

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

MARCH/APRIL 2006

# TEAMSTER

CALL TO  
CONVENTION  
• PAGE 31 •



## A New Day In Nashville

Victory: Teamsters Now Represent More Than  
1,200 Nashville Police Officers



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A MESSAGE FROM GENERAL PRESIDENT JAMES P. HOFFA

# Homeland Security

**O**ur nation's homeland security has again been a major topic lately with the scandal over foreign control of our ports, but what has been continuously ignored is the threatened economic security of America's working families. Workers are facing unprecedented attacks on their wages and pensions, skyrocketing health care costs and fuel prices, and jobs leaving for foreign shores. In my mind, this assault on the American Dream is damaging our country as much as any foreign threat.

Our country is only as strong as its citizens. That is why I find it so abhorrent that our government caters to, and defends, corporations at the expense of working Americans. Our democratic government was set up by our founding fathers to defend us from the tyranny of the "monied" interests. But instead of defending us, our elected representatives cater to Big Business and those who make the biggest contributions to their campaigns.

## The Union Difference

Just as our nation is only as strong as its citizens, our union is only as strong as its members. Thankfully, as union members, Teamsters are better able to weather the current anti-worker environment sweeping over our land. Union workers are better able to hold onto their benefits than their nonunion counterparts. Today, 86 percent of union jobs provide health insurance benefits, compared with 59 percent of nonunion jobs. Last year, nearly 50 million Americans went without health care as the percentage of workers who receive insurance dropped from 69 percent to 60 percent between 2000 and 2003.

Unions also guarantee better safety and health for workers on the job. The recent deaths at the Sago

Mine and others in West Virginia reminded us of the risks people must take in this country to feed their families. But those risks are greatly reduced when workers—not just the corporate bottom line—determine safety standards. It's no coincidence that 17 of the 18 coal miners killed since January 1 worked in nonunion mines. Truly, the union difference can be a matter of life and death.

## A Stronger America

Politicians need to be reminded of these facts, because they don't seem to care that their hypocrisy is plain as day. Corporate-owned politicians decry pension plans as an unaffordable dinosaur, but you won't see our Representatives dumping their lucrative Congressional pensions in favor of a 401(k). And those same politicians have refused to increase the minimum wage for almost 10 years, but during that same span have awarded themselves eight pay raises.

If our elected representatives really care about the people they represent, they should start acting like it. Homeland security should start with working Americans, because the American Dream is more worthy of defending than any corporation or conglomerate. And tell your elected representatives to support legislation that would protect the right and strengthen the ability of workers to join a union. That's one way for politicians to show they truly care about the people they represent and strengthen our country at the same time.



## Stronger Together

### CSRs at Merged US Airways to Receive up to \$5-an-Hour Raise

The Teamsters Airline Division and the Communications Workers of America (CWA) reached a transition agreement with the newly merged US Airways, securing significant wage increases and work protections for the former America West customer service representatives.

"I think this is a great agreement," said Valerie Dirks, 10-year America West CSR and shop steward at Phoenix International Airport. "We're going

to have a contract and we've got union protection and pay parity with US Airways CSRs."

The agreement also formally recognizes the workers' joint association—ratified by the more than 8,000 America West and US Airways CSRs—as their collective bargaining representative. As part of the transitional agreement, some Teamsters will receive wage increases of up to \$5 per hour that will be implemented over the next 24 months.

### A Big Voice

"This alliance has already produced results for America West CSRs," said Jim Hoffa, Teamsters General President. "We're moving forward in negotiations to reach our ultimate goal of bringing all workers under a strong, fair contract."

Until the parties conclude an agreement to integrate the two work groups, the agreement protects the existing holiday, sick time and vacation policies for the former America West workers. As of press time, the work groups had not been integrated.

"This agreement is a positive development and our union is fighting for our rights," Dirks said. "We're going to have a big voice at US Airways for years to come."

America West Airlines and US Airways merged to form the sixth-largest air carrier in the country in late September. Soon after, America West CSRs and their counterparts at US Airways—represented by the CWA—agreed to form the Airline Customer Service

Employee Association, IBT-CWA, to represent the workers. The association was approved by a 1,321-175 vote of Teamster members from America West.

### Positive Association

"There is power in numbers, and our alliance with the CWA members at US Airways will have the power of more than 8,000 members behind it," said Dan Vogelgesang, an America West reservations worker based in Phoenix.

In day-to-day representation, CWA will continue to represent workers in the eastern, largely US Airways locations, and the Teamsters will represent those in the western states where America West mainly operates.

"Working in the airline industry during these uncertain times is tough—we can't afford to be without a strong voice," said Jenny Tan, CSR in Reno, Nevada and Local 986 member. "Creating our association with the US Air CSRs is going to allow us to continue improving our pay and working conditions."



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## Knowledge For A Lifetime

### Scholarships Awarded to Student Essayists

Hundreds of applicants submitted essays to the James R. Hoffa Memorial Scholarship in hopes of getting financial aid for college. The essays covered a wide range of issues, from how Teamster benefits assisted their families to why it helped knowing their parents had a secure job and safe future because they were union members.

Fifty sons and daughters of Teamster members now have less of a financial burden with college thanks to this scholarship. Information on how to support the scholarship and how to apply can be found on the Internet at [www.teamster.org](http://www.teamster.org).

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Priscilla Cooper, Local 896  
Malaya Fletcher, Local 117  
Nicole Giampapa, Local 299  
Jennifer Johnson, Local 206  
John Anthony LaPorte, Local 896  
Veronica Muse, Local 267

## Hooray For Hollywood

### Workers Stage Six-Hour Strike for Recognition

Thirty workers at Paskal Lighting in Hollywood, California recently drew on the strength and support from the Teamsters Union and International Alliance of Theatrical Stage Employees (IATSE) to win recognition from the company following a six-hour strike.

"It was great to have the support of both local unions that day," said Daniel Muñoz, a warehouse worker at Paskal and member of the negotiating team. "The fact that the company backed off so quickly is a true tribute to the power of solidarity."

The bargaining unit at Paskal Lighting will be divided between IATSE Local 80 and Teamsters Local 399 in Los Angeles, with the Teamsters representing the drivers and warehousemen and IATSE representing the lighting technicians and grips.

Members from Local 399, IATSE Local 80 and other Teamster locals in Joint Council 42 joined the striking workers in a show of support.

"It is imperative that we form these strategic relationships on all levels," said Jim Santangelo, President of Joint Council 42. "Whether it is on the local, regional or national level, we share the common goal of rebuilding union power."

#### Broad Organizing Campaign

This victory is the first in what both unions expect to be a broader organizing campaign targeted at as many as 10 more lighting companies in Hollywood.

Local 399 and IASTE Local 80 have formed a strategic relationship that both anticipate will be a template for future campaigns.

"Organizing is our primary focus as we enter this new era for the labor movement," said Leo Reed, Director of the Motion Picture Division and Secretary-Treasurer for Local 399. "Our partnership with IATSE Local 80 will help open areas of organizing that we had not explored in the past."





## Gas And Go

### Local 117 Organizes Tankhaul Workers

With some help from a local in Ohio, Local 117 in Seattle recently celebrated a tankhaul victory when workers at Praxair Distribution in Tacoma voted 17-1 to join the Teamsters.

"Being a Teamster means being among those that will watch your back on the job," said J.V. Everson, one of the new Teamsters at Praxair.

Of the 19 workers in the unit—cylinder handlers, processors and maintenance—the workers have wanted Teamster representation for some time. Praxair Distribution supplies industrial, medical and specialty gases in cylinders and small cryogenic containers.

### Fairness and Equality

"I've been a union member several times over the past 30 years and those places have been some of the best places to work," said Jim Morgan, one of the Praxair workers. "You feel that you're treated much more fairly and equally than you would without the protection of the union."

Workers want to be Teamsters because they want more dignity on the job and want their paychecks to keep up with inflation.

"I wanted to be a Teamster because it's better for me to have a contract," said Manuia Fuaga Jr., a Praxair employee.

### Valuable Assistance

"The Praxair workers in this bargaining unit are a strong bunch. They really stuck together," said Kathryn Akeah, an organizer for Local 117. "The group knew each other pretty well before this campaign but this has brought them even closer together."

Akeah said that Local 407 in Cleveland was a big help in the campaign. Local 407 organized a similar unit of Praxair workers in 2005. The Ohio local provided Akeah with insight into their campaign and negotiations. Bargaining for the Tacoma unit starts soon.

"The help from Local 407 was so valuable," Akeah said. "But even more valuable was the solidarity these workers showed."

"Since I've been in unions before, I can honestly say that I believe they are one of the best things going," said Mike Sabol, another new Local 117 member. "If you have a problem you have someone to go to and help get it solved. You have a feeling of belonging and know that someone is there to back you up."

## Million-Dollar Victory

### 162 School Bus Drivers Receive Back Pay

Members of Local 170 in Worcester, Massachusetts had some especially good news recently when they received checks of up to \$21,525 each for wages their employer, Laidlaw Educational Services, failed to pay them over the past three years.

"The workers really wanted this victory and they stuck together," said John Comeau III, Secretary-Treasurer of Local 170.

Laidlaw, which previously held the contract to transport elementary, middle and high school children in Worcester public schools, failed to meet the prevailing wage standard required of city contractors.

### Awesome Feeling

"The union went through the contract and the company didn't get away with shortchanging us," said Cynthia Kitts, a Worcester public schools bus driver. "It was awesome that the union was there and was able to rectify it for all of us."

The back pay awarded to all 162 drivers totaled more than \$1 million.

"This couldn't have been given to a finer group of people," said John Millet, a Local 170 business agent. "We've got single mothers, retirees, people who really work hard to make ends meet, so this made a big difference."

## Milk Money

### Local 421 Members Win Swiss Valley Settlement

Greg Valentine, a steward at Swiss Valley Farms Dairy and a 23-year member of Local 421 in Dubuque, Iowa, had a feeling that he and his 175 coworkers were going to win a recent arbitration case. And in late 2005, an arbitrator ruled that Swiss Valley Farms Dairy had to pay differences in projected health and welfare rates on an ongoing, hourly basis resulting in an approximately \$700,000 pay-out for the workers.

It started in September 2004 when Kevin Saylor, a steward at Swiss Valley Farms, got a notice with his pay stub that he delivered to Dave Baker, President of Local 421. The notice stated that excess monies from the health and welfare rates would be paid to workers as a lump sum and would not be added to their hourly or base rate of pay.

Baker immediately filed a grievance on behalf of the entire unit at Swiss Valley Farms, a cooperative of dairy farms in Iowa, Illinois, Wisconsin and Minnesota. The grievance alleged a violation of a local addendum to the National Master Dairy Agreement (NMDA).

### Great Teamwork

"This is a case where there was great teamwork between the elected leadership and individual members who stepped up to the plate," Valentine said.



After Laidlaw lost its contract with the city of Worcester, Local 170 negotiated agreements with two new companies now under contract with the city—First Student and Durham. The contract with Durham was the first in the country, a major step toward organizing a company that has fought unionization at every turn.

