

# TEAMSTERS READY MESSAGE, MUSCLE FOR 2016 ELECTIONS

A MESSAGE FROM GENERAL PRESIDENT JAMES P. HOFFA



Having an idea is one thing. Getting it done is another.

The Teamsters late last year introduced a package of legislative priorities when it unveiled “Let’s Get America Working” (LGAW). And the union saw progress made toward those goals when Congress in December passed its first long-term transportation funding bill in more than a decade.

But not all of our proposals are going to slide through the process so smoothly. There are trillions of dollars’ worth of infrastructure needs not only for roads and rails, but for the nation’s energy and water systems. There is a need to protect the rights of workers to organize, and for better education and vocational training as well. And elected officials must ensure that everyday Americans can have a secure retirement.

Now, the union is debuting a new program for activists that will help make the LGAW platform a reality. “Building Teamster Political Power” is meant to get members involved in making these policies a reality. Locals will identify members who will be trained on how to talk about political issues and persuade their fellow Teamsters on the issues that matter most to this union.

By starting early, the Teamsters can have scores of trained political activists on the ground to participate in the union’s 2016 election program. And we will need every one of them to push back on the message of the corporate candidates who are seeking to reward their contributors.

Remember—Teamster Strong, America Stronger!

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# PARKING News

James P. Hoffa, General President | Ken Hall, General Secretary-Treasurer | John Coli, Division Director

## TEAMSTERS THWART ATTACKS ON WORKERS AT STANDARD PARKING

### Union Successfully Fights Corporate Greed

Standard Parking has backed down after Local 264 in Cheektowaga, N.Y. successfully thwarted attacks on Teamsters.

In December 2014, as a condition of employment for drivers, Standard Parking tried to mandate DOT physicals for the 90 workers in the bargaining unit. The workers, primarily based out of Buffalo-Niagara International Airport, only need a Class D license because of the vehicles they were operating. The transport weight and occupancy weren’t classified under federal regulations.

The Teamsters have been successful in many similar efforts. By January 2015, Standard Parking had dropped their position that the physicals were a condition of employment. The company was also under fire for proposals and actions that would adversely affect members’ health care, including allegations of unlawfully deducting and overcharging members for premiums on their dental insurance. The Teamsters fought back and the company consented to stop the practice and reimburse members.

“These attacks on working families have to stop,” said Darrin Ziemba, Secretary-Treasurer of Local 264. “In the freezing cold, in the pouring rain, in the blistering heat, Teamsters at Standard Parking have done their jobs with professionalism and excellence. It is completely unacceptable that the company wants to raise health care costs and impose ridiculous work requirements on excellent longtime employees. We are prepared to do whatever it takes to make sure these workers are protected from this nonsense.”



**“We are prepared to do whatever it takes to make sure these workers are protected from this nonsense.”**

— Darrin Ziemba, Secretary-Treasurer of Local 264

## NEW YEAR, SAME MISSION

The Teamsters Union will always be united behind the workers we represent no matter what date is on the calendar. We proudly stand together and will continue to support and battle for a better workplace for all parking workers.

Our efforts have not gone unnoticed. In Chicago, the Teamsters held PAS accountable when it attempted to pull off a dirty corporate trick to avoid paying its fair share of dues to union members. The Teamsters took them to court and rightfully won over \$225,000 worth of back pay and damages for union members.

In Boston, organizing efforts continue at parking locations around the city. We are so proud of our business agents, stewards and members of our organizing committees who are on the front lines of working with parking employees to empower themselves in the workplace. Their actions are truly commendable.

In New York and around the country, the union is negotiating top-of-the-line contracts for our workers. Teamster agreements are some of the strongest union contracts in the country and we garner high wages, great benefits and fair workplace conditions because of our dedication to getting workers the best contract.

2016 will be an exciting year for our union. There is always good work to do organizing workers, negotiating contracts and holding companies accountable if they don't play fair and follow the rules. We can't wait to get started!



## Teamsters to Launch Program to Build Political Power

*New Member Activist Training to Begin in February*



This month, the Department of Political and Legislative Action and the Training and Development Department will launch a new political activist program called Building Teamster Political Power. The goal of the program is to establish an army of engaged, active members interested in getting involved in politics—not only for the upcoming election, but for years to come.

For nearly a year, staff members from the Department of Political and Legislative Action have been meeting with Joint Council and local union officers and business agents to listen to ideas about how the Teamsters can improve on their already successful political program. The feedback received pointed to a need to focus on working family issues, and have consistent communication with members who have indicated that they are excited to be part of the Teamsters and believe in our political objectives.

All the ideas the union received have gone into the development of the Building Teamster Political Power program. Each local will be asked to identify members they would want to participate in Member Activist Trainings. At the trainings, members will be taught how to speak about political issues with fellow members, persuasion techniques to get around common objections and how to get involved in politics through their local unions and Joint Councils.

Working with the Training and Development Department, the union will complete trainings before the International Convention in June so there will be a group of trained political activists available to participate in the Teamster election program this cycle. After the classroom-style session, newly trained members will be asked to participate in a real world activity, like phone banking, leafleting or a rally.

If you are interested in participating in the Building Teamster Political Power program please contact the Department of Political and Legislative Action at 202-624-6800.



## ARBITRATOR RULES EMPLOYER CREATED SHAM COMPANY TO AVOID PAYING UNION

*PAS, Formerly VPS, Ordered to Pay Local 727 More Than \$225,000*

An arbitrator has ordered PAS, LLC to pay Local 727 more than \$225,000 in back dues, penalties and late fees after the Chicago parking employer created a “sham” company to avoid its financial obligations to the union.

In July 2013, VPS of Illinois closed its business without paying thousands of dollars owed to the union. The same month, PAS took over 21 of the 47 parking locations previously operated by VPS, and this “new company” also did not pay its contractually obligated dues. The union contended that PAS was an “alter ego” for VPS and therefore must pay all of the dues, penalties and late fees incurred by both PAS and VPS.

“From day one, this parking employer was deceptive and unreasonable,” said John Coli Jr., President of Local 727 in Park Ridge, Ill. “We could not let PAS get away with this scheme to dodge its substantial and ever-growing liability.”

The union filed grievances and attempted to settle the matter, but PAS remained uncooperative, so Local 727 took the case to arbitration.

During the arbitration hearing on April 1, 2015, the

union presented sufficient evidence to show PAS was an alter ego to VPS because it had substantially identical management, business purpose, operation, equipment, customers, supervision and ownership. This was despite the fact that the company did not provide information and documents requested and subpoenaed by the union.

Arbitrator Edwin H. Benn, in a 47-page decision handed down Dec. 28, 2015, emphatically ruled in the union's favor. Benn ordered PAS to pay the union \$168,758.60 for dues and fees owed by VPS and \$60,126.60 for dues and fees owed by PAS as of July 31, 2015. Additionally, PAS shall pay any additional amounts owed by VPS and PAS due to late and unpaid payments beyond July 31, 2015. PAS also has been ordered to provide a complete employment history dating to Aug. 1, 2012, and access to records to fully audit employees to determine if additional amounts are owed to the union.

“Employers need to know they cannot simply dodge their obligations and try to cover up their misdeeds,” Coli said. “We have the law on our side and the union will fight against injustice wherever and whenever we see it.”