



INTERNATIONAL BROTHERHOOD OF TEAMSTERS

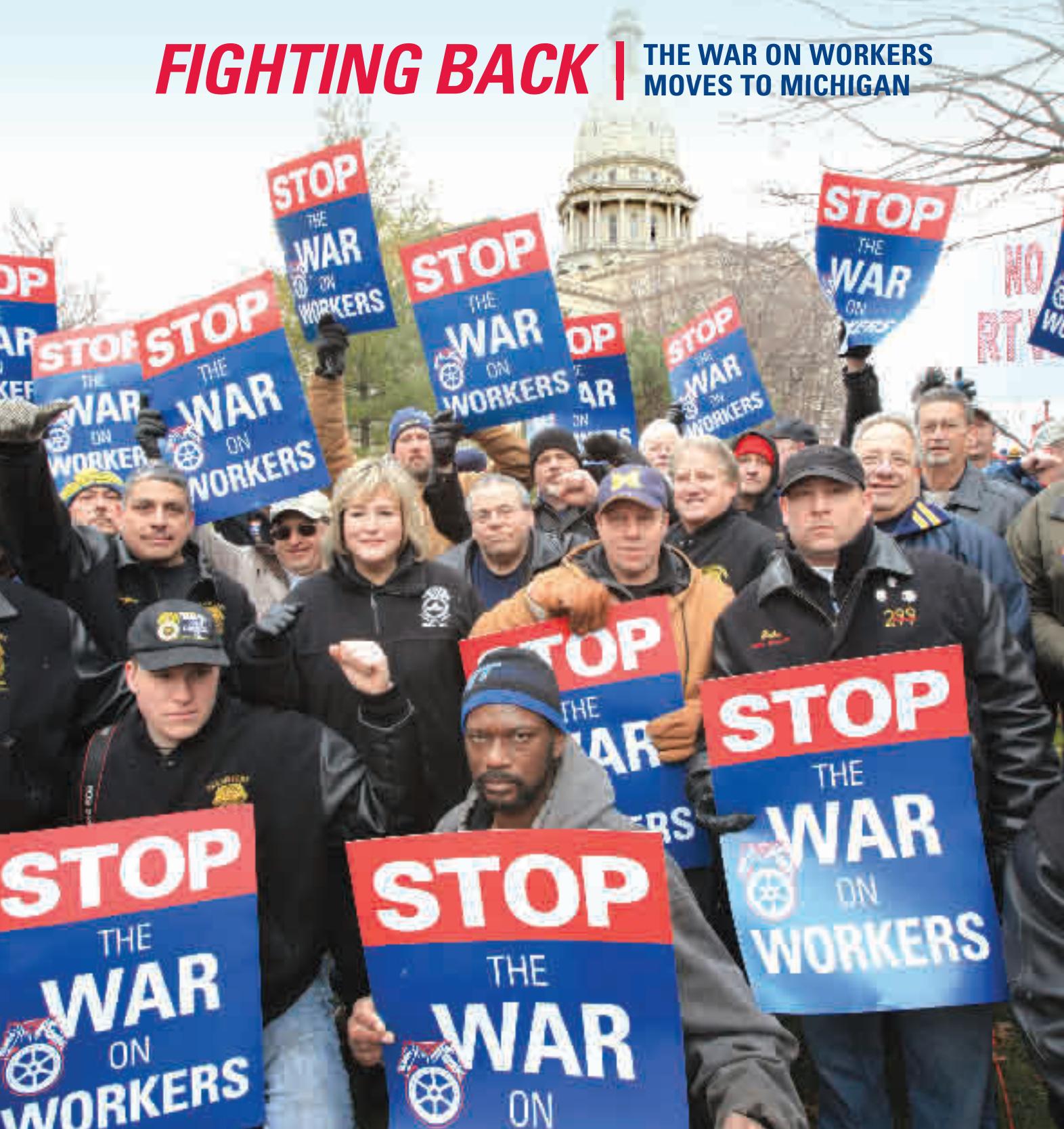
WINTER 2013

JAMES R. HOFFA'S  
100TH BIRTHDAY

# TEAMSTER

[www.teamster.org](http://www.teamster.org)

## FIGHTING BACK | THE WAR ON WORKERS MOVES TO MICHIGAN



# IN THIS ISSUE

## 8 War On Workers Moves To Michigan

Conservatives Ram Right To Work Through Legislature



8

## 10 Teamsters Help Re-Elect Obama

Union's Largest GOTV Effort Leads To Victories



10

## 12 Teamsters Elected To Office

Members Who Won Their Elections



16

## 26 A New Standard

More Than 300 Parking Workers Join Local 25



28

## 28 Teamsters Celebrate James R. Hoffa Centennial

Visionary Labor Leader Born 100 Years Ago

## 2 TEAMSTER NEWS

- UPS, UPS Freight Negotiations
- James R. Hoffa Memorial Scholarship Winners
- Local 100 Victories
- Remembering Tommy O'Donnell
- "Tomatoland" Book Review
- Raising Spirits At Local 174

## 20 ORGANIZING

- Genesys Workers Join Teamsters
- Local 777 Welcomes Bus Drivers
- Allegiant Air Workers Join Local 986
- Teamsters Welcome Roesel-Heck Workers
- Clean Harbors Workers Join Teamsters
- Local 170 Welcomes First Student Workers
- New Hampshire Corrections Workers Join Union

## 30 COURT MATERIAL

# TEAMSTER

[www.teamster.org](http://www.teamster.org)



International Brotherhood  
of Teamsters  
25 Louisiana Avenue, NW  
Washington DC 20001-2198  
202-624-6800

The Teamster (ISSN 1083-2394) is the official publication of the International Brotherhood of Teamsters, 25 Louisiana Avenue, NW, Washington DC 20001-2198. It is published four times a year. Periodical postage paid at Washington, DC and at additional mailing offices.

WINTER 2013 / VOLUME 110, NO. 1

© 2013 International Brotherhood of Teamsters. All rights reserved. Reproduction in whole or in part without written permission is prohibited. Postmaster: Send address changes to The Teamster, Affiliates Records Department, 25 Louisiana Avenue, NW, Washington, DC 20001-2198. Subscription rates: \$12 per year. Single copies, \$2. (All orders payable in advance.) Members should send address changes to their local union.



Like us on Facebook

[www.facebook.com/teamsters](http://www.facebook.com/teamsters)



and Follow @Teamsters on Twitter.



SIGN UP FOR UPDATES—

Text "IBT" to 86466

(message and data rates may apply)

# Sore Losers' Vendetta of Political Payback

A MESSAGE FROM GENERAL PRESIDENT JAMES P. HOFFA

The war on workers is alive and well. The reelection of President Barack Obama was a blow to those waging the war, but as we watched the events in Michigan recently unfold, it is clear that anti-worker factions will stop at nothing until all the power is in the hand of CEOs.

Extremist billionaires have achieved what seemed unthinkable only a few years ago. They rapidly forced through union-busting laws in Michigan, the birthplace of the modern American labor movement. The passage of right-to-work-for-less in Michigan wasn't driven by the desire to grow jobs or boost the state's economy. It will do neither. The record on these laws in other states is clear. Right to work leads to lower wages, fewer benefits, increased poverty, more dangerous workplaces and have no credible effect on job growth.

The forces that rammed the union-busting law through the Michigan Legislature had one thing in mind: political payback. Since 2008, \$18 million was spent in Michigan on propaganda deriding collective bargaining by the Koch brothers through their phony front group, Americans for Prosperity, and by Amway heir Dick DeVos through the Mackinac Center. Karl Rove's American Crossroads SuperPAC and casino mogul Sheldon Adelson joined the attack on Michigan's middle class by pouring money into the state on behalf of Mitt Romney.

While Republicans spent millions in Michigan alone, their money was no match for labor's massive get-out-

the-vote drive. Republicans lost by 10 points in Michigan, Romney's childhood home.

After suffering a humiliating defeat in a presidential election they thought was all but theirs, extremist Republicans decided to take out their frustration on Michigan labor. This was not a random target. It was organized labor that made the difference in Ohio, Wisconsin and Michigan, decisively winning those states for President Obama.

The right-wing elite know they cannot win without destroying unions. That's why they are willing to spend so much money funding the war on workers.

But Teamsters aren't fooled. We know the value of a contract and organizing new members and we recognize when they are trying to take our rights away from us. They can cloak it in a deceitful name, but we aren't fooled. Right-to-work laws mean fewer benefits and less money. A Teamster contract means better benefits, wages and job security. It always has.

February 14, 2013, is the 100th anniversary of the birth of my father, James R. "Jimmy" Hoffa. Through his hard work and Teamster contracts, hundreds of thousands of Americans joined the middle class. He wasn't duped by right to work. As Teamsters, we shouldn't be duped, either.





UPS, UPS FREIGHT NEGOTIATIONS FOCUS

# TEAMSTER POWER AT THE TABLE

ON PROTECTING HEALTH CARE, PENSIONS



## GENERAL EXECUTIVE BOARD

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

**Ken Hall**  
General Secretary-Treasurer  
25 Louisiana Ave. N.W.  
Washington, D.C. 20001

**VICE PRESIDENTS AT-LARGE**

**Rome Aloise**  
2100 Merced St.,  
Suite B  
San Leandro, CA 94577

**Ferline Buie**  
2120 Bladensburg Rd.  
N.E.  
Washington, D.C. 20018

**George Miranda**  
110 Wall St., 3rd Floor  
New York, N.Y. 10005

**Al Mixon**  
5425 Warner Rd., Unit 7  
Cleveland, OH 44125

**Fredrick Potter**  
3400 Highway 35  
Executive Plaza, Suite 7  
Hazlet, NJ 07730

**Fred Simpson**  
41475 Gardenbrook Road  
Novi, Michigan 48375

**George Tedeschi**  
25 Louisiana Ave. N.W.  
Washington, D.C. 20001

**Craig McInnes**  
275 Matheson Blvd. E.  
Mississauga, Ontario  
Canada L4Z 1X8

**TEAMSTERS CANADA**

**Robert Bouvier**,  
President  
Teamsters Canada  
2540 Daniel Johnson,  
Suite 804  
Laval, Quebec  
Canada H7T 2S3

**Stan Hennessy**  
1 Grosvenor Square  
Delta, B.C.  
Canada V3M 5S1

**Gordon Sweeton**  
P.O. Box 99  
Saginaw, MO 64864

**CENTRAL REGION**

**Brian Buhle**  
1233 Shelby St.  
Indianapolis, IN 46203

**John Coli**  
1300 W. Higgins #220  
Park Ridge, IL 60068

**Becky Strzeczkowski**  
1300 W. Higgins,  
Suite 301  
Park Ridge, IL 60068

**Sean M. O'Brien**  
544 Main St.  
Boston, MA 02129

**EASTERN REGION**

**William Hamilton**  
2845 Southampton Rd.  
Philadelphia, PA 19154

**Dan Kane Sr.**  
1308 Pierce St.  
Rahway, N.J. 07065

**John Murphy**  
348 D St.  
Boston, MA 02127

**Gordon Sweeton**  
P.O. Box 99  
Saginaw, MO 64864

**SOUTHERN REGION**

**Tyson Johnson**  
1007 Jonelle St.  
Dallas, TX 75217

**Ken Wood**  
5818 E. MLK Jr. Blvd.  
Tampa, FL 33619

**Rick Middleton**  
460 Carson Plaza Dr.  
Carson, CA 90746

**Steve Vairma**  
10 Lakeside Lane,  
Suite 3-A  
Denver, CO 80212

**TRUSTEES**

**Ron Herrera**  
880 Oak Park Rd.,  
Suite 200  
Covina, CA 91724

**Jim Kabell**  
1850 E. Division  
Springfield, MO 65803

**Kevin Moore**  
2741 Trumbull Ave.  
Detroit, MI 48216

**P**rotecting health care and pensions, preventing subcontracting and ending supervisor harassment are priorities that the UPS and UPS Freight National Negotiating Committees are fighting for as negotiations resume.

