. His wife, Eula, was also a lifelong Teamster activist who received a Lifetime Achievement Award at the union’s Centennial celebration in 2003.

A Great Leader

“John Cleveland was a great man, a great Teamster and a great leader,” said Jim Hoffa, Teamsters General President. “Sharing the story of his achievements with our members is long overdue. I am pleased that he is getting the recognition he deserves in this book.”

Cleveland’s biography was written by Joy Copeland, a professional writer living in Northern Virginia. Copeland, born in Harlem, was inspired by her subject.

“Working on the John Cleveland biography was a wonderful assignment,” Copeland said. “The enthusiasm of the interviewees for the biography inspired me. It was contagious. They wanted John’s story told and talked about him as if he were still alive.”

1963: Teamsters give $25,000 to Dr. Martin Luther King Jr.’s civil rights organization. Teamsters from across the country attend the March on Washington.

1965: Viola Liuzzo is murdered. Teamsters and civil rights leaders attend funeral.

1975: Teamsters National Black Caucus is formed.

1976: John Cleveland becomes the first black International Vice President.

1985: Local 237 in New York supports Columbia University students in their rally against Apartheid, giving monetary donations and other support.

1986: Clara Day helps found the Teamsters Women’s Caucus.

1999: Chester Glanton elected International Vice President At-Large.

2001: Carl Haynes appointed International Vice President. Ron McLain becomes International Trustee.

2004: Ferline Buie elected first black woman Joint Council President.


Chester Glanton: Teamster Trailblazer
Advancing the Role of Black Members a Priority

Chester Glanton, International Vice President At-Large from 1999 until his death in 2001, loved the union and all it stood for—particularly in terms of equality for all workers.

“The Teamsters are leaders because they were willing to give black workers recognition and a chance to move forward long before anyone else did,” Glanton said.

Glanton began his career as a Teamster shop steward for Local 743 in Chicago. His skills earned him the notice of the local’s officers and he was brought on to the staff as an organizer. Through hard work and involvement, he was elected President of the local in 1995. Glanton was always centrally involved in efforts to meet the needs of black members, including participation in the fledgling Black Caucus in 1976. He also served as an officer in the Coalition of Black Trade Unionists.

“Chester Glanton was a leader who inspired members—black and white—to devote their lives to improving the standard of living for all workers,” said Tom Keegel, Teamsters General Secretary-Treasurer. “He is sorely missed.”
getting involved with the local gave me hope,” said Milton Lewis, Vice President of Local 70 in Oakland, California. “When I decided to run for office, people told me a black officer in the local was unheard of and would never happen. I tried anyway and won. I realized then that the only reason things are unheard of is because no one pushes hard enough to make them happen.”

Hope for the Future
Roy Gillespie, a 29-year member of Local 600 in St. Louis, sees participation as the key to strengthening the power of the union in society as well. “There is a lot of apathy out there about the labor movement and its importance and we as members don’t do enough to counter that attitude,” he said.

“The Teamsters are initiating great new programs that will provide opportunities for black members to become even more involved in the union,” said Al Mixon, Secretary-Treasurer of Local 507 in Cleveland. “The new leadership of the Change to Win federation embodies diversity in the labor movement to the fullest, which will help encourage black member involvement from those not sure how valued they are by unions.”

The momentum sparked by the civil rights movement continues today. One example was the Teamsters support for the October 2005 Millions More Movement March in Washington, D.C. Some of the march’s goals included reforming health care and the pension system as well as fighting to bring a living wage to all Americans.

“The Million Man March was missing the voice of labor in 1995,” said Chris Silvera, President of the Teamsters National Black Caucus. “I am very glad that we were here to represent labor, and I want to thank General President Hoffa for his support, which is a bold step and bodes well for the future of our organization.”

Q&A: Carl Haynes and Henry Perry

Teamster magazine recently spoke with International Vice President Carl Haynes and International Trustee Henry Perry—both members of the General Executive Board—about the history of African-American members in the Teamsters and their contributions to the union.

Q: How has union membership affected the lives of black members?
HAYNES: Teamster membership gave black workers rights and opportunities that were not available to them in other areas of society. As a Teamster, a black worker could count on the same wages as white workers doing the same work and those wages offered him a far better standard of living than nonunion workers.

Q: Over the years, what do you see as the most significant contributions from African-American members?
PERRY: Individual black Teamsters have made significant contributions in many areas in the last century—including great organizing victories and improving conditions in their workplaces. But as a group, the most significant contribution was by their very presence in the union. By that I mean an integrated union provided opportunities for barriers to be broken, for understanding of different cultures to occur and for lasting friendships to form that never would have happened if black members had not been included in the union. The Teamsters are much stronger because of it.

Q: What advice would you give to a young black member starting out in the union?
HAYNES: My advice would be the same to young members of any race: get involved, know your representatives and make sure they know you. Know your contract, know your rights and know what the union can and cannot do for you. I would also say talk to older members and find out what the union means to them beyond their contracts and what the values of the union are. These steps are particularly important for black members because they may not have the family traditions in union membership that white members may have.

Q: How can the union help encourage more black members to get involved in shaping the union’s future?
PERRY: I see great changes ahead for black members on many levels. More black members have become active in the union in recent years and they have now gained the skills and experience to move into leadership roles in greater numbers. The Change to Win federation and new strategies for organizing will give black members the chance to help bring more minorities into the union and raise their living standards through better wages and benefits. Black members will have more opportunities to educate their communities on the importance of unions—especially as larger numbers of women and minorities enter the workforce. We need to help young people, especially in urban areas, see that there are many paths to a successful life and the Teamsters can help them get there.
Since the passage of the North American Free Trade Agreement (NAFTA), more than a million jobs have been lost—many of them good-paying union jobs. Most of those jobs ended up in sub-poverty sweatshops in Mexico and now in China, where workers are regularly denied the right to form unions, much less earn a decent wage.

The loss of these jobs is just the most visible tip of NAFTA’s impact on the U.S. economy. NAFTA has also contributed to rising income inequality, suppressed real wages for production workers, weakened workers’ collective bargaining powers and ability to organize unions, and reduced health and pension benefits. How can U.S. workers compete in this global race to the bottom? The answer is, they can’t.

