

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FALL 2013

TEAMSTER

www.teamster.org

NEW DAY, NEW POWER

1,000 Teamster Women Gather
for Annual Conference



8 New Day, New Power

1,000 Teamster Women Gather
For Annual Conference

12 Fighting The Good Fight

Teamsters National Black Caucus
Holds 38th Annual Conference

14 The Great American Ripoff

Teamsters Leading The Way
Toward Economic Justice

16 TPP Opposition Is Growing

Teamsters Lead Fight Against Unfair
Trade Deal

17 Enemies Of Economic Justice

ALEC, Kochs, Other Groups Working
Against Economic Fairness

22 The Pension Fight Of Our Lives

Safeguarding Our Retirement

24 A Teamster 'Lifeline'

Ferry Pilots, Captains Join Local 59,
Ratify First Contract

26 L.A.-Long Beach Port Scene Of Port Truck Driver Rally

Green Fleet Systems Drivers Joined By
Supporters On March Back To Work

28 Construction Training Program Benefits Members And Veterans

New Projects Require Enhanced Skills



2 TEAMSTER NEWS

- Lack Of Infrastructure Spending
- Yosemite Teamsters Keep National Park Running
- Teamsters at Sunsweet Stand Strong
- Teamsters in Atlanta Fight, Win On Behalf of Sanitation Workers
- Support Rail Teamsters by Riding Amtrak
- UPS Driver Catches Record-Breaking Gator
- Taxi Drivers Find A Voice

20 ORGANIZING

- Teamsters Rack Up Victories For Waste Workers
- BLET Welcomes Texas-Pacifico Workers
- Mayfield Dairy Workers Join Teamsters
- Local 1038 Welcomes First Student Workers
- Lincare Drivers Join Union
- Americold Workers Join Local 528
- Teamsters Welcome Repro Graphics Members

30 COURT MATERIAL

TEAMSTER

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.

FALL 2013 / VOLUME 110, NO. 4

© 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



and Follow @Teamsters on Twitter.



SIGN UP FOR UPDATES—

Text "IBT" to 86466

(message and data rates may apply)

A Revolution Against Poverty

A MESSAGE FROM GENERAL PRESIDENT JAMES P. HOFFA

Corporations are squeezing workers across the globe to maximize profits and minimize wages. But workers are standing up and fighting back.

Whether it's fast-food workers walking off the job as part of one-day strikes held across the U.S. or mass protests across Europe, one thing is clear – workers are no longer keeping quiet while being abused by big business.

Why is this happening? Because good-paying jobs that were plentiful just a few years ago have not been replaced after the last recession. Instead, adults trying to support their families are seeking out restaurant and retail jobs that pay poorly. Once they are there, wages largely remain stagnant and work hours are unreliable.

More than 36 percent of fast-food workers over 20 are raising children. But 79 percent of those in the same age group make less than \$10.10 an hour. Meanwhile, a recent report by the National Employment Law Project notes the largest losses in real wages in the last three years have occurred in the low- and middle-income job categories. And the number of involuntary part-time workers has almost doubled in the past five years.

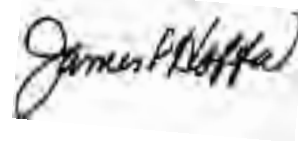
At the same time, corporate profits are hitting an all-time high. Sales are peaking even as fewer Americans are working

now than in the last 30 years. We have globalization to thank for those numbers. Companies are profiting by sending more jobs overseas and leaving working men and women with few options to support their families.

More and more states are increasingly falling under the influence of the American Legislative Exchange Council. ALEC, which acts as a go-between for corporations and state lawmakers, is doing everything in its power to strip workers of their rights while lessening rules for big business.

But workers are fighting back. We are in the midst of a global revolt against poverty. You can draw a straight line from the Wisconsin uprising of 2011 to today's actions.

More recently, we have seen this nation's lowest-paid workers stand up to fast-food and retail giants who pay them the minimum wage often in unsafe work environments while raking in huge profits. We need to get the economy moving again to rebuild the middle class. Workers' backs are against the wall. Business is booming for big corporations. Companies must do their part by paying a living wage and treating workers fairly.



It's Time to Stop Starving U.S. Investment

LACK OF INFRASTRUCTURE SPENDING IMPACTS TEAMSTERS

Next time you hit a pothole, blame Congress. Government spending on infrastructure needs has plummeted in recent decades.

An analysis of infrastructure spending by the Financial Times shows U.S. public investment is at its lowest level since World War II. Public sector investment is now just 3.6 percent of the nation's gross domestic product, and austerity is hurting everything from building roads to investing in science and education. The cuts caused by sequestration threaten future growth.

"U.S. infrastructure, from roads to rails to ports, is in terrible shape," said Jim Hoffa, Teamsters General President. "Our members see it every day. The Teamsters Union is the largest transportation union in the world, so no union's members are more affected by shoddy infrastructure than ours."

It is not just highways in need of repair. Over a tenth of American bridges need significant repair and maintenance. Every day, 260 million trips are taken across these dangerous bridges. America's rail lines are also in bad shape thanks to a lack of infrastructure spending.

"Schools and transportation networks—these are fundamental building blocks of a state's economy," Michael Leachman, the Center on Budget and Policy Priorities' director of state fiscal research told the Financial Times. "If a state's unable to make investments in these things then its long-term growth will suffer."

The reduction in spending shows an overall change in the American mentality. In 1969, government investment in such things as infrastructure, education and scientific research made up a third of the federal budget. But that has now fallen to 14 percent. Federal infrastructure spending has fallen from around \$300 billion in 2010 to around \$240 billion now.

The American Society of Civil Engineer estimates the U.S. will need to spend around \$450 billion a year on infrastructure needs by 2020. Doing so would boost economic performance, while



continued neglect would cost businesses upwards of \$1 trillion in lost sales and 3.5 million U.S. jobs.

Economist Douglas Holtz-Eakin told the Financial Times it doesn't make sense to slash public investment now, especially when it isn't the cause of deficit spending. He said the way to garner bipartisan support is to make sure dollars are spent well. He suggested that there should be fewer individual pots of money for infrastructure.

"Congress mustn't forget that it is workers who pay the price when lawmakers fail to spend money to improve this country," Hoffa said. "That's less people paving streets or repairing bridges or laying track for light rail. And everyone suffers from having crumbling infrastructure."

So as those in Capitol Hill start moving on a budget for fiscal year 2014, they should remember it is in all their best interests to invest in the U.S. Such dollars are money well spent.

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
55 Broad St. 11th Floor
New York, N.Y. 10004

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

Fredrick Potter
3400 Highway 35
Executive Plaza, Suite 7
Hazlet, N.J. 07730

Fred Simpson
41475 Gardenbrook Road
Novi, Michigan 48375

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

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

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

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

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

CENTRAL REGION

Brian Buhle
1233 Shelby St.
Indianapolis, IN 46203

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

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

Gordon Sweeten
P.O. Box 99
Saginaw, MO 64864

EASTERN REGION

William Hamilton
12275 Townsend Rd.
Philadelphia, PA 19154

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

John Murphy
348 D St.
Boston, MA 02127

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

SOUTHERN REGION

Tyson Johnson
1007 Jonelle St.
Dallas, TX 75217

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

John Murphy
348 D St.
Boston, MA 02127

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

WESTERN REGION

Randy Cammack
818 Oak Park Rd.
Covina, CA 91724

Rick Middleton
460 Carson Plaza Dr.
Carson, CA 90746

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

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

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

YOSEMITE TEAMSTERS KEEP NATIONAL PARK RUNNING

Rock Solid Teamsters



Adam Hecox first visited Yosemite National Park for the activities. An avid hiker and backpacker, he took a summer job with Delaware North Companies Parks and Resorts (DNC), a support and concessionaire provider contracted by the National Park Service. Hecox quickly realized that Yosemite was the best office anyone could ever ask for, so when he was offered a full-time position, he accepted without

a second thought.

A 12-year member of Local 386 in Modesto, Calif., Hecox now serves as a steward to the eclectic group of 150 Teamsters employed by DNC whose members are as talented as they are unique. From plumbers, mechanics, drivers and painters to carpenters, laborers and electricians – Teamsters work to keep the park running.

“I like to think of us as the city workers for the town of Yosemite,” Hecox said. “There’s not much that we can’t get done when it comes to trades here in the park. If there is a problem, the Yosemite Teamsters can solve it.”

Caretakers

Yosemite members come from all walks of life and from around the world. Hecox believes that while the group may not share a common background, they do share a love for the park they serve as caretakers.



“Most of us came here for the park and never left,” Hecox said. “We have 15 guys that specialize in setting up, maintaining and breaking down our five High Sierra camps. They all have extensive backcountry experience that came from doing it recreationally.”

With its soaring granite peaks and breathtaking vistas, Yosemite is one of the nation’s most popular parks, attracting an average of nearly 4 million visitors each year. And every year, Local 386 Teamsters are there to do what they can to make sure every one of them enjoys their time in the park. During the spring and

summer seasons DNC may employ as many as 200 Teamsters with that number reduced to approximately 120 during the winter.

“They are a great, unique group that takes pride in their work,” said Dave Parks, Local 386 President and business agent for the Yosemite Teamsters. “They know that it’s a special place for people that come to the park because they love the park as much as the people that visit it. They truly are the caretakers of the park. We’ve always had a strong group at Yosemite that are proud to be Teamsters and are proud of the work they do.”



Historic Victory

LOCAL 728 IN ATLANTA FIGHTS, WINS ON BEHALF OF SANITATION WORKERS



Back in the mid-1990s, sanitation workers in DeKalb County, Ga. tried to organize their union, but the county fought them. The result: they have been working without union representation for nearly 20 years.

That will change soon, after a vote by the DeKalb County commissioners.

"I'm overjoyed," said Robert Pruitt, a sanitation driver/crew leader with the county. "It's been a long time coming. It's been a long fight. Now I'm feeling great."

After years of hard work by Local 728 in Atlanta, more than 4,000 workers in DeKalb County can join unions, including more than 400 waste workers who will become Teamsters.

"This vote paves the way for thousands of workers to join unions and we are excited that more than 400 sanitation workers will become members of Local 728," said Randy Brown, Local 728 President. "Our future members are seeking a safer workplace and getting treated with respect and dignity, and the Teamsters will deliver that."

In early October, the DeKalb County Commissioners unani-

mously passed an ordinance allowing county employees to organize. Although the future Local 728 members had the support of their company's CEO and county commissioners, it took

months to find a solution to the state's No Rights at Work laws. State law does not give public sector workers the right to collectively bargain.