"UPS and UPS Freight are successful companies which, thanks to the hard work of Teamsters, have weathered the recession in good shape," said General Secretary-Treasurer Ken Hall, Package Division Director, Co-Chair of the negotiating committees and lead negotiator. "Teamsters should share in that success."

The UPS contract is the largest collective bargaining agreement in the country, and all eyes are watching developments, including Wall Street analysts, CEOs, politicians and others. The contracts cover about 250,000 Teamsters. The current five-year agreements expire July 31. Preparations for negotiations took place for much of last year and included surveys to UPS and UPS Freight members and member focus groups.

The first meeting held to prepare for negotiations involved both UPS and UPS Freight Teamsters from all over the country who perform various jobs at both companies, including package delivery drivers, feeder drivers, loaders, unloaders and sorters at UPS, as well as road drivers, city drivers, dockworkers and clerks at UPS Freight.

Both Hall and General President Jim Hoffa attended the meetings, as did other General Executive Board members and union staff to make sure that members' priorities were understood and recognized.

"We've assembled a great team and you can expect that all of the strength, power and resources of the Teamsters Union are focused on winning strong new contracts for our members at UPS and UPS Freight," said Hoffa, Co-Chair of the negotiating committees.

"We know from listening closely to our members that protecting pensions and health care are top concerns, along with strong wages and more full-time jobs," said International Vice President Ken Wood, who sits on the negotiating committee.

Supplemental negotiations also are occurring and progress is being made at the table, said International Vice President Sean O'Brien, who is on the negotiating committee and heading up supplemental negotiations. "We are fighting hard at the table so our members get their fair share," O'Brien said.

But Teamster negotiators cautioned that while negotiations are progressing, they will

become more difficult as they continue to talk about the serious priority issues for UPS and UPS Freight Teamsters.

"There is a lot at stake with these contracts," said International Trustee Ron Herrera, also on the negotiating committee. "Everything hinges on member solidarity."

UPS has continually complained about health care costs at the bargaining table and the company has notified retirees participating in company plans that their share will rise by as much as 10 times beginning in August.

"This is unacceptable," Hall said. "We will not let the company put the entire burden on the backs of retirees."

Unfortunately, negotiators also expect UPS to propose that Teamsters pay a substantial portion of their monthly premiums for health insurance. Hall said negotiators will also fight any attempt by the company to raise the cost of health care for actives.

Hall and Hoffa also put the company on notice that no tentative agreement would be reached with UPS until supervisor harassment is addressed and there is consensus on restrictions on the use of the U.S. Postal Service. And at UPS Freight, there will be no agreement without addressing subcontracting, they said.

"We will not tolerate UPS Freight subcontracting our work," Hall said. "Until this issue is resolved, this contract will not be resolved either."

An arbitrator recently denied a grievance filed by Local 745 when UPS Freight used subcontractors between Dallas-area terminals and other cities when there was return freight to the Dallas area. The grievance had deadlocked at the National Panel, and the union filed for arbitration. The arbitrator held three full days of hearings. The union put on a strong case and is extremely disappointed in the arbitrator's decision.

"We disagree with much of the reasoning in the decision and feel strongly that the company violated the collective bargaining agreement," Hall said. "Fortunately, we received the decision during negotiations and we will address the issue at the bargaining table."

International Vice President Brian Buhle said UPS Freight negotiations have focused so far on non-economic issues, where progress is being made.

"We look forward to concluding these issues and moving onto the economic-related proposals that are most important to our members, including the issue of subcontracting," said Buhle, who sits on the negotiating committee.



## NEGOTIATIONS RAMP UP

Goal To Reach Tentative Agreements By March 31

**N**egotiations for UPS and UPS Freight contracts have been taking place since last September, with a goal for tentative agreements to be reached by March 31. The current five-year contracts both expire on July 31.

Negotiations opened early, triggered by the company's strong financial performance and record profits. Early negotiations should mean tentative agreements will be reached early as well, with a goal set for March 31 by the UPS and UPS Freight National Negotiating Committees.

"Early negotiations last time allowed us to reach early tentative agreements," General Secretary-Treasurer Ken Hall said. "That allowed our members to be protected from the severe financial recession that followed."

Below are the dates and locations for the National UPS Negotiations currently scheduled through March. Additional locations and dates will be added as needed.

February 25-28: Clearwater Beach, Fla.

March 4-7: Clearwater Beach, Fla.

March 11-14, 18-21 and 25-28: Chicago

For more information, visit  
[www.teamster.org/ups](http://www.teamster.org/ups).



## Local 100 Caps Off Year with Two Organizing Victories



### Trucking Company KRD Trucking, Petermann Bus Co. Join Union

Local 100 in Cincinnati welcomed two new units into the union recently, successfully organizing solid waste and recycling drivers, loaders and mechanics at KRD Trucking and private school bus drivers, aides and mechanics at Petermann Bus Co. in Middletown, Ohio.

Workers at KRD Trucking approached Local 100 in July after their concerns were ignored by management. Driver Nash Poindexter felt that no matter how hard they tried, the company was unwilling to discuss issues like fair pay, consistent work hours and safety on the job.

"The company would make up our hours on the fly and you'd never know when you would be working or what you could anticipate being paid," Poindexter said. "It makes it so difficult to plan for the future."

Poindexter, who is on the negotiating committee, said that it only took a month and a half to get his fellow workers to sign cards and move forward with a vote. On Oct. 17, the unit sent KRD Trucking a clear message, voting 16-8 to join Local 100. The

28 workers are now looking forward to working with their business agent, Dave Hibbard, and Local 100 President Butch Lewis to secure a first contract.

#### Second Try's the Charm

Last year, school bus driver Linda Swartz knew that joining the Teamsters was the only way she and the other 57 drivers, aides and mechanics at Petermann Bus Co. were going to win respect on the job. She led the charge to unionize in 2011, but the vote fell short by a single vote after the company promised to make changes at the 11th hour.

However, a year later little had changed at the company and Swartz was convinced it never would unless she and her co-workers took action.

"I felt like after the first vote the company didn't follow through on their promises to make things better," Swartz said. "As soon as the time passed, we decided that it was time for a union—and everyone agreed this time around. We decided

enough was enough."

When the vote was held this time on October 25, there was little doubt about the result as the group overwhelmingly voted 39-16 to join Local 100. Swartz felt that their choice was clear.

"I think the Teamsters are our best partners because of their experience in the industry and when they tell us something, I know it's the truth," Swartz said. "We have a good relationship founded on trust. I'm glad we have the union, they are our only hope for fairness on the job."

Lewis, who described the group as "fun and feisty," worked with business agent Tim Montgomery to make sure that this time, the group at Petermann got the representation they deserved.

"Organizing great people like those at KDR and Petermann is what motivates our entire staff to work hard every minute of every day," Lewis said. "I am proud that these workers decided to take charge of their future by organizing so they can fight for respect on the job."

# Learning to LEAD

The memory of former Teamsters General President James R. Hoffa is honored each year when deserving students across the country apply for and are awarded scholarships through a fund bearing his name.

Established in 1999, the James R. Hoffa Memorial Scholarship Fund ensures that the best and brightest students who are the children or grandchildren of Teamsters can attend college.



## \$10,000 Scholarship Winners

### CANADIAN REGION

Kerri Heidemann, Calgary, Alberta, Local 362  
Alfred Jeffrey, North Vancouver, British Columbia, Local 362  
Brooke Malinoski, Melville, Saskatchewan, Local 764  
Brintha Sivajohan, Mississauga, Ontario, Local 938  
Cassandra Sullivan, Melville, Saskatchewan, Local 764

### CENTRAL REGION

Jenna Christofersen, Blaine, Minn., Local 289  
Carlie Derouin, Rochester, Minn., Local 320  
Emily Gerst, Waterloo, Iowa, Local 238  
Barrett Greenwell, Bardstown, Ky., Local 89  
Jeremy Herbert, Olmsted Township, Ohio, Local 2727  
Andrew King, St. Paul, Minn., Local 320  
Scott Miller, Louisville, Ky., Local 89  
Forrest Miller, Rosemount, Minn., Local 120

### EASTERN REGION

Sanju Bose, New City, N.Y., Local 237

Matthew Emig, West Grove, Pa., Local 701

Brian Geiger, Brielle, N.J., Local 115

Lauren Haynes, Pratts, Va., Local 633

Jonathan Hoh, Lititz, Pa., Local 61

Hayley Price, Drums, Pa., GCC Local 735-S

Jaclyn Rambaran, Charlton, Mass., Local 170

### SOUTHERN REGION

Robert Clever, Beddas, Texas, Local 19  
Justine Giles, Naples, Fla., Local 79  
Jennifer Green, Southwest Ranches, Fla., Local 769  
Caitlin Henley, Olive Branch, Miss., Local 667  
Seth Johnson, Adairsville, Ga., Local 528

### WESTERN REGION

Tsai Cheah, Alhambra, Calif., Local 572  
Andrew Dobbins, Santa Rosa, Calif., Local 856  
Mihail Eric, Van Nuys, Calif., Local 572  
Manuel Franco, Avondale, Ariz., Local 104  
Remy Fuentes, Santa Rosa, Calif., Local 856  
Blake Studiner, Laurel, Mont., Local 190

For more information or to see the \$1,000 scholarship winners, visit [www.teamster.org](http://www.teamster.org).



## In Memoriam

### Teamsters Mourn Loss of Thomas O'Donnell

Teamsters recently lost one of their top retired leaders when Thomas R. O'Donnell passed away. His career spanned more than 60 years and his impact is still being felt today.

O'Donnell is considered one of the most influential men to ever work in the television and motion picture industry. However, his true legacy may lay with the scholarship program he launched in 1965 that pays for the college tuition and board of every child of Local 817 members.

"When it came to the members, my father always believed in reaching for the stars," said son Thomas J. O'Donnell, President of Local 817 in Lake Success, N.Y., during an event last year honoring O'Donnell. "And it was somewhere amongst the stars that he came up with the novel concept of sending the members' kids to college for free."

"Teamsters everywhere, especially those in the Motion Picture and Theatrical Trade Division, mourn the passing of a great Teamster leader," said Jim Hoffa, Teamsters General President.

Over his 62-year career as a Teamster, O'Donnell spent 50 years as the head of Theatrical Teamsters Local 817, served as Director of the Teamsters Motion Picture and Theatrical Trade Division and was elected to two terms as an International Vice President At-Large.

## "TOMATOLAND"

*Barry Estabrook, Tomatoland: How Modern Industrial Agriculture Destroyed Our Most Alluring Fruit (Kansas City: Andrews McMeel Publishing, LLC, 2011, 2012)*

Food writer Barry Estabrook began his research with a simple question: Why do so many tomatoes lack taste and nutrition? Some \$5 billion worth of "perfectly round, perfectly red, and, in the opinion of many consumers, perfectly tasteless" tomatoes found their way into Americans' sandwiches, salads and other dishes in 2009. Why "can't we walk into a supermarket in December and buy the tomato of our dreams?" he asks.