Rather than learn from NAFTA and 10 years under the rules of the World Trade Organization (WTO), the U.S. continues to move in the same direction—pushing for the same trade rules and policies that have proven a disaster for U.S. workers and the economy. When it was established in 1995, the WTO’s preamble stated that its purpose was to bring about greater prosperity, increase employment, reduce poverty, diminish inequality, and promote sustainable development around the world through greater free trade.

Since then, unemployment has climbed around the world and the quality of exist-
ing employment has eroded. As a direct result of the WTO’s policies, many workers are driven into this informal, unprotected and unregulated economy.

Even worse, the WTO has been used to advance the interests of international corporations beyond trade. The tentacles of the WTO now reach into the areas of development, investment, competition, intellectual property rights, public services, environmental protection, immigration and government procurement. The expanding role of the WTO means that the march of unrestricted free trade no longer affects just manufacturing workers, it harms all workers.

“No” to FTAA

In November 2005, the Bush administration attempted to jumpstart the Free Trade Area of the Americas (FTAA) at a summit in Mar de Plata, Argentina. Fortunately, this plan was thwarted by a resounding “no” from workers around the world.

“The Teamsters led the way in scuttling those talks,” said Jim Hoffa, Teamsters General President. “We stood together with our allies in Congress, union leaders and workers from all over the hemisphere to prevent the administration from extending NAFTA throughout the Americas with the stroke of a pen.”

Unfortunately, while the FTAA may be dead at the moment, the passage of CAFTA and the Chile Free Trade Agreement has emboldened the administration to move full steam ahead with its hemisphere-wide free trade agenda. The administration’s plan is to attempt to enact piecemeal what it could not accomplish as a whole, negotiating trade agreement after trade agreement using the NAFTA model as its template.

The Next Bad Idea

As part of this plan, the administration is already in the process of negotiating a free trade deal with Panama. It is also working on another agreement with several Andean countries, including Peru, Ecuador and Colombia, known as the Andean Free Trade Agreement (AFTA). Along with human rights advocates across the Americas, the Teamsters are outraged that the Bush administration would even consider granting free trade status to Columbia given its record of persecuting trade unionists.

In November, the Teamsters joined labor leaders from South America at a rally to spell out the case against AFTA.

“The Teamsters call on the administration to stop the global race to the bottom
and instead begin to negotiate trade agreements that benefit all workers,” said John Murphy, Teamsters International Vice President. “We call on the administration to abandon a trade model that is a proven failure.

“The Teamsters believe trade agreements can actually produce benefits for workers, but in order for that to happen they must be based on the principles of fair trade,” said Jack Cipriani Teamsters International Vice President. “It is time for the United States to once again take the lead in spreading prosperity around the globe, instead of promoting the exploitation of both foreign and domestic workers.”

The long-term vision of the free trade camp extends beyond agreements with countries in this hemisphere to Asia, Africa and the Middle East. In December, the administration passed a free trade agreement with Bahrain, and is in discussions with Oman, the United Arab Emirates, and possibly Qatar and Kuwait. Given the instability in the Middle East as a whole, along with the horrendous human rights records of certain nations in the region, some question the timing of moving forward with the negotiations process right now.

“My son, Gary, was deployed to Iraq in support of Operation Iraqi Freedom and is still serving in the United States Marine Corps, so I have a personal interest in Middle East issues,” said Gary LaBarbera, President of Local 282 in Lake Success, New York. “I just can’t understand how the administration would even think about turning the Middle East into a free trade zone while so much of it remains a militarized zone.”

Going Global
Taking the Trade Fight Across International Borders

The debate over global trade policy is no longer a matter of U.S. jobs versus foreign jobs. It is now about the ability of workers around the world to join forces against the rising tide of multinational greed and exploitation.

The Teamsters will continue to use the record of past trade deals to bolster the case that free trade does not work for U.S. workers or the U.S. economy. However, just as corporate America has taken its quest for profits overseas, the Teamsters are taking the fight for workers’ rights to the global arena.

Mirroring the new spirit of cooperation among the world’s unions when it comes to major organizing campaigns, the Teamsters are enlisting our brothers and sisters from other countries in the battle against free trade.

**Teamster Strategy**
This past November at a Change to Win conference on organizing and politics, union leaders from China, Australia and Brazil called for a global response to the global assault on workers’ rights.

In addressing the conference, Teamsters International Vice President Chuck Mack spoke of the need for unions to retool in order to be better prepared for the challenges of the global economy.

“More than ever before, we have to look and think beyond our own borders,” Mack said. “And we need to strengthen the link between our political action and our strategy to grow the labor movement.”

The Teamsters Union has already begun to incorporate this international approach to its legislative strategy. Last fall, the Bush administration began its effort to garner support in Congress for the Andean Free Trade Agreement, or AFTA. At the same time, the Teamsters showed up on Capitol Hill with a delegation of labor leaders from South America to lobby against the pact.
Broken Promises
Showing a level of shamelessness that would make a snake oil salesman blush, the administration and its allies in Congress are trying to sell the American public on the prospect that the next trade deal won’t be as bad as the last one.

However, facts refute their rhetoric. In every case in which the U.S. has concluded a comprehensive free trade agreement with another country, the trade balance has gotten worse, not better.

Our combined trade deficit with Canada and Mexico alone is now more than 10 times what it was before NAFTA went into effect, going from $9 billion to $95 billion in the last decade.

No Más
In Colombia, a Union Worker is Killed Every Week
Colombia is the most dangerous country in the world to be a trade unionist. In the last 10 years, more than 2,000 trade unionists have been killed. In 2004 alone, 99 unionists were murdered and 445 were threatened. In 2005, an average of one union worker a week was killed.

Those murdered were union leaders and activists fighting for decent wages, the right to organize and job security. They were demanding a better life for the workers they represent, and paid for it with their lives.

So far there has not been a single case in which those responsible for these murders have been tried or convicted, despite numerous pleas from national and international organizations.

The Colombian government’s failure to investigate such crimes and bring the perpetrators to justice encourages further human rights violations against unionists and sends a message to paramilitary groups that they can kill with impunity.