"This is a massive, historic organizing victory in the South that opens the way for thousands of public sector workers to join the labor movement," Local 728 Organizer Ben Speight said. "There hasn't been something this big in decades. This took place after sanitation workers in Memphis fought for justice 45 years ago, and our members remembered

those workers' struggles as they themselves fought for better lives here in Atlanta."

The ordinance takes effect Jan. 1, 2014. The 400 workers who have already signed membership applications will become members of Local 728 that day, and Local 728 has been busy signing up more members.



MISSISSIPPI MONSTER

**UPS Driver Dustin Bockman
and Crew Break Alligator Record**

After roaming the waters of the Mississippi River all night, Local 891 member Dustin Bockman delivered a new record to the state of Mississippi.

Bockman, a UPS Teamster, broke the record for heaviest alligator ever captured in Mississippi. During the first week-end of the season on his first-ever alligator hunt, he nabbed a 727-pound gator.

"My friends were just like, 'Oh my God, it's so huge,' You couldn't fold him in half to put him in a truck," Bockman said.

After five hours of searching the inky black river, Dustin Bockman, his brother Ryan Bockman (also a Local 891 Teamster) and friend Cole Landers finally caught sight of the 727-pound animal.

The team gave chase for more than two hours. Occasionally, the alligator would sink to the bottom of the muddy river to evade Bockman's crew. The trio would then turn off the boat to drift silently down the river, waiting to see gator's eyes as he resurfaced. When they saw a tell-tale glint, the hunt would start again. And again.

Finally around 3 a.m., they managed to tether it to a fishing pole and then a snare. The fishing line broke. Bockman's team managed to get another line around the alligator. It also broke. After two hours and more snapped lines, Dustin Bockman finally ended the chase with a shot from a crossbow.

"You see all the shows on TV and they don't do it justice," Bockman said. "You don't see how strong they are until you get up close."

Delivering the Prize

At 13 feet, 4 inches, their catch was almost the size of the team's boat. After three hours straining to haul the animal aboard, they gave up and called in reinforcements. Although the crew had warned their friends about their alligator's size, even they did not quite understand how large the crocodilian was.

"We didn't have a tape measure on the boat," Bockman said. "When we got it home, that's when we realized we had a monster."

State wildlife authorities confirmed Bockman's new record four hours after another record-breaking hopeful had hauled back a 723.5-pound catch.

Bockman plans to hand out most of the alligator meat to friends and cook the rest himself.



THIS YEAR, TAKE AMTRAK



SUPPORT RAIL TEAMSTERS BY RIDING AMTRAK

"I'm dedicated to providing safe, reliable transportation when I run the Amtrak train from Washington to New York," said Herb Harris, a member of Division 482 of the Brotherhood of Locomotive Engineers and Trainmen (BLET) which is part of the Teamsters Rail Conference. As a member of the BLET, Harris is one of the 1,400 locomotive engineers and trainmen who keep America's long-range passenger and high-speed rail line on time and safe. More than 1,000 Brotherhood of Maintenance of Way Employees Division members work to keep Amtrak's rails and building in top condition, too.

The Amtrak system was created in the early 1970s after freight rail companies spun off their passenger rail operations. Congress was forced to consolidate the various passenger rail systems that ran throughout the United States, establishing Amtrak. Once this was established, Amtrak became one of the largest passenger rail systems in the world.

"Whether you are commuting for work or taking a trip with your family, everyone should consider riding on Amtrak to their destination," said Dennis Pierce, President of the Teamsters Rail Conference. "The Amtrak system makes it easy to board a train, relax, sleep or get work done and then disembark at your destination. It's a great way to spend quality time with your family while seeing the American landscape from a new and unique point of view."

For more information about Amtrak, visit www.Amtrak.com.



Teamsters at Sunsweet Overwhelmingly Ratify Contract

Local 601 Members Stand Strong to the Finish

Teamsters who work at the world's largest dried fruit processing plant are at work today, under a strong contract that resulted from their solidarity.

The 500 cannery, food processing and warehouse workers at the Sunsweet Growers facility in Yuba City, Calif., recently overwhelmingly ratified a three-year agreement.

"We came to the company with a pre-ratified contract and we said, 'We are not interested in your last, best and final; we are giving you our last, best and final,'" said James Bond, a 15-year industrial mechanic and member of the negotiating committee. "We got a fair contract for all because the solidarity of our membership was really second-to-none."

The members had worked since March under an extension of a previous contract. They had overwhelmingly rejected two contract proposals.

The members voted 322-13 to pre-ratify a fair contract to present to the company. At the same time, they voted 329-8 to authorize a strike at the company should an agreement not be reached.

Holding the Line

Ashley Alvarado, Secretary-Treasurer of Local 601, said it was a long and difficult negotiation process over some key issues, including wages, health and welfare, pension and seniority rights.

"I am very proud of how everyone came together and demonstrated that they are a strong union. This gave us the momentum

we needed to get the company to accept our last and final offer," Alvarado said.

In the agreement, the workers negotiated wage increases, maintained the health and welfare at a reasonable rate and preserved seniority rights, which had been under threat due to proposed changes from management.

"We held the line on a lot of things the company wanted to implement that would have devastated our members," said Jose Castaneda, a 16-year mechanic and negotiating committee member.

In June, the members rallied outside the Yuba City facility for a fair contract. Locals 853, 948, 439, 386, 517, 890, 2010 and Joint Council 7 participated in the day of action.

The Sunsweet workers had the powerful backing of 7,000 Teamster members with Local 601, as well as 15,000 members in the Teamsters Cannery Council, which includes Local 601, Local 948 in Visalia and Local 890 in Salinas.

"The Sunsweet workers are resilient, determined and they never backed down in their fight for justice and a fair contract. They stood together, following a well laid-out plan by Local 601 leadership to achieve this contract. They stand as an example to all Teamsters and workers of the real power of unity," said Rome Aloise, International Vice President and President of Joint Council 7.

"It's because Sunsweet pushed us to this point that we banded together," Castaneda said. "We now know more about what it means to be a Teamster, what it means to belong to a union, and I hope we continue to grow."

Taxi Drivers Find a VOICE

WASHINGTON, D.C. TAXI OPERATORS
ASSOCIATION GOES TO BAT FOR DRIVERS

More than 1,000 taxi drivers in the nation's capital attended the first meeting of the new Washington, D.C. Taxi Operators Association recently in support for a strong affiliation with the Teamsters as the city imposes costly industry changes affecting their livelihoods.

Affiliated with Local 922 in D.C., the association is a powerful, united voice for the more than 6,000 taxi drivers in Washington who are independent owner- and lease-operators.

"The taxi drivers in Washington, D.C. are angry and fed up by the lack of communication and input they have regarding the policies that affect their lives every day," said Ferline Buie, International Vice President and President of Local 922. "We may not win every battle, but we will fight for all the association's members to make sure their voices are heard."

The drivers adopted provisional bylaws for the organization and voted to officially affiliate with Local 922.

Drivers initially approached the Team-

sters in late September after the city imposed confusing and costly regulations without their input. For example, new required dome lights cost about \$450, double what drivers were initially told. Also, service fees and transaction fees for new credit card machines are burdensome, and vendors are taking a very long time to pay drivers.

"The Teamsters will help us have a say before the regulations are imposed by the city. With our association with the Teamsters, we are in good hands," said Addis Gebreselassie, who has driven a cab in D.C. for the past 12 years.

Last year, Seattle Teamsters organized more than 500 taxi drivers into the Western Washington Taxicab Operators Association. The association works closely with



the union and has improved working conditions for taxi cab operators throughout the Seattle area. In D.C., drivers' response to the new association has been tremendous. In the first three weeks of getting the word out, more than 1,000 drivers signed up to join.

"I've been driving a cab part-time since 1962, so I know that this association with the Teamsters is badly needed for the drivers," said Stan Tapscott, a member of the D.C. Taxicab Commission for the past decade and supporter of the association. "The association will help educate drivers about the policies imposed by the city and it will stand up for drivers. The association will also help us get more representation on the taxicab commission."

The drivers' association with the Teamsters Union has already drawn considerable attention to their plight, but the actions of the group are pushing the issue further into the spotlight. In early November, more than 200 D.C. taxi drivers gathered to march to the mayor's office to demand fair treatment, and a similar event was planned for mid-November in front of the D.C. Taxicab Commission.





THE TEAMSTER
WOMEN'S
• 2013 CONFERENCE •



**“‘NEW DAY, NEW POWER, NEW ORLEANS,’
THAT IS THE THEME OF THIS YEAR’S CONFERENCE. TIMES
ARE CHANGING AND WE FACE MORE AND MORE CHALLENGES.
IT’S SO IMPORTANT AS A TEAMSTER, WHETHER YOU ARE A MAN
OR A WOMAN, TO GET INVOLVED IN YOUR UNION.”**

**-BECKY STRZECHOWSKI
INTERNATIONAL VICE PRESIDENT AND PRESIDENT OF LOCAL 700**

NEW DAY, NEW POWER

• 1,000 TEAMSTER WOMEN GATHER FOR ANNUAL CONFERENCE •

Shelley Goodman, a 21-year Teamster school bus driver and organizer, stood at the podium before 1,000 of her fellow Teamsters, excited to be attending the 2013 Teamsters Women’s Conference.

“It’s a great day to be in New Orleans, but it’s an even greater day to be a Teamster,” Goodman said.

The three-day conference, themed, “New Day, New Power, New Orleans,” had one of the largest attendances in its history. The event featured an impressive program of speakers, dozens of educational workshops and union-building activities for Teamsters from Alaska to Puerto Rico and everywhere in between. It was hosted by Local 270 in New Orleans and Joint Council 87 in Mississippi.

Jim Hoffa, Teamsters General President, opened the conference by introducing Becky Strzechowski, the new director of the Women’s Conference, while honoring Sue Mauren, who led the conference for four years until her retirement last year.

“I’m honored to continue Sue’s good

work and excited to lead this conference that General President Hoffa started 13 years ago,” said Strzechowski, who is also an International Vice President and President of Local 700 in Chicago.

Hoffa told the crowd that it’s as important as ever that Teamsters organize, fight for working people and vote for politicians that will stand with workers.

“We need political activists. We need to fight right-to-work. I can’t stress to you how important it is that you vote,” Hoffa said.