The answer, he learns, lies in the world of corporate agriculture in Florida. The Florida Tomato Committee, an influential trade group, regulates the size and shape of the tomatoes produced in that state. While Estabrook attends at length to the genetics, breeding and history of tomatoes, a central thrust of his book centers on industrial and labor relations in the agribusiness sector. The picture he paints can only be described as disturbing and depressing.

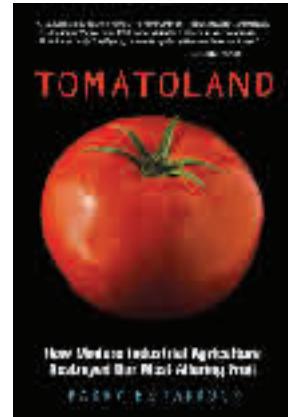
Florida, as Estabrook shows, is hardly a natural place to grow tomatoes, with sandy soil without nutrients, unpredictable and damaging weather, and an overabundance of fungal diseases and threatening insects. To make matters worse, Mexican competition exerts heavy pressure on profit margins.

Growers also protect profit margins by squeezing their work force, composed largely of Hispanic migrants. The hiring and management of labor has long been subcontracted to crew bosses, allowing corporate farmers "to avoid direct responsibility for day-to-day abuses."

Those abuses, Estabrook shows, can be horrific. Crew bosses often house their migrant workers in substandard and even subhuman facilities. "Day in and day out," farmworkers enter "poisoned fields and expose themselves to a witch's brew of toxic chemicals." And the subcontracting system has resurrected a particular heinous form of labor—slavery—in which migrants are beaten, imprisoned and essentially enslaved, forcibly prevented from fleeing through sheer violence. Wage rates for up to 12 hours of backbreaking labor allow migrant fieldworkers to bring home less than \$12,000 a year.

Given this state of affairs, it's not hard to guess that migrant farm workers constitute a nonunion labor force. The landmark National Labor Relations Act of 1935, which affirmed workers' right to organize and afforded legal protections of that right, specifically exempted agricultural workers from its coverage (a condition of its passage imposed by Southern congressmen invested in cheap farm labor and the Jim Crow racial system).

Answering his question about why contemporary tomatoes lack taste required Estabrook to enter the world of industrial agriculture, where he discovered the "tremendous human cost" of tomato production. A moving, unsettling and, at times, uplifting book, "Tomatoland" is a highly engaging, fast-paced and informative exposé in the best muckraking journalistic tradition.



*By Eric Arnesen, who teaches labor history at The George Washington University and serves as a member of the Teamsters Labor History Research Center Advisory Board. For the complete review, visit [www.teamster.org](http://www.teamster.org).*



# RAISING SPIRITS

## Local 174 Racks Up Organizing and Contract Wins

Local 174 is on a winning streak, scoring organizing victories and negotiating solid contracts at warehouse and sanitation companies in Washington state. The local organized more than 150 workers at Southern Wine and Spirits back in August and had two more victories at CleanScapes/StreetScapes and Waste Management in Seattle.

At Southern Wine and Spirits, Local 174 negotiated a card-check neutrality agreement with the help of International Vice President and President of Joint Council 7, Rome Aloise. A third-party arbitrator certified that a majority of warehouse workers signed cards, making Local 174 the official bargaining agent of the workers.

"This was an important organizing victory for us and it shows why we have been pursuing this model," said Rick Hicks, Secretary-Treasurer of Local 174. "Everyone wins when management steps back and lets the workers decide for themselves. Now these workers will have the strength of Teamster representation that Southern Wine and Spirits employees in other states enjoy."

Hicks credited Aloise and his skilled negotiating for winning the neutrality agreement at the company's warehouse facility in Tacoma, Wash.

"I am excited to be a Teamster. It feels



great knowing that we have the strength and power of the Teamsters Union looking out for us. And the fact that we were able to do it without going through an election fight makes me even prouder as a Teamster," said Jean Casseus, a Southern Wine and Spirits worker who was active in the card-signing effort.

The Teamsters represent more than 2,000 warehouse workers at Southern Wine and Spirits of America, the nation's largest liquor distributor.

### Other Victories

Another victory for Local 174 came last summer when a newly organized group of janitorial workers ratified their first contract with CleanScapes/StreetScapes, a company that provides solid waste collection and other cleaning services in Seattle.

The 17 workers joined roughly 150 other CleanScapes/StreetScapes collection workers who have been members of the local since 2009 and won a strong contract last year.

"The workers were emotional when they ratified the agreement," said Ken Marshall, Local 174 Vice President. "They couldn't believe that they no longer have to choose which of their children to cover with health insurance—now they have the opportunity for all of their family members to enjoy coverage."

The new contract for CleanScapes/StreetScapes workers includes significant health and welfare improvements, wage increases and other added benefits over the three years of the contract.

Local 174 also organized 11 Waste Management dispatchers and is in the process of scheduling negotiations for a first agreement. Despite the company's anti-union campaign which included mandatory meetings and film screenings, the workers voted 9-2 in favor of Teamster representation.

"We knew what to expect from the company and our organizers were one step ahead of them at all times," Marshall said. "We welcome Waste Management dispatchers of Seattle and look forward to representing them at the bargaining table."



# WAR ON WORKERS MOVES TO MICHIGAN



*Conservatives Ram Right-to-Work Through Legislature*



**U**nions aren't mourning right-to-work in Michigan. They're organizing.

A wave of shock and anger washed over Michigan's working families when Gov. Rick Snyder suddenly rammed a right-to-work-for-less bill through the Legislature in December. That soon gave way to resolve to overturn the anti-worker law and to punish the politicians who voted for it.

"We will fight this in the courts, in the legislature and at the ballot box," said Teamsters General President Jim Hoffa. "This is not the end; it's just the beginning."

The passage of the law in Michigan has long been the goal of CEOs and billionaires who want more of workers' income for themselves. These laws weaken workers' rights, lower wages and make workplaces more dangerous.

It's part of a much bigger offensive against working people, according to General Secretary-Treasurer Ken Hall. "This is part of a well-funded, coordinated attack on workers nationwide," Hall said. "They are trying to throw middle-class jobs and pensions out like yesterday's trash."

## Sneak Attack

Michigan's billionaires wanted payback after their candidate, Mitt Romney, lost the state and the campaign for president. It was now or never. Enough anti-worker lawmakers had lost or retired in November that right-to-work-for-less probably wouldn't pass in 2013. But there was still enough support to pass it in the 2012 lame-duck session.

Unions knew the attack was coming. They tried to prevent it by putting a constitutional amendment on the November ballot. Millions, though, were spent to defeat it.

On Thursday, Dec. 6, Snyder announced he was reversing his position. Two bills were railroaded through the Legislature over the angry protests of union supporters outside the chamber. One bill applied to private-sector workers, the other to public-sector workers, excluding police and firefighters. They passed in 11 hours, with no committee hearings, no public input and, during part of the proceedings, behind locked Statehouse doors despite a court order that they be opened.

## Open Meetings Law Violated?

Unions and supporters quickly mobilized, organizing what would turn out to be the largest Capitol protest in history. It was scheduled for the day the bill would pass.

Two lawsuits had already been filed challenging the laws' legality. Detroit activist Robert Davis and the Michigan Education Association claimed Michigan's Open Meetings Act was violated because both chambers took action on the bills while the Capitol was locked down. Other legal challenges are likely.

The bills include \$1 million in appropriations, which means they cannot be repealed by referendum. But they can be overturned by a citizens' initiative, which will require signatures equal to eight percent of the vote total for governor in 2010 in order to get on the ballot.

Anti-worker extremists want to pass more right-to-work-for-less laws in a bid to turn the Midwest into Mexico for Canada. Other conservative governors have said such laws are not on their agenda, but that's what Snyder said. And an effort to collect enough signatures to put right-to-work-for-less on the November ballot is already underway in Ohio.

Hoffa predicted right-to-work-for-less would tear Michigan apart. A historic day of action in Lansing proved him right, as did the rallies and marches and flash mobs that broke out all over the state. Hundreds of Michigan Teamsters marched to the Capitol behind Hoffa on Dec. 11, the day the bills passed. They were joined by brothers and sisters from Ohio, Illinois, Indiana, Wisconsin, Iowa and Pennsylvania. In the days before and after the passage of right-to-work-for-less, Teamsters joined silent protests in Grand Rapids, hand-billed in Marquette, marched in Detroit and rallied in Troy.

Teamsters at all times remained peaceful, knowing that any disruption or violence would be used by billionaire-funded networks to smear union members.

## A History of Racism and Dishonesty

Those smear tactics go back to the roots of the right-to-work movement in the early 1940s. It started with a racist lobbyist from Texas named Vance Muse, who lobbied against women's right to vote, the eight-

hour-workday and child labor laws. Muse, along with extremist millionaires from the North, also started a network of anti-worker front groups, which the Koch brothers ultimately took over. One of those groups was the Christian American Association in Houston, which spearheaded anti-labor bills in state Legislatures while distributing anti-Semitic and anti-Catholic literature.

Union membership was increasing fast in Texas after the Wagner Act passed in 1935. That stopped in 1947, when a well-funded campaign led by the Christian American Association persuaded the legislature to enact right-to-work-for-less. The racists and business leaders who engineered the anti-union law in Texas set a precedent. They relied on smear tactics and misleading propaganda, beginning with the name "right to work." "Right to work" confers no rights and provides no work.

ALEC, which brings together corporations and state lawmakers, drafted a model right-to-work-for-less bill 32 years ago. That's the bill Michigan lawmakers passed in December. There are now 24 right-to-work-for-less states. Indiana passed the legislation in January 2012, after Gov. Mitch Daniels had spent years, like Snyder, pledging that he wouldn't push it because it's "too divisive."

Proponents of right-to-work are never honest about its impact. They claim it will bring business to states, but that has been disproven over and over. The truth about right-to-work is that it is a minor if nonexistent factor in attracting business, according to the Economic Policy Institute. EPI reports there is no relationship between right-to-work laws and a state's unemployment rate, per capita income or job growth.

Right-to-work does, however, lower wages for both union and nonunion workers by an average of \$1,500 less per year. It threatens employment benefits and workplace safety while increasing poverty and undermining education.

That's pretty much what Hoffa told the thousands of union supporters at the Dec. 7 Day of Action in Lansing. He had a direct message for Gov. Rick Snyder: "We found out that Snyder is for sale. Michigan's not for sale! Governor, we're going to win this fight."



# TEAMSTERS MAKE A DIFFERENCE

## Union's Largest GOTV Effort Helps Re-Elect President Obama

### Massive Program Leads to Victories on Ballot Initiatives, States and Federal Races

Local 71 Teamster Michelle Little was given a once-in-a-lifetime opportunity...a chance to help in the reelection of President Barack Obama.

Living in North Carolina, Little knew both presidential campaigns would be making an aggressive push to win the state. She realized what was on the line so, as a proud Teamster who cares about other working families, she signed on to drive the Obama RV around the state. The RV was emblazoned with campaign logos and information on how to vote early.

Little is one of thousands of Teamsters across the country who volunteered their time and energy to re-elect the candidate best for the middle class, and best for the country.

President Barack Obama's re-election

was aided by the International Brotherhood of Teamsters' largest political effort ever. The Teamster Power 2012 program not only helped the president to victory, but was instrumental in ballot initiative victories in several states and the election of pro-worker candidates at the state and federal level.

