Thousands of Workers Join the Teamsters from Coast to Coast

Full Steam Ahead At UPS Freight
Thousands of Workers Join the Teamsters from Coast to Coast
IN THIS ISSUE

8 Full Steam Ahead
Thousands Of UPS Freight Workers Join The Teamsters

14 Drive For Improvements
More First Student And First Transit Drivers Join Teamsters

18 New Addition
Local 117 Focuses on Representing And Building Existing Units

22 Everyday Heroes
MV Transportation Workers Organize, Ratify Strong Contract

32 Dr. King’s Legacy
Memphis Workers Emulate 1968 Sanitation Struggle

26 National Strike Averted
BMWED, Rail Coalition Achieve Tentative Agreement With Amtrak

TEAMSTER NEWS

- Carhaulers Seek Job Security
- Allied Waste Teamsters Secure Contracts
- Teamsters Assist Flood Victims In Washington
- Fighting Free Trade Agreements
- New Construction Division Director Named

ORGANIZING

- Tollbooth Operators Join Four Locals
- Chicago Hotel Employees Join Union
- Local 671 Welcomes Transit Workers
- Peter Pan Bus Workers Join Local 25
- BMWED Welcomes Oklahoma Rail Employees

COURT MATERIAL

www.teamster.org
As this edition of Teamster magazine went to press, more than 6,000 workers at UPS Freight (formerly Overnite Transportation) had joined our union, a phenomenal success in a phenomenal campaign. You may recall that during the 27th International Convention back in June 2006, we announced that we had won a card-check agreement with UPS Freight. The plan was to negotiate a strong contract at one location—Indianapolis—and use that winning contract as a model to negotiate contracts at other locations. After the Indianapolis workers voted to ratify their contract 107-1 last October, we prepared for the campaign that is under way. International Vice President Ken Hall has been working closely with the local unions and the Organizing Department to coordinate the card signings. Organizing through card-check is an efficient, smart way to grow our union and increase Teamster Power. Thousands more UPS Freight workers will join the union in the coming weeks and months. Our goal is to provide the 12,600 UPS Freight workers who are eligible to become Teamsters with a brighter future and a stronger voice at work.

A Core Industry
This campaign involves a core Teamster industry, and is especially gratifying given the years of struggle many of these workers endured. For more than half a century, workers at Overnite had struggled to become Teamsters and win a Teamster contract, culminating in an unfair labor practices strike from 1999 to 2002 when Overnite was owned by Union Pacific railroad. Jimmy Jenkins, a dockworker at UPS Freight in Memphis, has worked for the company for nearly 11 years. Upon submitting his authorization card, he said, “I’m glad to finally see this day!” Jimmy, we’re glad to finally see this day as well.

Positive Changes
UPS Freight employees work hard every day to handle and move freight across the United States. For far too long, they have been lacking the strong voice necessary to make improvements in their work lives. That is changing now, and thousands of families will be far better off because of it. When we ended the strike against Overnite and its parent company, Union Pacific, back in 2002, I pledged to continue to work with Overnite workers to help them make positive changes. That day has arrived, and justice is prevailing at UPS Freight terminals all over the United States.
Job security and protecting pensions and health-care benefits are the top concerns of Teamster Carhaul members as talks for a new national contract get under way. “The U.S. auto industry is facing very difficult times, and that directly affects our carhaul members. They are concerned about their job security, and we will address those concerns in the contract negotiations,” said Fred Zuckerman, Director of the Teamsters Carhaul Division. “We will also address their pension and health-care concerns.”

Contract-proposal surveys were returned in January, and the union’s National Mobile Transporters Industry Negotiating Committee reviewed contract proposals in late January. National contract talks were expected to begin around March 1 (go to www.teamster.org for the latest update). The National Master Automobile Transporters Agreement, which covers about 10,000 Teamster carhaulers, expires May 31, 2008.

Rising gasoline prices and the growing financial crisis battered the U.S. car market in 2007. Sales fell by 2.5 percent to 16.15 million vehicles—the lowest level seen since the end of the 1990s. The Big Three automakers—GM, Ford and Chrysler—are seeing what they pay companies to haul their new cars.

Recent Agreements
The recent concessionary UAW agreements with GM, Chrysler and Ford allow the companies to turn over responsibilities for retiree health care to the Teamsters Union will fight to protect carhaul jobs as well as pensions and health benefits in the upcoming negotiations.

The recent concessionary UAW agreements with GM, Chrysler and Ford allow the companies to turn over responsibilities for retiree health care to the Teamsters Union will fight to protect carhaul jobs as well as pensions and health benefits in the upcoming negotiations.

James P. Hoffa
General President
25 Louisiana Ave. N.W.
Washington, D.C. 20001

C. Thomas Keegel
General Secretary-Treasurer
25 Louisiana Ave. N.W.
Washington, D.C. 20001

James P. Hoffa
General President
25 Louisiana Ave. N.W.
Washington, D.C. 20001

C. Thomas Keegel
General Secretary-Treasurer
25 Louisiana Ave. N.W.
Washington, D.C. 20001

General Executive Board
Southern Comfort

Local 991 Members Secure New Contracts at Allied Waste

In mid-January, workers at Allied Waste facilities in Alabama and Florida overwhelmingly ratified new contracts. The agreements boost wages and leave time, and improve workers’ 401(k) and health care.

“The main thing we were concerned with was having our benefits defined, and we got that,” said Jerry Kroll, roll-off driver at the Allied Waste facility in Pensacola, Florida. “Now we have guarantees that our vacation time won’t be changed, and our choice of insurance plan won’t be changed.”

“These conditions do a lot to fix our wage structure,” said Lavon “Rooster” Lindsey, an operator at Allied Waste’s Timberlands landfill in Brewton, Alabama. “They’re a big step forward.”

Negotiated by Local 991 in Mobile, Alabama and the Solid Waste, Recycling and Related Industries Division, the contracts feature an improved grievance procedure, strengthened seniority rights and improved benefits.

The contracts cover approximately 60 drivers, helpers, mechanics, transfer station workers and scale-house employees at Allied Waste’s facility in Pensacola and some 15 mechanics, operators and scale-house clerks at the Timberlands landfill. The contracts feature three percent wage increases on April 1, 2008 and 2009 and the Blue Cross/Blue Shield PPO was retained. As this issue went to press, voting for a similar contract was scheduled for the 35 workers at Allied Waste’s facility in Mobile.

“We’ve been negotiating hard with Allied Waste for several months,” said Jim Gookins, Local 991’s Secretary-Treasurer. “The workers rejected one contract the company proposed and authorized a strike. The company knew they were serious. As a result, we got the language in the contract that our members were after. Our members really stuck together.”

A Trip to Home Depot

Allied Waste members across the country took action against the company’s failure to address their needs in December, when they distributed flyers at Home Depot stores. The flier informed customers of Allied Waste’s bad behavior. (Allied Waste handles trash for Home Depot.)

“Handing out the fliers was quick—we were only there for five minutes before we were asked to leave—but it definitely got Allied’s attention,” said Kroll, who handed out flyers at a Home Depot store in Pensacola.

In addition to Local 991, Allied Waste workers who are members of Local 728 in Atlanta; Local 326 in New Castle, Delaware; Local 50 in Belleville, Illinois; Local 767 in Fort Worth, Texas; and Local 984 in Memphis, Tennessee distributed leaflets at Home Depot stores. As this issue went to press, the locals were in various stages of negotiations with Allied Waste.

The Solid Waste Division and locals coordinated bargaining goals via conference calls, and Division representatives have joined locals’ bargaining sessions.

“Allied Waste was stalling at the negotiating table,” said Bob Morales, Solid Waste Division Director. “We knew we had to work together to get our negotiations back on track. So far, Local 991 members have contracts and more are on the horizon.”

“These contracts do a lot to fix our wage structure. They’re a big step forward.”
— LAVON “ROOSTER” LINDSEY, OPERATOR AT ALLIED WASTE
Disaster Relief

Teamsters Assist Flood Victims

When recent flooding in the Pacific Northwest hit area homes and businesses, Teamster Joint Councils, locals and members sprung into action to help those in need.

“I came home from work, turned the TV on and saw that the flooding had started. A local TV station was having a drive to collect items for people, so I called my principal officer, Rick Hicks at Local 174, and he said, ‘We need to help out,’” said Gary Ploegsma, an eight-year member of Local 174 in Tukwila, Washington.

A parade of relief trucks organized by KOMO-TV and the Salvation Army drove to Centralia, Washington to deliver donations. The Local 174 truck led the charge, unloading donated goods for those affected by the floods. The 53-foot truck was filled with items from the community, including clothing, food and other necessities. The Teamster truck was one of seven trucks carrying an estimated $750,000 in supplies.

Reaching Out

“We feel for the Teamster members and their families who have been devastated by this act of nature. We are doing all that we can to let them know that they are not alone and that we are here to help,” said Al Hobart, International Vice President and Joint Council 28 President.

Countless Teamster locals throughout Washington and Oregon worked together to reach out to those in need.

Washington Locals 231 in Bellingham and 763 in Tukwila donated cribs, play pens and supplies, while the Joint Council 28 Women’s Caucus purchased supermarket gift certificates for members. Centralia, where Local 252 is located, was one of the most heavily affected areas. Local 252 received donations from Joint Council 28, Teamsters are fighting on the front lines of the battle against such job-killing policies as new free trade agreements, cross-border trucking and weak enforcement of intellectual property theft.

Free Trade Agreements

Late last year, Congress passed what will probably be the Bush administration’s last so-called free trade agreement. The Teamsters strong fight against the Peru Free Trade Agreement made it far less likely that another will be brought before Congress.