Preparing for AFTA
Those who are waging this campaign of terror and intimidation against unions enjoy the tacit approval of the Colombian government. Federal officials have made it clear that they place a much higher value on investment from multinational corporations than the lives and livelihoods of their own citizens.

The government fears that strengthening labor rights will push companies to countries with even cheaper and more exploitable workforces, such as China.

“In preparation for the debate over AFTA, the Teamsters are working with our brothers and sisters in the South American labor movement to raise public awareness about Colombia’s dirty little secret,” said Jim Hoffa, Teamsters General President. “We will call on members of Congress to reject any effort to include Colombia in any free trade agreement until they reverse their record on labor rights, or else they risk being accused of aiding and abetting the murderers of Columbia’s union leaders.”
For Drema Madera, a 20-year employee of Haven Health Center of Windham, Connecticut, the last straw came when management took away affordable health insurance for her and her coworkers whose job it is to make sure others are healthy.

“Our administrator told us, ‘you had better plan on not getting sick,’” Madera said of the nursing home management’s callous attitude. “They informed us of the cut in health insurance by putting a memo inside our paycheck envelopes.”

The cuts made health insurance too expensive by establishing a $2,500 deductible for employees who are single, a $5,000 deductible for married employees and a $7,500 deductible for employees with children.

“It became completely unaffordable,” Madera said.

**Overwhelming Victory**

As a result, Madera and her coworkers recently voted 71-6 to join Local 493 in Uncasville, Connecticut. There are 106 members in the bargaining unit.

“In addition to seeking affordable health coverage, the workers are concerned about adequate staffing,” said Mike Hogan, an organizer with Joint Council 10 in Boston.

The housekeeping and laundry workers at Haven Health Center voted 10-0 to join Local 493, while the certified nurses’ assistants and kitchen employees at the center voted 61-6 to join the union.

“I assisted Local 493 Secretary-Treasurer Tom Schlink in the campaign, but Tom really led the charge,” Hogan said. “He kept the workers united in their fight for respect.”

Bevan Sweet, the local’s President, was also instrumental in the campaign.

“This is just the latest organizing victory under the umbrella of Joint Council 10,” Hogan said. “Joint Council 10 Secretary-Treasurer Dave Laughton has made organizing a top priority and it’s showing.”

**Negotiations Under Way**

Schlink said Local 493 has formed a 10-member negotiating committee made up of workers, which has met six times. They hope to wrap up a first contract shortly.

Schlink said two other unions besides the Teamsters were interested in organizing the workers, “but the workers were adamant about joining the Teamsters. They realized the Teamsters provide the strongest representation,” he said.

Madera said management changes a few years ago have led to many of the recent problems. Regarding the staffing, two housekeepers used to handle the 40-bed wings, but management cut that to one housekeeper per wing. Workers also are concerned because management recently took over control of the employees’ 401(k) plans so that it is more difficult to access the accounts, Madera said.

“We want better retirement security in general,” Madera said. “Many of us have worked here for a long time and we need to know our retirements will be more secure.”

Health Workers Stand Up

Nursing Home Employees Fight Insurance Cuts
**MULTIPLE LOCALS**

**North American Airlines**

Flight attendants at North American Airlines Inc., a charter carrier that provides service to civilian and military passengers, have voted to join the Teamsters. Approximately 230 members are in the group. “Flight attendants deserve industry standard pay and working conditions. We also want job security,” said Sarah Mill, a flight attendant based in Oakland, California. “Only with a united front can we secure these rights and ensure a better life for our families. The strength of the Teamsters can help us do that.”

“These flight attendants have shown that they want us to represent them in their struggle for fairness and dignity on the job,” said George Miranda, International Representative for the Airline Division and Secretary-Treasurer of Local 210 in New York City. “They understand that only through collective bargaining can they achieve those goals.”

North American Airlines is owned by World Air Holdings, Inc., and based at John F. Kennedy International Airport in Jamaica, New York, Logan International Airport in Boston, and Oakland International Airport. The flight attendants join more than 30,000 Teamsters in the airline industry, including approximately 150 pilots at North American Airlines, and 600 flight attendants and 400 pilots at World Airways.

“This is a great success for members of the flight attendants group who want a strong collective voice,” said Don Treichler, Teamsters Airline Division Director.

**LOCAL 533**

**Lithia Motors**

Tired of being mistreated by management, workers at a car dealership in Sparks, Nevada overwhelmingly voted to join Local 533 in Reno. The 10-member unit at Lithia Motors consists of lot attendants, parts department workers and service department employees.

Before the election, all 10 workers approached the Teamsters and immediately signed cards for representation. Lithia is the first Reno-area car dealership with unionized employees.

“These workers had not received a raise in seven years,” said Mark Tracy, Local 533 Secretary-Treasurer. “They are also tired of being mistreated by management. The employees were constantly being threatened with their jobs, and they were being forced to report to work and stay there all day without pay if there was no flat rate work available.”

**LOCAL 252**

**Yelm Public Works**

Workers employed by the Yelm, Washington Public Works Department are now members of Local 252 after all 12 signed union authorization cards.

“The public works employees had the opportunity to see the representation we provided to their colleagues in the police department,” said Gary Johnston, a business agent with Centralia, Washington-based Local 252.

“The workers are seeking a strong voice to address their issues: wages, hours and working conditions,” said Johnston, who works in the local’s Olympia office.

Support for forming a union with the Teamsters was unanimous. As a result, the victory was through card check, thus avoiding a formal election. The state’s Public Employment Relations Commission certified the bargaining unit.

**LOCAL 911**

**Ampco System Parking**

Tired of low wages, high health-insurance premiums and rampant favoritism, 55 cashiers, parking attendants and traffic directors at Ampco System Parking joined Local 911 in Long Beach, California.

Support for forming a union at Ampco System Parking at the Long Beach Airport was unanimous. As a result, the victory was through card check, thus avoiding a formal election.

Now, Eden Correa and her coworkers at the airport are negotiating a first contract.

“Right now, I only earn $7.50 an hour as a cashier when the company is paying new hires $8 an hour to start,” Correa said.

“The union is fighting for major improvements in wages and benefits,” said Jose Monjaras, a Local 911 organizer. “Under the current company plan, there are single mothers who need medical coverage for their children but can’t afford it. We plan to change that.”