"Working people proved something last night: When they fight, they can win against a corporate, anti-middle-class candidate, even after the Citizens' United decision," said Jim Hoffa, General President. "President Obama stood up for working families during one of our nation's most difficult economic times. That's why he won wherever unions put their resources. I congratulate President Obama and Vice President Biden on their well-deserved victory, and our Teamster members who worked tirelessly on their behalf."

### What Teamsters Did

Tens of thousands of Teamsters volunteered for the union's massive member mobilization efforts. Hoffa and General Secretary-Treasurer Ken Hall barnstormed key battleground states across the country, motivating Teamsters to volunteer and go to the polls for Obama.

The Teamster Power 2012 program built on the strengths of previous campaigns and used new technologies to communicate with even more Teamsters at work and at home.

Teamster efforts included:

- 400 Teamsters participated in the program full time
- More than 500,000 worksite contacts;
- 100,000 Teamster contacts through the national Teamsters phone bank;
- 124 direct mail pieces developed and more than 3 million pieces of mail sent to Teamster members;
- Hundreds of thousands of Teamsters contacted through additional phone programs; including state specific teleforsums with General President Hoffa and a national leadership call with Vice President Biden; and
- Social media outreach including text messaging notifications for volunteer opportunities, early vote programs and voting reminders.

Additionally, Teamsters registered tens of thousands of new voters, conducted precinct walks, canvassed neighborhoods, drove voters to the polls and countless other activities.

### Teamsters in the Field

Little was one of thousands of rank-and-file members and Teamster leaders who did all they could to re-elect Obama. She's a proud, motivated Teamster.

From the middle of September right up to Election Day, Little drove the Obama RV around the state. She said the RV was intended to get people hyped up about early voting and was also a reminder that people could register to vote and early vote at the same time. "It's a big yard sign," Little said.

Unfortunately, we live in an era where those who oppose President Obama will do all manner of crass behavior to voice their opposition, so the bus had to be parked at pre-determined "safe houses" in neighborhoods where supporters live.

"We protect this RV as if it were our home," Little said.

The excitement factor when Little pulled the RV into a town or event was palpable.

"Everyone comes up to the RV, they're clapping their hands, taking pictures. Some people even think they can vote on the RV. At stoplights, people roll down the windows and give us a thumbs up. I pull up to the gas station and people run up to take pictures. We keep a computer with early vote information and plenty of literature on board so that we can always tell people where to go vote early," she said.

The highlight of the campaign was when First Lady Michelle Obama personally boarded the bus in Raleigh and gave it her stamp of approval. "Everyone was chanting, 'Four more years, four more years,'" Little said.

As the campaign came to a close, Little said she enjoyed her front-row view to history. "This is how progress happens," she said. "People get involved in the process and vote. I'm just glad I could be a part of it."

### Ending Gridlock

Teamsters fought successfully against Prop 32 in California, which would restrict union money in politics but exempted billionaires. They also defeated the voter suppression amendment in Minnesota. In states such as Massachusetts, New

Hampshire, Missouri and Indiana they worked extremely hard to defeat anti-worker extremists.

"We didn't win every election, but we made progress on behalf of the middle class with a renewed energy, focus and organization," Hoffa said. "In Wisconsin and in Ohio especially, we helped put Obama over the top and won Senate victories because of our experience in past battles.

"Now let us all come together and support the president in order to continue to create good-paying jobs in America," Hoffa continued. "The gridlock in Washington must end. I call on the Republican leadership to stop opposing efforts to create jobs. Instead of trying to thwart the president, I hope they will work to find common ground."





# TEAMSTERS ELECTED TO OFFICE

TEAMSTERS GOT PLENTY OF GOOD NEWS ON Election Day, but one of the bright spots was the six Teamsters elected to office around the country. In the war on workers, it has become increasingly clear that many politicians, particularly conservatives, don't understand what unions do. The Teamsters Union has been encouraging members to run for office to get some pro-worker voices in positions of power.

The following Teamsters won their elections for state and national office.



## STEVE BULLOCK, MONTANA GOVERNOR

Steve Bullock, previously the Montana Attorney General, won his election to become governor of Montana. The former labor attorney for Local 190, who was raised in Helena, defeated former Republican Congressman Rick Hill in the race.

Bullock led a bi-partisan

group of state attorneys general in cracking down on FedEx Ground's illegal misclassification of 13,000 drivers, in addition to taking on the Supreme Court's controversial Citizen's United decision.

As governor, Bullock said he is committed to rebuilding Montana's manufacturing base and creating good, middle-class jobs.

## RICK NOLAN, U.S. HOUSE OF REPRESENTA- TIVES FROM MINNESOTA

In one of the most hotly contested Congressional races in the U.S., former Teamster Rick Nolan defeated incumbent Republican (and Tea Partier) Chip Cravaack.

"My commitment to [the Teamsters], and to all working families, is to return to Washington and lead the fight for the Employee Free Choice Act, for pension pro-

tection, for single-payer universal health care, and for an end to the right wing war on workers that includes 'right to work for less,'" Nolan said. "I worked my way through college as a Teamster at UPS. This is my union."

Nolan is now the representative for Minnesota's 8th District. He is a former three-term congressman recognized for his battles on behalf of working families, farmers, small businesses and rural communities.





### **CLINT ZWEIFEL, MISSOURI STATE TREASURER**

Clint Zweifel, who served as the Education and Research Director at Local 688 in St. Louis, won reelection as Missouri's treasurer.

He was first elected to this office in 2008 when he was 35, becoming the state's youngest treasurer in more than a century.

Zwifel, now 39, spent his first term expanding Missouri's small-business loan program, managing the state's investments and getting a rating of "excellent" from the state auditor, a Republican. In his second term, he plans to continue investing in small business and improving the Missouri entrepreneurial environment.



### **BOB BURNS, MISSOURI STATE REPRESENTATIVE**

Retired Teamster Bob Burns won his race to represent Missouri's 93rd District in the state's House of Representatives. Burns was a beer truck driver and member of Local 600 in St. Louis for 34 years.

Burns defeated his Republican opposition with 65 percent of the vote and he was sworn into office on January 9, 2013, in Jefferson City, Mo.

"My Teamster brothers and sisters in our state gave me a great deal of support," Burns said after the election. "Everything I have I owe to the Teamsters."



### **DAVE HANSEN, WISCONSIN STATE SENATOR**

Dave Hansen has been a tireless advocate for workers' rights for decades and was just reelected as a state senator in Wisconsin.

Hansen was one of the famous "Fab 14" state senators who left Wisconsin in 2011 in a show of solidarity against Gov. Scott Walker's attacks on collective bargaining and working families. He is also a



former Green Bay Department of Public Works employee and 20-year member of Wisconsin's Local 662.

"We're going to work real hard in the next four years. It's not going to be easy, but it's a special time. The president getting elected, my election, and for all the people that didn't vote for me, I'm going to keep working for you too," Hansen said during his victory speech.

### **STEVE SODDERS, IOWA STATE SENATOR**

Steve Sodders was reelected to his position as state senator for Iowa's District 22. Since then, he was chosen to be the Senate president pro-temp. Sodders is a deputy sheriff in Marshall County who has been working in law enforcement for 20 years. He's actively involved in the Teamsters Law Enforcement League. He is a DARE instructor and has served as a detective on the Mid-Iowa Drug Task Force. He has also worked as a volunteer fire fighter and is active with the Iowa Rivers Red Cross.

"It's been a great experience working with the Teamsters Law Enforcement League," Sodders said. "It's given me leadership skills that helped me in the Iowa Senate."

He and his wife, Carrie, have been married for 18 years. They live in State Center, Iowa with their two children.





# VICTORY IN CALIFORNIA!

TEAMSTER MEMBERS FROM all over California volunteered thousands of hours of their time to defeat anti-union legislation—and won. Proposition 32, a bill prohibiting unions from a voice in politics while creating exemptions that would give more power to corporate interests, had a bulls-eye on it ever since it was introduced in the state legislature. Measures similar to Prop. 32 had been brought up in the legislature twice before. Both times, they failed to pass.

"We fought back against Prop. 32," said Sam Rosas, Secretary-Treasurer of Local 439 in Stockton. "It was written to limit the voice of union workers."

Rosas brought together Teamster brothers and sisters from the five counties his local union represents in the Central Valley and Stockton for a huge outdoor rally the night before the election. Rapper

Hobo entertained the crowd and speakers included politicians running for local office. Eighteen-wheelers flanked the podium and hot dogs and hamburgers were served to the hungry crowd.

Pushed under the guise of campaign finance reform to "stop special interests," Proposition 32 was specifically aimed at crippling unions while allowing corporate special interests to continue their free-wheeling spending through supers PACs.

## Locals Step Up to the Plate

From the beginning of the election season, local unions across California had rallied support to defeat this anti-union legislation and re-elect President Barack Obama. The most successful voter registration drive in their history, locals registered more than 23,000 new voters at numerous events.

For example, Joint Council 42 in

Southern California held a huge kick-off event in April which drew more than 1,400 Teamsters from across Los Angeles, Orange and San Diego counties. July saw Joint Council 7 in Northern California rally more than 1,000 members about the dangers of Proposition 32.

Teamsters General President Jim Hoffa barnstormed the state in October. Starting off in Los Angeles, Hoffa brought the crowd to a roar with his proclamation that Proposition 32 had to fail.

"Proposition 32 is an attack on union workers by the same anti-union, corporate special interests that have waged war against organized labor across the country since the beginning of 2011," Hoffa said. "Everything that Prop. 32 represents must be defeated here and now. California is the front line of this battle."

## Thwarting an Attack on Working Families

"Prop. 32, at its core, was an attack on workers, plain and simple," said Randy Cammack, International Vice President and President of Joint Council 42. "Prop. 32 supporters disguised their legislation as a 'reform' measure, but everyone from newspaper editorial boards to good-government groups all agreed that Prop. 32 was not what it seemed," said Rome Aloise, International Vice President and President of California's Joint Council 7.

With the support of Joint Council 7 in San Francisco, Teamsters and other labor unions did numerous precinct walks throughout Stockton and the surrounding area for months in order to educate people about Prop. 32. Similar walks were undertaken by local unions in Joint Council 42's area of Southern California.

Geraldine Coseip, a member of Local 439 and an employee of LePrino Foods agreed, saying, "Prop. 32 would have paralyzed our ability to fight for workplace safety. I count on the union to represent our interests in the state legislature and defeating Prop. 32 will help ensure that the union has the power it needs to get things done."



# SERVING THE COMMUNITY

**Denver Teamsters Help Pass Measure Supporting Public Services, Jobs**



VOTERS IN DENVER recently approved a ballot measure that frees up \$68 million for the city to spend on infrastructure, removing mandatory furlough days affecting nearly 1,000 Teamster city workers.

Called Measure 2A, this lets Denver spend tax money collected under the current rates, allowing the city to improve police and fire protection, repair roads, and restore public library hours. The additional public funds will end Denver's budget deficit and put furloughed city workers back to work.

As part of "Yes on 2A," a coalition of city residents and groups in support of the initiative, Denver's Local 17 played a huge role in the measure's passage.

Local 17 Secretary-Treasurer Mike Simeone said Teamster members will now get back 5 unpaid furlough days. And he said the support from the International Union was crucial.