### Raising Standards

“I went to the town meeting and I let them know they weren’t going to operate in Worcester without a contract with the Teamsters union,” Millet said. “It’s getting the politicians involved that makes a difference. When push came

to shove, we made sure we were all on the same page.”

First Student, Durham and Laidlaw are the three largest companies in the school bus industry, transporting 55 percent of U.S. school children. They are also the target of a joint organizing campaign between the Teamsters and the Service Employees International Union (SEIU).

“This is a big victory on a lot of levels,” said Mike Hogan, President of Local 170. “These three companies are bottom-feeders that win contracts by underbidding each other. But not in Worcester. For once they had to win by raising standards for drivers, not lowering them.”



**“This is a big victory on a lot of levels.”**

—MIKE HOGAN, PRESIDENT OF LOCAL 170



The ruling stated that Swiss Valley had to pay the workers approximately \$240,000 plus overtime for the contract year beginning in September 2004. The company was ordered to pay workers \$480,000 plus overtime for the contract year beginning in September 2005. The company also has to calculate hourly increases in workers’ pay for 2006, which may bring the total award closer to \$1.2 million.

“I felt great to be there to represent the drivers throughout the whole process,” Saylor said. “At that time I was still a new steward so it was very interesting and I learned a lot from the process.”

“Leadership went the extra mile to make sure this was resolved,” Valentine said.

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## A Secure Future

### Local 326 Members Rejoin Teamster Pension Plan

**A**fter battling an employer determined not to participate in a Teamster pension plan, members of Local 326 in New Castle, Delaware finally have something to smile about.

Recently, members working at NKS distributors and the Tenui Corporation both approved new five-year contracts. In addition to an increase in wages, the contract included a commitment from the companies to stay in the Teamster pension plan

for the next 25 years. NKS and Tenui are beer, wine and spirit distributors that cover the entire state of Delaware and are owned by members of the same family.

"We really had a challenge ahead of us with these negotiations, but in the end we were able to restore the Teamster pension plan and secure wage improvements," said Mike Ciabattoni, Vice President of Local 326. "The employers didn't want to budge on the pension issue.

They were adamant about not contributing to a Teamster pension fund."

#### Delivering in Delaware

"We had had a good relationship with the company for many years, but in 1996 they froze the wages and dropped the pension contribution to \$1 an hour, with the desire and demand to switch from the Teamster plan to a company 401(k) plan," Ciabattoni said. "To further complicate things, the company, which until

1999 was in essence, one company, split up. Negotiations over the years failed to produce satisfactory results. It wasn't until late 2004 that the companies both came to us and said, 'we want to work this out.'"

There are about 100 workers between the two firms, which are located side by side in New Castle. At all three locations, Local 326 represents the delivery drivers and warehousemen. Truck mechanics are also represented at the NKS New Castle operation.

#### Terrific News

"The key thing about our new contract is the reinstatement of the Teamster pension plan," said Dave Stevens, a 28-year member of Local 326 and a shop steward at NKS. "Thanks to Local 326's negotiators, we now have a 25-year, no-argument commitment. This allows for even the youngest guys in the unit to know that they will have a pension to rely upon."

"The news that our Local 326 negotiators settled this nine-year dispute in our favor was terrific," said Jack Cipriani, Director of the Teamsters Brewery and Soft Drink Conference. "With the assault on pension plans from employers across the country, our negotiators fought the good fight and never backed down."





# Soda Jerks

## Teamsters Win Executive Pay Reform at Coca-Cola

The Teamsters Union won an important executive pay reform this year at Coca-Cola when the company's board of directors adopted the union's proposed policy to give shareholders the right to vote on certain executive severance agreements.

"In the last decade, Coca-Cola shareholders have seen a revolving door of top executives cash in big rewards while financial performance lagged," said Tom Keegel, Teamsters General Secretary-Treasurer. "It was high time

Coke invest in the long-term growth of the company rather than country club dues for outgoing bosses."

The union's General Fund proposed this reform at Coca-Cola's 2005 annual meeting and received more than 40 percent of the shares cast in favor of the proposal.

### Market Power

"Coca-Cola and CCE have rewarded departing executives with pay packages including lifetime health care, country club dues, financial planning services, stock and other

perks, while the company looks to cut the legs out from under its workers," said Jack Cipriani, International Vice President and Director of the Brewery and Soft Drink Workers Conference.

"The era of rewarding poor performance at Coca-Cola is over," Keegel said. "We will continue to fight for shareholder rights at CCE."

The Teamsters represent roughly 18,000 Coca-Cola workers, many of whom are also shareholders. By being active owners, Teamsters are

using their market power to demand better financial performance, greater accountability from boards of directors and executives, and improved corporate governance of publicly traded companies.

**CCE Shareholders: Demand Accountability!**

With Coca-Cola's U.S. market share suffering and stock prices down, CCE shareholders are looking for answers. Shareholders at CCE have the right to demand better financial performance, greater accountability from boards of directors and executives, and improved corporate governance of publicly traded companies.

**CCE's former Chairman of the Board, CEO and current CCE board member, Mr. Sumnerfield Johnson, receives:**

- A consulting contract worth \$600,000 per year.
- A paid seat on the CCE board of directors worth more than \$75,000/year.
- Health care coverage for life for his dependents and himself.
- Financial planning and tax benefits consulting.
- Use of the company aircraft.
- An office including a secretary and office supplies, and restricted shares of Company stock.

**CCE's former Chief Financial Officer Patrick Mennelly receives:**

- \$24,000 per month through January 2006.
- All bonuses that he would have received had he continued his employment at CCE.
- Tax and financial planning assistance, and
- Country club dues.

**It's time for change!**  
That's why the International Brotherhood of Teamsters General Fund has a shareholder proposal at the CCE proxy statement, which it adopted, will allow shareholders to vote on any severance package for top executives that exceeds three times annual salary and bonuses.

**Vote FOR Proposal 4**

The United Teamsters of America Local Union 1000 is the exclusive authorized agent for the Teamsters General Fund.

## TEAMStar MEDICARE PART D

Prescription Drug Program

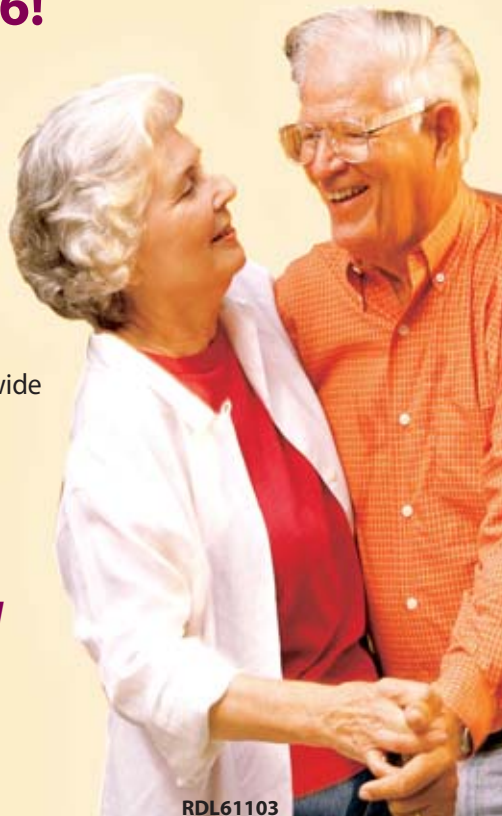
The initial enrollment period for the new TEAMStar Medicare Part D Prescription Drug Program will end on May 15, 2006. The next enrollment period will not begin until November 15, 2006.

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If you wait until November 15, 2006 to enroll, you may be subject to late enrollment penalties imposed by Medicare.

**For additional information, or if you need an enrollment packet, visit our website at [www.teamstarpard.com](http://www.teamstarpard.com) or call 1-866-524-4173.**



RDL61103

# A New Day In





# NASHVILLE

## Teamsters Now Represent More Than 1,200 Nashville Police Officers

**A**fter decades of empty promises from a fraternal organization, Metropolitan Nashville police officers have chosen the strength of the Teamsters to help them fight for a secure retirement, due process and respect on the job.

"The Teamsters will help bring fairness to our workplace, and the Teamsters will fight for a more secure retirement for officers," said Diana McCoy, an 18-year veteran of the more than 1,200-member force in Tennessee's state capital. "Our decision to join the Teamsters gives me the same feeling I had when I left the police academy—the sky's the limit."

"Our seniority system is pitiful and the Teamsters will fight for us all the way," said Officer John Drake, another 18-year veteran.

The Fraternal Order of Police (FOP) was the officers' bargaining representative for nearly three decades until officers voted to decertify the FOP in late 2005, clearing the way for the Teamster election victory in February. Few officers know more about the need for change than Lt. Calvin Hullett, a 16-year Metro officer who was president of the FOP Lodge #5 in Nashville from 2001-2003.

### Need For Change

"As president of the local lodge, I saw how the state and national leadership of the FOP is not conducive to the union movement—they are a fraternal organization," Hullett said. "The Metro officers realized that we need a strong union like the Teamsters to fight for us and to boost morale, which had fallen to all-time lows."

Officers received a boost six days before the election when Teamsters General President Jim Hoffa visited Local 327 in Nashville, which will represent the officers under the leadership of the local's President, Jimmy Neal.

"The victory in Nashville continues our broad initiative for the Teamsters to become the national voice for these special Americans who protect and serve us all," Hoffa said. "We are now ready, will-



PHOTOS BY MARK MATHIESON AND MICHAEL KROUSKOP

ing and able to go out and bring other units of police officers under the banner of the Teamsters. We have the knowledge, experience and determination to make sure that their dedication and their willingness to put their lives on the line every day does not go unrewarded.”

Neal said he will work closely with the International Union and the Teamsters Law Enforcement League (TLEL) to insure that Metro officers get the strong contract they deserve.

“We will do whatever it takes to finally provide a solid contract and ongoing, strong representation to the hardworking men and women who keep Metropolitan Nashville safe,” Neal said. “The officers have not received that in the past.”

Hoffa said the union is building on the success of the TLEL. The union established the TLEL about two years ago and officially launched it last year. The TLEL is aimed at increasing collective bargaining strength, boosting organizing efforts and increasing political power.

“The Metro Nashville Officers have the strength and power of the Teamsters behind them, and we will use all our strength to fight on their behalf,” said Sue Mauren, Secretary-Treasurer of Local 320 in Minneapolis and co-chairwoman of the TLEL. “We continue to organize more

law enforcement professionals nationwide, and there is no limit to what we can achieve on behalf of those who work so hard to keep our communities safe.”

### Teamster “SWAT” Team

One of the keys to the officers’ victory in Nashville was the help of other Teamster police officers and retired officers, who came from California, Washington state, Florida, Pennsylvania and other states.

The Teamster officer-organizers, known as the Teamster “SWAT” team, met with Nashville officers at police precincts during shift changes, answering questions and providing information that only they could provide.

“The TLEL officers’ efforts were crucial because cops want to hear from cops,” said Mike Stapleton, President of Local 385 in Orlando, Florida, who is also co-chairman of the TLEL. “In future campaigns, we hope to expand our SWAT team efforts to spread the word that the Teamsters are the premier law enforcement union.”