In the run-up to the House and Senate votes on the worker-unfriendly deal, Teamsters General President Jim Hoffa met with members of Congress, held press conferences, wrote letters, appeared on television and issued statement after statement. He reminded...
Locals 117, 174, 231, 313, 358, 690, 763, and 839, as well as from many individuals, including local union staff and members. In Oregon, Joint Council 37 drivers from Safeway and Albertsons delivered water and canned foods to communities along the coast where more than 400 Teamster members work at the Tillamook factory. And Teamster members across the region reached out to fellow Teamsters and neighbors in need of assistance.

**Teamster Support**

“Without the support of Locals 174 and 252, we couldn’t have done as much as we did. They got us right at the front door of the disaster relief center,” said Dave O’Hara, a 31-year Teamster who helped feed more than 600 displaced persons. “It’s just a hot dog or hamburger to me and you, but they were so grateful.”

While Teamster members have been traveling to the hardest-hit communities to help out, Teamster locals have been providing their members with Teamsters Disaster Relief Fund paperwork, as well as dispensing gift cards for necessities. Locating members has proven difficult in some of the hardest hit areas where the clean up from the damage still continues.

Mike Mauermann, Secretary-Treasurer of Local 252, lives in one of the hardest hit areas. “The high winds, the flooding—anything I experienced living in the area my entire life paled in comparison to this,” Mauermann said. “It may be off the headlines, but we’ll be dealing with this for quite some time.”

**Intellectual Property Theft**

The Teamsters have fought another threat to American jobs: intellectual property theft. Hoffa has testified before Congress, supporting a bill that would raise fines for copyright infringement and give the government more power to enforce already existing intellectual property laws.

With thousands of Teamsters employed in the motion picture and television industry, Hoffa expressed his concern with the ever-growing negative impact counterfeit products from overseas and pirated media has on corporate health. “Some people might think it’s no big deal to buy a knock-off handbag or fake DVD, but it is,” Hoffa said. “These crimes kill jobs—good jobs that our union has fought to protect for more than a hundred years.”

**Law And Order**

Special Deputies Organize, Secure Improved Working Conditions

Recently, 101 special deputies at the St. Joseph County Jail in South Bend, Indiana overwhelmingly ratified their first contract and solidified their membership at Local 364.

“We think the contract is great,” said Special Deputy Greg Moore. “It’s going to open doors in the future for everybody for raises, better working conditions, and shift and job-bidding. Those are big things. For those of us who have been here for years this contract means a lot.”

The agreement secures a grievance procedure, seniority rights and shift-preference rights, and establishes bargaining dates for wage increases in county budgets for 2009 and 2010. Additional sick, vacation and personal days were also obtained, and the agreement includes wage openings for its second and third years.

“The deputies were very excited about the contract and becoming Teamsters,” said Bob Warnock, President of South Bend-based Local 364. “With it, they have taken their first step toward securing the things they’re after: job security, fair treatment and wage increases.”

After reaching a card-check agreement with the sheriff last year, Local 364 presented cards signed by a clear majority of the deputies, expressing their desire to join together as Teamsters. Following a review by an impartial local minister, bargaining began. The three-year contract, ratified 53-25, follows 16 months of negotiations between the local and St. Joseph County.

**In Full Force**

“Shift preference and job bidding are very important to us,” said Special Deputy Dan Wiesinski. “With our contract, we go by seniority, making bidding fair for everybody. That means that the guys who have been here the longest have a say if they’re looking for a shift that lets them see their families.”

“Many of the special deputies told me, ‘Now we have a contract just like other county workers,’” Warnock said. “The support of our fellow members in the public services makes a difference.”

In addition to the special deputies, Local 364 represents 75 workers at the St. Joseph county highway department, St. Joseph County parks department and South Bend Regional Airport. The latter group includes police, safety and fire workers.
Recently, representatives in the U.S. House passed the Railroad Safety Improvement Act, eliminating camp cars and decreasing limbo time, both important issues for Teamsters Rail Conference members. The vote was an overwhelming 377-38.

As the U.S. House prepared for a floor vote on the Rail Safety Bill of 2007 this past fall, anti-union lobbyists from Norfolk Southern (NS) railroad were pounding the halls of Congress. Their mission: try to convince members that camp cars, the mobile dormitories used to house rail crew members while on assignment, were good for members. The Teamsters Rail Conference, though, had plans of its own and brought in seven NS members and other volunteer political coordinators.

“We came to D.C. to wake up our legislators about the horrible conditions that NS puts us in every day we are on the job,” said a Brotherhood of Maintenance of Way Employes Division (BMWED) member from Virginia, who spoke anonymously because of concerns about retaliation by the employer. “I’ve traveled in camp cars for rail work for the past three years in Ohio, Virginia and even down to Jacksonville, Florida. These cars are cramped. There are eight men to each car.”

“Our rail members, the engineers, trainmen and maintenance of way workers who ensure that this nation’s rail system runs safely, won a major victory with the passage of H.R. 2095,” said Jim Hoffa, Teamsters General President.

The conditions are cramped and filthy. The rail supervisors are supposed to taste the food to make sure it is edible, but apparently they don’t eat it. Instead they go to a restaurant.

“We came to D.C. to wake up our legislators about the horrible conditions that NS puts us in every day we are on the job.”
Jacobson Named Director Of Construction Division

Stern Retires After Eight Years as Building Material and Construction Trade Chief

Ed Jacobson, the Western Region Director for the Building Material and Construction Trade Division, was named the division’s new Director by General President Jim Hoffa, replacing Richard Stern, who retired in December.

Stern, who had worked for the Teamsters Union for more than two decades, served as division Director for eight years. Stern said one of his most memorable accomplishments was making retirement and health benefits attainable for traveling pipeline workers.

“When I first took over, it was nearly impossible for traveling pipeliners to save for retirement or qualify for health benefits,” Stern said. “They simply couldn’t get enough time in. They had to contribute to local funds. When the jobs were over they moved on, but their contributions didn’t move with them.” Today all pipeliners are covered by the Central States benefits funds. And no matter where they are in the country, their benefits accrue uninterrupted.

Stern also ushered in new technologies, logging jurisdictional boundaries, databasing arbitration decisions, letters of assignments and other documents to help resolve disputes before they became major problems. “That made us more efficient and kept Teamsters working,” he said.

Goals for the Division

Jacobson also credits Stern with growing the division, and said one of his initial goals is continuing that momentum. “Richard has done great work for this division for years and his leadership will be missed. I look forward to continuing his great work and doing my best to grow the division and fight for better national contracts for our members.

“Construction is an industry that stays within the confines of our borders and it is part of the infrastructure that keeps this country strong,” Jacobson said. “I believe we need to focus on getting a larger percentage of that work, and that means working hand-in-hand with the other crafts.”

A 34-year Teamster, Jacobson brings a wealth of knowledge and experience to the position. Jacobson began his career as a Teamster in 1973 as an employee at a scrap yard represented by Local 252 in Centralia, Washington. He was elected to his first office three years later, serving as a business agent at Local 252 then Secretary-Treasurer in 1979—a position he held for 24 years. Jacobson was named the division’s Western Region Director in 1999. He is also the son of a 31-year member of the Teamsters Brotherhood of Maintenance of Way Employees Division.

“Ed Jacobson has done outstanding work for our union for more than three decades and I am confident he will continue to do so in his new role as Director,” Hoffa said. “He brings the commitment and experience that will serve the division for years to come.”

Seeing the Light

About a dozen members of the BMWED and BLET spent a week in Washington, D.C. speaking with members of Congress about the need to retain language in House Bill 2095 that eliminates camp cars. Many Democrats were already convinced that camp cars needed to be eliminated, and some Republican staffers, after initially rebuffing members’ accounts of living in the cars, soon began to see the light.

“You could see their eyes bug out when we told them about the conditions we endure in the camp cars,” said a member of the BMWED. “When I started on the rails I was young and I didn’t know any better. But it didn’t take long for me to get very tired of camp cars. They were always losing their power, air, heat or water. And it is not a clean place.”

“Norfolk Southern is the last railroad to keep these substandard accommodations and we will be glad to see them go,” said Fred Simpson, International Vice President and President of the BMWED. “Our members should never have had to endure the cramped and unsanitary conditions in those cars.”

The Rail Conference and the legislative departments of the Teamsters, the BMWED and BLET will continue to work to keep the pressure on Congress so that the elimination of camp cars is secured.

“Construction is an industry that stays within the confines of our borders and it is part of the infrastructure that keeps this country strong. I believe we need to focus on getting a larger percentage of that work, and that means working hand-in-hand with the other crafts.”

– ED JACOBSON, DIRECTOR, BUILDING MATERIAL AND CONSTRUCTION TRADE DIVISION

www.teamster.org | MARCH/APRIL 2008 | TEAMSTER 7
Full Steam Ahead
AT UPS
Thousands of Workers Join Teamsters from Coast to Coast

Donnell Jefferson, a UPS Freight dockworker in Memphis, said it feels great being a Teamster after years of struggling to join the union and finally being on track to win a Teamster contract.

“T feel great—I feel like we’re going to the championship game,” said Jefferson, a 10-year employee of UPS Freight and its predecessor, Overnite Transportation. “To me being a Teamster is about respect. I now know that I will be respected.”

Jefferson and a majority of his 410 coworkers at UPS Freight in Memphis signed authorization cards to become Teamsters, part of a nationwide card-check agreement with UPS Freight. At press time, a majority of 6,000 workers had signed cards out of 12,600 prospective members. Workers are seeking fair wages, improved and more affordable health care, and a guaranteed pension, among other issues.

For perspective on the size and scope of this campaign, look back four years ago to when 3,100 America West workers voted to join the Teamsters. That victory was the largest private-sector organizing victory in years. The UPS Freight campaign already far exceeds that victory and the campaign is far from over.

Meanwhile, Jefferson’s coworker on the Memphis dock, Anthony Pope, said the Teamsters Union stood behind the workers during the workers’ fight for justice and a strong voice at work.