"We couldn't have done it without

DRIVE," the union's political action fund. "With the help of Joint Council 3 and DRIVE, we were one of the largest contributors to the 'Yes on 2A' effort. Now we have a big seat at the table with the city to represent our members."

This victory by Local 17 shows why so many city workers have chosen to be represented by the Teamsters. While the local does not have a formal collective bargaining agreement with the city of Denver, more than 800 city workers voluntarily pay dues because they see the power of Teamster representation.

And the benefits of 2A will also be felt well beyond the ranks of Local 17. According to the Denver Post, "Denver has struggled the past several years with an out-of-balance ledger, forcing cuts, furloughs and service reductions. The city has had to slice \$540 million over the past five years because expenses exceed revenues from sales and property taxes... The extra \$68 million that the city will be allowed to keep will go to hire 100 more police officers and firefighters, repave 300 lane miles of roads and

restore library hours that had been reduced as a cost-cutting move."

If it seems sensible that the city of Denver should be able to spend tax revenue on public services, that's because it is. But since 1992, local governments in the state have had to abide by a state-mandated spending cap under the Taxpayer Bill of Rights, or TABOR.

The conservative-backed TABOR law prohibits spending revenues that exceed the rate of inflation and population growth. Thanks to Measure 2A, Denver can spend its "TABOR surplus" on public jobs and community needs including replacing 1,000 public service vehicles and providing \$7 million for child services. An additional \$1 million will also go toward property tax credits for low-income senior citizens.

As Local 17 wrote on Facebook, "Now all city employees can join Teamsters Local 17 and say in a loud voice, IT PAYS TO BE UNION AND IT IS THE TEAMSTERS, WE BELIEVE, THAT MAKE OUR WORKPLACE BETTER!"

# SCHOOL BUS MOVE





# MENT

## 2012 Teamsters School Bus Workers Congress Makes History

AZURÉ HILLS-WILSON FELT a part of a community recently when she and more than 200 Teamsters from around the country gathered in Chicago for the 2012 Teamsters School Bus Workers Congress.

"Since we've become Teamsters, we've been able to stop favoritism and the morale at work has changed. We are happier, feel safer and we are not afraid to speak up," said Hills-Wilson, a First Student driver in Glen Ellyn, Ill., and a member of Local 777 in Lyons, Ill. "I've gained so much knowledge here from other Teamsters to take back to my location and share with my fellow drivers."

Hills-Wilson is one of the more than 35,000 school bus workers who have organized with the Teamsters since the union's Drive Up Standards campaign to improve safety, service and working conditions in the school bus industry began in 2006. Her employer, First Student, is the nation's largest student transportation company, and now the third-largest Teamster employer.

The two-day Teamsters School Bus Workers Congress provided the opportunity for school bus drivers, monitors and Teamster local union representatives from around the country to participate in a national dialogue, learn more about the school bus industry and the Teamsters' role in driving up standards, all in preparation for a year of increased activity. The event also featured the opportunity for



## TEAMSTER SEAMSTER

LETTIE NASH has given a gift to all 40 of the elementary school students who ride her bus. "They get excited and say, 'Thank you, Miss Lettie.' It makes me real happy that they love them," said Nash, a member of Local 191 in Bridgeport, Conn.

Nash, who has been a school bus driver for more than 30 years, made each of the students who ride her bus a handmade hat to keep their heads warm this winter. Blue, orange, pink and purple, she's made one in almost every color.

The project began when one of the Cranbury Elementary School students saw Nash crocheting and asked for a hat.

"I made a hat here and there, then started making three or four hats a day. I made hats for all 40 kids, and for their siblings, too," Nash said. "Last year, I made a hat and a blanket and donated it to a homeless shelter."

Nash is humble and never expected all the attention over her project. A parent told a reporter about Nash's gifts and she was featured in the local newspaper. Donations of yarn and needles promptly arrived at Nash's school bus yard in Norwalk.

"She didn't think about the cost. She's very giving and generous, a really great person," said Theresa Taylor, Nash's manager at First Student.

"She's a wonderful lady and a great Teamster," said Bobby Flynn, President of Local 191.

When asked what new projects Nash might take on in the future, she replied, "I haven't thought about it. I crochet wherever I go."

education through dozens of workshops, as well as an impressive lineup of speakers from around the globe.

"There is a war on workers being waged by anti-worker politicians and employers, but Teamsters are fighting back. While we have a lot more work to do, we've built a movement of school bus workers across North America who are gaining the respect, dignity and working conditions that they deserve," said Jim Hoffa, Teamsters General President.

Rick Middleton, International Vice President and chair of the union's national school bus campaign, pointed to the union's success in protecting workers' rights at First Student as having laid the groundwork at other private, multinational school bus companies, noting that what started in local bus yards became a global movement of school bus workers, an unstoppable force for change.

John T. Coli, International Vice President and President of Joint Council 25, welcomed the participants to Chicago and gave a warm welcome to the 268 Alpha School Bus drivers and attendants in Crestwood, Ill., who joined Local 777 during the event. Alpha is a subsidiary of the Cook-Illinois Corporation, the nation's sixth-largest private provider of student transportation. Cook-Illinois workers have formed the Cook Action Network and engaged in a long-term campaign to bring workers' rights and school bus safety to the company.

The national gathering also looked at workers' rights abuses and safety issues at

the United Kingdom-based National Express Group, parent company to Durham School Services in the U.S. and Stock Transportation in Canada.

The event hosted global partners from Teamsters sister union Unite the Union in the U.K. and the International Transport Workers' Federation, and even included a video teleconference with trade unionists in Australia.

### Speaking Up

Teamster school bus workers know firsthand the difference a union makes. School bus workers are required to have professional licensing and training in order to skillfully and safely transport children to and from school. If you ask a nonunion school bus worker what he or she needs most, the likely answer is respect, fairness and safe buses to transport the kids. Meanwhile, many bus workers barely scrape by, working split shifts, receiving paychecks that oftentimes do not accurately reflect all of the hours that they've worked.

At the Congress, many workers shared stories of unsafe buses, poverty-level wages, unaffordable health insurance, even homelessness. The Teamster drivers talked about how their lives and working conditions have vastly improved since they became Teamsters, and how they are helping others achieve the same improvements.

Speakers included school bus workers from a number of companies, including First Student, Durham, STA, Latino Express, Illinois Central, Cook-Illinois, Baumann Bus and more.



"If it wasn't for the union, I don't know what we would have done," said Martha Swiatkowski, a driver with Baumann Bus on Long Island, and a member of Local 1205 in Farmingdale, N.Y. "We've gotten 20-percent increases in wages, we have seniority and we get paid for all our time worked. You have to really stand strong, and show the company you're not going to let them push you over or mow you down. Those days are over."

"Being a school bus driver is not simply driving around; it's getting involved in a child's life, getting to know the parents and becoming an important part of that child's day," said Cindy Knittig, a member of Local 610 in St. Louis and a 20-year Teamster driver with the Special School District of St. Louis County. "I've learned so many things here, enjoyed the workshops, and am motivated to be more active in my union."

"The wonderful thing this Congress has shown me is the diversity of the union and how far reaching this international brotherhood is," said Tom White, a member of Local 777 in Lyons, Ill., who drives for Illinois Central School Bus in Mt. Prospect, Ill. "Whether you've been a Teamster for a while, or working on your first contract, like me, we can all learn from and encourage each other."

## School Bus Sweep

While workers at companies around the country are organizing with the Teamsters, Joint Council 25 local unions 179 and 777 in Illinois are organizing school bus workers at a record pace. Since late April, more than 580 workers have joined the Teamsters at six Illinois Central School Bus locations, and 268 workers have joined Local 777 at Alpha School Bus. The workers united seeking respect and fairness from their employer.

At Alpha School Bus in Crestwood and Illinois Central in Waukegan, workers faced uphill battles against anti-union,

anti-worker management, but they persevered in forming their union, and stand as an example for what workers can achieve when they vow to never give up.

Drivers and attendants at Alpha had been working to organize since 2010. The company resisted their efforts, setting up a fake "union" called the Executive Committee, and despite an internal vote by the workers in 2011 to affiliate with Local 777, the company did not respect the workers' decision and refused to recognize Local 777 as their union. The workers were determined to have a real union, reorganizing and filing for an NLRB election in June 2012.

"I am excited. I am just so excited," said Olivia Morris, an Alpha driver. "A Teamster contract will give the Alpha drivers and attendants an equal voice and the confidence to speak up without fear of discipline."

Recently, in Waukegan, 220 drivers and monitors joined Local 777 in a re-run election. The company's conduct during the initial organizing campaign led the local to file more than 20 unfair labor practice charges and seven objections to the election. The NLRB found merit in the charges and advised the company that it would pursue a bargaining order.

The company came to a settlement agreement to have a re-run election, reinstate two workers who had been fired during the campaign with full back pay and compensate seven other workers with back pay owed to them.

"These are great victories for these workers, who had the courage and dedication to fight for what is right," said Jim Glimco, Local 777 President.

"School bus workers in Illinois and around the country are building power and driving up standards in the school bus industry by joining the Teamsters. We look forward to representing these hardworking school bus members," said John T. Coli, International Vice President and President of Joint Council 25.



## BILL OF RIGHTS

ROBERTO RODRIGUEZ, an Illinois Central school bus driver, was terminated suddenly. Not coincidentally, he had just stepped up as an outspoken supporter of joining the Teamsters. Rodriguez said he was persecuted for organizing, and he knew that his rights had been violated.

"All of this happened because I was willing to do whatever it takes because we needed a union," Rodriguez said. "We have rights as workers and they can't violate our rights. I am thankful there is justice."

Rodriguez and his co-workers at Illinois Central in Waukegan, Ill., now finally have their union. They're members of Local 777 in Lyons, Ill. For many workers around the country who do not have but want union representation, it is a constant struggle to maintain their rights in the work environment.

Recognizing this, hundreds of Teamster school bus drivers and monitors recently unanimously ratified a "School Bus Workers' Bill of Rights." The document was announced at the recent School Bus Workers Congress.

Among those rights are the right to good faith collective bargaining, freedom of association, due process to resolve workplace issues, dignity and respect on the job, freedom of speech, a safe workplace, fair and honest treatment, protection from discrimination and more.



## Teamster School Bus Workers: STAY IN THE LOOP!

Text BUS to 86466

Your carrier's standard message and data rates may apply.



# ORGANIZING ROUNDUP



## 142 GENESYS CONVALESCENT CENTER WORKERS JOIN LOCAL 332 IN MICHIGAN

### PICTURE OF HEALTH

**W**hen it comes to patient care, Tonya Chin-Kee-Fatt wants the very best for her residents at Genesys Convalescent Center, where she works as a certified nursing assistant. That's why she and her fellow health care professionals at Genesys recently voted overwhelmingly to join Local 332 in Flint, Mich.

"We want to truly be able to take care of our residents and be able to spend quality time with them," Chin-Kee-Fatt said. "We all stood together so we can have a voice."

The 142 new Teamster members work as registered nurses, licensed practical nurses, certified nursing assistants, and in the dietary, housekeeping and maintenance departments.

In two votes held the same day, registered nurses and licensed practical nurses voted 22-3 in favor of representation by Local 332, while certified nursing assistants, dietary, housekeep-

ing and maintenance workers voted 87-18 in favor of joining Local 332.

"Many of us have been talking about needed changes for a long time. We decided it was time for us to take the ball and run with it," said Annette Burman, a 10-year registered nurse. "The level of care which all nursing home residents need has skyrocketed. We need to address our working conditions in order to protect our patients and community residents."