Donna Brazile, an academic, author and political analyst, as well as a New Orleans native, echoed that sentiment. Brazile urged Teamsters to battle anti-worker forces that are “picking on” working people. The proud card-carrying union member called on Teamsters to “never get weary of doing good.”

“It’s a new day, ladies, and you’ve got the power to change the world. We’re going to drive these anti-labor governors out all across American in 2014,” Brazile said. “Grow this union, grow this Women’s

Conference, register everyone you know. Do not be afraid to talk about politics. I have faith in you and solidarity with you.”

“New Day, New Power, New Orleans,” that is the theme of this year’s conference. Times are changing and we face more and more challenges. It’s so important as a Teamster, whether you are a man or a woman, to get involved in your union,” Strzechowski said.

Strzechowski noted that while Teamster contracts support equal pay and treat men and women equally, unorganized workers across the U.S. and Canada are suffering.

“The reason you are here is you believe in your ability to stand with your sisters and brothers to bring equality to workers,” said Ken Hall, General Secretary-Treasurer.

Hall noted that nationally, women still only make about 80 cents to the dollar that men make, and 69 cents to the dollar in Louisiana. He also noted that women are underrepresented in both state and federal-level elected office, and given those circumstances, it is unlikely that workers

• Q & A WITH •
BECKY STRZECHOWSKI

Director, Teamsters Women's Conference

Q: *What are the goals of the Women's Conference?*

Our goal is to educate and empower Teamster women. This conference gives Teamsters the opportunity to network, learn from workshops and brainstorm ideas. They get inspired to continue their work of strengthening our union, and they take back what they've learned to the Teamsters in their locals and the nonunion worker that they know. It's also a lot of fun.



Q: *What can Teamsters do to get more involved?*

As busy as our modern lives are, there is always time to get involved in some way, big or small. We can demonstrate our political power at the ballot box just by voting. In the workplace, become a shop steward or mentor a coworker. Become a union organizer. At the Women's Conference we talked a lot about women's committees, which are growing in number, and those are a great way for Teamster women to participate. At the very least, commit to buying American and Canadian-made products, and of course, union-made products.

Q: *You mentioned women's committees. Can you talk more about the growth of Teamster women's committees and what they are accomplishing?*

Women's committees are a successful tool for Teamsters in local unions to mobilize the membership, raise awareness of the importance of the union and promote worthwhile causes.

I'm particularly proud of our Joint Council 25 women's committee, which was formed in 2009. The committee set up a scholarship program for Teamster women and this year raised \$30,000 at a gala dinner. The committee sponsors seminars and meetings, with speakers on special topics. We also organized a team for an annual breast cancer walk, and will soon hold a health fair for Teamster women.

Women's committees are a valuable way to bring members together whose paths might not have ever crossed. They get ideas to bring back to their own locals and get motivated to get active in our union.

Q: *What is the value in having a conference for Teamster women?*

We have more female Teamster members than at any point in our history. Women recognize the importance of having a union and they're organizing. In four out of 10 families with children, women are the primary breadwinners. While Teamster contracts are gender blind, women in the work force overall still make about 80 cents to the dollar that men make, and that impacts the family bottom line. These are challenging times for our economy and for workers, but it's no surprise that women in our union are rising to the occasion.



can rely only on government to make sure everyone is treated equally.

"That's where unions come in, and that's where the Teamsters Union comes in," Hall said. "Teamster contracts provide wage rates and benefits that are the same, regardless of your gender or race, and that's why unions are so important in the fight for equality."

Women Activists

Leading that fight are the Teamster women who spoke as part of a "Women Activists" panel. They shared their emotional and spirited stories of determination and resilience in the face of anti-union employers. The women came to New Orleans from all over North America, and altogether they are working on campaigns that impact more than 20,000 Teamsters, either current Teamsters or those about to become Teamsters.

They work and organize at IKEA in Canada, in the U.S. at the ports, as well as at taxi cab companies, school bus companies and the University of California system. They are diverse—but they would all agree they have one thing in common—they are tenacious Teamsters.

Dot Tompkins, a Teamster shop steward from Canada, has been locked out with her co-workers at IKEA for the past four months.

"This is a fight on workers, and we are grateful for the huge amount of support we have received. We are stronger now than the day we went out," Tompkins said.

"I have been blessed to work in a department where I have supportive supervisors; however, when I went to union meetings I



heard about brothers and sisters who weren't being treated well and that fire was lit in me. I feel I need to be a part of a voice for those who don't have one, and that's why I became an activist," said Callie Wilson, a University of California research assistant working on brain cancer research and a member of Local 2010. "It is up to us to speak up for and encourage each other."

Cynthia Pinkins, a 30-year school bus driver and member of Local 270 in New Orleans, received the Teamster Woman Activist award for her involvement in her union.

Teamster women are not only helping their fellow Teamsters and communities, they also reached out in New Orleans.

More than \$4,000 and a crate of school supplies were donated by Teamsters attending the conference to benefit Mary McLeod Bethune Elementary School in New Orleans. Thanks to their generous donations, the elementary school students there will have a good start to the school year.

"As Teamsters, we stand for so much and we can help so many people," said Joanna Livingston, a member of Local 848 in Covina, Calif. "The experience of being here is like none other. It's a learning experience and an opportunity to interact with women from other locals."

"Teamster women are powerful," said Leatha Walker, a member of Local 984 in Memphis, Tenn., and a Durham School Services school bus driver. "We have to put that power in our spirit. It's a new day, new power, and not just in New Orleans, but back at home."



Shelley Goodman has witnessed a lot of hardship in her 21 years as a Durham School Services school bus driver and Teamster organizer.

While organizing in Jacksonville, Fla., Goodman met a nonunion school bus monitor who sold her blood to make ends meet. At an election in Minnesota, one of the workers who had terminal cancer came to cast his vote in the Teamster election for a better future for his co-workers.

"I've witnessed all these battles," Goodman told the audience of 1,000 Teamsters at the Women's Conference. "But there are two women who I would like to recognize today. They encouraged me to be an activist. They are my two daughters."

Courtney Goodman-Bell is a business agent with Local 777 in Chicago and Kacie Goodman-Romero is a special education teacher in Louisiana and a chief shop steward working to organize and mobilize her co-workers.

"Mom would go to her shop steward meetings and bring us along when we were little. I remember workers coming to our house to talk to Mom, the fighter," Romero said.

"Being in a union is ingrained in us. Our father was a union ironworker. When I was eight years old, Mom organized at her bus terminal. For us, it was common conversation at the dinner table," Bell said.

Romero is learning from her mother and sister about empowering workers to stand up for their rights.

"I'm glad to be at the Teamsters Women's Conference because having moved from Illinois to Louisiana, a right-to-work state, I have a lot to learn about organizing and unions. I want to empower myself to help others," Romero said.

Romero is one of five union members among a work force of 80, thanks to right to work. The teachers and staff have a growing interest in organizing, but also a fear of retribution from their employer.

Bell is the youngest daughter, but advises her sister on how to organize in her workplace.

"I'm a business agent and I represent school bus drivers, and I can explain to them, I rode a bus, too, with my mom. I know the gratification and challenges of being a bus driver," Bell said.

The two sisters have the same fire as their mother to empower workers to better their working conditions and their lives.

Of her daughters, Goodman said, "I am extremely proud," as she called on the audience of Teamsters to continue their fight and pass it on to the next generation.



FIGHTING THE GOOD FIGHT

TEAMSTERS NATIONAL BLACK CAUCUS HOLDS 38TH ANNUAL CONFERENCE

“Labor unions are the only group in the world fighting for the working people and the middle class,” said Al Mixon, looking out at the hundreds of Teamster leaders, rank-and-file members and guests at the annual education conference of the Teamsters National Black Caucus (TNBC).

Mixon, an International Vice President, Chairman of the TNBC and Secretary-Treasurer of Cleveland’s Local 507, implored the crowd to continue the fight started by the civil rights movement. He also reminded them that the Teamsters Union, and the labor movement in general, are still fighting many of the same things the civil rights movement fought for.

The 38th annual TNBC conference kicked off on August 14, 2013, in the heart of downtown Atlanta. This year, more than 600 dedicated Teamsters and guests were in attendance, each there to celebrate history. The participants attended workshops, networked, fellowshiped and had the opportunity to visit the Martin Luther King Jr. historic site in Atlanta, the home of the civil rights movement.

The theme for the TNBC conference was honoring and continuing the fight of the original fighters for civil rights. The conference also celebrated the 50th an-

niversary of Martin Luther King Jr.’s “I Have a Dream” speech.

“The importance of the TNBC conference is to inform the youth of exactly who the Teamsters are, and what we do. Since attending the conference I’ve reached out to many of the youth in my community and inspired those who have crossed my path,” said Teamster Melissa Spaulding. “I’ll be attending the conference for more knowledge to spread about the changes that need to be made next year. This caucus is a networking tool.”

Conference Highlights

This TNBC conference featured the fifth annual Women’s Day. TNBC delegates honored not only the Teamster women in attendance, but those who came before them. A tribute to the late Coretta Scott King, wife of Dr. King and a civil rights icon in her own right, was the highlight of the morning. A sea of red shirts filled the hotel ballroom as TNBC delegates observed Women’s Day with inspiring speeches, recognitions and a special luncheon.

“The reason for organizing this group of strong black women is to mentor and educate each other,” said Ferline Buie, International Vice President and President of

Joint Council 55 in Washington, D.C. “We continue to fight the war on workers, and we’re working hand and hand with our brothers.”

Those in attendance also heard presentations on health and welfare, other benefits, Teamster history and what the union is doing to organize new members. They also heard from several Teamster leaders.

“I consider it an honor to be able to address this group, because you all have done a great job,” said Ken Hall, General Secretary-Treasurer. John Coli, International Vice President and President of Joint Council 25 in Chicago, expressed how proud he was of the TNBC. “This is one of my favorite events of the Teamsters. You know how to have fun, but you also know how to get the job done,” Coli said. “Without you guys, the fabric of our International would not be what it is. These conferences are really the backbone of everything we do. So keep up the good work.”

“Once we get it in our minds that this is what we do and who we are, servants to our members, we’ll get better and greater every day,” said Antonio Christian, Executive Director of the TNBC.

“We have to fight because we’re in the fight of our lives,” said Harvey Jackson, Vice Chairman of the TNBC.



“WITHOUT YOU GUYS, THE FABRIC OF OUR INTERNATIONAL WOULD NOT BE WHAT IT IS. THESE CONFERENCES ARE REALLY THE BACKBONE OF EVERYTHING WE DO.”