“Our campaign was successful because it was a grassroots campaign led by Nashville rank and file and supplemented by Teamster members from around the country,” said Jesse Case, who coordinated the campaign on behalf of the Law Enforcement League. “Our strategy couldn’t fail:

listen to the issues of Metro officers and fight like hell on their behalf.”

The TLEL represents more than 25,000 law enforcement professionals at more than 1,200 agencies nationwide. The Law Enforcement League is modeled after a statewide effort in Iowa known as the Iowa Teamsters Law Enforcement League. The league is part of the Teamsters Public Services Division, which has more than 190,000 members.

The opponents in the Nashville campaign tried to paint the Teamsters as “a bunch of truck drivers.” However, the TLEL and the visiting Teamster officers soon dispelled the myth that driving is the only area where Teamsters exhibit expertise.

### Taking Action

The Teamsters’ actions also convinced Metro officers that the union means business in its dealings with the Metro government and with Metro Police Chief Ronal Serpas, who has been widely criticized by officers for his heavy-handed management and poor policy decisions.

For example, the TLEL filed a lawsuit on behalf of officers to get the Metro government to perform a pension audit. By





doing so, Metro officers said the Teamsters had already done more than the FOP has done for at least the past six years, when the last performance audit was carried out.

"I want a decent pension plan and the Teamsters, by filing this suit, show they have the determination to fight for us," Sgt. J.W. Smith of the K-9 unit said. "I've spent years putting my life on the line. When I leave here, I don't want to work another job to make ends meet."

"We filed the pension lawsuit so that we can properly evaluate the officers' retirement security before going into negotiations," Neal said. "This information is critical for the future security of officers and their families."

### Teamster Difference

Throughout the Nashville campaign, the TLEL stressed the "Teamster Difference" in dealing with officers' chief concerns. The major issues included:

■ **Retirement security.** The Teamsters filed the lawsuit, which is pending, and the union has assembled a team of experts to evaluate the officers' retirement security to prepare for contract negotiations;

# Police Stories

## "SWAT Team" Plays Pivotal Role in Organizing

**T**eamster police officers from throughout the country, known as the "SWAT Team," played a major role in the Metro Nashville police officers electing the Teamsters as their bargaining representative.

The Teamsters Law Enforcement League represents thousands of police officers across the country, and dozens of the officers came to Nashville to help with the police organizing campaign.

Teamster officers had one-on-one talks with Metro officers about the benefits of joining the Teamsters, and handed out countless fliers at Metro police precincts.

### Mutual Benefits

"The opportunity to help our brothers and sisters in Nashville is something that benefited all of us," said Jon Thomas, a Dallas County, Iowa deputy sheriff, who is a member of Local 238 in Cedar Rapids. "Working alongside fellow Teamster officers from all over the country strengthens the Law Enforcement League's efforts to organize and to bargain strong contracts. We have the opportunity to share information that will help all law enforcement Teamsters."



Shane Countryman, a member of Local 205 in White Oak, Pennsylvania and patrolman in nearby Glassport, said he shared stories about how the Teamsters have improved his job since he joined the union about five years ago.

"Our department used to be political, and you had to worry about getting in trouble for investigating someone with influence in the town," he said. "With the Teamsters, I can do my job without worrying about any repercussions. I don't worry about who I investigate. The Teamsters offer protections for us."

Countryman said pay has also improved, and officers have a better seniority system.

"We also now have binding arbitration for any issue, including grievances," he said. "The Teamsters have improved the lives of police officers in my department."



# A Winning Season

## Success Continues for Teamsters Law Enforcement League

**T**he local unions that comprise the Teamsters Law Enforcement League continue to win organizing campaigns.

While the Metro Nashville campaign involved a force of more than 1,200 officers, departments of all sizes are coming under the Teamster banner.

Recent victories include:

- Hamilton County Sheriff's Office in Iowa. Deputies, dispatchers and jailers joined Local 238 in Cedar Rapids. The law enforcers are concerned about rising health care costs, a fair salary, and they want a fair disciplinary procedure;
- Wilton, Iowa Police Department. Officers also joined Local 238, with similar concerns as the staff from Hamilton County;
- Deputies, sergeants and bailiffs with the Putnam County Sheriff's Office in Florida voted to join Local 385 in Orlando. These law enforcers want to receive fair wages, a fair discipline process and an effective grievance procedure;
- Officers in Zumbrota, Minnesota joined Local 320 in Minneapolis. Local 320 represents about 1,000 police officers;
- Local 205 in White Oak, Pennsylvania has gone from representing 30 police departments to 45—a 50-percent increase. Recent victories include officers in South Park Township and Jefferson Hills Borough; and
- Officers with the Rockport, Maine Police Department joined Local 340 in Portland. Officers were concerned about scheduling, seniority and benefits.

■ **Due process/real representation.** The TLEL sets up a system of lawyers, elected shop stewards and representatives to draw the line on unfair treatment. Teamster police contracts include due process protections and procedures that are independent, confidential and can't be controlled by the chief. Teamster contracts include the protection of binding arbitration;

■ **Discipline.** The Teamsters blasted Metro police's "disciplinary matrix," an unfair disciplinary system. The Teamsters will bargain over the issue because it's a working condition, which is negotiable under the Metro government's ordinance;

■ **Legal defense fund.** The Teamsters' TeamLegal legal defense plan is an automatic, confidential and guaranteed legal protection plan. Teamster officers throughout the country have used the system and give it high marks;

■ **Protecting officers.** The Teamsters also filed a lawsuit to protect officers returning from active duty military service. In addition, the union challenged Metro Chief Serpas' Mission One program, which required all officers to return to patrol duty once a month, often without receiving the proper training; and

■ **Organizational status.** The Teamsters are registered as a "labor organization" with the U.S. Department of Labor, while the FOP is registered as a "fraternal society."

## Seeking Protections

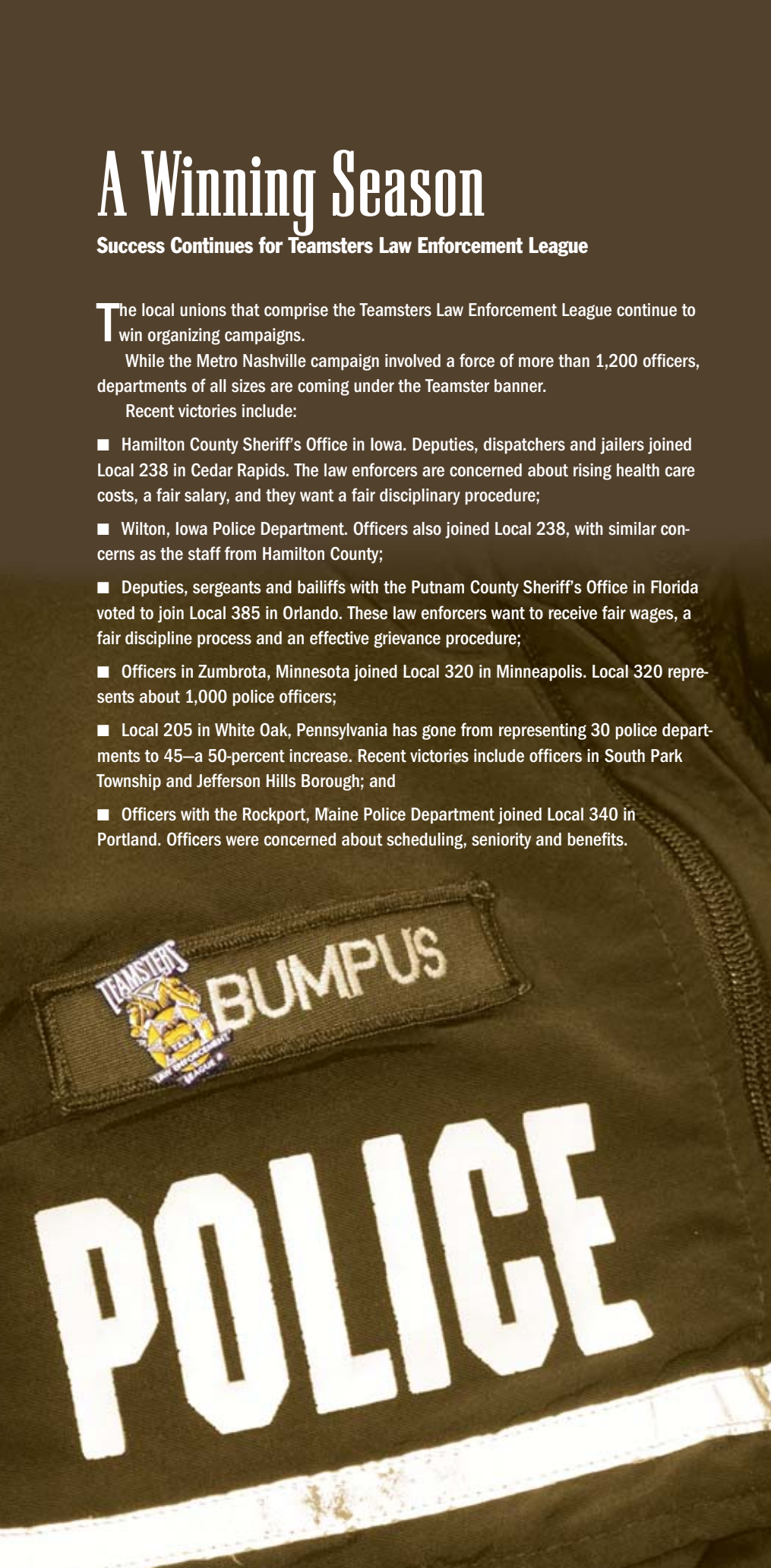
Sgt. Frances Scates, a bicycle officer, said officers who protect the community day after day are looking for some protections themselves, especially a secure retirement.

"We put our lives on the line every day because our job is unpredictable," Scates said. "I've spent 25 years putting my life on the line and when I leave here, I'll have to work another job to make ends meet. I know it's a choice I made, but it's not fair."

Melissa Johnson, a 21-year Metro veteran, said she knows hard work is ahead.

"We will need to work hard to negotiate a strong contract, but I am confident that we, as Teamsters, will get the job done. Being a Teamster is being part of a team of people who know how to work hard for justice in the workplace. I'm looking forward to the challenge."

Andre Johnson, a veteran of nearly 20





years, said officers are looking forward to a new era as Teamsters.

"The Teamsters will fight like mad dogs to get us a decent pension and fight this unfair disciplinary matrix the department has set up," he said. "They will also fight for a strong contract for Metro officers."

### Watching Closely

Johnson said other law enforcement officers in Tennessee and elsewhere will be looking at joining the Teamsters.

"I've spoken to other officers in Tennessee and they've watched this election very closely. I think this victory is going to have a domino effect and will make all Teamster law enforcement members stronger."