The workers at Genesys Convalescent center join the 1,400 Teamsters who already work in the Genesys Health System at the Medical Center and Hospice. The Genesys Health System is owned by Ascension Health, the second largest not-for-profit health care system in the U.S.

"Ascension may be a massive force in the health care industry, but we fight for our members every day, and our members fight for their patients

every day. Our union is a powerful voice for patient care, nursing standards and fair conditions for all workers in health care settings," said Nina Bugbee, President of Local 332.

Chrissy Cates, business agent with Local 332 and a former registered nurse at Genesys Regional Medical Center, notes that half of Local 332's membership is made up of health care workers, covering nearly every position in the industry. Often, the only person standing between a patient, their families and the health system is a Teamster. By fighting for their members' rights, Local 332 fights for patient rights.

With the addition of the Genesys Convalescent Center workers, Cates said, "We feel like the family has grown."

Chin-Kee-Fatt feels the same way.

"The same care I would give a family member of my own, I give to my patients, and as Teamsters we will be able to continue to do that," she said.

## LOCAL 777

### **Illinois Central School Bus**

School bus drivers and monitors at Illinois Central School Bus in Aurora and Montgomery, Ill., have voted by an overwhelming 4-1 margin to join Local 777 in Lyons, Ill. The 92 workers joined together seeking improved safety and working conditions at the nation's fifth-largest provider of school bus transportation.

"It's great that we won our union and I'm looking forward to a better life for all of us. We need fair pay, sick time and safety issues to be resolved," said Belarmino Sagols, a driver.

This is the seventh Illinois Central location to join the Teamsters in recent months. Since April, 673 workers at seven Illinois Central school bus yards have become Teamsters.

"We welcome these hardworking drivers and monitors to the Teamsters and look forward to negotiating a strong contract that honors their service," said Jim Glimco, President of Local 777.

## LOCAL 986

### **Allegiant Air**

Flight dispatchers at Allegiant Air have voted to join Local 986. There are 21 dispatchers in the bargaining unit and the vote was 15-5.

The flight dispatchers at Allegiant, a subsidiary of Las Vegas-based Allegiant Travel Company, are joining approximately 350 Allegiant pilots who voted to join the Teamsters in August 2012.

"We are excited to have the Teamsters with us to negotiate a strong, fair contract and to make Allegiant more of a career airline for dispatchers," said Brian Moyer, an Allegiant dispatcher who was active in the organizing effort.

"The Airline Division and Teamsters Local 986 welcome our new brothers and sisters to the Teamster family," said Clacy

Griswold, Airline Division Coordinator of Local 986 and International Representative of the Airline Division.

## LOCAL 570

### **Roesel-Heck**

Drivers and warehouse workers with Roesel-Heck Company, Inc. have voted to join Local 570 in Baltimore. The 11 workers united for dignity, respect and better safety on the job. They voted 10-1 in favor of Teamster representation.

"I wanted to join the Teamsters because we have poor treatment and no job security," said Leonard Bridgeforth, a warehouse worker.

"The employees have shown that they trust Local 570 to get them the dignity, respect, wages and benefits that a union contract can provide," said Sean Cedenio, Secretary-Treasurer of Local 570.

Roesel-Heck is a regional wholesale distributor of floor coverings for commercial and residential properties.

## LOCAL 362

### **Clean Harbors**

Approximately 540 workers of Clean Harbors Industrial Services in Fort McMurray have chosen the Teamsters Union to represent them.

The organizing campaign launched in May by Local 362 had a happy ending when the Alberta Labour Relations Board certified Teamsters following a majority vote in favor of the union.

"The workers made it very clear that they had had enough of their employer's arbitrary decisions," said Richard Eichel, President of Teamsters Local 362 in Calgary, Alberta. "They want respect and an end to favoritism. I think that's a perfectly legitimate request."

Clean Harbors provides hazardous and non-hazardous waste disposal services for

refineries and other industrial companies.

## LOCAL 170

### **First Student**

School bus drivers with First Student in Wayland, Mass., have voted overwhelmingly, 13-2, in favor of joining Local 170 in Worcester, Mass. There are 17 drivers in the bargaining unit.

"I'm so excited. There's a lot of favoritism, and we want to be treated equally and with respect. I can't tell you how excited we are," said Maria Abreu, a driver.

"The drivers banded together for all the right things. Collective bargaining with the Teamsters at this company is the wave of the future," said Michael P. Hogan, Local 170 Secretary-Treasurer. "They wanted a national contract to protect their rights on the job, which is so vital in this economy."

## LOCAL 633

### **New Hampshire Department of Corrections**

Corrections officers and corporals at the New Hampshire Department of Corrections have voted overwhelmingly to join Local 633 in Manchester.

The new Teamster members, seeking a strong voice on the job, work as corrections officers and corporals at state prisons, correctional facilities and transitional units throughout New Hampshire. The 331 officers were previously represented by the New England Police Benevolent Association.

"We welcome these brave men and women into the Teamsters," said David Laughton, Secretary-Treasurer of Local 633.

"From the beginning, these state employees were motivated to have a more powerful voice in the workplace and the Teamsters will provide that power," said Roger Travers, Joint Council 10 organizer.

# AFTER THE STORM

## TEAMSTERS KEY IN HURRICANE SANDY RECOVERY

In late October, as the nation devoured news of the presidential election, dark clouds were gathering over New York and New Jersey. News of an impending storm, dubbed Hurricane Sandy, built for days.

On October 29, the hurricane hit and battered America's East Coast. News of injuries, deaths and devastation started trickling out that night, but by the next morning, it was clear: Hurricane Sandy was a bad one.

Like they do when disaster hits anywhere, Teamsters sprang into action. This time, the union's close partnership with the Red Cross made a huge difference for those hit by the storm. The Teamsters also used social media like Twitter and Facebook to alert Teamsters nationwide of the need for help.

"Teamsters care. It's in our DNA," said Jim Hoffa, Teamsters General President. "Our union has been integral in disaster recovery areas for decades, but the response to Hurricane Sandy by both public service Teamsters and rank-and-file members who just want to help out, has been amazing."

### What Teamsters Did

Well before the Teamsters Union called on its members to do all they could to help victims of the Category 1 hurricane, members were helping out. Many of those helping were from stricken areas of New York and New Jersey and they did so at a personal sacrifice while struggling with their own losses.

Teamsters from every Joint Council, dozens of local unions, and all over the country, helped in any way they could. Here's a small sample of what Teamsters did in the aftermath of Hurricane Sandy:

- Loaded hundreds of trucks with relief supplies at staging areas;
- Drove trucks to deliver desperately needed supplies to battered communities;
- Worked at Red Cross shelters in mass care and distributing relief items;
- Set up distribution sites at churches and community centers to cook hot meals and to sort through donated blankets, clothes and food;
- Partnered with the Red Cross, Occupy Sandy, the National Guard and other groups to bring in essential items such as gasoline and water and to clean out rubble from homes and businesses;
- Opened up their homes to those who lost theirs;
- Donated food, shelter, meals, cots, blankets, cleanup kits, baby food, gloves, rakes, shovels, tarps, truckloads of water and other necessities.

On the union's Facebook and Twitter pages, Teamster.org and the Teamster Nation blog, the union called on members to do all they could for those suffering. Through social media, the union recruited volunteers to donate money and essential items, load and deliver trucks, man warehouses and countless other things.

Some Teamsters posted "How can I help?" on the union's Facebook page and were given information on where to go or who to call. Those who lived too far away to volunteer made donations to the Teamsters Disaster Relief Fund and to the Red Cross.

"We reached out directly to our local union officials and employers and put together a strategy to get





## TEAMSTERS DISASTER RELIEF FUND

The Teamsters Disaster Relief Fund needs your donations now more than ever. 2012 was a destructive year for natural disasters, with hurricanes, tornados, a derecho and devastating droughts throughout the country.

The fund is a charitable 501(c)(3) developed in 1991 to assist Teamster members who have suffered a loss from a disaster. The fund receives donations from local unions and their affiliates and is currently developing a fundraising plan to support our efforts in providing relief when disaster strikes. Through these programs, the Teamsters provide needed relief and outreach to our members.

The Teamsters Disaster Relief Fund, and members who have fallen victim to disasters, needs your help. The fund, specifically designed to assist members who have suffered a loss in natural disasters, depends on the donations from our local unions and other affiliates, as well as individuals. A number of our brothers and sisters really need your help and support right now. Your tax-deductible donations will make a difference in the lives of Teamster families and extended families.

For more information, visit  
[teamstersdisasterrelieffund.org](http://teamstersdisasterrelieffund.org).

the hardest hit locations supplies without going through red tape," said George Miranda, International Vice President and President of New York's Joint Council 16. "We also implemented a social media program that made a real difference. We posted the need for volunteers on the Teamsters Facebook page and, within minutes, have enough volunteers to get the job done."

Miranda himself was instrumental in organizing relief for those affected by the storm. He and Al Rispoli, President of New Jersey's Joint Council 73, led hundreds of Teamster volunteers to help out in all corners of the region at the Red Cross Jersey City warehouse. The massive volunteer operation that Miranda spearheaded included more than 20 local unions from the area, hundreds of trucks packed and staged and countless other activities.

Local 817 called the Joint Council right away to volunteer their rig and drivers. Elected officials and non-profit organizations had a tough time finding trucks to transport goods, and the Teamsters were able to make it happen because of Local 817. And despite the restrictions placed to cross bridges, Local 817 members ensured that they were let through to make deliveries.

"The police wouldn't let the truck over the Verrazano Bridge," said Thomas O'Donnell, President of Teamsters Local 817, "Then our driver showed them the paperwork enlisting the Joint Council to help with disaster services and we were let right through."

In New Jersey, a group of warehouse Teamsters with Local 641 and Local 863 stepped up to confront the challenge, according to Anthony Artificio Jr., the local's Secretary-Treasurer. Three days after the storm, a meeting was held in the Fed-Way warehouse in South Kearny, N.J. Company management spoke about the plan to remediate the badly damaged warehouse and how they needed the Teamster drivers to put aside their duties and help in the clean-up effort.

"I was proud of what the Teamsters did," Artificio said. "The company had a plan that was to take five to six weeks." Within 15 days, he said, the warehouse was cleaned up and the Teamster drivers were already back out making deliveries. "This is just another story of Teamsters helping our brothers and sisters for a common cause."

### Teamster Tragedy

While Teamsters have much to be proud of in their response to the aftermath of Hurricane Sandy, the storm caused tragedies for many Teamsters and their families.

At press time, 253 people were left dead by the storm, and some of them were Teamsters or their family members.



Local 272 Teamsters are mourning the death of Anthony Narh, a Teamster parking attendant at Empire Parking in Manhattan. During the storm on October 29, Narh, a Ghanaian immigrant and father of three, was trapped in an underground garage. When water flooded the garage, Narh drowned.

Bobby McDuffie, a Local 863 Teamster, also perished in the storm. McDuffie, also a father of three, died while at work in a New Jersey warehouse. He went to move his car away from the rising waters of the Passaic River and he drowned in his car.

One of the most heart-wrenching stories to come out of the hurricane also affected a Teamster family. Two young brothers drowned and were found dead shortly thereafter. The boys—2-year-old Brandon and 4-year-old Connor—were the sons of Local 831 Teamster Damian Moore and his wife Glenda. Glenda, with the children in town, tried to escape her SUV after it stalled in the deluge on Staten Island. Trying to make their way to safety, the boys were swept from their mothers' arms into the violent, rushing water.