—JOHN COLI, INTERNATIONAL VICE PRESIDENT AND PRESIDENT OF JOINT COUNCIL 25

John Lewis Speech

One of the highlights of the conference was Rep. John Lewis (D-Ga.), one of the original civil rights Freedom Fighters, who encouraged attendees to not lose sight of why they were there: to continue the fight for working people.

“If it wasn’t for this union in particular, I wouldn’t be standing here as a state representative. I thank you,” Rep. Lewis said. “We sat at counters waiting to be served while they spit on us, put out cigarettes in our hair, and poured water and coffee on our

backs, but we didn’t retaliate with violence.”

“Teamsters! The wind may blow, the thunder may roll, the lightening may flash, but stay with the union, hold hands! We’ve come too far. We’ve made way too much progress to go back,” he said.

Over the years, the annual TNBC Conference has become a meeting place for the leaders and members of the Teamsters Union. Caucuses were designed to gather members together to discuss issues and reform. Their purpose is to help resolve problems, as well as educate its members.

The TNBC takes great pride in its conference being all about education and inclusion, and the membership in attendance told the story without saying a word. The diversity in gender, race and even geographic regions of those in attendance shows the TNBC is achieving its goals.

“The TNBC is growing larger and better each year,” Mixon said. “I had someone say to me, ‘The moment I walked into this room was the moment I started thinking about how I could be a better person and a better Teamster.’ That’s what this is all about.”

CELEBRATING THE DREAM

Teamsters played a very important role in the March on Washington 50 years ago. They were at the forefront of the march demanding better jobs, better education, and decent living for working men and women.

On August 28, 1963, Teamsters from all over the nation were front and center for the march. Today, the union’s members are still front and center in fights involving social justice and economic equality.

On the 50th anniversary of the March on Washington,

Teamsters again turned out in force, demanding economic equality, better working conditions and wages for all Americans.

“This is a time to reflect on the progress made toward achieving civil rights and workers’ rights across the country, but it’s also important to recognize the steps that remain to be taken in order to guarantee these rights,” said Becky Strzechowski, International Vice President and President of Chicago’s Local 700.



**TEAMSTERS LEADING THE WAY
TOWARD ECONOMIC JUSTICE**



**THE GREAT AMERICAN
RIPOFF**

IT'S A NO-BRAINER.

As taxpayers, Teamsters and other working families should not be subsidizing corporations and billionaire businessmen who don't pay their workers a living wage.

At some of our country's most profitable corporations—Walmart and McDonald's to name two of the biggest offenders—workers are paid wages so low they are forced onto food stamps and other forms of government assistance. At the same time, the money the corporation saves by not paying workers a living wage goes directly into the pockets of the already wealthy.

In much the same that the middle class was forced to bail out billionaire bankers during the financial crisis, it boggles the mind that working Americans are forced to again subsidize those that are already filthy rich.

"The big corporations of this country need to step up and pay their workers enough to meet basic needs," said Jim Hoffa, Teamsters General President. "Our tax dollars should not be used to subsidize corporations that make billions in profits."

There is a growing movement against corporate welfare. People are taking a stand and Teamsters, along with the rest of the labor movement, are leading the way.

Workers are rising up and demanding economic justice. By organizing, workers being mistreated can do something about their wages and improve their workplace protections. The Teamsters Union has ramped up their organizing efforts on behalf of those who have been trampled on by their wealthy employers.

"Organizing is the only tried and true way for working people to gain respect in the workplace," said Ken Hall, Teamsters General Secretary-Treasurer.

Public Cost

A living wage is considered the minimum income necessary for a worker to meet basic needs. When a worker can't make a living wage, he or she often turns to public assistance.

It should come as no surprise that fast-food workers and those employed by Walmart are among the most mistreated workers...and among workers who are

forced to rely on public assistance. In many states, workers at Walmart constitute the largest bloc of food stamp and Medicaid recipients.

Right now, the minimum wage stands at just \$7.25 an hour and hasn't been increased since 2009. If the minimum wage kept up with inflation over the past 40 years, it would be \$10.74. And if it kept up with the rise in productivity it would be \$18.67. The annual income for a full-time worker making the federal minimum wage is \$15,080, well below the poverty line for a family of three or four.

Teamster members work under contracts and are far less susceptible to the whims of the market, but every working American who pays taxes is still on the

awarded generous contribution packages and substantial amounts of money in dividends and share buybacks.

"How can it be fair that these workers are forced to be on public assistance by their wealthy employers," Hoffa said. "How can the heirs to Walmart, who own more wealth than the bottom 40 percent of America combined, be allowed to rip off American taxpayers to further line their pockets? It makes no sense."

Living Wage

The Teamsters Union is fighting for a living wage for all working Americans. They do this by organizing those in industries where workers are commonly taken advantage of, like bus drivers, warehouse workers and port truckers, among others.

Unions lift wages for nonunion workers as well as those in the union by creating a prevailing wage. Basically, even if you're not a union member, your wages are lifted by union bargaining units doing similar work.

That's why the Teamsters Union and

their partners in other unions, notably the United Food and Commercial Workers International Union (UFCW), have assisted with walkouts and strikes by those being mistreated.

The union is also fighting back against corporate front groups—like ALEC and the Chamber of Commerce—that routinely fight against the interests of working families and on behalf of millionaires and billionaires.

A recent story in Time magazine spells out how unions help our economy: "The fact is that when unions are stronger the economy as a whole does better. Unions restore demand to an economy by raising wages for their members and putting more purchasing power to work, enabling more hiring. On the flip side, when labor is weak and capital unconstrained, corporations hoard, hiring slows, and inequality deepens. Thus we have today both record highs in corporate profits and record lows in wages," the story states.

A RECENT STORY IN TIME MAGAZINE SPELLS OUT HOW UNIONS HELP OUR ECONOMY:

"The fact is that when unions are stronger the economy as a whole does better. Unions restore demand to an economy by raising wages for their members and putting more purchasing power to work, enabling more hiring. On the flip side, when labor is weak and capital unconstrained, corporations hoard, hiring slows, and inequality deepens. Thus we have today both record highs in corporate profits and record lows in wages," the story states.

hook to help pay for public assistance for billion-dollar corporations.

Many people working in service sectors like retail and fast food are middle aged and working full time to support their families. The average age of workers filling service job positions is 35 and more than a third of them are 40 or older. On average, they earn half of their family's income and 28 percent of them have kids.

Getting a living wage for working families will, in the end, save taxpayers a lot of money. Also, higher pay means lower employee turnover and higher productivity for business. Plus, higher wages will boost consumer spending and strengthen local economies.

The estimated annual cost of public assistance to employees at the 10 largest fast-food companies amounts to \$3.8 billion. McDonald's made \$7.15 billion last year. While McDonald's gamed the system and fleeced taxpayers, management was

TEAMSTERS LEAD FIGHT AGAINST UNFAIR TRADE DEAL

The Obama administration is continuing its push forward with a secretive 12-nation Pacific Rim trade deal that will kill American jobs and bring unsafe products into U.S. homes. But activists and even some nations are beginning to see through the facade of the Trans-Pacific Partnership (TPP) as negotiations begin to wind down.

Increasingly, there is pressure being brought upon involved countries. Protests were recently held in Washington and New York that called on the U.S. to protect workers, food safety, health care and the environment by altering language that is believed to be contained in the pact. And similar demonstrations have arisen around the globe.

"The public is beginning to see the flaws in this trade pact that threaten U.S. jobs," said Jim Hoffa, General President. "The TPP could not only hurt millions of U.S. workers, but it would allow unsafe food and products to flow across our borders. Our brothers and sisters need to remain vigilant about this unfair trade proposal."

The Teamsters have joined with other unions as well as fair trade, health care and environmental advocates to raise questions about the TPP. Together they have worked to build a bipartisan coalition of lawmakers on Capitol Hill who are raising doubts about whether the trade agreement is in the best interest of the U.S.

Not all countries negotiating the TPP are rushing ahead

with approval. In late August, Malaysia announced that it was putting the brakes on the agreement so it could study the proposed agreement further. Government officials said the nation would not be forced into signing a deal without further investigation.

"The cabinet is of the view that Malaysia should not be bound by any fixed timeline with regard to the TPPA," its Ministry of International Trade and Industry announced at the time.

But others are not so patient. Many governments are siding with the multinational corporations that have made it clear they want the TPP finalized as

soon as possible. They tout economic gains for employers and employees alike.

The numbers, however, just don't support those claims. A report released in September by the Center for Economic and Policy Research shows that even when using the most pro-TPP statistics to determine U.S. economic growth, the deal would result in a pay cut for 90 percent of U.S. workers.

The TPP seems like even less of a good deal when you add lax seafood rules, the use of child labor to make garments for sale in the U.S. and potential changes that could wreck the U.S. dairy industry. At least, that is, for those who aren't multinational corporations.

**TPP
OPPOSITION
IS GROWING**



ENEMIES OF ECONOMIC JUSTICE

In the fight for a fair economy, working people are up against a colossal army of corporate interests and right-wing fanatics. Along with rolling back workers' rights and stamping out organized labor, these forces are working more directly to suppress workers' wages. Groups like the American Legislative Exchange Council (ALEC) and powerful anti-union companies like Walmart have played a decisive role in the diminishing quality of life for the American worker.

ALEC, the right-wing's legislative clearinghouse, has written hundreds of pieces of "model legislation" pushed by corporate-backed lawmakers across America. Since 2011, more than 100 of those bills introduced in more than 30 states have been specifically designed to suppress the wages of low-paid workers, according to the National Employment Law Project.

Along with promoting right-to-work laws that harm workers, ALEC is spearheading a widespread campaign to weaken and repeal state minimum wage laws, prevailing wage standards and overtime rules. The group has also been actively opposing local living-wage ordinances. ALEC-affiliated legislators have been the most active movers of wage suppression legislation in the last two years. So while retail and fast-food workers have been organizing to improve wages in the fast-growing low-wage sectors of the economy, ALEC is determined to do just the opposite.

But ALEC is by no means alone. The notorious billionaire Koch brothers, Charles and David Koch, spend hundreds of millions of dollars to buy politicians and prop up fake grassroots groups inspired by pro-corporate "tea party" hysteria. They arm battalions of anti-worker lobbyists and fund think tanks that are little more than right-wing propaganda mills.