“I thank God for the Teamsters,” said Pope, a 13-year employee. “The guys from Local 667 never let us down. They were with us from day one. They fought for us through thick and thin.”
“Fairness is important to me. Being the only woman at my terminal, I have to deal with a lot of stuff. A Teamster contract will help bring more fairness to our terminal. We all do the same job, and we should be treated equally.”

— VANESSA ALVAREZ, CITY DRIVER, COMMERCE, CALIFORNIA

“Get On Board”
As the organizing campaign continues across the country, Pope has a message for his brothers and sisters at other terminals who have not yet signed authorization cards to join the union.

“Get on board. Sign these cards and get what you deserve,” Pope said. “You deserve it.”

“Our card-check agreement with UPS Freight is helping us organize thousands of workers across the country, giving them the respect, dignity and work protections they have been fighting to achieve for years,” said Jim Hoffa, Teamsters General President. “Our UPS and freight members deserve much of the credit for going out there and spreading the word about Teamster Power and what it provides for our members.”

“This is truly a historic campaign—we are organizing thousands of members in a core industry and we are doing it through a card-check agreement,” said Ken Hall, Director of the Teamsters Package Division. “Soon, more than 12,000 workers at UPS Freight will have a more secure future after years of uncertainty.”

For half a century, workers at Overnite have struggled to become Teamsters. The fight peaked from October 1999 until October 2002, when Overnite workers represented by the Teamsters led an unfair labor practices strike against the company, owned at the time by Union Pacific railroad.

In May 2005, UPS announced it was acquiring Overnite for $1.25 billion from Union Pacific, laying the groundwork for today’s organizing campaign. The Teamsters represented more than 238,000 workers at UPS, giving it leverage at Overnite,
which UPS soon named UPS Freight.

Then, in 2006, at the Teamsters’ 27th Convention, union leaders announced they had won a card-check agreement at one location. A short time later, the union announced that its campaign would kick off in Indianapolis, under the jurisdiction of Local 135.

One Company, One Union

The union launched its “One Company, One Union” campaign to raise awareness nationwide. Teamsters at UPS and in the freight industry did their part, talking to UPS Freight drivers across the country about the benefits of union membership.

In early October, UPS Freight workers in Indianapolis overwhelmingly ratified their first contract ever, by a 107-1 vote.

The agreement in Indianapolis improved wages, benefits and working conditions and is serving as the model to negotiate contracts covering thousands of other UPS Freight employees nationwide. The Indianapolis agreement also includes a strong grievance procedure so workers can challenge unfair decisions by management.

“I encourage UPS Freight workers to sign cards and join the Teamsters,” said Scott Hylton, a city driver and 24-year employee in Indianapolis. “Conditions have improved greatly here in Indianapolis and we get much more respect now as Teamsters.”

“UPS Freight workers all over the country do the same work as the Indianapolis workers do. They understand that and that is why they are taking the smart step of forming a union with the Teamsters,” said Jeff Farmer, Director of the Teamsters Organizing Department. “This campaign is about improving the lives of thousands of families across the United States.”

More Security

Roy Smith, who signed a card to join Local 299 in Detroit and who began working at Overnite in March 1992, said he is looking forward to seeing overtime addressed in the contract in Detroit. In Indianapolis, workers won overtime after working eight hours a day or 40 hours a week.

“We need the same overtime protections as the workers got in Indianapolis,” Smith said.

Although Smith is classified as a full-time dockworker, he often works just five to six hours per shift and is then sent home.

“I would like to work at least eight hours per shift with overtime when it’s available,” Smith said. “Then maybe I wouldn’t have to work two jobs. I hope the contract addresses this.”

Smith, a longtime Teamster supporter, said being a Teamster means stability.

“I feel more secure in my job now. Once we have a contract, I can’t be fired for just any reason,” Smith said.
need to control the costs of our health-insurance benefits. Insurance costs are going up all the time, and it’s tough to keep up.”

While the contract still needs to be negotiated, Duke said he already feels more secure now that he is on the way to becoming a Teamster. “I have more job security as a Teamster. With a contract, the company can’t just come in and fire you.”

The support for the union is extremely strong in Memphis, but there still are a few who are reluctant to get behind the organizing effort, Duke said. “A few are wishy-washy. I tell them, ‘If you don’t support the union, you’re going to regret it. You don’t want to work for UPS Freight without the Teamsters backing you up. If something happens to you, you’ve got someone to go to bat for you.”

**Teamster Advantage**

Vanessa Alvarez, a city driver at the terminal in Commerce, California, hopes to join Local 63 in Covina, California.

“I would like to see a better health-care plan that costs less than the current plan,” said Alvarez, a three-year employee. “It’s also nice to know that as a Teamster, I have more security. If I have a problem, I know there is someone to talk to who can help me.”

Having a Teamster contract in the near future will also mean fairness on the job. “Fairness is important to me. Being the only woman at my terminal, I have to deal with a lot of stuff,” Alvarez said. “A Teamster contract will help bring more fairness to our terminal. We all do the same job, and we should be treated equally.”

John Morris, a city driver at the Rialto, California terminal, said he’s glad to become a Teamster. Morris said his mother and father were union members, and his brother-in-law is a Teamster.

“I feel the Teamsters will give me the voice and backbone as an employee to stand up for what’s right and for what’s fair,” said Morris, who has been a city driver for two years and worked on the dock for one year.

Morris agreed with other UPS Freight workers about the overtime issue, which he wants addressed in the contract. “I would also like to see seniority addressed. That would help fight favoritism,” he said.

“When we found out we were becoming Teamsters, there was a euphoric feeling here in Rialto,” said Morris, who worked at Motor Cargo Industries, which Overnite bought in 2001. “The opportunity to become a Teamster kind of fell into my lap. I’m definitely going to take it to the bank.”

**Fairness at Work**

Daniel Aguilar, Morris’ coworker in Rialto, agreed with Morris’ assessment. “It’s a great feeling knowing we have someone behind us—finally,” Aguilar said.

The Teamsters will bring fairness to the workplace, Aguilar said. “Right now, there’s a lot of favoritism. The Teamsters will help increase teamwork, which will make it a better place to work. Someone from the Teamsters local said ‘Welcome to our family.’ That really felt good.”

Art O’Malley, a city driver in Newburgh, New York, who will join Local 707, said he and his coworkers are in a much
more secure place as Teamsters.

“A working man or woman without the backing of a strong, progressive and aggressive labor organization, like the Teamsters, is at a disadvantage in today’s work environment,” O’Malley said. “We need the security of a hard and fast contract to protect our jobs, our wages, our benefits and, most of all, our families.”

Another Newburgh employee, Darrin Ruff, who has worked at UPS Freight for about a year, said that without a union contract, there are no guarantees for workers—the employer can change rules at any time. A Teamster contract will put guarantees in writing.

“With a Teamster contract, the company is obligated to follow what it says,” Ruff said. “With the contract, we will know what our wages will be, when raises are due, what the benefits will be and how our pension will be.”

Robert Seminuk, another Newburgh employee, said he’s looking forward to a union contract so that rules don’t change from day to day. “With a union contract, the company won’t have a free hand, they will have a contract to follow. There won’t be as many surprises. I know how a union works for members. We need a strong union, and the Teamsters are a strong union.”

“Local 25 President Sean O’Brien has stood by me and my coworkers for several years and soon we will have our rights and protection in writing. We’re ecstatic,” said Patrick Kilduff, a Boston-area UPS Freight driver who joined Local 25 in Boston.

**Teamster Again**

Richard Olsen, a city driver at the terminal in San Leandro in Northern California, another ex-Teamster, said he is happy to become a Teamster once again. Olsen was a warehouse Teamster for 10 years at Albertson’s supermarket before it closed.

“After I lost my job, I went to Teamsters truck-driving school run by Joint Council 7 to train for my current position,” Olsen said. “It feels great becoming a Teamster again. I’m looking forward to better working conditions under a union contract.”

Many UPS Freight employees, including in Memphis, have been waiting for this day to come for years.

Herman Lewis, a dockworker in Memphis for nearly 14 years, endured the long struggle to get on the path to winning a Teamster contract.

“It’s like a joyous daybreak in the long struggle we have faced,” Lewis said. “Many of us, myself included, have waited a very, very long time for this day of equality. It’s on its way.”

Memphis dockworker Jimmy Jenkins, said he agreed. “I have worked for Overnite and now UPS Freight for almost 11 years. I’m glad to finally see this day.”

Michael Porter, also a dockworker in Memphis, is another employee who has labored for more than a decade at Overnite/UPS Freight.

“The Teamsters support the everyday, hardworking people in this country, and the union is the voice of reason,” Porter said. “God bless the Teamsters.”
Bill Codick and Tameula Smith have never met, but they have a lot in common. Codick works for First Student in Tonawanda, New York and Smith works for First Student in Little Rock, Arkansas. Both are school bus drivers. That’s not all they have in common. They both recently became Teamster members, along with hundreds of their coworkers who are seeking improvements in their workplace.

“You have a right to fair pay and benefits, and to be happy at your job,” Smith said. “It’s about everybody being treated fairly, and I knew the Teamsters could help us make that happen.”

Recently, 130 First Student drivers, mechanics and monitors who work for First Student in Tonawanda joined 63 First Transit drivers in Buffalo in becoming members of Local 449 in Buffalo. First Student and First Transit are both subsidiaries of United Kingdom-based transportation giant, FirstGroup. Meanwhile, 320 First Student drivers, mechanics and fuelers voted overwhelmingly to join Local 878 in Little Rock. These victories were the latest in a successful national campaign to improve working conditions in the private bus industry. Since the campaign kicked off in 2006, more than 5,300 private school bus workers have joined the Teamsters.
Respect

“The First Transit and First Student workers came to me because our local represents workers at two Laidlaw bus yards,” said Richard Zak, President of Local 449. “They’re looking for respect and to feel wanted in the workplace. And we are looking forward to putting together a great contract that will protect their rights and provide for what they deserve.”