Jim Upchurch, a Metro officer who loyally paid dues to the FOP for 29 years, said it's time for officers to get the strong representation they deserve with the Teamsters. Upchurch, a K-9 officer whose 161 apprehensions set a department record, retired a few weeks before the election. However, in a strong show of solidarity, he was one of about 300 Metro officers who joined Local 327 before the election.

"Although I'm retired, I plan on staying active with the Teamsters as a member after this campaign," Upchurch said. "This election was about improving officers' lives. To me, that's what the Teamsters are all about."



# First-Person Account

## Officers in Other Departments Proud to be Teamsters

Officers from around the country who are represented by the Teamsters say the union has delivered for them, and has made their jobs better.

The Teamsters represent law enforcement professionals at more than 1,200 agencies, including thousands of police officers. Here's what some have to say about Teamster representation:

**"The Teamsters bargain for better pay and better pensions. The union also fights hard for improved working conditions and has done a great job addressing disciplinary issues. These are issues for police officers everywhere, and the Teamsters have a proven track record on these issues."** – Officer Scott Frantz, 14-year veteran, Daytona Beach, Florida Police Department, Local 385.

**"The Teamsters safeguard rights of our workforce against unfair practices imposed by administrators more interested in the bottom line than the health and welfare of those who serve."** – Wesley Sebetka III, Deputy Sheriff, Tama County (Iowa) Sheriff's Office, Local 238.

**"The Teamsters have supported our needs with strong retirement benefits. Now our pension is at comparable levels with other departments."** – Kathy Irazzary, 15-year veteran, Sabattus (Maine) Police Department, Local 340.

**"The Teamsters are an established labor union that has been representing the interests of workers for many years. The Teamsters also employ police officers as business agents to better represent the interests of police officers."** – Lt. Timothy Hanna, 12-year veteran, McKeesport, Pennsylvania Police Department, Local 205.







# A Sure Thing

## Rio Hotel Workers Go Union

**J**effrey Bak, a valet parking attendant at the Rio Hotel in Las Vegas, said the rush that he and his coworkers got from joining the Teamsters rivaled that of any winning wager he had ever made.

In a double victory, two separate units containing approximately 235 workers at the Rio Hotel joined Local 995 under card-check neutrality agreements that were personally negotiated by General President Jim Hoffa.

“Forming a union is very important for us to reclaim our power as workers,” Bak said. “When Harrah’s purchased the property a few years ago, it drew away lots of responsibility from valet workers and disempowered us—but we are back in the game now.”

The agreements cover two groups of staff; 84 front-end employees that include

front-desk workers, room reservations and PBX workers (phone operators who receive incoming calls); and 150 back-end staff including valet, warehouse, goods receiving and laborers who do miscellaneous assignments.

“As Teamsters, these new members will be more secure in their jobs and they’ll be happier,” Hoffa said. “When workers are happy, they provide good customer service, so the customers are pleased. In turn, people are more likely to spend their time at the hotel. So everybody wins with these agreements—how many times do you see that in Las Vegas?”

### Raising the Stakes

The Rio Hotel was the final Harrah’s-owned property on the strip without Teamster representation. The workers join the approximately 2,500 casino and

hotel workers represented by Local 995, including workers at Bally’s, Paris, Caesars Palace, the Las Vegas Hilton, the Flamingo and Harrah’s.

Hoffa met with union officials, partners in the Change to Win federation, and Harrah’s management, to obtain the company’s pledge to remain neutral.

“I got a call from General President Hoffa who said, ‘It’s a done deal. Let’s get the cards and get it done,’” said Mike Magnani, Secretary-Treasurer of Local 995. “We were thrilled to have the opportunity to organize these new members who will increase the power of thousands of Teamsters who work up and down the strip.”

### In the Cards

The benefit of card-check agreements is that Teamster locals do not have to go through a National Labor Relations Board





(NLRB) election. Under a card-check agreement, a majority of workers expressing interest in forming a union by signing cards is in and of itself sufficient to form a union.

Neutrality means that supervisors and management pledge that they will not influence workers during the unionization drive. That way each worker has the opportunity to decide for themselves to become a union member.

"Hoffa's assistance was invaluable in reaching these card-check agreements," Magnani said. "Meeting with workers without management interference is the way organizing should be done."

By November, approximately 92 percent of back-end workers had signed cards expressing their desire to become Teamsters. A majority of front-end workers followed suit on December 30.

## Reading the Signs

Bak, a valet parking attendant, said that workers realized the importance of forming a union after some coworkers were fired for unfair reasons.

"We also needed a voice, considering this is becoming an increasingly corporate-controlled town," Bak said. "If we were fired from the Rio, there are several Harrah's casinos on the strip that we couldn't work for—Rio, Paris, Harrah's, Caesars Palace and Ballys."

Bak's impression was that Teamsters he knew were more secure in their jobs and that they had lower turnover rates. Conversely, Bak said he and his coworkers often felt apprehensive when they went to work.

"Now that we're Teamsters, folks are happy," Bak said. "As a valet, I was an at-will employee and if I made a single mistake then I could lose my job."

## The Right Choice

Others wanted to be part of the Harrah's network of union workers so that they could improve working conditions along the strip.

"The Teamsters I've met said they're happy to be unionized," said Steve Wehby, a nine-year receiver. "They said they wouldn't have it any other way and neither would we."

Rio workers Wehby, Bak and their coworkers were drafting proposals with Local 995 for wages, hours and working conditions as of press time.

The workers' chief concerns are job security, health care costs and the lack of a strong retirement plan. Contract negotiations are scheduled to begin in February.

"This is no gamble—it's the right choice for us," Wehby said.

# Keeping The. American Dream Afloat

## Gap Widens Between Rich and Poor as Middle Class Erodes

At the opening of the 21st century, Americans have a big decision to make. What kind of society do we want to have?

Will we abandon the values of the 20th century that saw our country become the most free and prosperous nation in the history of the world? During the last century, unions created a middle class by fighting for working people and winning good, stable jobs that paid well and included benefits. This had never happened before. Anywhere. Ever.

Or will our nation regress to a society with a few who are super-rich and control everything—including our freedoms—while the rest of us barely scrape by?

More and more, it looks like our nation's leaders are losing sight of what made America great.

The Teamsters Union is not a passive observer of what is going on in our country. The labor movement has the power to put America back on course. Teamsters have an obligation to get involved and fight to keep the American Dream alive.

### Reverse Robin Hood

In America today, we are experiencing a reverse Robin Hood phenomenon. Instead of taking from the rich and giving to the poor, a group of the very powerful takes from working families and keeps the loot for themselves.

Congress recently defeated a measure to raise the minimum wage to \$6.25 per hour—and then approved a raise for themselves. This was the eighth pay raise for Congress since 1997—the last time the minimum wage was raised.





According to *Business Week*, the average CEO made **42 times** the average worker's pay in 1980. By 2000, the average CEO pay had skyrocketed to **531 times** what the average worker made.



When Hurricane Katrina hit New Orleans, the government did what it does best: it acted quickly to hand out no-bid contracts to its friends at Halliburton and Bechtel. Lobbyists left Washington with contracts in hand before bodies were even collected from the streets.

Prevailing wage laws for disaster relief work were repealed so contractors could pay workers "poverty wages." People who had lost their homes and their jobs desperately needed the work to try to get back on their feet, but instead, their tragedy was exploited for profits.

To add insult to injury, Congress cut \$50 billion from Medicaid, food stamps and other anti-poverty programs using the excuse that they needed to pay for the Katrina relief efforts. Weeks later, Congress passed a massive \$56 billion tax cut—75 percent of which will benefit people earning over \$100,000, 40 percent going to millionaires.

### Delphi

Corporate America is the direct beneficiary of the reverse Robin Hood phenomenon. Take Delphi, the world's second-largest auto parts manufacturer and the largest in the U.S. where it employs 32,000 union workers. After workers refused a 63 percent wage cut and increases in health care premiums, Delphi declared bankruptcy.

Delphi is using bankruptcy to tear up its union contracts and unilaterally impose its cuts. It wants to reduce wages from \$26 per hour to \$10 per hour; shift health care costs onto workers and retirees; close plants without the union's consent; outsource jobs so they are nonunion; lay off thousands of workers; and, if the corporation is sold, relieve the new owners of their obligation to recognize the existing unions.

And while they seek to punish their loyal workers, Delphi is asking the bankruptcy court to approve a \$500 million bonus plan for many of its executives who could get up to 250 percent of their salaries in bonuses. Delphi also increased its severance packages for managers the day before it filed for bankruptcy.

### Broken Promises

There are now 150 major corporations in some stage of bankruptcy reorganization, including four of the major airlines. Federal bankruptcy court has become the method of choice for dismantling union contracts and eliminating benefits. Promises made by employers can no longer be relied on.

In the late 1970s, a similar crisis was faced when Chrysler was on the verge of bankruptcy, but the government stepped in and provided Chrysler with \$1.2 billion in loan guarantees.

"The argument was made that bankruptcy would be so disastrous for the 100,000 Chrysler employees, their families and communities. Bankruptcy was not an option," said Harley Shai-ken, a professor at the University of California at Berkeley. "It shows how far we've come politically" that the government is not stepping in today to help support companies and save good jobs and livelihoods.

From the steel industry to Enron and WorldCom, from Continental to United, Northwest, US Airways and American Airlines, from Delphi and GM to from Merck and Pfizer, the same story keeps repeating itself.

"Chapter 11 was traditionally about sharing the pain," said Elizabeth Warren, a professor at Harvard Law School. "But now it is more a game of feast and famine" where workers starve and management grows fat on big salaries and severance packages.

### The Allied Situation

Teamsters are having our own brush with the dangers of bankruptcy right now. Allied Holdings, the largest Teamster car- and truck-hauling company, filed for bankruptcy over the summer. It employs more than 5,000 Teamsters in the U.S. and Canada. Leading up to the filing, workers at Allied accepted wage freezes and permitted the company to buy back some of their vacation time. In exchange, Teamsters were promised that Allied would reinvest in the company and get back on track.

Instead, Allied's mismanagement continued and the company turned to



bankruptcy to bail itself out.

"After the company went public, it began buying up other companies. But Allied forgot to reinvest in the carhauling business that made it successful. Suddenly, it was lagging behind industry leaders and had a neglected fleet and equipment," said Ray Kozak, a member of Local 89 in Louisville, Kentucky.

Kozak has been a Teamster for 29 years, spending the last 15 or so driving a truck for Allied. He's seen the company replace the plant's managers with people who knew "nothing about how our plant operates." The new managers dismissed suggestions from the workers on how to run the plant more smoothly.

"The lack of vision and direction and their poor planning is costing me. We spend a lot of time waiting around because things aren't ready. Now I make fewer runs per day between the two plants, so I get paid less," Kozak said. "But management forgets that the more I make, the more the company makes."

Kozak and his coworkers didn't mind sacrificing for the company, he said. Many have worked for Allied for years. With things being what they are in the economy, they know the value of having a good job and how hard it can be to find another one.

## A Recurring Theme

William Breedlove, a truck mechanic and lead man in Allied's Tennessee shop, has also seen the toll that management's poor decision making has had on his coworkers.