“I tell the other workers, ‘don’t be afraid to speak up, to ask questions.’ The union has taught us that we have rights,” said Martha Moncada, a cashier and member of the negotiating committee.

The majority of the workers are recent immigrants from Mexico, El Salvador and Guatemala. What happened in Long Beach reflects an important victory for immigrant workers fighting for fair treatment and a voice in the workplace.
The night of December 18, Tyra Johnson showed up at the Allied Waste/BFI center in Lawrenceville, Georgia around 11 p.m. There were nearly eight hours before she had to report for her morning shift as a container delivery driver. But first, Johnson had a different job to do—winning approval for her first Teamster contract.

A leader in the organizing campaign at Allied Waste’s Lawrenceville/Gainesville site in April of 2004, Johnson was back to finish the job. From 11 p.m. to 5 a.m., she and the lead organizer shuttled between the two sites to convince workers to vote in favor of the contract.
“I had to let them know what was at stake with this contract,” Johnson said. “Hearing from one of their coworkers—that really pumped them up.”

The overnight marathon of worker-to-worker contact paid off—members at Lawrenceville/Gainesville approved the contract by a more than 4-1 margin, 83-18.

“To see all the joy from my coworkers—that’s what I got the best feeling from,” Johnson said. “And to know that we accomplished something we really wanted to get accomplished. We’ve done it.”

**Landslide Victories**

From Atlanta to Pensacola, to Mobile and Brewton, Alabama, Allied Waste/BFI members voted overwhelmingly in favor of their contracts, winning wage increases, improved wage structures and a voice on the job for the first time. The wins came after a year and a half of negotiations, during which the company constantly tried to undermine support for the union; management granted raises to nonunion shops and harassed strong union supporters by giving them extra work, or punishing them for minor infractions.

“This company thinks they can do whatever they want, that drivers are a dime a dozen,” said Ronald Finch, a 12-year driver in Atlanta. “But the contract gives us a way to fight back. Now we have rights instead of just having a job.”

One of the biggest things workers were fighting to change at BFI was the “zero tolerance policy,” which allowed management to fire people for minor mistakes. Work rules changed from day-to-day, and favoritism often determined who was fired.

“If you had a backing accident, regardless of how it happened and how much or how little it cost, you were fired,” said David Rider, a steward and roll-off driver in Mobile, Alabama. “Getting rid of the zero tolerance policy was one of our biggest goals, and we did get rid of it.”

**A New Day**

With the grievance procedure included in the contract, more than 450 Allied Waste/BFI workers across the South are no longer at-will employees; they have the right to challenge the unfair or meaningless charges supervisors have used to intimidate, or even fire them.

“Having our union with the Teamsters has lightened the load...
and I don’t think we will be taken advantage of anymore,” said Robert McCall, a 19-year driver in Mobile. “I don’t have to wonder what today is going to be like when I go into work anymore. Now I know I can have a good day.”

Besides increasing wages for all employees, “roll-off drivers,” who deliver large construction dumpsters to area landfills, wanted to change the way in which they were paid. Allied Waste’s notorious “zone pay” paid a flat rate for certain distances, regardless of how long it actually took drivers to get from point A to point B. A short “pull” to the landfill could take hours because of traffic or security checks, but drivers received the same pay regardless—they could be stuck in their truck, essentially working for free. The new contract forces the company to bump up the pay rate to a longer distance for drivers who encounter large delays.

“This contract is a foundation,” said Neal Zam, a steward and eight-year residential driver in Pensacola, Florida. “The next one may be better, and the next one even better, but we got a voice at work, seniority rights and a decent cost of living raise, because we all stuck together and fought the company.”

**Southern Solidarity**

With seven different units spread out among 11 locations, solidarity among the southern units, and with Teamster waste members across the country, was critical to succeeding at the bargaining table.

At the Lawrenceville/Gainesville location, workers voted for union representation in April of 2004, but the company refused to recognize them until the week contracts were ratified. After company appeals to regional and national labor boards and circuit courts, the 130 Lawrenceville/Gainesville workers won recognition and a contract at the same time.

“The workers in Tyrone and Bankhead never gave up on us,” said Johnson. “In negotiating meetings they made sure to keep bringing us up, they would call us to keep us informed. They waited till we got straight, and stuck with us until management stopped fighting our decision to form our union.”

Local 667 members at Waste Management in Memphis, Tennessee had a similar victory the same week, fighting off a decertification vote 21-12, and ratifying a new contract at the same time.

**Power of a Union**

As negotiations dragged on, organizers and workers constantly fought off Allied Waste/BFI’s attempts to discourage them. They held frequent meetings and coordinated job actions to remain focused on their goals. The week of Thanksgiving, waste locals in Ohio, Illinois, Michigan, New York, Massachusetts, West Virginia, Washington D.C., Texas, Washington and California joined Local 728 in Atlanta and Local 991 in Mobile in picketing the company—an action that rattled management and demonstrated a network of Teamster support stretching across the country.

“These workers are militant,” said Jim Hoffa, Teamsters General President. “They were acting like a union before they even had a union, they’ve proven to themselves and the world the true power of worker solidarity.”

As a final plum, the waste workers won Labor Day as a paid, non-working holiday—a symbolic nod to the power they won through forming a union.

“Watching my back at work every day, missing time with my wife and my kids, I did all of this to fight for my rights,” said Tyrone residential driver Rafael Castelan. “We worked very hard, but it was worth it because we were compensated with a contract. It is always worth it to fight for your rights.”

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**Keeping The Dream Alive**

**Memphis Victory is a Continuation of MLK’s Fight for Rights**

For many African-American workers at Allied Waste/BFI, their recent contract victory felt like the continuation of a struggle that began a long time ago—1968 in Memphis to be exact. It was black sanitation workers, marching for union recognition, who brought Martin Luther King Jr. to Memphis in April of that year.

His murder there enshrined their struggle in the annals of American history.

More than 30 years later, BFI workers stood side-by-side with many of the civil rights leaders who knew and worked with Dr. King, making their own demand for dignity and rights on the job.

Tyra Johnson, an Allied Waste driver, recently spoke at a rally and march to the State Capitol in Atlanta to commemorate International Human Rights Day. She was joined by civil rights heavyweights U.S. Rep. John Lewis (D-GA), Rev. Joseph Lowery, Rev. James Orange and Atlanta Mayor Shirley Franklin.