In New York, the First Transit drivers transport students within the campuses of the State University of New York, University at Buffalo, while the First Student drivers, mechanics and monitors transport younger, school-age students. Both sets of workers decided to form their union primarily seeking fairness on the job.

“We felt we were being treated unfairly and knew we needed a union. We needed the Teamsters,” said Nicole George, a First Transit driver. George and her coworkers voted 39-1 to join Local 449.

Taking the Initiative

George and her First Transit coworkers were united from the very beginning. They approached Local 449 in October of last year, and within one week, 80 percent of the authorization cards had been signed. The workers cast their votes by mail-in ballot.

The First Student workers in Tonawanda also took the initiative to approach the local, seeking assistance in forming their union.

“We weren’t being treated fairly,” Codick said. “There is another First Student terminal right down the street with employees doing the same job and making more money. That’s because they’re Teamsters. That’s when we decided to get in touch with the Teamsters.”

Through joint efforts between the International Union and local organizers, the First Transit and First Student workers were able to quickly join the Teamsters. The First Student workers went to a vote one week after the First Transit workers voted “yes” for the union. Both sets of new members are now submitting proposals and looking forward to gaining strong Teamster contracts.

Going Above and Beyond

Meanwhile, in Little Rock, First Student employees put their all into making a difference in their lives, and the lives of their coworkers.

The workers didn’t rely solely on Teamster organizers to do all the work, and instead went above and beyond to win a landslide victory in just a few months.

The new members, with their endless excitement and enthusiasm for the union, have injected a renewed energy at Local 878, said President Tim Nichols. The victory is the largest for the local in 20 years.

“This is the most positive, enthusiastic, proactive group we’ve ever dealt with. They are very eager and they are a pleasure to work with,” Nichols said. “So many of our members are under contracts that are very established, and sometimes we become complacent and take things for granted. I’ve had several members tell me this has given them a new appreciation for what they have as Teamsters in the workplace.”

“Almost every day you could bet there’d be school bus drivers who would show up at the local to work,” said Clint Shields, a volunteer organizer at Local 878 who works for ABF. “I’ve never seen a group of people so enthusiastic about becoming Teamsters. It was awesome.”

Sticking Together

Addressing employee favoritism at First Student was a big motivator in the workers’ campaign to join the Teamsters. They also want safe buses that meet Transportation Department standards, and better pay and benefits, such as paid holidays and sick leave.

“We were being done wrong and we were fed up,” said Barbara Stewart, a driver. “We won because everybody stuck together. We stood together like never before to get it done.”

The company miscalculated how close-knit the workers are and how determined they were to become Teamsters, said Stephen Hanson, a driver and new member of Local 878. The overwhelming vote of 243-3 sends a big signal to management that the workers are serious about improving their families’ lives.

“We don’t just punch the clock, say ‘hi’ and go home,” Hanson said. “We see each other after work at barbeques and pool parties. Everyone knows each other’s kids. We’re a family.”

Even the workers were surprised at how huge their victory was when the election results were announced.

“I was speechless,” said Lashe Watkins, a driver. “The ‘yes’ votes kept coming and coming. When we won it was such a relief. I started crying. I knew we had it, but I just couldn’t believe it. It shows that when we all come together as one, we can get what we want.”
High Tech Help

Teamsters Utilize New Contract Database to Streamline Assistance
MEMBER WHAT LIFE WAS LIKE BEFORE THE INTERNET? If you wanted to know more about labor history, you would have to go to the library, spend some time finding the proper books and making sure they had what you wanted. You could also look into the encyclopedias and other reference material, but it wasn’t always easy.

Now that we are in the Information Age, it’s much simpler. Want to know more about labor history? There are dozens, if not hundreds of places to go online to find what you need. The information is right there for the taking.

Now think about what it was like for local unions negotiating contracts before the Teamsters Union implemented their powerful contract database, which has now been used for a year to assist locals, Joint Councils, Divisions and Conferences in negotiations.

“Before our contract database was in place, a common question such as what the current language is for certain aspects of a contract could take a long time. We were working with either outdated software or just by physically going through the contracts in our files, pulling them out and reading them,” said Jim Kimball, Director of the Economics and Contracts Department.

“Since implementing this new database, we have cut down the time it takes on a request like that from six days to two,” Kimball said. “A lot can happen in a short time in negotiating a contract, and this tool has allowed the Teamsters Union to bargain more efficiently than ever before.”

The IBT Contract Search, the new Internet-based search tool that allows users to search for Teamster collective bargaining agreements, allows the Teamsters Economics and Contracts Department to quickly call up specific contract language, answer salary comparison questions, gather corporate information on companies the Teamsters bargain with, keep tabs on what contracts are coming up for renewal and countless other applications.

Better Prepared for Bargaining
A contract database may not seem too exciting on the surface, but it has proven to be a silent but powerful partner in contract negotiations.

“This service helps locals be better prepared for collective bargaining,” said Tom Keegel, Teamsters General Secretary-Treasurer. “It allows those bargaining contracts to be better informed. This is the way we’re supposed to use technology.”

The IBT Contract Search allows the Teamsters Union to search any of the more than 35,000 current contracts for whatever union negotiators need during the bargaining process. And with so many strong Teamster contracts being negotiated every month, requests for assistance can add up.

“In 2007, we received more than 1,500 requests from local unions and others,” Kimball said, adding that they have gotten even more than that in years past.

Strike Language
One way the Economics and Contracts Department has utilized this powerful tool has been in standardizing contract language in certain parts of an agreement. Strike language is just one such example. One of the most important clauses in any labor agreement, and of particular importance in the Warehouse Division, is language concerning strike rights for members. Typically, the Warehouse Division needs to know if a contract, especially one with a multi-local employer, will allow union members to recognize and honor a strike line they may encounter while performing their job duties.

Using the contract database, one of the skilled Economics and Contracts workers at the Teamsters Union builds a search that asks for the specific industry, then further specifies those contracts that have the words “strike” and “honor” or “extend.” The results immediately pop up and can be supplied to those negotiating the contract.

“In negotiating strike language for our warehouse Teamsters, the Teamsters Union was incredibly helpful in quickly getting us the proper wording, which was then used in the contracts,” said John Williams, Director of the Teamsters Warehouse Division.

This stands in stark contrast to how contract language like that was dug up before the database was put in place. Before the Teamsters Union had this kind of full text search capability, finding that language would have entailed pulling many contracts from the files and physically searching them in hopes of finding suitable language.

In another situation, the Brewery and Soft Drink Conference needed a listing of all their contracts that contained DRIVE language so they could assist bargaining units that don’t have the language insert it into their contracts.

Under the old system, the chances of simply finding this clause would have been time consuming and imprecise. Using the new system, the request could be met the same morning it was requested. As a result, the number of rank-and-file Teamsters available to sign up for DRIVE, the union’s influential political action committee, greatly increased.

A Real Benefit
The Economics and Contracts Department, created in 2005, is a key source of financial, statistical and agreements information. The department provides corporate research and economic trends for use in both collective bargaining and organizing. The department maintains the largest contract database of any union in North America, with more than 250,000 current and expired Teamster labor agreements.

From its initial conception in May 2006 to when the IBT Contract Search was launched in February 2007, it has been used in 75 percent of the requests that come to the department. Of those requests, three-quarters of them are for contracts or specific contract language.

“It has been a real benefit for us, a real benefit for the locals and a huge benefit for the members,” Kimball said.
or chaplain Eric Askren, who counsels prisoners at a corrections center, helping inmates reunite with their family or change their ways can be trying but absolutely worthwhile.

“I love seeing lives changed, the transformation that takes place when families are reunited and when parents, now clean and sober, are reunited with their kids,” said Askren, a chaplain at Coyote Ridge Correction Center in Connell, Washington. “I work with a great group here and when these things happen, we’ve helped society and the world. We’ve made a difference. That’s important.”

Last year, Askren and 15 fellow chaplains also made a difference when they voted to join Local 117 in Tukwila, Washington. The chaplains were far from alone: 66 other employees—including psychiatrists and psychologists—also voted to join the local at approximately the same time. In total, more than 5,000 workers throughout the Washington State Department of Corrections (DOC) system are members of Local 117.

“The Teamsters have always been strong here at Coyote Ridge and throughout the system,” Askren said. “Whether the issue is pay, benefits, or the right or wrong of an issue, they are always listened to. In a large system like this, having a voice that’s heard is important.”

Building by Blocks

“This is a great approach to organizing,” said Jim Hoffa, Teamsters General President. “When one group of workers at a workplace are Teamsters, their power and voice increase as a second, then a third group of coworkers also join their union. Local 117 is helping current members and new members alike.”

In recent months Local 117 has made steady efforts to help unorganized employees at the DOC, the Pike Place Market in Seattle and other facilities to become Teamsters.

“Building existing units, especially within the public sector, has been one of our goals for years,” said John Williams, Secretary-Treasurer of Local 117 in Tukwila, Washington. “For workers, it’s important to be part of a union that has a strong presence both at the facilities and in the halls of government where decisions are made.”

At the DOC, the newly organized workers were welcomed by thousands of corrections officers and sergeants, maintenance workers, medical employees, administrative support, records specialists, kitchen employees and warehouse workers who were longtime Local 117 members.

“Our power is in our membership,” said Tom Wright, a cor-
rections officer at the Monroe Correctional Complex in Monroe, Washington. “The more members who are speaking as one, the better we’re heard. It’s great that there are more Teamsters here.”

**Positive Association**

“Over the years, more and more groups of workers at the Department of Corrections saw what their Teamster coworkers have: a voice, defined work rules, substantial wage increases and manageable workloads,” said Leonard Smith, Local 117’s Director of Organizing. “Those are qualities anyone would want at work.”