"If we didn't have a union, we'd be cut to the bone," Breedlove said. "The nonunion office employees are getting screwed. They've been forced to work unpaid days, deal with insurance cuts and aren't getting raises. Management treats the staff like they're a dime a dozen, but you can't get quality people that way.

"We took a signing bonus one year instead of a raise. We also took a wage freeze once. We went to a rotating workweek and sacrificed vacation time. And then the CEO got a bonus. It really makes you wonder: I gave up all of this and they're not giving up anything."

In what is becoming a recurring theme in bankruptcy stories throughout the U.S., Allied is planning to reward management's failures with \$4.6 million in bonuses and \$6 million in severance packages.

## CEO Pay

According to *Business Week*, the average CEO made 42 times the average worker's pay in 1980. By 2000, the average CEO pay had skyrocketed to 531 times what the average worker made. And like the stagnant minimum wage, worker pay has also stagnated for more than 15 years.

The situation has become so ridiculous that the Securities and Exchange Commission recently overhauled its rules on how companies report executive compensation. The changes, however, fall far short of some corporate democracy proposals brought forth by the Teamsters and other shareholder advocates.

Unfortunately for workers, even healthy corporations are now breaking their promises. IBM started 2006 by announcing that it would begin freezing pension benefits for its 117,000 employees in 2008. IBM is a financially healthy company with the third-largest corporate pension plan in America.

"Nobody wants to be the first one to do something like this," said Jack VanDerhei of the Employee Benefit Research Institute. "Once the first one does it, it makes it easier to be the second or third."

## Disney's Dirty Secret

And then there's the Walt Disney Company, a company known for exploiting workers across the globe—except for its executives. CEO Michael Eisner hired Michael Ovitz to be his number two at the company. After only 15 months, Eisner fired Ovitz and gave him a \$140 million severance package.

In fact, Disney is trying to shift more costs onto workers. In 2004, it haggled with its unions for eight months, with wages, health care and pensions topping the issues.

Andrew Carroll, a shop steward at Disney World for Teamsters Local 385 in

Orlando, was a new employee at the time. "The last contract negotiations were hard. Disney wanted to increase our benefit costs and there was a big uproar. We voted down the contract three times before we finally came to an agreement."

## Future at Stake

In the 20th century, the auto industry propelled the American economy and helped create the middle class. It employed the most workers, produced the most, made the most profits and paid its workers enough to transform an entire nation. Henry Ford, never a friend of unions and workers, understood he needed to pay his workers enough so they could buy his cars.

Since 2001, however, the Big Three automakers have eliminated or announced plans to eliminate almost 140,000 jobs, including cuts announced recently by Ford and Chrysler.

We have moved from a nation where General Motors is our largest employer to one where Wal-Mart is. From a company that helped create the middle class to one that uses Medicaid as an employee health plan. Throughout American history, each generation has done better than the one before it. That is no longer true. While wages for workers have stagnated since the 1970s, CEO pay is skyrocketing.

This is an unsustainable course for America.

Fortunately, as Teamsters, we are protected by our union contracts from many of these problems. But, as we've seen, union workers are not immune. That is why we need to take action. The American Dream cannot be allowed to sink like the Titanic. America needs to return to the things that made it great and made it a symbol for people all over the globe. To do so, we need a government and corporate leaders who see the wisdom in supporting workers. We need national health insurance and real relief for pension funds. We need tax reform that will take the burden off of working Americans and make the rich pay their fair share.

The future of America is at stake. What kind of country do you want?



# The Real Thing

## Warehouse Employees Choose Teamsters for Stronger Future

Following a 14-month struggle, 155 warehouse workers in Michigan who had no voice or representation under the Machinist's Union gained a stronger future by voting to join the Teamsters.

The workers at Exel voted by a 4-1 margin to join the Local 299 in Detroit.

"Thanks to the leadership of General President Jim Hoffa, Organizing Director Jeff Farmer and all the staff who worked so hard on this campaign, these workers now have a brighter future," said Kevin Moore, President of Local 299. "This was a terrific team effort. Teamsters have once again shown that we have the experience, strength and resources to

win campaigns like this."

More than a year ago, the workers approached the Teamsters, looking for strong union representation. The Machinist's Union (IAM) had purported to represent the workers, but the reality was far different.

Exel warehouses and distributes auto parts in Detroit for DaimlerChrysler. In addition to not having a vote on the terms of their contract, the workers got no representation from the IAM. To break up this illegal arrangement, Local 299 filed numerous NLRB unfair labor practice charges against Exel and the IAM. After months of investigating, the NLRB found merit to Local 299's charges.

### IAM Removed

"The workers had no say in their contract, and the agreement was in place before the workers were hired," Moore said. "The workers had no voice at all."

The NLRB also ordered the IAM to refund nine months of back dues and initiation fees to each worker—which totaled about \$900 per worker. The NLRB ruled that the IAM was no longer the representative and ordered the IAM removed as the workers' bargaining agent.

Workers said the long struggle was worth it.

"It has been a 14-month struggle both personally and as an employee of Exel," said employee Liz Wright. "I am

very happy that we have a voice and real representation as we should have all along. This struggle was worth the end result."

### Workers United

"Keeping everyone together these past 14 months was difficult, but worth it," said Shawn Brown, a warehouseman at Exel. "When it was all said and done, we were united in our support for the Teamsters."

The NLRB also barred Exel from further assisting the IAM or giving them access to employees on the company's property. Finally, a union representation election was allowed to proceed and the vote was 105-26 in favor of the Teamsters.

"We will work hard to negotiate a contract that enhances the workers' wages, benefits and working conditions," Moore said.



#### LOCAL 612

### Tyson Foods

**W**orkers in the live-haul operations at Tyson Foods in Heflin, Alabama voted 17-7 to join Local 612. The local already has two contracts with the company.

The 27 workers listed wages and seniority as their main issues. The unit includes live-haul drivers, who deliver chickens from farms to the processing plant; yard hands, who are spare drivers; and loader operators, who work at the farms to catch the chickens. The work in the unit is coordinated through dispatchers, who arrange pickups and dispatch drivers.

"These workers kept the unit together after the company forced them to sit through captive-audience meetings and continued intimidation," said George Yarbrough, an organizer for Local 612 in Birmingham, Alabama. "The company tried all sorts of ways to delay the election, but workers stood strong and won."

#### LOCAL 671

### Laidlaw

**S**chool bus drivers with Laidlaw Education Services, who serve children in Tolland, Connecticut voted to join Local 671. There are 34 drivers in the bargaining unit.

"The drivers were tired of the favoritism when they tried to get charter (extra) work," said Tony Lepore, an organizer with Bloomfield, Connecticut-based Local 671. "The drivers are also seeking fair wages."

The Teamsters Organizing Department is urging other local unions interested in orga-

nizing school bus drivers to learn more about a campaign that is in the beginning stages. The campaign is focusing on card-check/neutrality versus traditional National Labor Relations Board (NLRB) campaigns.

This strategic approach should help the union provide more school bus drivers with a strong voice at companies such as First Student, Durham and Laidlaw.

#### LOCAL 5

### Sears

**B**y a nearly 3-1 margin, workers who deliver Sears appliances voted to join Local 5 in Baton Rouge, Louisiana.

The workers at Nola Delivery Services in Baton Rouge voted 11-4 to have a strong voice as Teamsters. There are 17 drivers, driver helpers and a floater in the bargaining unit.

After Hurricane Katrina struck, drivers with Nola's office in New Orleans were sent to Baton Rouge to work alongside the workers based there. The workers in New Orleans were already Teamsters and had a contract.

"The Baton Rouge workers compared their checks with the New Orleans-based drivers," said Keith Partin, Local 5 Secretary-Treasurer. "They do the same work, and it's the same owner, but they are paid less than their colleagues."

The Baton Rouge workers then approached Local 5 for representation.

"We'll begin negotiations as soon as possible and we're going to fight to get these workers decent pay," said Reggie Ducote, a Local 5 business agent.

#### LOCAL 463

### Salud Medical Transport

**T**he employees at Salud Medical Transport in Philadelphia voted overwhelmingly to join Local 463 in Fort Washington, Pennsylvania. Only one of the 12 emergency medical technicians (EMTs) eligible to vote at Salud voted against union representation.

Local 463 already represents 45 EMTs and paramedics at Keystone Quality Transport, where a first contract was settled a year ago. The local also recently filed an NLRB petition for 25 para-transit drivers at Keystone.

"They are shipping manufacturing jobs to China, but they can't ship these jobs overseas," said Bob Ryder, Local 463's Secretary-Treasurer.

"These workers care for the sick in our community," said Jim Gallagher, an organizer on the campaigns. "They treat their patients with dignity and respect. They deserve the same from the employers. They should be treated like the professionals they are."

Negotiations for a first contract at Salud will begin shortly.

#### LOCAL 117

### Praxair Distribution

**W**orkers at Praxair Distribution in Tacoma, Washington voted 17-1 to join Local 117 in Seattle.

The 19 workers in the unit—cylinder handlers, processors and maintenance—have wanted Teamster representation for some time.

"The Praxair workers in this bargaining unit are a strong bunch. They really

stuck together," said Kathryn Akeah, an organizer for Local 117. "The group knew each other pretty well before this campaign but this has brought them even closer together."

#### BMWED

### South Kansas-Oklahoma Railroad

**B**y a strong majority, maintenance of way workers at South Kansas-Oklahoma Railroad voted to be represented by the Brotherhood of Maintenance of Way Employees Division of the Teamsters Union (BMWED). The results, tabulated at the National Mediation Board, were made public on February 3, 2006.

"We have a terrific group of new members at this short line railroad," said Tim McCall, Director of Organizing for the BMWED. "They were enthusiastic when they first contacted us about obtaining union representation and they have kept it up ever since. I commend these men for staying focused to win this election and the right to bargain for better wages, benefits and stability in the workplace."

South Kansas-Oklahoma railroad is a freight railroad that operates in southeastern Kansas and northeastern Oklahoma. These maintenance of way workers build, repair and maintain approximately 244 miles of track, and also make repairs to bridges and buildings for the railroad.

"We are certainly very pleased to welcome these new members and look forward to a productive relationship with management," said Fred Simpson, BMWED President.



# SISTER TEAMSTER

From its earliest days, the Teamsters Union has blazed trails in nearly every social movement. Teamster women are no exception. They have pushed for improved workplace standards, pursued nontraditional jobs in every field and have made America a better place to work.

"Women in our union have faced many obstacles in the workplace but they always come out winners," said Leticia Acosta, Secretary-Treasurer of Local 657 in Houston. "If you want to make it, you can—the legacy is there in our union."

The number of women in the workforce is expected to increase dramatically in the next few decades, creating an even greater need for strong leadership-minded women in labor unions. In March, the Teamsters Union is celebrating Women's History Month and encourages members to do the same.

## Making a Difference

Women have been active in the labor movement from the very beginning, leading the way for passage of critical labor legislation over the years. Women were critical to the success of the Teamsters and the labor movement in general.

"Without women, the labor movement would be at a standstill," said Jim Hoffa, Teamsters General President. "Every day, Teamster women make a difference in their workplace, their union and their country. The unions that effectively speak to working women and issues of fairness and equality will be the unions that grow today and in the future."