The shadowy network of anti-worker foundations, lobbying outfits and front groups is a vast and intricate web with massive fortunes at its disposal. It expends tremendous resources to drive

down wages, shrink the middle class and turn America into an oligarchy. Many of these groups sound harmless enough, like the National Federation of Independent Business (NFIB), which claims to fight for the interests of small businesses. In fact, NFIB is a powerful lobby for big business interests. It's funded to the tune of millions of dollars by anti-worker organizations connected to ALEC and the Koch's "Americans for Prosperity." In 2007, NFIB teamed up with McDonald's and other not-so-small businesses to oppose paid sick leave and minimum wage campaigns in multiple states.

Although ALEC boasts a membership of up to 300 corporations and 2,000 state legislators, many large companies are jumping ship thanks to activists' efforts to expose the organization's elitist agenda. But leaving ALEC doesn't mean a company has renounced its hostility to working families. Take Walmart. The big-box retailer left ALEC in 2012 but remains steadfast in keeping American workers out of the middle class and widening income inequality throughout the economy.

In addition to its vicious union-busting and anti-worker policies, Walmart's poverty wages are sustained by an army of lobbyists with revolving-door access to Congress and other government agencies. With this power, Walmart has lobbied against everything from prevailing wage rates to improved labor law reforms and fairer trade policies. Most recently Walmart successfully strong-armed the city of Washington, D.C. to strike down a living-wage bill, paving the way for Walmart's low-wage empire to invade another major city.

More than ever, workers and the labor movement are fighting back against these formidable foes. Those making unfair wages are aggressively forging a new era of struggle in the retail, fast-food, trucking and warehouse industries. It will take more and stronger struggles like these to defeat the enemies of economic justice.





California Gov. Jerry Brown recently signed three bills that will strengthen the state's labor laws by protecting workers from employer retaliation.

This is a huge win for Joint Council 7, which led the legislative battle to get the laws passed. It's also a big victory for workers like Marquez Brothers employees, who have faced harsh retaliation since they voted to become Teamsters last year.

Doug Bloch, political director of Joint Council 7, said the trio of laws are the strongest labor protections for immigrant workers in the country. "Under these laws, immigrant workers who speak up now have new legal protections," Bloch said. "That's because these laws put civil and criminal penalties in place for employers who threaten workers with immigration enforcement."

The three laws prohibit immigration-related retaliation and clarify that threatening to expose workers' immigration status is extortion.

"The lobby days and work that many locals did with their legislators on the ground made a huge difference, along with the high visibility of the Teamsters in the Prop 32 fight last year and the DRIVE contributions we make," Bloch said. "This is a real testament to all of our Joint

Council 7 locals and members who have stepped up in politics."

Marquez Brothers

Marquez Brothers is a perfect example of why these laws are necessary. The cheese company has been ruthlessly intimidating workers at its Hanford, Calif., plant since they joined Local 517, refusing to bargain and launching a campaign to get the union decertified.

"Marquez Brothers is one of the largest distributors of dairy products serving the Latino community in North America. After their workers organized a union, the company responded by bringing in a law firm that touts its ability to advise clients on 'union avoidance' and 'maintaining a union-free workplace.' One strategy they excel in involves a classic union-busting strategy: delay and decertify."

Marquez Brothers used the decertification petition as a legal justification to withdraw union recognition from the workers. In the year since they first organized, Marquez workers have faced a constant campaign of harassment and intimidation. In March, workers traveled to Sacramento to testify at a legislative hearing on employer intimidation, only to be followed by company management

and attorneys. One of the workers was fired shortly after the hearing. She was one of 20 union supporters fired since they organized. Others have quit in the face of a constant barrage of harassment.

The state's new laws put abusive companies like Marquez Brothers on notice, calling their behavior exactly what it is: criminal.

Bloch says the legislative victory once again puts California on the cutting-edge of pro-labor reforms. And it also shows that when Teamsters mobilize, they win.

This victory wouldn't have happened without the brave sacrifices made by Marquez Brothers Teamsters who lost their jobs during the campaign. With their trips to the state capitol and talking to the press, they won strong support from state legislators and showed why these anti-retaliation laws needed to be passed.

"When companies are able to bully workers on immigration issues in order to suppress their wages and working conditions, it drives down standards for all workers. So this is a big win for all California workers," said Jim Hoffa, Teamsters General President. "And in a time when we find ourselves fighting off anti-worker legislation in so many states, it's refreshing to score a victory for worker-friendly laws."

ECONOMIC JUSTICE

FOR ALL

Teamster members and locals around the country have been taking a stand for economic justice.

“Our union has always fought on behalf of working families who don’t have a voice,” said Jim Hoffa, Teamsters General President. “Our message on behalf of economic justice for all workers has gotten renewed attention as others are realizing that greedy corporations and lawmakers won’t change unless we force them to.”

Here’s a sampling of some recent Teamster activity:

Long Beach, Calif.: Local 848 members rallied with port drivers during a 24-hour strike earlier this year to protest wage theft, unsafe working conditions and low wages

at Green Fleet Systems.

Tampa, Fla.: “The labor struggle has gone above union versus nonunion people. Now, it’s about the survival of the middle class,” said Randy Pines, Vice President of the Teamster Hispanic Caucus during the August 29 fast food worker strike. Several Local 79 members also attended the event.

Washington, D.C.: Teamsters from across the country gathered on the 50th anniversary of the March on Washington to focus on economic justice reforms. Local 665 Business Agent Edward Carter attended, saying “The March on Washington took place because of the need for good jobs. Today is about spreading the word, letting

people know the truth.”

Detroit, Mich.: Joint Council 43 and Local 299 joined tens of thousands of union members and community leaders in protesting for workplace equality after right to work became state law. “We wanted everybody to come out,” said Kevin Moore, Local 299 President. “And they did.”

Atlanta, Ga.: U.S. Rep. John Lewis joined Local 728 members in rallying with fast food strikers during the August 29 nationwide low wage worker strikes.

“The Teamsters Union will continue to fight on behalf of workers who are not getting a fair deal from their employer,” Hoffa said.



Like us on Facebook

www.facebook.com/teamsters
and Follow @Teamsters on Twitter.



SIGN UP FOR UPDATES—

Text “IBT” to 86466

(message and data rates may apply)



ORGANIZING in Solid Waste

TEAMSTERS RACK UP VICTORIES FOR WASTE WORKERS

Teamsters have a long history of standing up for waste workers. They not only work in one of the most dangerous industries in America, they are often seen as “disposable” employees by their bosses.

Recently, though, the Teamsters Union has been organizing waste workers at units around the country. Four recent organizing victories in the solid waste industry point to a renewed interest in unions by workers who are often denied economic justice.

“The Teamsters Union continues to build on our successes. We look forward to more successful wins for workers to come,” said Bob Morales, Director of the Teamsters Solid Waste, Recycling and Related Industries Division. “We will continue to work hard to organize waste and recycling workers across the country so that they receive the fair pay, decent benefits and improved working conditions they deserve for the extremely difficult job they do.”

Drivers and mechanics at Waste Management in Carlsbad, Calif. recently voted to join Local 683 in San Diego. The election took place on July 26. There are about 80 workers in the bargaining unit.

“The workers are seeking strong Teamster representation—the company treats their people badly,” said Todd Mendez, Local 683 Secretary-Treasurer. “The supervisors bully their workers. We will work hard to negotiate a strong first contract that will help put a stop to the mistreatment that is taking place.”

Workers at the Colton Disposal Transfer Station and MRF (Material Recycling Facility) voted 10-1 to join Local 396 in Covina, Calif. The election was held on August 12. There are 11 workers in the bargaining unit. Colton Disposal is owned by Republic Services, the second largest waste hauler in the national.

“The main issue is the workers’ voices were not being heard,” said Victor Mineros, organizer and business agent with Local 386. “They have also not received pay raises, or if they had, raises were minimal.”

“We welcome the new workers and we will work hard to negotiate a strong, first contract for them which will give them the strong voice they need and deserve, as well as respect and dignity,” said Ron Herrera, Local 396 Secretary-Treasurer.

Workers at Waste Management in Menomonee Falls, Wisconsin have voted to

join Local 200 in Milwaukee. The employees work for Waste Management’s Port-O-Let Division, where they deliver and service portable toilets. The election took place August 16 and there are four workers in the bargaining unit. The vote was 3-1 in favor to join Local 200.

“The workers are seeking fair wages,” said Tom Benvenuto, a Local 200 Business Agent. “They want to be part of the larger group of Waste Management workers we represent, the 185 members in the Hauling Division.”

Waste workers with Casella Waste Systems in Brentwood, N.H., will now be represented by the Teamsters Union, after Local 633 in Manchester, N.H., secured a card-check agreement. The workers overwhelmingly signed up to become Teamster members. The 17 new members work as waste drivers, helpers, transfer station operators and mechanics.

“Casella is a bigger organization than we were used to; it’s publicly traded. We thought we should organize for the support to get us through the transition and keep us strong as a group. We wanted representation,” said John Lavigne, a head mechanic in Brentwood who maintains 21 waste trucks.

BLET

Texas-Pacifico

The Brotherhood of Locomotive Engineers and Trainmen (BLET) scored a short line organizing victory in August as a majority of workers at Texas-Pacifico Transportation Ltd. voted to make the BLET their designated collective bargaining representative. The organizing victory brings about 25 new train and engine service employees into the ranks of the BLET.

BLET National President Dennis R. Pierce welcomed the new Texas-Pacifico workers and thanked them for voting BLET. The Brotherhood will begin contract negotiations with rail management as quickly as possible, he said.

Texas-Pacifico operates freight service over approximately 380 miles in West Texas, from San Angelo Junction to Alpine Junction. It also operates from Paisano Junction to International Bridge near Presidio, Texas, and it interchanges with the BNSF Railway, Union Pacific, Ferromex and the Fort Worth & Western Railroad.

LOCAL 528

Mayfield Dairy

Workers at Mayfield Dairy in Macon, Ga. have voted to join Local 528 in Atlanta. On September 6, workers in Macon voted to become Teamsters by a nearly 3-1 margin. There are 32 transport drivers, route sales drivers and warehouse workers in the unit.

"We are excited to represent the Mayfield Dairy workers and we will work hard to negotiate a strong first contract," said Don Toney, Local 528 President.

Mayfield Dairy is owned by Dean Foods Corporation, the largest employer of Teamster dairy members.

The workers are seeking fair wages, job security, a seniority system and respect on the job. The company has been arbitrarily changing their routes, which forces them to build customer bases from scratch.