**Labor Rights are Civil Rights**

“I talked about how our fight at Allied Waste was the same fight Martin Luther King went through,” said Johnson. “All the things we went through in trying to organize, we had to fight for our rights in the workplace.”

Johnson, whose family is from Mississippi, its too young to have lived through the civil rights era, but she has long heard stories from her mother and grandmother. At the rally, she stood side by side with the people she had heard about growing up as a child.

“Knowing that they were helping us and on our side, that was beautiful,” she said. “I have pictures to put in my children’s books, so they can see what their momma did.”
ATTENTION ALL TEAMSTERS!

Article VII, § 10 of the Rules for the 2005-2006 IBT International Union Delegate and Officer Election (the “Rules”) permits accredited candidates for International office to have their campaign literature published in the Teamster magazine. The purpose of this rule is to promote fair, honest and open union elections.

To become an accredited candidate for International office, an otherwise eligible member had to obtain signatures on petitions of at least 2.5% of the IBT membership eligible to vote for that office and submit those petitions to the Office of the Election Supervisor by December 15, 2005. For further information about the accreditation process, and to view or print certificates of candidate accreditation, go to the Election Supervisor’s website, www.ibtvote.org.

Candidates on a slate may pool the magazine space allotted to each candidate. The order of presentation of each slate or candidate’s material in this magazine was determined by lot, as the Rules provide.

Nominated candidates will have the right to publish campaign literature in the August 2006, September 2006, and October 2006 Teamster magazine.

The ideas expressed in these materials are solely those of the accredited candidates. They do not reflect, in any way, the views of the International Brotherhood of Teamsters, any affiliated Unions, nor the Election Supervisor. Neither the IBT or the Election Supervisor altered any of these candidate materials. They come directly from the accredited candidates to the Teamster membership.

Richard W. Mark
Election Supervisor
Teamster members deserve leaders who can bargain strong contracts, protect their benefits and rebuild our union’s power. Hoffa has failed that test. As your General President, I will make our union stronger by putting members first. Together, we can:

✓ Win Strong Contracts and Enforce Them
✓ Fight Cuts in Teamster Pensions & Benefits
✓ Increase Our Bargaining Power by Organizing the Nonunion Competition
✓ Eliminate Dues Waste and Corruption

Accredited Members of the Tom Leedham Strong Contracts, Good Pensions Slate

Tom Leedham
Secretary-Treasurer Local 206, Oregon—General President

Dan Scott
Secretary-Treasurer Local 174, Seattle—Vice President At-Large

Sandy Pope
President Local 805, New York—Vice President At-Large

Scott Webber
Recording Secretary/Business Agent Local 728
Atlanta—Vice President Central Region

Tim Buban
Secretary-Treasurer Local 200, Milwaukee
Vice President Central Region

Bill Gibson
President Local 96, Washington DC—Vice President Eastern Region

Chris Roos
Secretary-Treasurer Local 1035, Connecticut
Vice President Eastern Region

T.C. Bundrant
President Local 549, Tennessee—Vice President Southern Region

Millie Gonzalez
Local 901, Puerto Rico—Trustee

Additional Slate Members

Eunice Rodriguez
Local 237, New York

John Thyer
Secretary-Treasurer Local 604, St. Louis

Tom Leedham is working with leaders across the country to put together a diverse leadership team of strong candidates to lead our union. We will nominate an expanded slate at the 2006 Teamster Convention.
Tom Leedham Will Fight For Strong Contracts

HOFFA HAS FAILED THE TEST

“We can’t let Hoffa negotiate another UPS contract.”

“He had the best bargaining position ever in 2002 on the heels of the 1997 strike—but he settled short. Hoffa gave UPS management a six-year deal and a free pass on their 100-year anniversary. But he stuck Teamster members with pension and healthcare cuts. Excessive overtime and subcontracting go unchecked. Tom Leedham will work with UPS members and local officers to win real protections in 2008.”

—Dan Scott  Vice President At-Large, Secretary-Treasurer Local 174, Seattle

“Hoffa has no plan to rebuild Teamster Power in freight.”

“Tom Leedham has a vision for rebuilding Teamster Power in freight. We will put teeth in the grievance procedure and enforce our contract. We will fight to reverse the pension and benefit cuts. And we will organize the nonunion competition by training 1,000 Teamsters as organizers. Hoffa has failed to live up to the task. It’s time for change.”

—Scott Webber  Vice President At-Large Recording Secretary Local 728, Atlanta

Help Rebuild Teamster Power! Get involved in the Tom Leedham Campaign today. Contact us at: www.leedham2006.org • (201)234-9211
“As your General President, I will launch a national campaign to reverse the pension cuts and improve Teamster pensions.”

**Tom Leedham’s Action Plan for Good Teamster Pensions**

- **Launch a national campaign to reverse the pension cuts** and improve Teamster pensions.
- **Immediately audit all major funds.** End the lies and secrecy and give members the straight story about your pension funds.
- **Increase funding for pensions and health benefits.** Use contract mobilizations to win higher employer contributions to the funds. Organize new members into the funds to improve benefits for all.
- **Hold trustees accountable to Teamster members.** No more rubber-stamping management’s proposals for pension cuts.

“Hoffa Lied and Cut Our Benefits.”

“Hoffa promised *in writing* that our benefits would be secure if we voted for the contracts he negotiated. That was a lie. Hoffa knew at the time the trustees were already considering pension cuts. Hoffa cut our pension and health and welfare benefits—and rolled back 25 & 30 & Out benefits. Tom Leedham has a positive plan to protect our pensions.”

—Rick Sather
Local 638, Minneapolis

Tom Leedham Strong Contracts, Good Pensions Slate • 320 7th Avenue • 338, Brooklyn, NY 11215 • www.leedham2006.org
Hoffa Hype—

Hoffa Reality—

ABANDONED OVERNITE

“I worked on the Overnite drive as an Organizer. Hoffa called a strike with no strategy to win, then abandoned the campaign. We need a leadership with a plan and ability to organize Overnite and protect Teamster jobs in freight and UPS.”