Dan Tobin—elected General President of the Teamsters in 1907—recognized the value of organizing women as a way to strengthen the union's voice and increase membership. He set out to bring union protections to working women across the country. His plan quickly stalled because, while most men understood the plight of working women, they thought it folly to give full membership to a group that could not even vote.

Undaunted, Tobin and other like-minded Teamsters found other ways to aid working women. Representatives of the union helped

women workers, referred to as "auxiliary members," organize, plan strikes and win fair contracts in the workplace.

In 1916 the Teamsters were the impetus behind a landmark contract for women laundry workers in Chicago. The union helped the workers successfully organize and create their first all-women negotiating committee. The committee won a strong contract, including a non-negotiable provision demanding equal pay for white and black workers. Following this success, the door was opened to organize more "auxiliary members" in the laundry, food and other related industries.

## Holding the Country Together

By 1917, women were being trained in the motorcar and motor truck industries as men prepared to join the war overseas. They stepped into many other jobs previously held by men and were also trained to keep local unions going during the





## Union Recognizes March as Women's History Month

war. Women truck drivers were needed to transport medicine and supplies to hospitals and rural areas.

As a tribute to the tremendous efforts of women and minorities in the war, the Teamsters pushed for wage equality, adopting "equal pay for all" as their union slogan in 1919. Women had not gained full membership but were recognized as a vital part of the union by all members.

"Women were not just functionaries during the crisis period," said Sue Mauren, Secretary-Treasurer of Local 320 in Minneapolis. "They were good at their jobs and helped hold the country together. They deserved recognition and equal treatment."

In 1934, Teamster men and women in Minneapolis took a stand against poor treatment from companies and city officials. They called a general strike, which became the epicenter of clashes between labor and management forces throughout

the nation. Women were key players in this long, bloody strike that led directly to labor reform acts and the establishment of the National Labor Relations Board. They set up an infirmary, soup kitchen and other services which ran 24 hours-a-day. Women also raised funds to support workers and even created a newspaper to keep strikers up-to-date.

"The Teamsters in that strike loved the union and were very committed to improving life for working people. Once women were involved in the cause, nothing could make them back down," said Tom Keegel, Teamsters General Secretary-Treasurer.

### Rosie the Riveter

The bombing of Pearl Harbor brought millions of new women into the workforce, tackling jobs in war production, transportation and other essential industries, many with workers represented by the Teamsters. Recognizing the country's dependence on their efforts gave Teamster women the leverage they needed to demand and win full union membership in 1943.

After the war, women stayed active in organizing and also turned their attention to politics, taking an active role in

the union's new political action program, Democrat Republican Independent Voter Education (DRIVE). They became very adept at bringing attention to important labor issues.

"Organizing and DRIVE activities opened new doors for women of all backgrounds," said Ferline Buie, President of Local 922 and Joint Council 55 in Washington, D.C. "Black women took leading roles in organizing campaigns and political action events that nonunion black women could only dream about. The experience gained by these women helped put the Teamsters at the forefront of the civil rights movement."

Today, there is still more that needs to be done. Women working full time are currently paid, on average, only 87 percent of men's hourly pay.

"There are many barriers women must overcome: prejudices, stereotypes and the lack of opportunities," said Cheryl Johnson, Director of the Teamsters Human Rights Commission. "But our influence is growing and the success of our union depends on us reaching our full potential."

ABUSEMENT

# PARK

New Hampshire Parking Workers  
Stand Strong, Join Local 633





**W**hen Opal Hendricks first started working at Central Parking Corporation (CPC), she could not believe what she saw.

"It was like being transferred to the 18th century," she said. "The employer and employees had a predator/prey relationship. I would walk into the office and hear people being degraded, called 'idiot, stupid, fat.' Management would use the 'f word' with them."

"To top it off, you had to use your own vehicle, your gas, your lunch time, to do inventory of the cars in the lots. It was the dead of winter. People were driving their cars into the ground. The company would pay me \$50 a month when the gas alone cost me \$60 a week," Hendricks said.

One night when Opal was working the night shift at her cashier's booth, a coworker came up to her with tears in their eyes. The worker had just been screamed at by a supervisor. "I said to them, 'We need a union. It is time for us to start a union.'"

### **Snowball Effect**

The seed planted that night quickly grew into a full-blown organizing campaign when workers called Local 633 in Manchester, New Hampshire.

On December 9, despite a raging snow

storm, the workers at Central Parking made their way to the polling place and voted 76-16 to join Local 633. There are 146 workers in the bargaining unit.

"Even in a nor'easter blizzard, people still showed up. They were committed to this," said Sonia Brodeur, a cashier and organizing committee member. "Snow was not an obstacle. We weren't going to let it be an obstacle."

"These workers showed how much they want to have a strong voice by turning out during a blizzard," said Jim Hoffa, Teamsters General President. "As Teamsters, they will be sure to receive the dignity and respect that they deserve."

### **Pulling Together**

"This campaign was a success because it involved such a high level of participation," said Dave Laughton, Local 633 Secretary-Treasurer. "From Joint Council 10 to the local union and the organizing committee, we all took a central role in the coordinating of house calls and member-to-member interaction in the streets. This was all pulled together using the backdrop of the Hoffa administration's organizing plan."

"As organizers, we know we can stand outside the gates and scream all day long—but if we can't get the people inside to organize themselves, we're wasting our breath," said Rick Laughton, Local 633 organizer.



Laughton pointed out that not every campaign runs according to plan, but this one did. The 16-person organizing committee included people from every shift and classification: cashiers, shuttle bus drivers, mechanics and maintenance workers. The workers wrote their own petition to management and marched in on the boss to present it.

"We wanted to hear management's side of the story, we wanted to see who was being more truthful with us," said Sara Fox, recep-

maintenance workers. Some UPS members even did house calls alongside members of the organizing committee.

"I was raised Mormon so I grew up knocking on people's doors, I'm very comfortable with it," said Scott Gove, a UPS steward in Manchester. "I do house calls because I see what the Teamsters have done for me and my family and I want that for other people. I see them struggle, people who are working but they're not getting ahead."

## Changing to Grow

In the past three years, Local 633 has gone from having one part-time organizer to three full-time organizers. By combining the resources of Joint Council 10 in Boston and the local, Dave Laughton—who is also Secretary-Treasurer of Joint Council 10—has built an organizing program that brought in 1,000 new members last year.

"We're taking a page out of the Teamster's book with this organizing model," Laughton said. "The leaders of the locals have set politics aside to work together for common goals. Elections take care of that whole process—once you're in office you have an obligation to do what's best for members, organized and unorganized."

"I was inspired to organize because of what my union did for me," said Roger Travers, a 23-year bakery driver who is now an organizer with Joint Council 10. After so many years kneeling to stock bread, Travers had to have both his kneecaps replaced. Once he recovered, the



## >>> Lot Of Improvement

### California Parking Workers Win Card Check, First Contract

Parking workers in Long Beach, California were also hungry for a voice on the job. Tired of low wages, high health-insurance premiums and rampant favoritism, Eden Correa and her 54 fellow cashiers, parking attendants and traffic directors joined Local 911 in Long Beach, California in late 2005.

The support for forming a union was unanimous. As a result, the victory was through card check, avoiding a formal election.

"I told the company, we can do this the easy way or we can do it the hard way," said Jose Monjaras, a Local 911 organizer. "If they had refused to recognize us, I'd go through the city council or the airport authority and start building pressure from there. They don't like it because it makes them look bad."

### Unanimous Vote

Correa and her coworkers at Long Beach Airport, most of whom are Latino immigrant workers, negotiated a contract to increase wages, improve benefits and put an end to the favoritism that exists. Winning an across-the-board wage increase, paid holidays, and increased vacation, they unanimously ratified the contract on December 22.

"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.

Local 911, which represents 2,500 parking attendants in the Los Angeles area, is now focused on organizing 1,000 attendants at LAX Airport.

tionist and organizing committee member. "They had been promising us raises for years and we've seen little or no money ever. We asked them, 'Is that a promise you're going to keep?'"

### UPS Support

The CPC workers also discovered that they were not alone. Approximately 175 Teamsters work at the UPS gateway at Manchester Airport, as well as 25 airport maintenance workers, all members of Local 633.

"We deal with UPS all the time but we'd never thought about it. But as soon as they discovered we were trying to do this, they really stepped up to the plate," Brodeur said.

One hundred percent of the UPS airport members signed a petition in support of the parking workers, as did the



company fired him, saying his injury was not work related. Local 633 won him his job back doing less strenuous work.

### Political Clout

Local 633 also marshaled its substantial political and community connections to support the CPC workers. The mayor of Manchester came out in support of the workers and eight of the 12 aldermen on the Manchester City Council signed a letter of support.

"When we learned the mayor was on our side, people starting talking about the union out loud at the airport," Hendricks said.

When management "estimated" the paychecks of employees so they could process them before the Thanksgiving holiday, the company and the organizing committee received a visit from New Hampshire labor commissioner George Capatis.

"We gave him the rundown, that if you worked on a Sunday, you could lose a whole day's pay," Brodeur said. "He told us what our rights were and he warned management."

"I have two kids and a \$1,600 a month mortgage, so I need every penny," said cashier Dominique Dube.

### Strong Relationships

After the parking workers won their election, the newly-elected Democratic Governor of New Hampshire, John Lynch, came to a monthly meeting at Local 633 to congratulate them.



## >>> National Park

### Teamsters National Parking Council Focuses on Growth

In 1999, the National Parking Council was created by Teamsters General President Jim Hoffa so that parking locals could support each other in organizing, negotiations and potential labor disputes. As a few national companies began to dominate a trade that had previously been a mom-and-pop industry, Hoffa felt it was crucial for local unions to band together on a national scale and share information if they were to continue being an effective counterweight to corporate power in the industry. He also saw major opportunities for growth.

"Parking workers, whether they are cashiers, parking attendants, hikers, porters or shuttle bus drivers, often face low wages, little or no benefits, and numerous on-the-job safety hazards," Hoffa said. "Becoming Teamsters can be a life-changing experience for them."

The council is currently coordinating with locals across the country to support a major organizing drive in Southern California. Locals in Chicago, Philadelphia, New York and San Francisco plan to pressure the company in their jurisdictions to accept a card-check agreement with the California attendants.

"The cooperation between locals is just fantastic," said Ernie Yates, National Parking Council Chairman and Secretary-Treasurer of Local 665 in Daly City, California. "Whatever area you go into, the Teamsters have the best contracts in that area. The locals help each other; everybody's helping the other guy."

"We were the first union to support Governor Lynch," Laughton said. "We're very politically involved. You have to let the people, the community know who and what you are."

Local 633 has also built a strong relationship with the local airport authority. "Because of September 11, the caliber of employees is critical to the Homeland Security Department. They don't want turnover—they want a stabilized workforce they can depend upon. For that reason we have a good working relationship," Laughton said.

Despite strong union and community support, the workers at CPC still had to undergo anti-union captive audience meetings with their employer. Cashier John Card was not convinced.