Having a stronger voice at work is a big reason that Dr. Mark Rosenberg, a psychiatrist at the Monroe Correctional Complex, chose to join Local 117. He and six fellow psychiatrists joined Local 117 in August, soon after 59 psychologists, psychiatric social workers and associates joined the local.

“We’re professional employees and state employees, totally dependent upon other people’s decisions,” Dr. Rosenberg said. “Being Teamsters helps us have a voice. I think that people see that’s in our best interest.”

Last year, Dr. Rosenberg was reprimanded for criticizing his supervisor’s management style. Soon after the reprimand, Dr. Rosenberg was transferred to a different facility.

“I had no say in the decision to transfer me or any recourse to appeal it,” Dr. Rosenberg said. “As Teamsters, we’re joining together to make sure we have some say in major decisions that affect our working situations.”

**Park it at the Market**

For Zekaryas Gebrekidan, a nine-year parking attendant at Pike Place Market in Seattle, his reasons to join Local 117 were simple: “I have a family and I’m raising three kids—I need job security.”

In November, Gebrekidan and seven fellow parking attendants joined 52 maintenance workers, resident managers, facilities workers and security officers at the market as Teamsters.

“Before we decided to join, we asked our coworkers about what it’s like to be Local 117 members,” Gebrekidan said. “They were very happy being Teamsters. They suggested that we sign up, as well.”

“We told them about our contract and the job security that provides,” said David Ott, a 17-year maintenance electrician. “Every now and again, there’s talk about contracting out the garage. Having a solid contract was a really big deal for the parking attendants.”

**A Base to Build Upon**

While workers at Pike Place Market have been Teamsters for approximately 15 years and DOC employees have been Teamsters for approximately five, the first group of workers in Lakewood, Washington became Teamsters in September, when 12 community service officers joined Local 117.

“As Teamsters we’re looking for job protection and some of the benefits we see our police officers receiving,” said Sandi Stauffer, a community service officer and former evidence technician in Tukwila, where she was a member of the Steelworkers Union. “It was definitely worth being part of a union in Tukwila and I think it’s going to make a difference here for us and the public.”

“This is a great group of officers,” said Mary Ann Brennan, a Local 117 business agent. “They care about and believe in their community. I’m optimistic that in years to come other Lakewood employees will choose to join them as Teamsters.”
Road to Success
244 Indiana Tollbooth Operators Join Four Local Unions

On any given day, hundreds of drivers passing through Indiana come in contact with Margie Stewart. Stewart has worked for the Indiana Toll Road as a tollbooth operator for the past 12 years. Stewart, and many of her coworkers, felt they needed major improvements in their working conditions. Recently, they took the first step in making those changes by voting to join the Teamsters.

“When I heard about the Teamsters, I decided to work really hard. I got a passion for it. I did house calls, passed out fliers, made a lot of phone calls, and really pushed for it,” said Stewart, a member of Local 142 in Gary, Indiana. “In my previous jobs I had been union. I knew the Teamsters were a good union and would help us.”

Team Effort
Stewart is one of 244 workers at the privately run Indiana Toll Road, who recently became members of Locals 135, 142, 364 and 414. As members of the four local unions, the tollbooth operators fall within the jurisdiction of Joint Councils 25 and 69. Leaders from the Joint Councils and local unions joined forces to make the campaign a success.

“This campaign demonstrates the remarkable work that can be done when we come together as a union, combine our strengths and push for a positive change in the lives of working people,” said John T. Coli, International Vice President and President of Joint Council 25.

“We’re happy as a Joint Council that this came together so well,” said Brian Buhle, Vice President of Joint Council 69. “We all worked well together to make this happen. This was truly only possible as a team effort.”

Perseverance
The tollbooth operators were formerly state employees, until Governor Mitch Daniels leased the road in 2006. The toll road is now operated by Indiana Toll Road Concessions Company, a private company based overseas.

“These workers have been through a lot with the change in management, but they persevered,” said Russel Ryan, a Joint Council 25 organizer who worked tirelessly to help the workers form their union. “They have a lot of concerns that they knew the Teamsters could back them with.”

The tollbooth operators joined the Teamsters in order to address multiple issues. Safety is a major concern, with workers saying they have to cross several lanes of traffic and worry about working night shifts in isolated areas. In upcoming negotiations the new members plan to address excessive work hours, job bidding procedures, low wages and inadequate benefits.

Dennis Rose has worked for the toll road for five years, since before it was leased to a private company.

“People have been fed up with everything that has been going on here lately, with the promises never fulfilled, with mandatory overtime, and changes to our insurance. I hope to see that change,” said Rose, a new member of Local 364 in South Bend, Indiana. “I’m glad to be a part of the Teamsters now.”
**Doubletree Hotel**

Doubletree Hotel Chicago O’Hare bellmen voted unanimously to join Local 727 in Chicago. The bellmen are responsible for providing customer service, including assisting with luggage and acclimating guests with the hotel.

“The bellmen at the Doubletree Hotel needed some major changes made at work, and they turned to the Teamsters for help,” said Joe Belli, Local 727’s Senior Business Representative. “Local 727 is bringing years of experience representing hotel workers to our new members. We will use all our resources and knowledge to negotiate a strong contract with the Doubletree Hotel.”

The Doubletree Hotel Chicago O’Hare is located in Rosemont, Illinois.

**Cook County Information Management Services**

Recently, workers at Cook County Information Management Services (MIS) voted to join Local 714 in Berwyn, Illinois.

The 68 new members keep track of all the Cook County records at two offices in Chicago.

“The workers were very interested in gaining Teamster representation after seeing the successful campaign for the Cook County chief judges this summer,” said Barbara Cornett, a Local 714 business agent.

Cook County is the second largest county in the United States with approximately 5 million citizens.

**Peter Pan Bus Lines**

Mechanics and cleaners at Peter Pan Bus Lines in Chelsea, Massachusetts recently voted 5-1 in favor of joining Local 25. The eight bargaining unit members are responsible for the repair, maintenance, cleaning and refueling of buses.

“Wages, respect and job security were the main reasons the workers wanted to become Teamsters,” said Sean M. O’Brien, President of Boston-based Local 25. “And since the bus drivers at the Chelsea facility were already Teamsters, the efforts to organize the mechanics and cleaners went quite smoothly.”

Contract negotiations on behalf of the new Teamsters are scheduled to begin soon.

“We’ve committed to organize from the top down in the industries we currently represent to make sure that every worker has a voice in the workplace,” O’Brien said.

**Raley’s Supermarket**

By a more than 2-1 margin, 56 supermarket warehouse workers in Stockton, California recently voted to join Local 439 so that they can fight to improve conditions on the job.

The distribution workers at the Raley’s Supermarket warehouse voted 37-15 to join the Stockton-based local.

“The workers want to improve working conditions and they want to be treated fairly,” said Sam Rosas, Secretary-Treasurer of Local 439. “They also want seniority rights on the job, fair wages and a better health-care plan.”

Local 439 represents about 2,000 workers at a Safeway warehouse, nearly 300 warehouse workers at Unified Western Grocers and about 300 workers at C&S Wholesale Grocers.

“We have some of the top grocery contracts in the country, and we want to negotiate a strong contract for our new members at Raley’s,” Rosas said.

**Public Services, First Student**

Local 294 recently was given card check recognition for highway department drivers and equipment operators in two towns, and won an organizing victory for bus mechanics as part of the Teamsters’ nationwide campaign to organize First Student employees.

The Albany, New York-based local now has card check recognition with the highway departments in Malta and Athens, both near Albany. Members voted 5-0 in Athens and 10-0 in Malta for representation.

First Student bus mechanics in Catskill voted 3-0 to join Local 294. Since the First Student campaign began in 2006, more than 5,300 private school bus workers have joined the Teamsters.
MV Transportation Workers Organize, Ratify Strong Contract

Before joining the Teamsters, life at ATC Vancom in Santa Clara County, California meant no lunch breaks, a constant change in work schedules, bus routes and a constant denial to requests for time off.

“There was no job protection,” said Reynaldo Perteca, a seven-year employee. “You were like a rabbit with a wolf.”

Tired of feeling like a hunted animal, Perteca and his colleagues banded together and voted overwhelmingly to join Local 287. That’s when life started to get better for them. Then, in October, MV Transportation, Inc. took over ATC Vancom. MV Transportation and the Teamsters were able to quickly negotiate a strong three-year contract and workers voted 220-63 to ratify it.

The 325 members provide transportation services to disabled, mentally challenged and elderly people.

“Not only was the vote a huge victory, but we did get the employees a $1 wage increase, future wage increases thereafter, and got them into the Western Conference of Teamsters Pension Plan,” said Bob Blanchet, President of Local 287 in San Jose.

Perteca said he joined the Teamsters for three reasons: “Security, better pay and better working conditions.”

“The only guarantee working people have is to get involved and get united,” Perteca said. “It’s so easy to see that, like two and two is four. The way to go is with the union.”

Help From the Union

Blanchet said the contract would not have been possible without the help of Teamsters General President Jim Hoffa, International Vice President Chuck Mack, and Industrial Trades Representative Rick Middleton. Mack brought MV Transportation CEO Jon Monson to Washington, D.C. to meet with Hoffa and Middleton.

“If it wasn’t for Chuck and Rick, and especially Mr. Hoffa, breaking down the barriers, getting the union and the employer both on the same page, this contract would not have happened,” Blanchet said. “I just wish we could do this more.”

In July, Blanchet will have the authority to sit in the lunchroom and collect cards from a new group of workers who take veterans to VA facilities. This will mean an additional 80 members for the local, he said.

Ignacio Beltran, a six-year veteran of the company, said that before the Teamsters stepped in, workers were in constant fear of being fired. “So many drivers were let go for the smallest of things, like getting a scratch on your bus,” Beltran said. “We started to get together and look for union representation. There was no hope the other way.

“Now, with our contract, we have guarantees of pay increases, days off, benefits and health care,” said Beltran. “We are so much happier now.”