LOCAL 1038

First Student

School bus drivers and monitors with First Student in Oak Park, Mich., have voted by an overwhelming 5-1 margin to join Local 1038 in Detroit. The 32 drivers and monitors transport students in the Oak Park School District.

"I feel really good about our vote because it's going to help all of us. We have younger workers and employees coming in with families. We expect to be treated fairly because everyone here works hard," said Jackie Sanders, a First Student driver who was a Teamster for more than 20 years with Detroit Public Schools.

Greg Nowak, President of Local 1038 and Joint Council 43, said this is one of several First Student locations the local union has organized in recent years.

"We're happy to welcome the drivers and monitors to the Teamsters. The Joint Council, International Union and Local 1038 worked together with them and we look forward to improving their working conditions," Nowak said.

LOCAL 170

Lincare

Drivers with Lincare Inc. in Marlborough, Mass., voted

unanimously on Sept. 16 to join Local 170 in Worcester, Mass.

The drivers deliver medical supplies, including oxygen tanks, nebulizers, wheelchairs and hospital beds. While their jobs require a CDL, criminal background check, random drug tests and hazmat training, the drivers say they lack the respect appropriate to their professional level of certification and training.

"There are three of us, but since they closed two facilities, we are doing the work of six drivers," said Larry Landini, a driver who has worked at Lincare for four years. "We work 65-75 hours a week. We're on call; we get calls at 3 a.m. and don't get paid for it. It's affecting our time with our families."

Landini knew the difference the union could make, having been a Teamster in a previous job.

LOCAL 528

Americold

Warehouse workers at Americold in McDonough, Ga. recently voted to join Local 528.

The workers voted 30-11 to join the Teamsters. There are about 50 workers in the bargaining unit. However, because there are many temporary workers who will become full-time, the bargaining unit is expected to grow to 80 to 90 workers.

"We represent Americold workers at four other locations, so the McDonough workers saw the great job we do for their co-workers in other areas," said Don Toney, President of Local 528 in Atlanta.

"The Americold workers

who are represented by Local 528 receive much higher wages," said Johnny Edwards, a Local 528 Business Agent. "They are also seeking a seniority system, protection of rights, improved benefits and respect and dignity in the workplace."

LOCAL 696

Capital Trucking

Local 696 welcomed 20 short-haul dump truck drivers from Capital Trucking to their ranks after a 13-2 organizing victory on October 30. Since Labor Day, Local 696 Teamsters have worked to organize these new workers.

"As an employee of Capital Trucking, I believe this is an opportunity to come to the table," said Larry Fought, a Capital Trucking Teamster. "If we work together, it will benefit both parties."

Drivers at the Topeka, Kansas company want more respect from management. Although other workers at the company have access to a break room, drivers are banned from the room. They also want consistency in wages; drivers are paid by load, but aren't told what the load is worth until after they've already hauled it.

"Capital Trucking employees seized an opportunity to secure their future for their families and themselves," said Mike Scribner, Local 696 President. "We look forward to representing them."

The PENSION FIGHT of Our Lives



More than half a century ago, the Teamsters Union led the way by negotiating defined benefit pension plans for its members. Other unions followed. Over time, tens of millions of workers in the public and private sectors were covered by defined benefit plans that provided a guaranteed income in retirement. The defined benefit plan became a hallmark of what it meant to be a member of the middle class.

Those plans have been under attack for several decades as some employers and other anti-worker groups have sought to eliminate defined benefit plans and introduce defined contribution plans, such as 401(k)s, where the worker assumes all the risk. As a result,

the percentage of workers covered by defined benefit pension plans in the private sector has fallen dramatically from 38 percent in 1980 to 16 percent in 2011.

In the early stages of this attack, workers covered by defined benefit plans in both the private and public sectors were

largely protected from having their already vested retirement benefits reduced retroactively. But even this may no longer be the case.

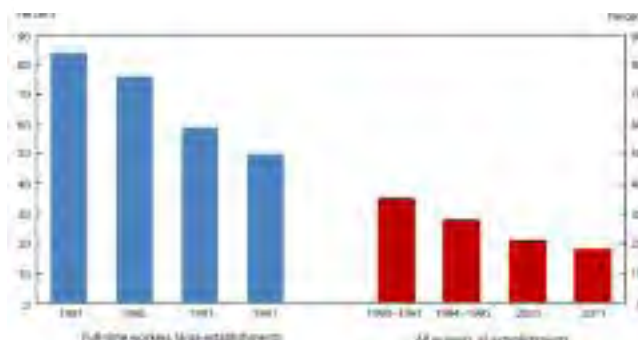
The Problem

Defined benefit retirement plans in both the public and private sectors are under severe

stress. The financial crisis of 2008-2009 put pressure on the ability of these plans to meet their long-term obligations. But while the financial crisis exposed the difficulties confronting these plans, it was discrete public policy changes, made by Congress and statehouses across the country, that generated the long-term structural problems confronting many defined benefit retirement plans.

In the case of Teamster multi-employer plans, the biggest blows, in addition to the volatility of the economy, have come about as a result of the deregulation of the trucking industry and the various assaults on the unionized sector of the economy through government policies. These blows have led to a decline in the number of

Percentage of employees participating in defined benefit pension plans, private industry, for selected years during 1981-2011





active participants for whom contributions are paid to pension plans—while the number of retirees continues to grow. As the number of active workers decline and the number of retirees grow, the plans are required to rely more and more on investment returns that cannot possibly meet the growing obligations to current and future retirees.

What Does This Mean?

So, what does this mean to us as Teamsters? Plenty. And though many Teamster plans are in good financial shape, others are facing significant challenges. Without implementation of necessary safeguards for the current retirement system, many defined benefit pension plans, including some Teamster multi-employer plans, are facing the once unthinkable prospect of insolvency.

When a private pension plan governed by ERISA runs out of assets and becomes insolvent, at least a portion of pension benefits are supposed to be backstopped by the Pension Benefit Guarantee Corporation (PBGC), a federal agency created by Congress. The problem is that Congress has failed adequately to fund PBGC. That agency could itself be facing insolvency in as little as 10 years if Congress refuses to provide funds so it can meet its legal commitment to pay benefits to retirees whose pension plans have failed.

It is unacceptable even to suggest that workers who have earned accrued benefits under pension funds that are also facing insolvency should have their benefits reduced. The Teamsters Union fought for these retirement benefits, and its members deferred wages to pay for these benefits. The union will not sit idly by in the face of efforts to undermine them.

In the case of public sector plans, many governors and state legislatures have failed to provide funds that were previously committed to public employee retirement systems. As we all know, those contributions were promised to workers who gave up wage increases and other benefits in exchange for decent benefits when they retire. The diversion by these politicians of funds that should have been properly used to fulfill commitments to public employee retirement systems was a betrayal that has left many public retirement systems on the verge of insolvency and has created a growing backlash against public employees and their benefits.

Teamsters cannot lose sight of the fact that our brothers and sisters in public employment previously paid for their retirement benefits and are entitled to receive what they were promised.

The Fight is On

"Teamsters Union at all levels must and will fight to force

Congress and state governments to secure the promised retirement security of all workers who have earned it over years of hard work," said Jim Hoffa, Teamsters General President.

In the case of multi-employer plans, the Teamsters Union is now engaged in a lobbying effort to preserve the financial viability of multi-employer plans. The union is working with its labor, retiree and community allies to build a coalition to preserve the retirement security of all workers covered by defined benefit plans, including our members in Teamster pension plans.

"This will be an uphill fight, but it is a fight that we must wage with vigor and focus," Hoffa said.

While there are many proposals floating around Capitol Hill, the Teamsters are focused on solutions that will generate adequate funding for the pension plans and for the PBGC, which is the insurer of last resort for pension plan participants.

On October 28, General President Hoffa sent a letter to Congress opposing the implementation of cuts to vested retirement benefits as a way to solve the funding problems of multi-employer plans. In particular, the letter said the Teamsters cannot support proposals that would allow cuts to benefits "before waging an all-out national campaign to save these plans and protect

these retirees."

Barbara Easterling, president of the Alliance of Retired Americans, applauded General President Hoffa "for recognizing that retirees who have put in a lifetime of hard work depend on their pensions for retirement security. We should all work hard to secure a quality standard of living in retirement."

In the case of public sector pensions, the Teamsters are leading an effort to blunt the push by anti-union and anti-worker elements to in some cases slash the pensions of public employees and in other cases eliminate defined benefit pension plans altogether.

Hoffa has appointed International Vice President John Murphy to head a Teamster committee to lead the fight for retirement security for all Teamsters.

"From the members to the local unions to the International Union, Teamsters must be mobilized with our natural allies across the political spectrum to put retirement security and the protection of defined benefit plans front and center in the national dialogue on economic inequality," Murphy said. "If we can bail out the banks, insurance companies and other big corporations to save the economy, we must certainly protect the retirement savings of millions of American workers whose consumer power is critical to keeping our economy moving forward."



A Teamster Lifeline

Ferry Pilots, Captains Join Local 59, Ratify First Contract



For almost 200 years—since 1818—captains and pilots of the vessels of the Steamship Authority and its predecessors have been traveling the waters off Cape Cod, Mass., and now those men and women are Teamsters.

The 53 captains and pilots joined Local 59 in New Bedford, Mass. in May 2013, and they ratified their first contract in mid-September, which provides the workers with strong health, welfare and pension benefits. They join about 200 other Authority employees who are already Local 59 members, including ticket sellers, agency and terminal workers, maintenance, parking attendants, bus drivers and security personnel.

The Steamship Authority's statutory mission is to serve as the "Lifeline to the Islands" (Martha's Vineyard and Nantucket), and the 250-plus Teamsters make that happen every day.

"We have provided strong representation and strong contracts to the other groups of employees for years, and recognizing this, the pilots wanted to become Teamsters in order to have the same strength and security," said

George Belanger, Secretary-Treasurer of Local 59.

At the Helm

Captain Norman DeBarros scans the water as the M/V Island Home pulls out of Woods Hole, a former center of whaling and fishing, now known for tourism and marine research. The 1,200-passenger ferry, which can also transport 76 vehicles, can make the crossing to Martha's Vineyard in 45 minutes at top speed of 16 knots (about 18.4 mph). It is one of the Authority's nine vessels.

"As captain, I am responsible for every person and everything on this vessel," DeBarros said. "That includes 1,200 passengers, firefighting, first aid and navigation."

DeBarros said he and his fellow captains and pilots joined Local 59 after seeing how the Teamsters fought for their co-workers.