"The company brought in this lawyer from Atlanta. He said, 'You're all getting raises in January—unless you vote for the union.' So I stood up and said, 'Isn't that a threat? If we vote for the union we don't get a raise?' He said, 'No, it's a fact.' But he was threatening us and that doesn't cut it," Card said.

### Getting Respect

The local also parked an enormous Teamsters tractor-trailer right outside the window of the hotel where the meetings were being held, disrupting management's attempts to break workers' resolve.

Since winning their election in December, workers elected a negotiating committee that has met several times with company lawyers. Besides improving wages and benefits, workers are also concerned about safety, and above all, respect.

"Right now we don't get the respect we need. Once we have a contract, the boss will have to listen to us. We do the work, we know how to do our jobs," said Nancy Quinn, a seven-year cashier at Central Parking.

"We need seniority and established work rules," said David Copeland, a shuttle bus driver and former Teamster truck driver. "This job has been described by management as a 'non-career job.' I don't think that's right. What if people want to make it a career? They should have the best of what's available to them, the best they can negotiate."

## REPORT 92 TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: Independent Review Board  
Benjamin R. Civiletti  
Joseph E. diGenova  
William H. Webster

DATED: February 2, 2006

### I. INTRODUCTION

This is the Independent Review Board's ("IRB") Ninety-second 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 two new reports and the status of pending charges about which we have previously informed you.

### II. NEW INVESTIGATIVE REPORTS

#### A. EDMUND BURKE - LOCAL 631, LAS VEGAS, NEVADA

On January 19, 2006, the IRB issued an Investigative Report to General President Hoffa concerning Local 631 Secretary-Treasurer Edmund Burke. The Report recommended that Mr. Burke be charged with bringing reproach upon the IBT and violating his fiduciary duty by failing to investigate or to act in response to Local 631 business agent Frank Incandella's repeated admissions that he had contact with Dane Passo in violation of the Consent Order after Passo was permanently barred from the IBT. On January 24, 2006, Mr. Hoffa notified the IRB that he would adopt and file the proposed charges and that a panel would be appointed to hear the charges.

#### B. JERRY VINCENT - LOCAL 783, LOUISVILLE, KENTUCKY

On December 28, 2005, the IRB issued an Investigative Report to General President Hoffa concerning Local 783 Secretary-Treasurer Jerry Vincent. The Report recommended that Mr. Vincent be charged with bringing reproach upon the IBT and violating his membership oath when he, subsequent to Michael C. Bane's permanent bar from the IBT on July 17, 2001, and William T. Hogan, Jr.'s permanent bar from the IBT on May 29, 2002, had knowing and purposeful contact with Mr. Bane and Mr. Hogan. On January 27, 2006, Mr. Hoffa notified the IRB that he filed the charges against Mr. Vincent, appointed a hearing panel, and scheduled a hearing for February 24, 2006.

### 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 IBT decision. Upon review of the appeal documents from counsel and the Chief Investigator, the IRB notified General President Hoffa and counsel to Mr. Kikes that it found the IBT decision to be not inadequate.

#### 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 adequacy of the penalty, the Executive Board revised its decision and permanently barred Mr. Salcedo from the IBT and all IBT Entities, including a bar from receiving any employment or other benefits from the IBT and all IBT Entities. On January 18, 2006, the IRB notified the Local 714 Executive Board that its decision was not inadequate.

#### C. JOSEPH L. BERNSTEIN - LOCAL 781, DES PLAINES, ILLINOIS

We have previously informed you that the IRB sent its opinion and decision to Judge Preska in which the IRB found Mr. Bernstein guilty of bringing reproach upon the IBT and



violating his membership oath when, subsequent to William T. Hogan, Jr.'s permanent bar from the IBT, he had knowing and purposeful contact with him and that the IRB permanently barred Mr. Bernstein from the IBT. On December 16, 2005, Judge Preska affirmed the IRB decision. The Court Order is printed in this issue of the magazine.

#### **D. ROBERT D'ANGELO - LOCAL 813, LONG ISLAND CITY, NEW YORK**

We have previously informed you that the IRB issued an Investigative Report to General President Hoffa who adopted and filed the charges against Local 813 member Robert D'Angelo for knowingly associating with members of organized crime. He then referred the charges back to the IRB for a hearing. The IRB hearing scheduled for January 13, 2006, was adjourned, pursuant to requests by new counsel to Mr. D'Angelo, to March 21, 2006.

#### **IV. TOLL-FREE HOTLINE**

We apologize to all the callers for the inconvenience caused by the temporary hotline equipment failure in mid-January. Since our last report to you, the hotline has received approximately 65 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 sys-

tem 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.

#### **V. 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

UNITED STATES DISTRICT COURT  
SOUTHERN DISTRICT OF NEW YORK  
ORDER

88 CIV. 4486 (LAP)

UNITED STATES OF AMERICA,  
Plaintiff,  
-against-  
INTERNATIONAL BROTHERHOOD OF  
TEAMSTERS, ET AL.,  
Defendants.

APPLICATION NO. 119  
RE: JOSEPH L. BERNSTEIN

LORETTA A. PRESKA, UNITED STATES DISTRICT  
JUDGE:

WHEREAS on October 14, 2004, the Independent Review Board ("IRB") issued an Investigative Report (the "IRB Report") and forwarded it to the General Executive Board of the International Brotherhood of Teamsters ("IBT"), recommending charges against Local 781 President and Joint Council 25 Vice President Joseph L. Bernstein ("Bernstein") for bringing reproach upon the IBT by knowingly associating with a Chicago Teamster official who had been permanently barred by the IRB in 2002 for breaches of fiduciary duty in violation of Article II, Section 2(a) and Article XIX, Section 7(b)(1) and (2) of the IBT Constitution and Paragraph E(10) of the March 14, 1989 Consent Order in *United States v. International Brotherhood of Teamsters*, 88 Civ. 4486 (S.D.N.Y. 1989); and

WHEREAS on January 6, 2005, a hearing was held by the appointed Panel; and

WHEREAS the Panel concluded that a preponderance of reliable evidence proved the charges that Bernstein knowingly associated with William T. Hogan, Jr., a barred individual under the Consent Decree, and recommended principally that Bernstein be barred from the IBT and from associating with IBT members as to IBT business (but not that he be barred from association with IBT members not relating to IBT business); and

WHEREAS on January 13, 2005, James P. Hoffa, IBT General President, advised the IRB that he had adopted the Panel's findings and conclusions against Bernstein as his own; and

WHEREAS on March 8, 2005, the IRB found the sanction imposed on Bernstein inadequate pursuant to paragraph G(f) of the 1989 Consent Order and paragraph I(7) of the Rules and Procedures for Operation of the IRB because Bernstein

was prohibited from participating with the Union and IBT but not barred from contact and association with IBT officers, members, employees, representatives, and agents with matters that did not involve union business; and

WHEREAS on March 18, 2005, General President Hoffa reaffirmed his original decision; and

WHEREAS on March 28, 2005, the IRB found his decision and action on the charge against Bernstein inadequate for the same reasons stated in its March 8, 2005, determination. The matter was set for a hearing *de novo* before the IRB on April 13, 2005, and, at Bernstein's request, postponed to June 6, 2005; and

WHEREAS on May 17, 2005, counsel for Bernstein explained that Bernstein would not contest liability but only sanctions, and the IRB permitted argument by papers rather than by a hearing; and

WHEREAS it is undisputed that Bernstein knowingly associated with Hogan who had been permanently barred from the IBT, which clearly violates paragraph E(10) of the 1989 Consent Order, and no exemption justifies altering the purpose and objective of permanent bars that include prohibiting such social associations; and

WHEREAS on October 11, 2005, the IRB issued its Opinion and Decision permanently barring Bernstein from the IBT and from any contact with IBT members; and

WHEREAS by Application No. 119 dated October 11, 2005, the IRB requested that its Opinion and Decision be affirmed; and

WHEREAS by letter dated November 1, 2005, this Court offered Bernstein the opportunity to submit written objections to Application No. 119 within ten days; and

WHEREAS Bernstein failed to submit objections to Application No. 119; and

WHEREAS having reviewed the IRB's October 11, 2005, Opinion and Decision and all accompanying exhibits, this Court finds that the charge against Bernstein is uncontested and, thus, has been proven by a preponderance of the evidence; and

WHEREAS having reviewed the sanction imposed by the IRB, this Court finds that the sanction is proportionate to the severity of the misconduct of which Bernstein was guilty; and

WHEREAS accordingly, this Court finds that Application No. 119 of the IRB should be granted;

It is hereby ORDERED that Application No. 119 of the IRB regarding the charges and sanctions imposed against Joseph L. Bernstein is granted and the IRB's decision is entered as an order of the Court.

SO ORDERED.

DATED: December 16, 2005  
New York, New York



U.S.D.J.



# Official Convention Call

## TO THE OFFICERS AND MEMBERS OF AFFILIATED LOCAL UNIONS, JOINT COUNCILS, STATE CONFERENCES, BMWED SYSTEM FEDERATIONS, BLET GENERAL COMMITTEES OF ADJUSTMENT AND TEAMSTERS CANADA

In accordance with the provisions of Article III, Section 1, of the International Constitution,<sup>1</sup> you are hereby notified that the 27th International Convention of the International Brotherhood of Teamsters (the "Convention") will convene in the City of Las Vegas, Nevada, on June 26, 2006, at 9:00 a.m. at the Paris Las Vegas, for the purpose of nominating candidates for Regional and At-Large Vice President positions;<sup>2</sup> nominating candidates for International Trustee positions; and nominating candidates for the offices of President of Teamsters Canada, General Secretary-Treasurer, and General President; considering amendments to the International Constitution; and transacting such other business as the Convention may lawfully consider in accordance with the Convention Rules, the **Rules for the 2005-2006 IBT International Union Delegate and Officer Election ("2006 Rules")**, and the **Consent Order entered in *United States v. International Brotherhood of Teamsters, et al.*, U.S.D.C. SDNY No. 88-Civ.-4486 (DNE) (Mar. 14, 1989).**

**BASIS OF REPRESENTATION.** In accordance with Article III, Section 2 and Article VII, Section 5 of the International Constitution, each Local Union having one thousand (1,000) members or less shall be entitled to one (1) delegate, and one (1) delegate for each additional seven hundred fifty (750) members or major fraction thereof, but in no case shall a delegate have more than one (1) vote, even though he or she may also be a delegate from the International Union or from more than one subordinate body. For the determination of delegate entitlement, the term "Local Union" includes all IBT Local Unions and the following IBT subordinate entities within the IBT Graphic Communications Conference and the IBT Rail Conference:

CONFERENCE OR DIVISION	ENTITY
Graphic Communications Conference ("GCC")	All GCC local unions with 125 or more members
GCC	GCC local unions with less than 125 members shall be consolidated by the IBT geographic region in which their headquarters are located, and vote as though they constituted a single local union within the region.
Brotherhood of Locomotive Engineers ("BLET")	All BLET General Committees of Adjustment ("GCAs") with 100 or more members.
BLET	BLET GCAs with less than 100 members shall be consolidated by the IBT geographic region in which their headquarters are located, and vote as though they constituted a single local union within the region.
Brotherhood of Maintenance of Way Employees Division ("BMWED")	All BMWED System Federations ("SFs") with 100 or more members.
BMWED	BMWED SFs with less than 100 members shall be consolidated by the IBT geographic region in which their headquarters are located, and vote as though they constituted a single local union within the region.
Teamsters Canada Rail Conference ("TCRC")	The BMWED and BLET Divisions within the TCRC will each be treated as a single local union.