Change for the Better

Linda Vějvoda, a two-year employee, said being a Teamster has given the workers respect.

“Before, nobody in management would listen, and now they listen,” said Vějvoda. “We now have the chance to change things.”
Shop Steward Merrilee Tafoya said any time someone comes to her with a problem, she gets quick responses from the local. And the pension plan has given all the workers a sense of a secure retirement. Tafoya and many other MV Transportation workers said they stuck with the job because of the loyalty they have for their clients.

“I have a lot of regulars on my route, and we give them door-to-door service,” Tafoya said. “We have to secure them getting in and out of the vehicles, take them to their destinations and take them home. We have to be on schedule in case someone has an important doctor’s appointment. I wouldn’t be doing this job if it wasn’t for the clients. They are all very special to me.”

“We have a great support system from the union, we feel like we are being looked after,” said Carmen Barboza. “It’s very positive for us.”

But there is one downside now that the workers are unionized. “With no lunch break before, I stayed skinny,” Barboza laughed. “Now I have to work at it.”

Albany Paratransit Drivers Win First Contract

Drivers and support staff at the Center for Disability Services in Albany, New York recently celebrated the ratification of their first contract.

The 71-member unit is made up of drivers, mechanics and dispatchers at the center, which provides transport for clients.

“We wanted more respect and fairness,” said Norma Werner, a bus driver and steward. “We’re all so thrilled to finally be working under a Teamster contract.”

“These hardworking men and women were looking for more respect at work and more on-the-job protections, both of which they now have,” said John Bulgaro, President of Local 294 in Albany.

“We got a lot of good language in the contract,” said Kevin Hunter, Secretary-Treasurer and business agent at Local 294. “The main thing they wanted was seniority, which they have now, but they also got good wage increases, safety guarantees and many other benefits. This was a long and difficult process, from the grassroots organizing campaign to the 42-7 vote on the contract, but these workers really stuck together and did a great job.”

The Albany-based center operates 53 group homes around the region for developmentally disabled residents, and also provides medical care and learning programs.
There was nothing subtle about Transportation Secretary Mary Peters’ decision to break the law and keep the borders open to unsafe Mexican trucks.

And there was nothing subtle about the Teamsters campaign to bring public attention to her lawbreaking ways. On February 7, the Teamsters launched a national grassroots, netroots “Fire Mary Peters” campaign.

“Fire Mary Peters—Lawbreaker” advertisements appeared at the subway stop just across the street from Department of Transportation headquarters. A photo of one “Fire Mary Peters” poster flashed on a billboard in Times Square the next day.

“Fire Mary Peters” radio ads and web ads ran. A “Fire Mary Peters” whistleblower hotline was set up to report any other law she’s broken (202-508-6439). Several people called on the first day. Teamsters who drive trucks and Teamsters who live in border states received direct mail, urging them to take action. And a www.firemarypeters.com web site was launched.

The campaign began just days before Teamster lawyers argued in the 9th Circuit Court of Appeals in San Francisco that Mary Peters broke the law. Teamsters rallied outside the courthouse before the hearing began.

The Teamsters initially argued that the “pilot program” to open the border to Mexican trucks breaks laws that require certain safety standards be first met. Those standards were never met.

The argument of the union was bolstered just after Christmas.

On December 26, President Bush signed a law that included a Teamster-backed provision cutting off money for the “pilot program.” The “pilot program” had started in September with a handful of trucks. (One truck company, Trinity Industries de Mexico, quietly dropped out of the program after it was revealed that the company had 1,123 safety violations the previous year. That’s 112 violations per truck.)

Secretary Peters chose to ignore that law. Under her direction, the existing “pilot project” was not stopped.

Teamsters General President Jim Hoffa had already been at the forefront of the fight against unsafe trucks from Mexico. He led a demonstration against unsafe trucks from Mexico on December 5 at the Otay-Mesa border crossing.

“The big money boys want to have trucks coming through
here that are dangerous,” Hoffa said over the roar of cheering Teamsters and Mexican trucks leaving the U.S. inspection station. “How many people have to die before the Bush administration takes highway safety seriously?”

In February, he made a number of national media appearances to draw attention to the arrogance and lawlessness of Peters. The response was overwhelmingly positive as Hoffa appeared on C-Span’s Washington Journal, on Bloomberg TV and on Lou Dobbs Tonight.

**Teamsters Take Action**

At the crack of dawn on February 7, Teamsters handed leaflets to Department of Transportation (DOT) employees on their way to work. They were generally welcomed. DOT employees broke into smiles when they caught sight of the giant “Fire Mary Peters” floor graphic, which had “Lawbreaker” stamped on her face.

The media blitz, the advertising campaign, the Internet outreach and the direct mail campaign got an immediate reaction. In the first two days of the campaign, 1,764 letters were sent to senators and representatives asking them to find Mary Peters in contempt of Congress.

At Teamster headquarters, calls and e-mails poured in with requests for “Fire Mary Peters” bumper stickers. The initial print run of 20,000 was gone in a matter of days. As more were ordered, Teamsters began to send in photos of places they’d attached the bumper sticker. At a demonstration against a sweatshop construction site, a “Fire Mary Peters” bumper sticker was attached to a giant inflatable rat in New York City.

It wasn’t long before Peters began to feel the heat. On February 8, during an appropriations subcommittee hearing, three members of Congress told Mary Peters to her face that she was breaking the law.

Ohio Rep. Marcy Kaptur, a Democrat, said point blank, “You violated the law.” Peters’ fellow Arizonan Ed Pastor, a Democrat, cautioned her that the constitutional separation of powers means that she must follow the intent of Congress.

“I advise you that the program as it is should not be implemented,” Rep. Pastor told Peters during a budget hearing by the Transportation subcommittee of the House Appropriations Committee.

Rep. Ciro Rodriguez (D-TX) asked rhetorically, “Does the department have the legal authority to disregard Congress’s intent?” Rodriguez noted that Peters’ pilot program to open the border to Mexican trucks continues. “The intent of the language was to prohibit that from occurring,” Rodriguez told Peters.

It all helped to draw attention to the hearing in San Francisco and the court case. Chuck Mack, International Vice President and Secretary-Treasurer of Local 70 in Oakland, California hosted the protest. Hundreds of Teamsters showed up. Speakers included local politicians, local labor leaders and Bruce Hamilton, deputy director of the Sierra Club, which joined the Teamsters in the lawsuit.

“We must not let this illegal program continue,” Mack said. “Mary Peters and the Bush administration have violated the law by allowing this program to continue despite Congress pulling funding. The safety of American families is more important than their political agenda.”

“The Teamsters Union will continue to pressure Mary Peters and the DOT with help from concerned citizens, ongoing legal actions and support from our allies in elected offices on both sides of the aisle,” Hoffa said.
After eight grueling years without a contract, 2,000 rail Teamsters at Amtrak finally have a reason to celebrate. A strong tentative agreement on new contract terms, including average retroactive pay of $12,800, was reached in January between Amtrak and the Brotherhood of Maintenance of Way Employees Division (BMWED) of the Teamsters Rail Conference.

“After eight long years and all of the rallies I attended with my union brothers and sisters, it is a relief to finally have an agreement,” said Denny Bennet, a 30-year BMWED member at Amtrak.

“It’s been a long time coming,” said Renato Rufo, an 18-year member in the Boston area. “And we appreciate all of the time and effort our side put into the negotiating meetings. Amtrak has so little regard for us. They’ve treated us more like a liability. To let us go this long without a contract was very tough.”

The BMWED, along with the other unions that were part of the Passenger Rail Bargaining Coalition, was preparing for a possible national strike on January 30 if Congress didn’t impose the Presidential Emergency Board’s (PEB) report, or if Amtrak had not chosen to sign an agreement.

Strength in Bargaining

“The BMWED members have waited and worked for eight very long years without a contract,” said Jim Hoffa, Teamsters General President. “It was a surprise to us that a board appointed by President Bush, one of the most anti-labor presidents in history, decided upon a resolution to the Amtrak contract that awarded most of what we in rail labor had been fighting for.”
This is another example of how joining with the Teamsters Rail Conference has provided strength in bargaining for our members,” said Fred Simpson, International Vice President and President of theBMWED. “Once again, coordinating bargaining among the rail unions succeeded.”

Sen. Edward M. Kennedy (D-MA), who was present at the tentative contract signing, said, “It’s a great day for the country, the workers and the passengers. This agreement gives respect to the workers. This agreement is important for our economic growth and stability. After eight long years without a pay raise, Amtrak’s employees have finally won a contract that grants them the fair wages and benefits they deserve and which reflects their indispensible contributions to Amtrak and the nation. The leaders standing here today were serious about negotiating a contract that both sides can be proud of.

“The union leaders held their ground and they have delivered an agreement worthy of the hardworking men and women who keep trains running every day,” Kennedy said. “And the agreement is also a victory for the Amtrak passengers, the commuters and the public who can be confident that Amtrak will be able to keep improving the service on trains that run on time.”

**Membership Wins**
Due to substantive gains in wages and a payout for retroactive pay, BMWED members will reap immediate benefits from the new Amtrak agreement. The PEB recommended that “nothing short of full retroactivity is fair and equitable and appropriate to begin to restore to employees the lost wages that resulted from their inability to obtain a successor agreement over the unprecedented eight-year period that these employees have continued to work without a new agreement.”

Provisions include wage increases that average 35.2 percent over the life of the agreement, which is January 1, 2000 through December 31, 2009, or 3.1 percent compounded per year. Retroactive pay averages $12,800, which will be paid in two installments.

“The new contract will restore the buying power of our members,” said Jed Dodd, General Chairman of the Pennsylvania Federation. “And it will significantly increase the take-home pay of our members. We had two major stumbling blocks in our negotiations. One was Amtrak’s insistence in draconian work conditions and the second was their insistence that there would be no retroactive wage increases. We won on both issues.”