## Red Cross Partnership

The Teamsters Union's partnership with the Red Cross made the difference for thousands of the hurricane's victims. Teamsters on the ground became the agency's eyes and ears to direct resources to those who were in need. An elected public official called Joint Council 16 soon after Hurricane Sandy to request bottled water. The neighborhood was without power or heat, so people were cold and wanted a hot meal. Safe drinking water was a problem.

Local 812 made sure that Long Beach residents received pallets of water. One official pointed Teamsters to the Martin Luther King Recreation Center. The center was doing what it could, but resources were limited. The first time the Teamsters came, they brought water. The next time they came, they brought cleaning supplies, water and fresh produce.

When Local 202 heard that the MLK Center had kitchen facilities they arranged for a truck of fresh produce from the Hunts Point Market to help feed the community. And when milk was requested, Local 584 called upon Elmhurst Dairy to ensure that kids were able to drink fresh milk for the first time in days. Local 808 and 210 delivered cleaning supplies and 802 sent baked goods.

Meanwhile, the American Red Cross began supporting the center with twice-daily delivery of meals and clean up equipment. Roy Gillespie is a Teamsters human rights commissioner and

member of Joint Council 13. He has been working long hours in D.C. at the Red Cross/FEMA Disaster Center. Gillespie has coordinated the relief effort alongside the Army, the Red Cross and other agencies. He's the union's man on the ground when disasters strike, and with each new disaster, he gets better at his job.

"When somebody needs something the Teamsters can do, we make it happen," Gillespie said. "Every time Teamsters get involved, others realize what we're capable of."

Gillespie has worked closely with Chris Jordan, Director of Field Logistics and Technology and Disaster Services at the Red Cross. "The Teamsters have been invaluable," he said. "It's a great partnership. Teamsters offer logistical support, labor and equipment. The work the Red Cross does is 93-percent volunteer, so help from Roy (Gillespie) and the Teamsters has been critical."

On November 17-18, the Teamsters and Red Cross worked together on a massive push to get bulk supplies into the hands of people. More than 150 trucks went from the Red Cross warehouse to each staging site. Then the drivers went through neighborhoods, going door-to-door to bring goods directly to people in the hardest-hit areas.

## Sanitation Workers

While Teamster leaders and rank-and-file members were volunteering and coordinating logistics, some Teamsters were cleaning up hurricane-stricken areas as part of their job—and earning recognition in the process.

New York sanitation workers, members of New York City's Local 831, quickly became the most popular people in storm-ravaged neighborhoods. Those Teamster sanitation workers cleared more than 300,000 tons of debris from neighborhoods after the storm.

As the storm pounded the region, hospital workers belonging to Local 237 and emergency personnel from Local 707 evacuated patients from New York hospitals. Local 237 Teamsters tackled the massive challenge of cleaning and repairing public housing while protecting properties from looting. Teamsters from Local 854 drove buses hired by the Teamsters to pick up and drop off volunteers.

UPS Teamsters continued to deliver packages and also spent weekends delivering supplies to devastated areas of Staten Island, Manhattan and Rockaway. When supplies were flown in, UPS Teamsters were there to load and warehouse them before other Teamsters delivered the supplies to where they were most needed.



 Like us on Facebook [www.facebook.com/teamsters](http://www.facebook.com/teamsters)

 Follow us on Twitter Follow @Teamsters on Twitter.

 Sign Up for Updates Text "IBT" to 86466  
(message and data rates may apply)

# A NEW STAN- DARD

**IN CONSECUTIVE VICTORIES, MORE THAN 300 PARKING WORKERS JOIN LOCAL 25**

In consecutive victories two weeks apart, more than 300 workers at Standard Parking in the Boston area joined Local 25. With these latest victories, Local 25 now represents about one-quarter of the workers in the Boston parking industry and aims to organize more workers.

In late October, 270 attendants, cashiers and valet workers employed by Standard at 42 locations joined the union. Workers voted by a more than 2-1 margin to form their union.

Two weeks later, 35 bus and shuttle drivers employed by Standard voted to join Local 25. The drivers work at the Massachusetts Institute of Technology (MIT) and the Cambridge Health Alliance, which serves three hospitals.

"These latest victories at Standard illustrate how parking workers in Greater Boston want a strong voice on the job and want to be treated with the respect and dignity they deserve," said Sean M. O'Brien, President and principal officer of Local 25.

The Standard workers want job security, respect, fair pay, full-time work and more vacation time. Many of the workers are immigrants, particularly from countries in East Africa.

"During the past year, we have organized nearly 650 parking workers and we will continue to organize so that these hardworking men and women, who work under challenging conditions, are treated fairly," O'Brien said.

## **Unity, Strength**

"We worked hard on this campaign and we remained strong and united. We are happy to be Teamsters and we look forward to negotiating a strong first contract with Standard Parking," said Mohamed Ibrahim, a Standard Parking worker originally from Somalia who works at a parking lot in Boston's Back Bay neighborhood.

"We go to work every day and work hard for the company and all we want is to be treated fairly," said Tarik Farhat, a worker at Standard Parking at Cambridge Health Alliance who is originally from Morocco. "Right now, we don't have the job security and fair treatment that we deserve. We look forward to fairness and respect as Teamsters."

"As Teamsters, we have a brighter future and soon we will have our rights and protections in writing with a union contract," said Biniam Meshesha, a native of

Ethiopia, who works at Standard Parking at Boston University. "We know that with the power of the Teamsters, we will get management to listen to us. In the past, we didn't have any say in our jobs. I am proud to be a Teamster."

## **Strong Momentum**

In February 2012, 334 workers at Central Parking in the Boston area joined Local 25. The latest victories build even more momentum for the Boston campaign.

"It is great to have the parking workers part of our Local 25 family and we look forward to winning them a more secure future," O'Brien said.

Local 25 is part of the Teamsters National Parking Council, an organization of local unions that represent Teamster men and women employed in the parking industry and related fields. The council is part of the Industrial Trades Division and it helps local unions take on the dominance of several national parking companies in the industry.

The council has identified nearly 30,000 Teamsters employed in the parking industry, while estimating another 60,000 workers who are unorganized.



*"While working men and women have long known the value of a dollar—it is a lesson well taught to one who labors for a living—it has taken a long, long time to teach employers the value of a human being, and in many cases has not yet been successfully taught. Few give thought to what happens to displaced workers, but they can analyze to the penny what the profits will be."*

—JAMES R. HOFFA

## VISIONARY LABOR LEADER BORN 100 YEARS AGO

# TEAMSTERS CELEBRATE JAMES R. HOFFA CENTENNIAL

**J**ames R. Hoffa, born February 14, 1913, served as General President of the Teamsters Union from 1957 to 1971. In that time, he inspired thousands to stand up and let their voices be heard.

As General President, Hoffa honed his well-earned reputation as a tough and effective bargainer, and gained the respect of labor and business leaders alike across the country. He worked hard to expand the number of working men and women who were protected by union contracts and, under his leadership, the union's membership rose to include more than 2 million workers.

Hoffa's crowning achievement was the 1964 National Master Freight Agreement, which united more than 400,000 over-the-road drivers under one contract. This contract, a feat that had been declared virtually impossible by many, lifted more workers out of poverty and into the middle class than any other single event in labor history.

"My father's devotion to the Teamsters and their families was—and remains—legendary. His whole life was dedicated to bettering the lives of America's working families," said James P. Hoffa, General President of the Teamsters Union and son of James R. Hoffa. "I can think of no better way to honor his legacy than to continue fighting on behalf of working people everywhere."

One of the most important and long-lasting aspects of Hoffa's legacy is to education. He strongly believed that a good education is the birthright of every American. In 1999, the James R. Hoffa Memorial Scholarship Fund (JRHMSF) was established in his memory.

The 2013/2014 scholarship application deadline for high school seniors is on March 31, 2013. For more information, visit [www.teamster.org](http://www.teamster.org).



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

---

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

DATED: December 1, 2012

### I. INTRODUCTION

This is Report Number 1 of the Independent Review Board (IRB) for 2013 regarding activities conducted pursuant to the Consent Order. In this Report we will discuss a recently issued report on the recommendation of a Trusteeship. In some detail, you were previously informed of prior charges against IBT officers and members and recommended Trusteeships by IRB. This report will provide the status of those prior charges and Trusteeships.

### II. NEW REPORT

#### A. TRUSTEESHIP – LOCAL 120, BLAINE, MINNESOTA

Local 120, which is located in Blaine, Minnesota, has approximately 11,600 members employed as drivers, helpers, and truck terminal employees, over the road, city transfer, cold storage, grocery and market drivers. In addition to its location in Blaine, Local 120 has offices in Fargo, North Dakota; Des Moines, and Dubuque, Iowa; Sioux Falls, South Dakota; and Mankato, Minnesota.

##### Trusteeship Recommendation

In a report dated November 9, 2012 to James P. Hoffa, IBT General President, the IRB recommended that Local 120 be placed in Trusteeship. As detailed in the report, there is evidence that the Secretary-Treasurer and President are corrupt and incompetent, the Local is engaged in financial malpractice and is not being conducted in the best interest of its members.

Brad D. Slawson, Sr. Secretary-Treasurer, and principal officer of the Local, and his son Brad A. Slawson, Jr. President, have violated the Local's Bylaws on numerous occasions, without the required membership and Executive Board approval, by not maintaining required records at the Local and paying themselves out of Local funds without Executive Board approval.

The following are examples where this has occurred:

##### Buying Land and Constructing a New Building

In 2007 and 2008, the Local spent over \$4,000,000 to buy land and construct a new building. The Secretary-Treasurer, Brad D. Slawson, Sr. with the assistance of his son, Brad A. Slawson, the President, and another son, who was then an employee of the Local, together controlled the process within the Local.

The Local entered into a contract which provided that

the Local would pay actual and defined contract costs plus a fixed fee to the contractor, Stone Construction. The contract provided a guaranteed maximum price of \$3,091,524 for the building construction and could not be exceeded. If the fixed fee plus actual costs were less, the Local would pay less. There were two change orders to the Stone contract which increased it to \$3,185,429. To protect the Local from being charged for improper costs, the contract provided the Local with the right to audit the actual costs that the general contractor incurred in constructing the building. Although the Local paid the maximum price under the contract, the Secretary-Treasurer chose not to exercise the Local's rights to audit costs.

As a result, this could allow the contractor to make improper payments made from funds the Local caused to be sent to the contractor. For example, one of the costs the general contractor charged to the contract was a \$90,000 fee to Todd Chester, a close family friend of the Secretary-Treasurer and the President, for speaking to the Local's Secretary-Treasurer about using the Stone contractor. This allowed the contractor to make an improper payment to Mr. Chester. The Secretary-Treasurer admitted he assumed Mr. Chester would receive some payment from the general contractor. Under the contract the contractor's own fee for acting as general contractor was \$135,282 under the contract as opposed to Mr. Chester's \$90,000 for the introduction to the Local's principal officer.

In addition to that questionable cost, over \$30,000 which the contractor owed the Local was not paid. It was not clear from the records to whom or to what entity this money went, or whether the contractor kept it improperly. By failing to take necessary steps to protect the members' money, the Secretary-Treasurer, at a minimum, breached his fiduciary duties to the members.