—Tim Sylvester
former IBT Project Organizer, Local 804, New York

FAILED TO GET THE GOVERNMENT OUT

“Hoffa’s own anti-corruption director denounced him and resigned after Hoffa refused to act against allegations of organized crime influence in Chicago and embezzlement in my local. Thanks to Hoffa, we are farther than ever from getting the government out of our union.”

—Tim Pagel
Yellow Freight, Local 988, Houston

PENSION CUTS

“Under Hoffa, hundreds of thousands of Teamsters have lost our 25 & Out and 30 & Out retirement benefits. Our pensions have been cut and the cost of our retiree healthcare has been raised.”

—Nichele Fulmore
UPS, Local 391, North Carolina

RECORD DUES INCREASE

“Hoffa said No Dues Increase. Then, he forced through a massive dues hike with no vote of the members. Hoffa didn’t balance the budget, Teamster members did, by paying the biggest dues increase in Teamster history.”

—Ernesto Perez
USA Waste, Local 396, Los Angeles
These Teamster Leaders Backed Hoffa in 2001

But They’re Running With Tom Leedham in 2006!

“Hoffa has lost touch with the members and cut local union officers out of the loop. I see a lot of talk out of the International, but the reality is our contracts aren’t being enforced, benefits are being cut and our union is shrinking. I don’t care how much PR you put out, Teamsters know we’re headed in the wrong direction. Hoffa is still trying to get by on his last name, but at some point you have to deliver results. We need Teamster leadership that believes in accountability to the members and communication with the locals. This emperor has no clothes.”

— John Thyer, Secretary-Treasurer Local 604, St. Louis
Candidate, Tom Leedham Strong Contracts, Good Pensions Slate

“I backed Hoffa as a local officer and Convention Delegate in 2001. Hoffa knew where to find us when he wanted our vote. But when 23,000 public employees were in tough negotiations with the City of New York, we got no backing from Hoffa whatsoever. Too many Teamsters feel like the International Union does nothing for them. I’m running with Tom Leedham because I want a General President who will use our International’s clout to help Teamsters at the local level win strong contracts.”

— Eunice Rodriguez, Local 237, New York City
Candidate, Tom Leedham Strong Contracts, Good Pensions Slate

Get involved in the Tom Leedham Campaign today! Call (201) 234-9211

Tom Leedham Strong Contracts, Good Pensions Slate ● 320 7th Avenue #338, Brooklyn, NY 11215 ● www.leedham2006.org
“When you elected me President five years ago, our Union was on the verge of bankruptcy, hopelessly divided and facing employers who wanted to cut our contracts and destroy our Union.

We fought back and won! We have added nearly 200,000 new members, negotiated the best contracts in all of labor, restored our financial health and created a real strike fund and organizing fund so members can win good contracts in the future.”

James P. Hoffa
As President, Jim Hoffa has put organizing at the top of the agenda because successful organizing makes the Teamsters even stronger.

We added 31,000 members from Brotherhood of Maintenance of Way Employes, 36,000 from the Brotherhood of Locomotive Engineers and 61,000 from the Graphic Communications International Union.

Thousands of DHL employees across the United States, school bus drivers in North Carolina, city workers in Huntington Beach, California; waste workers across the South and America West airline workers are among the thousands of proud new members of the Teamsters.

New members add to all our financial and political strength. Growth gives us greater bargaining power with employers on behalf of all members.
Hoffa Created A Real Strike Fund

“Five years ago, we had no real strike fund. Employers knew they could dictate contract terms because they knew we couldn’t carry off the threat of a long strike. Jim Hoffa made the strike fund real again.

It now has more than $60 million and can pay weekly out-of-work benefits of 10 times your hourly wage.

Employers now know we can take them on and win a strike if we are forced to.”

— John Freeman, Shop Steward, Waste Management, Local 701, Trenton, NJ

Go to www.Hoffa2006.com to join Hoffa2006 and help re-elect Jim Hoffa President
Hoffa and the Teamsters Have Delivered Strong Contracts for Members

“The NMFA five year freight contract was $1.7 billion, $700 million more than our last contract. One of the things I like best is that it restored “the Hammer” provision we lost during the last negotiations when Carey was President. Hoffa got us back our hammer, which gives the union the right to strike over deadlocked grievances.”

— Mark Mehling, USF Holland, Local 200, Milwaukee, Wisconsin
“The recent UPS contract is worth ten billion dollars more than the previous contract. It increases wages and includes a new cost of living formula that protects members from inflation.

It creates 10,000 new full-time jobs, which makes a big difference. It makes it harder for UPS management to force our employees to work brutal hours, to use supervisors to do Teamster work and to outsource feeder jobs.

We've shown that with the support of the members we can take on UPS and win.”

— Jim Hoffa and Ken Hall
“3-Time Loser”
Tom Leedham
“3-Time Loser” Tom Leedham spends every day tearing down our union on his TDU website. Leedham is hurting the union. When we try to organize new members, employers go to TDU’s website and print out his anti-Teamster material to hand out to their workers.
Shareholders in anti-union corporations dedicated to destroying the Teamsters are bankrolling the Tom Leedham campaign!

Investigators have discovered that TDU/TRF receives thousands of dollars in funding from the mysterious “New World Foundation,” which in turn owns millions of dollars in stock in companies such as:

Wal-Mart, the number one anti-union employer in North America.

Safeway Corp., which tried to break Southern California Teamsters in a prolonged strike over healthcare cuts.

Leedham’s only job is to weaken the Teamsters internally so that the big corporations can take back what the Union has fought so hard to achieve.

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**NEW WORLD FOUNDATION GRANTS — for the year ended September, 30, 2002**

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<th>Teamster Rank and File Education and Legal Defense Fdn</th>
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Tom Leedham is losing members at an alarming rate in his own local.

Department of Labor records show Leedham’s Local 206 dropped from 3,500 members to 2,900 in just five years.

Members have even voted to decertify from his local due to his weak leadership and poor representation.

If Leedham’s own local is falling apart can you imagine the disaster he would be running the International Union?

The last three times Leedham has run for national office he has been soundly rejected by the membership. Don’t let this weak complainer wreck Teamster unity.