“We couldn’t believe our eyes when the Presidential Emergency Board decision came out,” said Bennett, a member who has worked in New York, Philadelphia and the Atlantic City region. “Our negotiators really did their best.”

“Even during these difficult eight years our members retained their work ethic,” said Stuart Hurlburt, General Chairman of the Northeastern System Federation. “Our members have performed their work safely every day for the past eight years and kept the integrity of the tracks at the speed that Amtrak wanted. Our members understood the battle and still did the job—complying every day with their work orders and keeping the tracks safe for passenger trains.”

“I was surprised by the PEB’s decision,” said James Fay, a BMWED member since 1975. “I thought it wouldn’t have gone as much in favor with us. Although after reading the very general testimony of Amtrak’s management it seemed like they really would decide in our favor. I was shocked that Amtrak’s testimony was so general, and yet our case was presented so professionally.”

**No Work Rule Changes**
The new Amtrak agreement also proposed no work rule changes, another huge benefit to members.
“Work rules were very important, especially in my area,” Fay said. “If Amtrak had been able to make their changes, they would have been able to have gotten rid of people.”

Amtrak had originally wanted to eliminate the limitations on its ability to contract out work, restrictions on its ability to assign work and restrictions on its ability to schedule work.

With the BMWED in particular, Amtrak wanted to contract out what it termed “non-core functions” such as tree removal, brush and grass cutting, snow removal outside the right of way, clean up of non-railroad materials on the right of way, asphalt paving, bridge netting and fall protection, underwater inspections, demolition, fencing, large scale catenary (electric line) pole foundations, large scale steel painting projects and facility projects. However, representatives from the BMWED told the PEB that these were substantial, regular duties of the members.

Members of the PEB agreed with the BMWED that no work rule changes should be considered. They made this determination because Amtrak showed “no proof of compelling operational need for any of [the] proposed work rule changes. There was no showing that any problems have changed in frequency or severity in recent years or that the proper use of the existing work rules cannot achieve most of the results that [Amtrak] claims to seek.”

“The work rule changes that Amtrak wanted were so inept,” Rufo said. “Here you have the PEB that was picked by President Bush, who isn’t crazy about us anyway, and even they said that what we were asking for was fair.”

Solidarity

The BMWED, along with the three other rail unions belonging to the Passenger Rail Bargaining Coalition, witnessed the power of bargaining for a group benefit, similar to the success in 2007 with the national freight rail agreement.

“The Amtrak negotiations took a hard toll on our members,” Simpson said. “Now we are concentrating on explaining the terms of the agreement at membership meetings in preparation for the members’ vote.”

Many members see the new contract as a positive move forward for them, and one of the many benefits of belonging to the Teamsters Rail Conference.

“Considering that Amtrak wanted to give us very little and that the president was not supportive, we did a lot better than what was originally offered,” said Brian Erp, a 14-year BMWED member based at the Hunter Yard in Newark, New Jersey.

“Plus, the support we had as part of the Teamsters Rail Conference was very good. Every time we had a rally we always had Teamsters with us.”

Rallies to protest Amtrak’s stall tactics on bargaining were held in New York, New Jersey, Philadelphia and Washington, D.C. Some members even staked out the Amtrak chairman’s home in the Dupont Circle section of Washington, D.C. to let his neighbors know that he was a union buster.

A New Excitement

Rep. James L. Oberstar (D-MN), who attended the agreement signing meeting at Amtrak headquarters, said, “I was skeptical, but the [Presidential Emergency] Board did its work, evaluated the issues at hand and came up with a great decision. But I will tell you, if they hadn’t, we were ready.

“There is a new excitement in passengers to use intercity trains and renewed interest in long-haul trains,” Oberstar said. “One example is that 25 percent of Amtrak’s business is from California and the Pacific Northwest. Now we are prepared to move ahead with re-authorization.”

“We fought hard and long for what we got,” Bennet said. “We are part of a proud organization. I am a union guy and always will be. I love being part of collective bargaining.”
REPORT 106 TO ALL MEMBERS
OF THE INTERNATIONAL
BROTHERHOOD OF TEAMSTERS

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

DATED: January 31, 2008

I. INTRODUCTION
This is the Independent Review Board’s (“IRB”) One Hundred and Sixth 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 action on prior IRB-recommended charges and the progress of pending charges about which we have previously informed you.

II. ACTION ON PRIOR IRB-RECOMMENDED CHARGES

A. WILLIAM T. HOGAN, JR. – FORMER PRESIDENT OF JOINT COUNCIL 25 AND INTERNATIONAL REPRESENTATIVE

We have previously informed you that William T. Hogan, Jr., a former President of Joint Council 25 and an International Representative, was charged with criminal contempt of the court-ordered Consent Decree. Among other things, the Consent Decree permanently bars all Union members and officers from “knowingly associating” with any person barred from participating in Union affairs.

It is alleged that even after Mr. Hogan was permanently barred he nevertheless continued to knowingly associate with various Union members and officers on at least 150 occasions, in person and by telephone. In so doing Mr. Hogan is charged with having aided and abetted those members and officers in violating the Consent Decree, and thereby acting in criminal contempt of the Consent Decree. The matter is before Judge Preska.

B. ANTHONY RUMORE – FORMER PRESIDENT OF LOCAL 812 AND JOINT COUNCIL 16

On December 18, 2007, the United States Attorney for the Southern District of New York and the Deputy Assistant Secretary of the United States Department of Labor, Office of Labor-Management Standards, announced the arrest of Anthony Rumore on charges stemming from the extortion of personal services from Local 812 employees over a period of approximately 15 years. The charges and allegations contained in the indictment relate to Hobbs Act extortion and embezzling assets of a labor organization. Mr. Rumore pleaded not guilty to the charges and was released on bail.

As a background, the proposed charges against Mr. Rumore similar to those in the indictment were included in the IRB’s 2004 report to Mr. Hoffa. The IBT filed the charges and held a hearing. In his final report, Mr. Hoffa permanently barred Mr. Rumore from the IBT and IBT-affiliated entities on July 28, 2004, and on September 10, 2004, the IRB notified Mr. Hoffa that it found the decision to be not inadequate.

III. PROGRESS OF EXISTING CHARGES

A. DON HAHS - BLET HEADQUARTERS, CLEVELAND, OHIO

We have previously informed you that Don Hahs, an officer of the Brotherhood of Locomotive Engineers and Trainmen (BLET), a Division of the Teamsters Rail Conference, allegedly violated his fiduciary duties to the BLET and its members, embezzled and converted BLET funds and property to his own use and the use of others, and brought reproach upon the IBT while President of the BLET by embezzling over $58,000 from the BLET.

General President Hoffa adopted and filed the charges and a panel was appointed to hear the charges against Mr. Hahs. Prior to his scheduled hearing, Mr. Hahs signed an agreement which the IRB did not approve. The IBT subsequently rescheduled the hearing for February 4, 2008.

B. GLENN TEOLIS - LOCAL 251, EAST PROVIDENCE, RHODE ISLAND

In the last issue of the Teamster magazine we reported that Glenn Teolis, a Local 251 member and former International Project Coordinator, while a member of Local 251 and an employee of the IBT, allegedly brought reproach upon the IBT, violated his fiduciary duties to the members, and embezzled IBT funds of $2,209 to his own use and the use of others; and while a member of Local 251 he failed to cooperate with the duties of the IRB by delaying his sworn examination and then failing to appear for his scheduled examination.

Mr. Hoffa filed the charges, a panel was appointed to hear the charges and a hearing was held on January 3, 2008. On January 16, 2008, Mr. Hoffa issued his decision that Mr. Teolis is permanently barred from holding membership and seeking or holding office in the IBT. The IRB has the matter under consideration.

C. JAMES D. JACKSON – LOCAL 299, DETROIT, MICHIGAN

We have previously informed you that James D. Jack-
son, a member of Local 299, allegedly brought reproach upon the IBT and violated his membership oath when from July 26, 2001 to January 19, 2006, while an IBT member, he had knowing and purposeful contact with Michael C. Bane, who had been permanently barred from the IBT on July 17, 2001. General President Hoffa adopted the charge, a panel was appointed to hear the charge against Mr. Jackson, and a hearing was held on April 5, 2007.

On May 23, 2007, Mr. Hoffa permanently barred Mr. Jackson from the IBT or any other IBT-affiliated entity or Fund, from participating in the affairs of the IBT, and from contact and association with officers, members, employees, representatives and agents of the IBT or any other IBT-affiliated entity or Fund.

On September 11, 2007, the IRB notified Mr. Hoffa, Mr. Jackson and counsel for Mr. Jackson that it found the IRB decision to be not inadequate. When counsel for Mr. Jackson advised the IRB that they wished to file an appeal to the district court, the IRB made Application 129 to Judge Preska. By letter of January 4, 2008, counsel for Mr. Jackson filed with the court his objections to IRB’s Application 129.

D. JOSEPH PIRRO – LOCAL 456, ELMSFORD, NEW YORK

We have previously informed you that Joseph Pirro, a member of Local 456, allegedly brought reproach upon the IBT and violated his membership oath when he, from at least 2003 to approximately January 2005, knowingly associated with Gregory DePalma, a member of organized crime. Mr. Hoffa filed the charge against Mr. Pirro and referred the matter back to the IRB for a hearing. The IRB held a hearing and on June 28, 2007, issued its decision that the charge against Mr. Pirro was proved and that Mr. Pirro has been permanently barred from the IBT. By way of Application 127, the IRB’s decision was forwarded to the District Court for review. By Order of December 26, 2007, Judge Preska granted IRB’s Application 127.

E. FRANCIS J. GILLEN – LOCAL 500, PHILADELPHIA, PENNSYLVANIA

We have previously informed you that Francis (Frank) J. Gillen allegedly brought reproach upon the IBT while International Vice President, Joint Council 53 President, Pennsylvania Conference of Teamsters President and Local 500 President, when during his sworn examination on February 1, 2007, he gave intentionally false testimony concerning his association with permanently barred member Thomas Ryan. In his sworn testimony he lied about his numerous contacts with Ryan after Ryan was barred.