##### Operating a For-Profit Bar

Since 2007 Local 120 has operated a for-profit Bar and a charitable gaming operation in Fargo, North Dakota. The financial results of these operations as a subsidiary of the Local were included on the Local's Form LM-2 ( U.S. Department of Labor Annual Report) and the Bar and Gaming employees were listed as Local employees. During the years Local 120 controlled the operations, incorporated as "Teamsters," it lost money and the Local subsidized this open-to-the-public for profit bar.

The Local's Bar and Gaming employees were non-union workers. The only benefit they received was that after one year employment, they were entitled to one week's paid vacation.

The President and Secretary-Treasurer have told others that these employees cannot receive benefits and their wages must be kept low in order for the union-owned Bar to be profitable.

A self-appointed Local 120 Bar and Gaming Board, separate from Local 120 Executive Board, purports to control the Local-owned Bar and the funds it generated. Currently, the Board consists of the Local's Secretary-Treasurer, his son the President, and two at-will employees of the Local's Bar who are not union members. Since 2007, the Bar and Gaming Board has

voted stipends, totaling \$335,832 to its members paid from operations. The Local's President and Secretary-Treasurer have received \$72,700 and \$68,100, respectively since 2007.

The Bar and Gaming operations are a subsidiary of the Local. However, the Local Executive Board did not approve the diversion of these Local funds to the officers as required by the Bylaws. These payments were a breach of their fiduciary duties. Partly because of these stipends, the Local over the years has been forced to pay Bar and Gaming operations related expenses from the general fund because the Bar had insufficient revenues to cover costs.

#### **Appointing a Family Friend as Consultant**

In 2010 and 2011, the Secretary-Treasurer appointed the family friend and father of his grandchild, Todd Chester, as a consultant to the Bar. The principal officer made Mr. Chester a part-time Local employee at \$26,000 a year plus health insurance, a benefit denied the full time non-union Local Bar employees. He placed Mr. Chester in charge of the Bar, including its inventory. Mr. Chester, shortly after the Secretary-Treasurer appointed him, filed for bankruptcy. Mr. Chester recently admitted, contrary to his sworn bankruptcy filing, that he owned a bar in Minnesota during this period. Under the stewardship of the bankrupt bar owner, there were higher amounts of inventory which the Local Bar records showed was used in comparison to what the Bar records indicated was sold to customers. This difference was unexplained. During this period, Mr. Chester misrepresented to several individuals that he was returning inventory to wholesalers. The records of the wholesalers who supplied the Bar liquor did not indicate any returns or credit received for any returns.

#### **Entering Into Sham Contracts**

The Local currently has a sham contract with a group of companies under the umbrella of American Pride Home Services. This current contract is in effect from 2009 to 2013. The prior contract, which was identical, but for duration, was entered into between the employer and the Local with the current Secretary-Treasurer and principal officer as sole signatory. These contracts explicitly stated that there was no collective bargaining relationship between the Local and the employer. They permitted the employer to impose discipline on member-employees in its sole discretion, including termination of employees. The economic arrangements between the employees and the company were also excluded from the contract. The employer needed the contract to represent itself as a union employer in selling products to union members, its target market. The Secretary-Treasurer himself actively hawked the company's products to the Local members, including sending solicitation letters on Local letterhead to use its services.

#### **Distribution of Tickets to Sporting Events**

From 2007 to 2012, the Local has spent at least \$214,755 for tickets to sporting events. The President has been in charge of the distribution of these tickets. The record keeping for who used the tickets, and for what union purpose the tickets were used was deficient. This was the case despite being aware that

sporting tickets, as the Secretary-Treasurer testified, were a "hot button" issue.

#### **Diverting Strike Funds**

In a letter dated October 11, 2012 after his sworn examination, Mr. Brad D. Slawson, Sr. acknowledged that strike fund money totaling \$189,130 was used for building construction. The use of strike fund money for the building construction violated the Bylaws of Local 120, which states that the strike fund money shall be used exclusively for the payment of strike benefits and strike expenses, as the Local Executive Board shall determine.

#### **Other Inappropriate Activities**

Other expenses at the Local appeared to be inappropriate. For example, the President has submitted false expense receipts. The Local has also paid for food and alcoholic drinks for the officers and business agents without a stated union purpose. The President also has used the promise of future Local Business in an attempt to have Local vendors not press him to pay personal debts.

#### **Trustee Appointed**

On November 9, 2012, James P. Hoffa, based on IRB's recommendation, determined that an immediate Trusteeship of Local 120 was necessary and on the same date appointed William Moore to serve as Temporary Trustee of Local 120.

### **III. PROGRESS OF EXISTING CHARGES**

#### **A. LOCAL 82, STATUS OF REMAINING CASES**

Mr. James P. Hoffa, IBT President, released Local 82 from Trusteeship effective December 31, 2011.

Based on the results of a hearing held on October 11, 2011, the IRB has rendered decisions and opinions on the then remaining unresolved cases for Local 82. These cases were discussed in some detail in prior issues of this report.

The current status of these cases is as follows:

#### **James Deamicis and Thomas Flaherty**

On January 24, 2012, the IRB issued its opinion and decision regarding charges against Messrs. Deamicis and Flaherty and, on this same date, submitted Application 156 on this matter to Chief Judge Preska for review; and if affirmed, to be entered as an order of the Court.

Mr. Deamicis has filed an appeal with Chief Judge Preska.

The IRB takes note that a grand jury of the District of Massachusetts returned a 30 Count indictment against James Deamicis, Thomas Flaherty as well as John Perry former Secretary-Treasurer of Local 82 and Joseph Burhoe, a former member of Local 82. The indictment charges these individuals with acts of racketeering based upon the same conduct at issue in Application 156, to wit, interfering with the right of certain members of Local 82 to vote on proposed collective bargaining agreements in 2009 as well as other charges.

#### **Leif Thornton, Cheryl Milisi, Francis Dizoglio, John Logan and Nicholas Murphy**

On January 25, 2012, the IRB issued its opinion and

decision on charges against members of the Executive Board and, on this same date, submitted Application 155 on this matter to Chief Judge Preska for review; and if affirmed, to be entered as an order of the Court.

Mr. Murphy has filed an appeal with Chief Judge Preska.

#### **Lawrence Maguire**

On February 22, 2010 the IRB issued its opinion and decision on the charges against Mr. Maguire, and on this same date, submitted Application 158 on this matter to Chief Judge Preska for review, and if affirmed, to be entered as an order of the Court.

#### **Bernard Piscopo**

On February 2, 2012, the IRB issued its opinion and decision on the charges against Mr. Piscopo, and on this same date, submitted Application 157 on this matter to Chief Judge Preska for review; and if affirmed, to be entered as an order of the Court.

### **A. PAUL KENNY, ABRAHAM MORENO, GARY GUILLORY- LOCAL 630 – LOS ANGELES, CALIFORNIA**

On September 21, 2011, the IRB found General President Hoffa's decision concerning charges and penalties to be not inadequate. On August, 3 2012, letters from the Attorneys for Kenny, Moreno and Guillory were sent to the IRB requesting reconsideration of its non-inadequate decision. On August 21, 2012, the IRB responded, denying the request.

In order to provide the proper avenue for Messrs. Kenny, Moreno, and Guillory to submit their appeals to the Court, the IRB on August 23, 2012, submitted Application 162 to Chief Judge Preska, United States District Court, S.D.N.Y.

### **C. TRUSTEESHIP- LOCAL 630, LOS ANGELES, CALIFORNIA**

In a letter dated September 27, 2011 from James P. Hoffa, IBT General President, to the Co-Trustees of Local 630, Mr. Hoffa, decided to continue the Trusteeship.

IBT was to release Local 630 from Trusteeship after officer elections were conducted in September 2012. However, soon after the election was held, an election protest was submitted to the IBT. On November 16, 2012 the IRB was advised that President James P. Hoffa has appointed IBT International Trustee Ron Herrera, as Trustee over Local 630.

### **D. NICHOLAS BERNHARD, LOCAL 917, FLORAL PARK, NEW YORK**

An agreement was reached between the IRB and Mr. Bernhard and on July 31, 2012, the IRB submitted the Agreement by way of Application of 161 to Chief Judge Preska, for approval.

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

Since our last report to you, the hotline has received approximately 90 calls reporting alleged improprieties. As in the past, all calls appearing 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 only by an IRB staff member. The recorded information, if complete and within IRB jurisdiction, is forwarded directly to the Investigations Office in New York City. Please continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (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](http://www.irbcases.org). The website also makes available a copy of the Consent Decree.

If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline number 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

# TEAMStar

## Retiree Health Program



JOIN THOUSANDS OF OTHER TEAMSTERS JUST LIKE YOU WHO ARE PART OF THE TEAMSTAR PROGRAM AND ENJOY PEACE OF MIND WITH THEIR HEALTHCARE COVERAGE EVERYDAY!

Open Enrollment Period

Begins December 15, 2012!



The International Brotherhood of Teamsters is proud to announce an open enrollment period for the TEAMStar Retiree Health Program from **December 15, 2012 to February 28, 2013**.

During this period, all Medicare-eligible Teamster retirees, their spouses or surviving spouses are **GUARANTEED ACCEPTANCE** with no waiting periods regardless of preexisting health conditions!

Here are some additional service features made available to all Teamsters and their spouses under the TEAMStar Retiree Health Program:

- **Group Buying Power** — TEAMStar rates are not available to the general public.
- **"Automatic" Claims Filing PLUS<sup>®</sup>** — Eliminate paperwork hassles associated with Medicare Part B claims filing and maximize eligible benefits.
- **Freedom of Choice** — There are no provider lists or referral process. We believe it is important for you to choose your own doctors and hospitals.
- **Nationwide Acceptance** — TEAMStar is recognized and accepted by providers nationwide.
- **Choice of Plans** — Choose a plan that fits your needs. TEAMStar offers various plans to supplement your Medicare. In some states, we offer plans with a deductible, designed to help save premium dollars for Teamsters.

### Policyholder Testimonials



"I have never had a problem with the care and service I have received. It gives me peace of mind."

- Mario, Local 617 Member



"It is the best program, in all aspects. I recommend it to anyone."

- Vincent, Local 584 Member



"I rate your program and health service as one of the highest standards. Thank you for being my provider over the years."

- Thomas, Local 315 Member



"Our needs are always taken care of, in good time and accurately. We appreciate it more as we grow older."

- Maxine, Spouse of Local 962 Member

To receive an enrollment packet or enroll immediately over the phone, call 1-800-808-3239. You may also visit [www.teamstar.com](http://www.teamstar.com) for more information.

# TurboTax Discount For Teamsters



Teamster households now have access to a leading brand of tax preparation software, TurboTax, at a discount of up to \$20 off the price for federal products. A portion of the price paid for the TurboTax product will be donated to the James R. Hoffa Scholarship Fund in honor of the 100th birthday of James R. Hoffa.

## **TurboTax products feature:**

- A step-by-step interview with easy-to-understand questions;
- Forms automatically filled out using your answers; and
- 100 percent accurate calculations guarantee

Keep more of your hard-earned money this tax season. You can access the Teamster TurboTax website at [turbotax.intuit.com/affiliate/teamster](http://turbotax.intuit.com/affiliate/teamster).



**Like us on Facebook** [www.facebook.com/teamsters](https://www.facebook.com/teamsters)



**Follow us on Twitter** Follow @Teamsters on Twitter.



**Sign Up for Updates** Text "IBT" to 86466  
(message and data rates may apply)