Don’t Support “3-Time Loser” Tom Leedham Or TDU!
For Hoffa Gear (shirts, hats, etc.) go to www.Hoffa2006.com or call 1-800-562-5766.
I want to help re-elect the Hoffa 2006 team!

Name ____________________________________________

Address __________________________________________

City __________________________ State _______ Zip __________________________

Local __________________________ Phone __________________________

Send me campaign updates at my email address: ________________________________________________

Mail to: Hoffa-Keegel 2006, PO Box 77131, Washington, DC 20013-7131
I. INTRODUCTION

This is the Independent Review Board’s (“IRB”) Ninety-first Report to you on its activities conducted pursuant to the Consent Order. In this Report, we will discuss matters that have currently come before us, including a member’s action prior to IRB proposed charges and the status of pending charges about which we have previously informed you. We will also discuss the status of an Information Report which does not contain charges but was issued to the IBT as a means of providing information on irregularities requiring action by the IBT.

II. MEMBER ACTION PRIOR TO IRB PROPOSED CHARGES

JOSEPH YANNUCCI–LOCAL 813, LONG ISLAND CITY, NEW YORK

Before formal charges could be recommended by the IRB to the IBT on his not appearing for a sworn examination, Local 813 member Joseph Yannucci submitted an agreement to the IRB. The Chief Investigator had planned to question Mr. Yannucci regarding, among other things, his membership in Local 813 and whether he had any contact with individuals who have ties to organized crime. In the agreement Mr. Yannucci agreed to permanently resign from Local 813 and the IBT. The IRB found the agreement served to resolve the matter. On November 10, 2005, United States District Judge Preska approved the agreement.

III. STATUS OF PREVIOUS IRB CHARGES

A. JOHN KIKES–LOCAL 78, HAYWARD, CALIFORNIA

We have previously informed you that John Kikes, International Representative and Local 78 President, allegedly brought reproach upon the IBT when, subsequent to William T. Hogan, Jr.’s permanent bar from the IBT, he had knowing and purposeful contact with him. General President Hoffa filed the charges against Mr. Kikes and appointed a hearing panel. A hearing was held September 15 and 16, 2005.

By decision of October 20, 2005, Mr. Hoffa accepted the recommendation of the hearing panel and permanently barred Mr. Kikes from holding membership in, contracting with, consulting with and/or seeking or holding office, position or employment, directly or indirectly, with the IBT or any other IBT-affiliated entity or Fund; permanently barred him from seeking or accepting money or other compensation from the IBT or any other IBT-affiliated entity or Fund; permanently barred him from participating in the affairs of the IBT or any other IBT-affiliated entity or Funds or any of its sponsored benefit plans; and permanently barred Mr. Kikes from contact and association with officers, members, employees, representatives and agents of the IBT or any other IBT-affiliated entity or Fund.

Counsel to Mr. Kikes notified the IRB that Mr. Kikes wished to appeal the decision of the IBT. The IRB approved the request and asked counsel to submit his appeal and the Chief Investigator to submit his memorandum on the appeal to the IRB. The appeal documents are under review by the IRB.

B. SERGIO SALCEDO–LOCAL 714, BERWYN, ILLINOIS

We have previously informed you that Local 714 member Sergio Salcedo allegedly brought reproach upon the IBT by failing to appear for his scheduled in-person sworn examination. The charge was filed, a hearing was held and the Local 714 Executive Board found Mr. Salcedo guilty as charged. On October 27, 2005, the Executive Board suspended him from the Local for one year. After the IRB questioned the one-year penalty, the Executive Board revised its decision and permanently barred him from the IBT and all IBT Entities. The IRB has asked the Executive Board whether it intended to include the standard language regarding employment and other benefits that the IRB has previously instructed the IBT to include in sanctions relating to those suspended or permanently barred.

C. JOSEPH L. BERNSTEIN–LOCAL 781, DES PLAINES, ILLINOIS

We have previously informed you that Local 781 President and Joint Council 25 Vice President Joseph L. Bernstein allegedly brought reproach upon the IBT and violated his membership oath when, subsequent to William T. Hogan, Jr.’s permanent bar from the IBT, he had knowing and purposeful contact with him. The IBT hearing panel found Mr. Bernstein guilty as charged. General President Hoffa adopted the hearing panel’s recommendation and prohibited Mr. Bernstein from ever reclaiming membership in the IBT or participating in the affairs of any IBT affiliates but he was not prohibited from contact and association with IBT officers, members, employees, representatives and agents with respect to matters that do not involve union business.

The IRB notified Mr. Hoffa that given Mr. Bernstein’s conduct the IRB found the sanction imposed upon him...
inadequate. In its decision of October 11, 2005, the IRB found that the proper sanction for Mr. Bernstein’s undisputed conduct was a permanent bar from all IBT associations. Therefore, Mr. Bernstein has been permanently barred from holding membership in or any position with the IBT or any IBT-affiliated entity or Funds; he may not hereafter obtain employment, consulting or other work, directly or indirectly, with the IBT or any IBT-affiliated entity; and Mr. Bernstein is barred from contact and association with IBT officers, members, employees, representatives and agents. The IRB decision is with United States District Court Judge Preska for review.

D. ROBERT D’ANGELO–LOCAL 813, LONG ISLAND CITY, NEW YORK

In the last issue of the Teamster magazine we informed you that the IRB issued an Investigative Report to General President Hoffa concerning Local 813 member Robert D’Angelo. Mr. Hoffa adopted and filed the charges against Mr. D’Angelo for knowingly associating with members of organized crime and he referred the charges back to the IRB for a hearing. An IRB hearing scheduled for December 6, 2005, has been rescheduled, pursuant to a request by counsel to Mr. D’Angelo, to January 13, 2006.

IV. INFORMATION REPORT

LOCAL 445 ALLOCATION OF EXPENSES TO BENEFIT FUNDS

We have previously informed you that the IRB issued a non-charge Report to IBT General Counsel Patrick Szymanski concerning the allocation of Local expenses to the Local’s Benefit Funds. For years, despite the IBT’s directives that cost-sharing agreements be well documented, the Union Trustees, who are Local officers and employees, permitted the Benefit Funds to reimburse the Local for expenses that were unsubstantiated by any written documentation. The evidence indicated that the Trustees breached their fiduciary duties to the Funds in permitting unjustified payments to the Local.