"For us, it was about securing strong health, welfare and pension plans," said DeBarros, who has worked at the Authority since 1994. "Also, there is strength in numbers, so hopefully we can have more influence in dealing with the Steamship Authority."

Kevin Beaudoin, a 15-year Authority employee, a pilot and captain, said the job has many challenges, including responding

to passenger injuries, navigating in bad weather and dealing with small boat traffic. But he said the job allows him to do what he loves without having to be away from home for long periods like his previous job.

“Over the years, our medical plan has gotten more expensive and they have taken things away,” Beaudoin said. “Now we have a Teamster contract that addresses our issues. A lot of people are excited about becoming Teamsters.”

Group Effort

“Organizing the employees and winning this strong contract was truly a group effort from start to finish,” Belanger said. “We worked closely with our legal counsel, Michael Feinberg, and I am proud of the efforts of Eastern Region Vice President Sean O’Brien for his assistance on the health care plan and pension.”

Belanger also recognized Joint Council 10 Secretary-Treasurer David Laughton and the New England Teamsters & Trucking Industry Pension Fund trustees and staff.

“None of this would have been possible if not for the support and commitment of the rank and file and their negotiating committee, John Hanson, Michael Mazza and Christopher Keating,” Belanger said. “They worked tirelessly on behalf of their brothers and sisters at the Authority and we are so happy to finally have them all as members of Teamsters Local 59.”



This is a great thoroughfare for vessels bound along the coast between Cape Cod and the mouth of Buzzard's bay. It lies between the island of Martha's Vineyard and the islands of Nashawt and Nashawenna. The tides in this Sound are rapid and the passage dangerous, without a good pilot.

From Hayward's New England Gazetteer of 1839



Green Fleet Systems Drivers Joined by Supporters on March Back to Work

L.A.—LONG BEACH PORT SCENE OF PORT TRUCK DRIVER RALLY

Port truck drivers at the Port of Los Angeles-Long Beach lead a march back to work to return to their jobs following a 24-hour Unfair Labor Practice strike in August against their employer, Green Fleet Systems (GFS). The drivers, who struck to protest harassment and intimidation by company management, had hundreds of people turn out at a rally to support their plight.





Representatives from labor, faith and community organizations rallied for the port drivers who are continuing their fight against GFS, which spent hundreds of thousands of dollars on union busters.

“For too long, port drivers have been treated unfairly and it is time to take a stand,” said Randy Cammack, International Vice President and President of California’s Joint Council 42. “These giant corporations must stop exploiting these workers and cease their intimidation tactics. Everyone deserves respect on the job and an opportunity to provide for their families.”

Unjust Treatment

Drivers filed charges with the National Labor Relations Board (NLRB), which then investigated Green Fleet and issued an Unfair Labor Practice (ULP) complaint alleging the company broke federal labor law with retaliatory anti-union actions. Drivers were striking to protest these ULPs.

“In the past, GFS management had been very racist toward

many of us,” said Francisco Valencia, a 12-year port driver who has been with GFS for four years. “They screamed at us and humiliated us in front of everyone. The working conditions and the way that we are treated is not just. We deserve to be treated as human beings.”

Valencia, 58, immigrated to the United States from El Salvador in search of better opportunities for himself and his family. He works every day to support his family, including paying his son’s college tuition.

Strike

While on strike, port drivers set up picket lines at the Green Fleet warehouse in Carson, Calif. Teams of strikers in cars followed Green Fleet trucks, picketing them when they delivered at customer warehouses and distribution centers, including Skechers’ state-of-the-art national distribution center in Moreno Valley, Calif.

The port drivers were, for the first time, joining the ranks of workers fed up with being abused by powerful corporations. Along with their union, they are saying, “Corporate greed is turning America into a third-world country of exploited workers who don’t earn enough money to afford food, clothing and rent.”

Though the Green Fleet drivers are employees, the vast majority of port truck drivers across the United States are misclassified as independent contractors and don’t have the same rights as employees to form a union.

Companies also misclassify employees to avoid paying taxes, to shift business expenses to drivers and to avoid paying drivers for all hours worked.

Misclassified drivers in California have brought the fight to the boss by filing wage and hour claims estimated to amount to millions of dollars in stolen wages.

“The truth is that although our ports are profitable and more and more goods are coming into the United States, most drivers at the ports are not benefiting from this,” said Fred Potter, International Vice President and Director of the Port Division. “And as long as port companies keep misclassifying their drivers as independent contractors, the Teamsters will be there to organize and represent them.”



CONSTRUCTION TRAINING PROGRAM BENEFITS MEMBERS AND VETERANS



• NEW PROJECTS REQUIRE ENHANCED SKILLS •

Construction projects across the country are continuing to expand and diversify. Fortunately for Teamster members, the union conducts regular trainings and apprenticeship programs which prepare members for these projects.

A group of local unions, through Joint Council 42 in Southern California, have established the Construction Teamsters Training and Upgrading Fund. At their training facility in Fontana, Calif., existing members are re-trained on CDLs, pre-trip and on-the-job skills.

"We have 15-20 pieces of equip-

ment that trainees can use," said Andy Nichols, the director of the facility. "Due to being in California, we can operate training year-round. We've just begun a new class for upgrading the skills of current members which generally takes five to eight weeks to complete."

Joint Council 42 has also established the Construction Teamsters Apprenticeship Program for Southern California. This program is certified by the state of California, the Department of Labor and the Los Angeles Unified School District.

Applicants for the apprenticeship

program must pass a written and oral exam before being accepted into the training facility. In addition to providing training to Teamster members looking for new jobs, the training center also trains recent veterans—and the compliments pour in from employers about their diligent work ethic.

"We have placed about 35 military veterans into construction apprenticeships so far this year," said John Davidson, the coordinator for Teamster apprentice programs in the area. "Additionally, we have referred another 10-15 people to other signa-



tory employers such as Vulcan Materials, Northrup Grumman and Young's Market."

"Military veterans have learned how to listen, and that's an important asset," Nichols said. "We can tell that they want to learn and want to move forward in their careers."

The apprenticeship program receives many applications from civilians, transitioning military and military veterans. The program attends many military and college job fairs, held on the different bases and colleges throughout Southern California. Testing and interviews are conducted every few months at the Local 166 union hall in Bloomington, Calif.

New Projects: Solar Fields

One example of the new types of construction projects that Teamsters are being trained for are solar field projects. In a recent Teamster magazine story, the solar field project at Ivanpah was highlighted due to the variety of skills required to run the project and the success that members and veterans (who became members) have had finding work there.

In Barstow, Calif., a solar field project is under way in the Mojave desert employing several members of Local 166. Each Teamster working there has gone through specific training through the union.

The solar field at Barstow relies on corridors of curved mirrors to con-

centrate the sun's heat onto a central pipe that is filled with a special type of oil. Once this oil reaches a certain temperature, it powers a turbine which creates electricity. This field alone will power 100,000 homes once it is up and running in 2014.

Jon Anton, who now works in the production end of the Barstow Solar project, had previously worked for Granite Construction, through the



Teamsters Apprenticeship Program, driving a water truck.

"I went through the apprenticeship program and now I keep the production line here filled with mirrors," Anton said. "These have all been Teamster jobs and being part of the apprenticeship program has meant that we look out for each other."

Training and Placement

David Sitton, another Teamster, had been working in the industrial sheet metal industry but began looking for other jobs. He discovered the apprenticeship program

through a friend and now runs a ready lift, supplying the construction site with parts and materials.

"Because of the apprenticeship program, I was able to earn a CDL," Sitton said. "I wanted a job where I was driving, so this fits in well. It's a new experience."

Former Marine Ross Bowlin is now a foreman at the Barstow project, coordinating with 14 co-workers.

"My military training and discipline helped me pick up the skill set needed for this job. I'm proud to be a Teamster member," Bowlin said.

"The Southern California Apprenticeship Program is an essential component to helping our members remain employed in the industry and it's a terrific organizing tool for workers who haven't been Teamster members before, whether they've been working in a different industry or have been part of the military," said Marion Davis, Director of the Teamsters Building Material and Construction Trade Division. "Our job is to train workers to adapt to the skills necessary to work in today's construction industry and place our members in jobs where their training will be rewarded and appreciated."

For information on available training or apprenticeship programs in the construction industry, see the Construction Division page on the Teamster website, www.teamster.org, or apply online at www.ctapsc.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: September 6, 2013

I. INTRODUCTION

This is Report Number 4 of the Independent Review Board (IRB) for 2013 regarding activities conducted pursuant to the Consent Order. In this Report we will discuss four recently issued reports. 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 REPORTS

A. TRUSTEESHIP – LOCAL 279, DECATUR, ILLINOIS

On June 5, 2013 the IRB issued an investigative report to General President Hoffa recommending that Local 279, located in Decatur, Illinois be placed in Trusteeship because the principal officer is dishonest and the Local Union is not conducted for the benefit of the membership. The Local has two employees: the President and Secretary-Treasurer, who also served as business agents. The following include findings that are further detailed in the report.

- The principal officer, who is the President, embezzled at least \$11,017 in unauthorized salary increases in 2012 and 2013. The Secretary-Treasurer signed the salary checks with the unauthorized wage increase and false Executive Board minutes.
- The principal officer embezzled approximately \$258 when he caused the Local to pay for postage for his campaign mailing in connection with the 2011 IBT election.
- The Principal officer in June 2012, sold the Local a trailer he owned for \$4,000. This was done without the required Executive Board and membership approval. The Secretary-Treasurer signed the Local's check to the Principal Officer for the unauthorized purchase.
- The principal officer violated the Local's Bylaws on July 17, 2012, when without Executive Board approval, he caused the Local to make discretionary donations totaling \$15,000. The Secretary-Treasurer also signed the checks for these donations.
- The principal officer and five other Executive Board members testified during their IRB sworn examinations that a Special Executive Board meeting was held on August 27, 2012. Subsequent to this false testimony, they each recanted and acknowledged there was no such meeting.

- * It appears that the Local's Trustees did not perform their required functions. They signed off on schedules which the Local's staff generated and presented to them without any further review.

General President Hoffa appointed Dennis Morgan as Temporary Trustee over the affairs of Local 279, effective June 28, 2013.