Mr. Hoffa adopted the charges, a panel was appointed to hear the proposed charges against Mr. Gillen, and a hearing was held on July 11, 2007. On August 3, 2007, Mr. Hoffa and Mr. Keegel notified Mr. Gillen that the General Executive Board, by a two-thirds vote of the uninvolved members hearing the charges, adopted the recommendations of the hearing panel which were that he be barred from holding office for five years and from membership in the IBT for three years.

The IRB found the decision to be not inadequate. After counsel for Mr. Gillen advised the IRB that they wished to file an appeal with Judge Preska, the IRB made Application 128 to Judge Preska. Counsel for Mr. Gillen, by letter of January 7, 2008, requested that Judge Preska allow him to issue his papers by February 8, 2008.

F. JOHN CLANCY – LOCAL 705, CHICAGO, ILLINOIS

In the last issue of the Teamster magazine we reported that John Clancy, International Organizer and member of Local 705, allegedly brought reproach upon the IBT and violated his membership oath by, subsequent to Dane Passo’s permanent bar from the IBT on May 29, 2002, having knowing and purposeful contact with Mr. Passo. On October 29, 2007, Mr. Hoffa notified the IRB that he adopted and filed the charge. A panel was appointed to hear the charge and the hearing scheduled for December 18, 2007, was canceled when Mr. Clancy signed an agreement in which he agreed to be barred from the IBT for 10 years. On January 22, 2008, the IRB notified the IBT that it should clarify whether the proposed agreement includes a suspension from membership.

G. ROBERT A. HOGAN - LOCAL 714, BERWYN, ILLINOIS

We have previously informed you that Robert A. Hogan, Joint Council 25 Vice President and Local 714 Secretary-Treasurer, allegedly brought reproach upon the IBT, breached his fiduciary duties and interfered with the union’s legal obligation to comply with the March 14, 1989 Consent Order when he failed to act appropriately after he created a situation likely to result in a violation of the Consent Order when he rehired Robert Riley to work at Local 714 and failed to take any action to prevent, and, after learning, to address Mr. Riley’s ongoing contact with William T. Hogan, Jr., a prohibited person under the Consent Order.

On September 12, 2007, General President Hoffa adopted and filed the charge and a panel was appointed to hear the charge against Robert A. Hogan. A hearing was held on November 28, 2007.

On December 11, 2007, Mr. Hoffa issued his decision that Mr. Hogan be suspended from office in Local 714 for six months. On January 23, 2008, the IRB notified Mr. Hoffa that it found the December 11, 2007, decision to be inadequate both as to the fact finding and the sanction imposed.
H. LOCAL 714 - BERWYN, ILLINOIS
We have previously informed you that the IRB recommended to General President Hoffa that Local 714 be placed in trusteeship. The report concluded that the Local is being conducted in a manner to jeopardize the interests of the Local, the Local is not being run for the benefit of the members, and at five Local 714 employers the Local failed to perform duties of a bargaining representative. The report further concluded that Local 714 principal officer Robert A. Hogan and President James M. Hogan jeopardized the Local’s interests by failing to monitor, investigate and take appropriate action regarding the likelihood of Robert Riley’s violation of the Consent Order by continuing his lifelong, close relationship with William T. Hogan, Jr. after hiring Mr. Riley following William T. Hogan, Jr. being barred from the union. By their conduct, Robert and James Hogan put Mr. Riley above the interests of the Local which required that the Local and its employees comply with the Consent Order which prohibited IBT members from knowingly associating with a barred person such as William T. Hogan, Jr.
In addition, by failing to perform the duties of a collective bargaining representative at five companies, there were non-union workers performing bargaining unit work. The Local acquiesced in the employers’ use of the non-union workers for whom no dues were paid to the Local and no employer benefit fund contributions were made.
In lieu of establishing a trusteeship, Mr. Hoffa appointed a Personal Representative who is responsible for reviewing all Local Union matters requiring Executive Board approval. On December 21, 2007, Mr. Hoffa appointed a hearing panel to determine whether a trusteeship should be imposed. A hearing scheduled for January 29, 2008, will be continued in approximately two months.

I. CASSANDRA MOSELY – LOCAL 743, CHICAGO, ILLINOIS
In the last issue of the Teamster magazine we reported that Local 743 member Cassandra Mosley allegedly brought reproach upon the IBT by failing to appear for her scheduled in-person sworn examination. After Mr. Hoffa took jurisdiction over the charge, a hearing panel was appointed. On January 14, 2008, a hearing was held.

J. MARK JONES – LOCAL 743, CHICAGO, ILLINOIS
In the last issue of the Teamster magazine we reported that Local 743 organizer Mark Jones, while a member of Local 743 and the IBT, allegedly brought reproach upon the IBT by failing to appear for his scheduled in-person sworn examination. After Mr. Hoffa took jurisdiction over the charge, a hearing panel was appointed. On January 14, 2008, a hearing was held.

K. 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 which was held by the IRB. On October 19, 2006, the IRB issued its decision permanently barring Mr. D’Angelo from Local 813 and the IBT. By order of December 26, 2007, Judge Preska affirmed the IRB’s decision and granted its Application 124 to the Court.

IV. TOLL-FREE HOTLINE
Since our last report to you, the hotline has received approximately 95 calls reporting alleged improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.
To assure that all calls are treated confidentially, the system recording hotline calls is located in a cipher-locked IRB room on a dedicated line and accessed by IRB staff only. It is not manned by an investigator; however, the recorded information if complete and within IRB jurisdiction is forwarded directly to the Investigations Office.
Please continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, DC, dial 202-434-8085.

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 through these reports and also through use of the website at www.irbcases.org.
If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above, use the IRB facsimile number 202-434-8084, or 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
During his all-too-short lifetime, Dr. Martin Luther King Jr. worked tirelessly for equality. The Teamsters Union celebrates that legacy.

“The labor movement is a logical heir to accomplish what Dr. King fought for his entire life,” said Jim Hoffa, Teamsters General President. “He worked closely with labor unions throughout his career and was, in fact, assassinated while supporting the rights of striking sanitation workers in Memphis, Tennessee in 1968.”

On April 3, 1968, the day before Dr. King was assassinated, he delivered a speech in support of the striking sanitation workers in Memphis. In that speech, he said, “We’ve got to give ourselves to this struggle until the end. Nothing would be more tragic than to stop at this point,” Dr. King said. “We’ve got to see it through. And when we have our march, you need to be there. Be concerned about your brother. You may not be on strike. But either we go up together, or we go down together.”

“The basics of what Dr. King fought so hard for are evident in most organizing campaigns waged by the Teamsters Union. When a worker’s rights are trampled on, the Teamsters Union tries to make sure it will never happen to them again through collective bargaining,” Hoffa said.

An example of how hard the Teamsters Union will work to right the wrongs of unscrupulous employers is evident in the union’s handling of UPS Freight, formerly known as Overnite Transportation.

Memphis Workers Emulate 1968 Sanitation Struggle

Memphis Teamsters

In Memphis recently, a majority of the 411 workers at the UPS Freight terminal signed authorization cards to become Teamsters.

“One of the UPS Freight workers had these shirts made up that say ‘I Am A Man,’” said Charles “Hollywood” Watkins, an International Union Organizer who worked at Overnite for 10 years. “It means the same now as it did when the striking Memphis sanitation workers used the slogan in 1968. We’re just trying to get what’s right for these workers. They’re not just a piece of machinery. They’re people.”

In talking about the civil rights movement, King once said, “Our needs are identical with labor’s needs: Decent wages, fair working conditions, livable housing, old-age security, health and welfare measures, conditions in which families can grow, have education for their children, and respect in the community.”
Make the money you deserve ...

EARN UP TO **5X** THE NATIONAL AVERAGE on a High-Yield Savings Account

When it comes to investing your hard-earned money, three things are important: safety, simplicity, and earning higher yields. That’s why the Teamster Banking Center was created.

Through the Teamster Banking Center, you can earn some of the highest savings yields in the nation. Choose from a variety of savings products including a:

- **High-Yield Money Market Savings Account**: 4.25% **APY**

And with your account, you receive a **FREE ATM Card with ATM reimbursements**.**

Accounts feature no maintenance fees, no minimum requirements, and deposits are FDIC insured up to $100,000 in aggregate per customer. It’s just another reason why it pays to be a Teamster.

Mention your **Special Teamsters Code**, **TE016** when you open your account online at **www.teamsterbankingcenter.com**, or give us a call at **1-866-450-5284**.

*Annual Percentage Yield comparisons to respective national averages as of 1/29/08. National averages from Bankrate, Inc. High-Yield Money Market Savings is a variable rate product. APY is accurate as of 2/1/08. Earnings may be reduced if fees are incurred.

** Receive up to $8.00 in ATM fee reimbursements per statement cycle.

The International Brotherhood of Teamsters sponsors the Teamster Banking Center. Deposit processing services are provided by The Huntington National Bank. The deposit products are FDIC insured by one of the participating financial institutions to the full extent of the law.
Take a Stand for Working Families

You can help build Teamster political power by joining the thousands of Teamsters who already contribute to DRIVE.

By joining DRIVE (Democrat, Republican, Independent Voter Education), the Teamsters Union’s political action committee, you are supporting grassroots action by Teamster families to fight for legislative action to help working Americans.

DRIVE has given the Teamsters clout in Washington to help pass legislation in the House of Representatives that will make it easier for workers to join a union, and is actively fighting for legislation to protect your pension and healthcare benefits. Politicians supported by DRIVE contributions voted to keep unsafe Mexican trucks off American highways, blocked changes to hours-of-service rules that would force drivers to work longer hours, and stopped American ports from being sold to foreigners.

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