Local 445 implemented a revised cost-sharing agreement which is being administered by an independent accountant. The reimbursement amount from Local 445 to the trust fund was determined to be $21,923.54 and repayments should start in January 2006.

V. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received approximately 55 calls reporting alleged improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

To assure that all calls are treated confidentially, the system recording hotline calls is located in a cipher-locked IRB room on a dedicated line and accessed by IRB staff only. It is not manned by an investigator; however, the recorded information if complete and within IRB jurisdiction is forwarded directly to the Investigations Office.

Please continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, DC, dial 202-434-8085.

VI. CONCLUSION

As always, our task is to ensure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities. If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above, you may use the IRB facsimile number 202-434-8084, or you may write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator
17 Battery Place, Suite 331
New York, NY 10004

Independent Review Board
444 North Capitol Street, N.W.
Suite 528
Washington, DC 20001
ROSA PARKS, a quiet woman who ignited the civil rights movement by refusing to give up her seat on a bus in 1955, died on October 24 at the age of 92. Parks was an inspiration to a generation of young activists as her simple act of defiance awoke the conscience of the nation.

Local 922 in Washington, D.C. was able to honor Parks in a special way. Four senior drivers from the Washington Metropolitan Area Transit Authority—all members of Local 922—were selected to participate in the memorial procession and other ceremonies honoring Parks in Washington, D.C.

Three of the drivers, Rudy Gardner, Robert Miles and Willie Lawrence, accompanied Parks’ body and her family as part of a large motorcade from the airport into Washington, D.C. As the motorcade neared the Capitol, a special bus driven by James Washington joined them. This 1957 restored ceremonial bus fell in behind the hearse, with no riders as a symbolic tribute to the civil rights pioneer. As the motorcade progressed, this bus was filled with flowers and wreaths from mourners.

A Moving Experience
“This experience marks the height of my career,” said Washington, a 40-year member of Local 922. “It was an honor to be chosen. I was also honored to drive the bus on December 1 when the bus was officially dedicated to Mrs. Parks. I was pleased that Teamsters were the ones to ferry Mrs. Parks to the ceremonies honoring her. With our civil rights history it seemed fitting.”

“I have never seen anything like the turnout for Mrs. Parks at all the events—and I have driven in inaugural parades and other big occasions,” said Gardner, Vice President of Local 922 and a 19-year member. “There were more than 50 vehicles with us in the motorcade and the Parkway was closed for us all the way through. But people did not get angry. Instead, they got out of cars and lined the road, bridges, everywhere to see the procession pass by. In the city as we traveled near the Capitol, people came out of their houses, school children were brought out and there was singing and cheering for her. I will always remember this as one of the most moving experiences of my life.”

Equality, Dignity and Respect
The vintage bus, which now has a memorial plaque on its side and a silhouette of Parks in her famous seat, will be used in the future for special events and parades.

After Parks passed away in October, the Teamsters and all the unions in the Change to Win federation lowered their flags in her honor. For those in the labor movement, honoring Rosa Parks means much more than saluting the brave act of a woman 50 years ago. Her actions still reverberate because she always shared the same beliefs that the labor movement holds dear. Her fight for equality, dignity and respect is the same fight of the Teamsters Union as civil rights and workers’ rights go hand in hand.
Open Season for Delegate Nominations and Elections – Hundreds of IBT locals held convention delegate nomination meeting in January. For information on the results of those meetings, go to the “Dates, Times, and Places” chart under “Delegate Elections” on Election Supervisor’s website, www.ibtvote.org. There, you can find out if there is a contested election for delegate and alternate delegate in your local, and dates when ballots will be mailed out and counted. If the number of candidates nominated was the same as the number of delegates to be elected, the nominees are deemed elected and the “Dates, Times, and Places” chart will note a “White Ballot” for the local union. There is no mail ballot after a “White Ballot.”

Delegate candidates are conducting campaigns now, and campaigning will continue through at least April 30, 2006 when the election period ends. All union members have the right to campaign actively for delegate and alternate delegate candidates and candidates for IBT international office, without fear of reprisal or retaliation. Basically, the Rules protect the rights of candidates and their supporters to distribute information, and the rights of members to receive campaign information. The Rules provide candidates with the right to distribute campaign material using the local union mailing list (at the candidate’s expense), to display literature on tables or bulletin boards at local union meeting halls, to get information about collective bargaining agreements and worksite locations, and to campaign in employer parking lots. Read Art. VII of the 2006 Rules for a description of the political and campaigning rights of members and candidates. Violation of candidate or member rights protected by the Rules can be protested, and may subject the violator to sanctions.

As delegate election results are certified, the name and local union affiliation of each elected delegate will be posted to the list of Certified Convention delegates and alternate delegates on the Election Supervisor’s website. Each delegate and alternate delegate certified as elected will receive a letter from the Election Supervisor confirming that fact. Any member may contact a delegate or alternate delegate to the IBT convention. A member needing contact information for a delegate may ask the delegate’s local union, or may obtain that information from the Election Supervisor’s Office.

New Rule on Candidate Forums – A new rule, applicable for the first time in the 2006 IBT International Officer Election, requires the Election Supervisor to hold “at least one candidate forum for all nominated candidates for the office of General President.” You can read the new rule (Article VII, Sec. 6) in the version of the Rules published at www.ibtvote.org. The new rule requires a candidate forum for all candidates nominated at the IBT International Convention for the office of General President, and requires that the forum to be held between August 14 and September 1, 2006. Details of the required General President candidates’ forum – including location, time, format, and how it will be made available to the IBT membership – remain to be decided and will be addressed later this year. Any suggestions you have about the required General President candidates’ forum may be sent to the Election Supervisor’s office by mail or email.

Rules Booklets – A pocket-sized version of the Rules is available on request. Multiple copies of the booklet have been sent to each local union. You may obtain one from your local or request a copy from the Election Supervisor’s office. Spanish and French pocket-sized versions of the Rules are also available on request from the Election Supervisor’s office.

Up-to-date information for both the Election Supervisor’s headquarters and the Regional Directors may be found at www.ibtvote.org.

Richard W. Mark
Election Supervisor