No proxy vote will be allowed. Only delegates certified by the Election Supervisor will be permitted to nominate from the floor, second a nomination, or vote for the nomination of International Union Officers.

Each Local Union shall be required to send all of the delegates to which it is entitled to the Convention, unless the General Secretary-Treasurer and Election Supervisor have attested to the financial inability of the Local Union to send a full delegation and thereafter the Local Union's membership has voted to send less than a full complement of delegates. However, a delegate may seek financial assistance in order to attend the Convention, subject to Article XI of the **2006 Rules**. A Local Union not sending its full complement of delegates shall not constitute a basis for challenging the credentials of the remaining delegates representing that Local Union so long as the Local Union has complied with Article II, Section (4)(b)(8) and Article III, Section 3(a) of the Rules.

In accordance with Article III, Section 5(c) of the International Constitution, International Officers shall be entitled to all the privileges of regularly credentialed delegates by virtue of their position. However, in that capacity, such delegates will not be permitted to nominate from the floor, second a nomination, or vote for the nomination of International Union Officers.

In accordance with Article III, Section 5(d) of the International Constitution, Joint Councils and State Conferences are entitled to one (1) delegate each. However, such delegates will not be permitted to nominate from the floor, second a nomination, or vote for the nomination of International Union Officers.

In accordance with the Merger Agreement between the IBT and Graphic Communications International Union (the "GCC Merger Agreement"), the GCC President shall be a delegate to the Convention; however, he will not be permitted to nominate from the floor, second a nomination, or vote for the nomination of International Union Officers unless he is otherwise accredited as a Convention delegate. Also, in accordance with the GCC Merger Agreement, any members of the GCC General Board and any delegates to the GCC convention who are not otherwise delegates or alternate delegates to the Convention shall be invited as guests at the Convention.

In accordance with the Merger Agreement between the IBT and BMWED (the "BMWED Merger Agreement"), the BMWED National President shall be a delegate to the Convention; however, he will not be permitted to nominate from the floor, second a nomination, or vote for the nomination of International Union Officers unless he is otherwise accredited as a Convention delegate. Also, in accordance with the BMWED Merger Agreement, any officers of the BMWED National Division shall be invited as guests at the Convention.

<sup>1</sup> All references to the IBT Constitution are to those sections in effect under the Consent Decree.

<sup>2</sup> As a result of mergers with the Brotherhood of Locomotive Engineers, the Brotherhood of Maintenance of Way Employees and the Graphic Communications International Union, a proposal to amend Article IV of the IBT Constitution to increase the number of Vice Presidents at-large from five (5) to seven (7) will be submitted to the Convention in June 2006. Delegates at the Convention shall nominate candidates for seven (7) at-large Vice Presidents in the event the proposal is approved. Rules for the 2005-2006 IBT International Union Delegate and Officer Election, Article III, Section 5(a).

**REQUISITES FOR REPRESENTATION.** In accordance with Article III, Section 3 of the International Constitution:

(a). Except as provided in (c), no Local Union shall be entitled to representation in the Convention that has not been chartered, affiliated, and in good standing for a total of six (6) months prior to the opening of the Convention.

(b). No IBT Local Union shall be entitled to representation in the Convention which, at the time of the Call of the Convention, is six (6) months or more in arrears in moneys due to the International Union or to any subordinate body thereof with which such Local Union is affiliated, or which, if less than six (6) months in arrears, has not paid all such arrearages in full at least three (3) days prior to the opening of the Convention, excepting those moneys due for the last month, which amounts must be paid by the beginning of the Convention. GCC Local Unions, BLET GCAs, and BMWED SFs, are entitled to representation at the Convention provided they have satisfied the per capita obligations required by their respective merger agreements with the IBT and are otherwise not more than six (6) months or more in arrears. If the circumstances warrant, the General Executive Board or the Election Supervisor may waive any of the foregoing requirements on a nondiscriminatory basis.

(c). The General Executive Board or the Election Supervisor is empowered to grant full representation to any Local Union which has been affiliated with the International Union for less than six (6) months when such Local Union was formerly affiliated with an international union other than the International Brotherhood of Teamsters or was chartered as a result of split-off or merger.

**EXPENSES OF DELEGATES.** In accordance with Article III, Section 4 of the International Constitution, each subordinate body shall pay the expenses of its delegates to the Convention, or make arrangements for such payment of expenses by agreement with other subordinate bodies.

Each GCC Local Union having 125 or more members shall pay the expenses of its delegates to the Convention, or make arrangements for such payment of expenses by agreement with other subordinate bodies. For the GCC local unions having less than 125 members and grouped by IBT geographic region to elect Convention delegates and alternates, the expenses of those delegates shall be paid as directed by the Election Supervisor.

Each BLET GCA having 100 or more members shall pay the expenses of its delegates to the Convention, or make arrangements for such payment of expenses by agreement with other subordinate bodies. For the BLET GCAs having less than 100 members and grouped by IBT geographic region to elect Convention delegates and alternates, the expenses of those delegates shall be paid as directed by the Election Supervisor.

Each BMWED SF having 100 or more members shall pay the expenses of its delegates to the Convention, or make arrangements for such payment of expenses by agreement with other subordinate bodies. For the BMWED SFs having less than 100 members and grouped by IBT geographic region to elect Convention delegates and alternates, the expenses of those delegates shall be paid as directed by the Election Supervisor.

Expense allowances for delegates and alternates should be determined in accordance with your union's bylaws or past established practice and any rules issued by the General Secretary-Treasurer, to the extent they are consistent with the **Advisory on Delegate and Alternate Delegate Expenses** to be issued shortly by the Election Supervisor. Delegates and alternates may not receive duplicate expenses or allowances, even if authorized. Thus, in determining the amount of expenses or allowances, the Local Union must take

into account any expenses or allowances a delegate or alternate receives from another labor organization.

**DELEGATE CREDENTIALS.** Credentials will be issued by the Election Supervisor and mailed or delivered by him to each certified delegate, with a copy to the General Secretary-Treasurer. The credential shall have typed thereon the delegate's name and the Local Union number, and shall be signed by the Election Supervisor.

At the Convention, each delegate must present at the time of registration his or her credential, properly signed by the Election Supervisor. Each delegate must be a member in good standing from a Local Union entitled to representation and, therefore, entitled to a seat at the Convention. Each delegate should have, if possible, a copy of his or her paid-up dues receipts for the month of May 2006 to present at the time of registration. If the delegate is unable to obtain his or her dues receipt, dues records will be verified at the Convention by the Credentials Committee and the Election Supervisor.

In addition, each delegate or alternate delegate must present at registration a government-issued picture identification (preferably a driver's license).

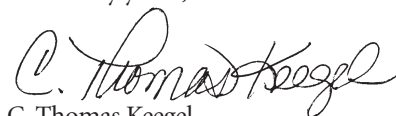
**ALTERNATE DELEGATES.** Each Local Union has elected alternate delegates to the Convention. Said alternate delegates have been separately nominated and elected by secret ballot, and certified by the Election Supervisor. Credentials are not provided for alternate delegates. A Local Union shall pay the expenses of its alternate delegate(s) for attendance at the Convention, as set forth in the Local Union Election Plan approved by the Election Supervisor. However, a Local Union cannot pay the expenses of an alternate delegate unless it sends and pays for expenses of its full complement of delegates. If the Local Union sends or pays the expenses of less than all of its elected alternate delegates, the highest-ranking alternate delegate(s) shall be those sent and for whom expenses are paid. A Local Union may not send to the Convention or pay the expenses of any member or guest unless it pays the expenses of all its alternate delegates regardless of the terms of the Local Union Plan.<sup>3</sup> **2006 Rules**, Article III, Section 3(c). Alternate delegates may seek financial assistance in order to attend the Convention, subject to Article XI of the **2006 Rules**.

**AMENDMENTS AND RESOLUTIONS.** In accordance with Article III, Section 9(a) of the International Constitution, at least thirty (30) days prior to the Convention, Local Unions, Local Union officers, members in good standing, or general officers shall have the right to send to the General President proposed amendments or additions to the Constitution, or resolutions, which shall be submitted to the Constitution Committee when it meets.

All of the applicable provisions of Article III and Article VII, Section 5, of the International Constitution, and the provisions of Article III of the **2006 Rules**, are hereby incorporated by reference in this Official Convention Call.

Furthermore, you are hereby requested to review in detail those provisions of the International Constitution and the 2006 Rules concerning this Convention.

Fraternally yours,



C. Thomas Keegel  
General Secretary-Treasurer

cc: Richard W. Mark, Election Supervisor

<sup>3</sup> Guest badges will not be issued to employer/company representatives.



# ELECTION SUPERVISOR'S REPORT TO IBT MEMBERS

Delegate Nominations and Elections: –By the end of March, 2006 more than 600 IBT Locals will have nominated delegate candidates, and many will have elected delegates. It's easy to find out information on nomination meetings and the results. Just go to [www.ibtvote.org](http://www.ibtvote.org) and follow the links:

**www.IBTVote.org**

**Delegate Elections**

**Dates, Times, and Places - IBT**  
(as of January 27, 2006 582KB, 70 pages)

**Certified Convention delegates and alternate delegates - IBT**  
(as of January 13, 2006)

Click on the link for “Certified Convention delegates and alternate delegates” to find the names of delegates from any IBT local union.

**Correct Date for the International Convention:** – The 27th IBT International Convention will take place in Las Vegas, Nevada on June 26-30, 2006. The Timetable of Events published in the Rules erroneously states June 25-29, 2006 as the dates for the 27th IBT International Convention. Disregard that printed date and write the correct date for the convention in your booklet or other copy of the 2006 Rules.

**International Officer Campaign Material:** – Accredited candidates for IBT International Office published campaign material in the February 2006 issue of *Teamster* magazine.

**www.teamster.org**

**2006 Election Campaign Literature**

Want to review that material or get another copy? Go to [www.teamster.org](http://www.teamster.org) Click on “2006 Election Campaign Literature,” and follow the links to the campaign literature of the slates.

**Do You Want Your Own Copy of the 2006 Rules?** – Contact the Election Supervisor's Office in Washington, D.C. and request your copy of the 2006 Rules. Rules booklets are available in English, Spanish and French. Call toll-free 888-IBT-2006 (888-429-2006) or send your request by email to [ElectionSupervisor@IBTVote.Org](mailto:ElectionSupervisor@IBTVote.Org)

Richard W. Mark  
Election Supervisor



# When Tragedy Hits

**Give to the Teamsters Disaster Relief Fund**



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