B. JERRY CONNER – LOCAL 279, DECATUR, ILLINOIS

On June 28, 2013 the IRB issued an investigative report to General President Hoffa concerning Local 279 President Jerry Conner recommending that a charge be filed against him for embezzlement and breaching his fiduciary duty by causing the Local to pay him \$11,017 in unauthorized salary increases in 2012 and 2013. As detailed in the report, he attempted to cover up his wrongdoing through the creation of false Executive Board and membership meeting minutes, testifying falsely during his IRB sworn examination and by persuading others to testify falsely. Furthermore, in connection with his 2011 IBT election, Mr. Conner appears to have embezzled \$258 when he caused the Local to pay for postage for his personal campaign mailing which was sent to the Local's membership.

It is recommended that Mr. Conner be charged with violating the Local's Bylaws on multiple occasions. Mr. Conner violated the Local's Bylaws in June 2012, when he sold the Local a trailer he owned for \$4,000. No one negotiated the price on behalf of the Local. There was no membership approval for the purchase of the trailer as required by the Bylaws. Mr. Conner also violated the Bylaws when on July 17, 2012, when, without the required Executive Board approval, he caused the local to make discretionary donations of \$15,000.

By his conduct, while an IBT member and officer, Mr. Conner appears to have brought reproach upon the IBT, breached his fiduciary duty and embezzled \$11,275 in violation of IBT's Constitution.

On July 30, 2013, Mr. Hoffa issued a Notice of a scheduled hearing for Mr. Conner to be held on September 4, 2013.

C. WILLIE SPIKES, JR., LOCAL 282, LAKE SUCCESS, NEW YORK

On June 25, 2013 the IRB issued an investigative report to the Local 282 Executive Board recommending that charges be filed against Willie Spikes, Jr. a Local 282 member on withdrawal, for bringing reproach upon the IBT between December 2007 and October 2008 by participating in a conspiracy to submit false reports to the Local 282 Benefit Funds in an attempt to keep the Funds from collecting money owed to the Funds in violation of Title 18 U.S.C. §664. On October 13, 2010 Mr. Spikes admitted under oath to this criminal conduct. A violation of Title 18 U.S.C. §664 is an act of racketeering activity and, as such, is conduct explicitly prohibited by the Consent Order and the IBT Constitution.

The IRB was informed by the Secretary-Treasurer of Local 282 that a hearing on the charges against Spikes was scheduled for August 15, 2013

D. STEPHEN TRIPODI, LOCAL 282, LAKE SUCCESS, NEW YORK

On June 25, 2013 the IRB issued an investigative report to Local 282 Executive Board recommending that charges be filed against Stephen Tripodi, a Local 282 member on withdrawal, for bringing reproach upon the IBT by receiving unlawful payment from an employer while acting as a shop steward between April 2008 and May 2009 in violation of Title 29 U.S.C. §186. On January 4, 2013, Mr. Tripodi admitted under oath to this conduct. A violation of Title 29 U.S.C. §186 is an act of racketeering activity and, as such, is conduct prohibited by the Consent Order and the IBT Constitution. By this conduct, it appears that Mr. Tripodi also violated IBT's Constitution.

The IRB was informed by the Secretary-Treasurer of Local 282 that a hearing on the charges against Tripodi is scheduled for August 15, 2013.

III. PROGRESS OF EXISTING CHARGES

A. STATUS OF REMAINING CASE, LOCAL 82, BOSTON, MASSACHUSETTS

Mr. James P. Hoffa, IBT President, released Local 82 from Trusteeship effective December 31, 2011. Local 82 was subsequently merged with Local 25 in Boston, Massachusetts.

Based on the results of an IRB 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.

One case remains unresolved as follows:

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 filed an appeal on March 21, 2012 with Chief Judge Preska. This matter is under consideration.

B. 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:

- Questioned Costs and Other Issues in Buying Land and Constructing a New Building
- Operating a For-Profit Bar and Diverting Funds
- Appointing a Family Friend as Consultant
- Entering Into Sham Contracts
- Questionable Record Keeping Regarding Distribution of Tickets to Sporting Events
- Diverting Strike Funds to Building Construction
- Submitting False Expense Reports

A discussion of these examples is provided in Teamster Magazine No. 1 for 2013.

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. On January 14, 2013 a hearing panel's report was sent to Mr. Hoffa. On January 15, Mr. Hoffa determined to continue the trusteeship.

C. BRADLEY D. SLAWSON SR., BRADLEY A. SLAWSON JR., AND TODD CHESTER, LOCAL 120 BLAINE, MINNESOTA

In a report dated December 20, 2012 the IRB recommended to James P. Hoffa, IBT General President, that charges be filed against former Local 120 Secretary-Treasurer Slawson, Sr., Local 120 President Slawson, Jr., and former Local 120 employee and member Chester.

On December 21, 2013 Mr. Hoffa determined to adopt and file the IRB charges. A summary of these charges is provided in Teamster Magazine No. 3 for 2013.

Response from Mr. Hoffa

On January 14, 2013 IBT issued a notice of hearing scheduled for February 28, 2013. The hearing was held as planned and by letter dated April 1, 2013 Mr. Hoffa reviewed the panel's findings and recommendations and adopted them as his own. A discussion on the penalties imposed against Slawson Sr., Slawson Jr., and Chester is provided in Teamster Magazine No. 3 for 2013.

D. MICHAEL RUSSO, LOCAL 282, LAKE SUCCESS, NEW YORK

On April 23, 2013 the Independent Review Board forwarded a report concerning Local 282 member Michael Russo to the Executive Board of Local 282 in Lake Success, New York. This report recommends that a charge be filed against Mr. Russo for failing to cooperate with the IRB by refusing to answer certain questions during his IRB sworn examination on March 15, 2013.

As discussed in the report, during his sworn examination, Mr. Russo asserted his fifth Amendment Privilege and failed to answer several questions regarding alleged criminal activity for which he was charged. Mr. Russo was indicted for conspiracy to transport stolen property interstate in violation of Title 18 U.S.C. § 2314 and § 2315, which is an act of racketeering activity and as such is conduct prohibited by the Consent Order and the IBT Constitution.

By his actions, it appears that, while an IBT member, Mr. Russo violated the IBT Constitution by obstructing, interfering and unreasonably failing to cooperate with the duties of the IRB as set in the Consent Decree.

In a letter to Mr. Russo dated May 8, 2013, from the Secretary-Treasurer of Local 282, he was informed that the Local Executive Board would conduct a hearing on these charges on June 6, 2013. On July 18, 2012 the Executive Board of Local 282 submitted their decision including his being permanently barred from the Union.

In a letter dated August 16, 2013 the IRB informed Local 282 that they reviewed their decision against Mr. Russo. Based on this review the IRB has requested that Local 282 provide clarification as to whether their decision prevents Local 282 and any other IBT affiliated entities from making any contributions on Mr. Russo's behalf to any benefit fund. After receipt of that clarification, the IRB will give further consideration as the adequacy of the decision.

E. ALEXIS RODRIGUEZ NORMANDIA, LOCAL 901, SAN JUAN, PUERTO RICO

On April 23, 2013, the Independent Review Board sent a report to the IBT General President with a recommendation that a charge be filed against Local 901 Secretary-Treasurer Alexis ("Rodriguez") Normandia based upon his conviction for misdemeanor assault on Leonardo ("Delgado") Navarro, an attorney who had represented a former Local 901 member Gamalier Sanchez ("Sanchez") in connection with a complaint Sanchez filed against Local 901.

Rodriguez's assault of Delgado took place on August 8, 2011, outside the Board of Reconciliation and Arbitration. Prior to the assault, Rodriguez told Sanchez that the next time Rodriguez saw Delgado, Sanchez's lawyer, he would hit him. On January 24, 2012, Rodriguez was convicted after a trial in the Superior Court in San Juan of misdemeanor assault. Mr. Rodriguez was sentenced to 20 days or a \$200 fine. Rodriguez paid the fine. Local 901 has a history of violence.

In a letter from Bradley T. Raymond, IBT General Counsel dated May 15, 2013 to John J. Cronin, Jr., IRB Administrator, an agreement resolving the charges against Mr. Normandia was proposed to the IRB. The proposed agreement provides for a 30-day unpaid suspension from office, effective May 24, 2013 and ending June 24, 2013.

On June 4, 2013 the Chief Investigator recommended that the IRB consider the IBT decision to be not inadequate. The IRB approved this recommendation and on June 19, 2013 the IRB submitted Application 163 to the Court. On July 2, 2013 Mr. John Cronin, Jr., Administrator IRB, sent a letter to Mr. Hoffa, informing him of the approval by the Court of the Agreement thus granting Application 163 on June 21, 2013.

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 which records 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 Investigation's 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.

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

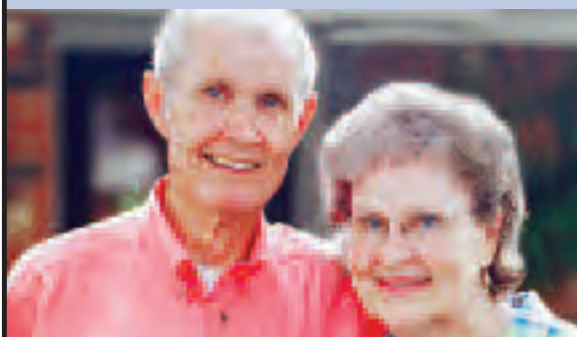
Independent Review Board
444 North Capitol Street, N.W.
Suite 528
Washington, DC 20001

TEAM*Star* MEDICARE PART D

Prescription Drug Program (PDP)



**The Open Enrollment Period Ends
December 7, 2013. Call 1-877-577-3880 to Enroll**



The International Brotherhood of Teamsters is proud to announce the open enrollment period for the TEAMStar Medicare Part D Program. This annual open enrollment period will end on December 7, 2013. It's not too late to enroll.

Teamster retirees and spouses who are currently enrolled in Medicare Parts A and/or B qualify for TEAMStar Medicare Part D coverage. Enrollment packets have been mailed. If you didn't receive an enrollment packet or need another one, please call us and we will send you one. Even better, you can enroll over the phone or on the Internet. Don't wait! The open enrollment period is for a limited time.

Enjoy the following TEAMStar Part D Program benefits:

- **Competitive union group rates** – TEAMStar Medicare Part D is not available to the general public. The rates and benefits are set by your union.
- **Union Preferred Pricing** – certain Preferred Generic drugs are available for as low as \$2 at a Union Preferred Pharmacy.
- **Coverage Options** – three unique plans that offer different levels of security to Teamsters.
- **Coverage through the donut hole** – if you select the Platinum Plan you can get coverage for most generics at a low copay after you get to the Coverage Gap.

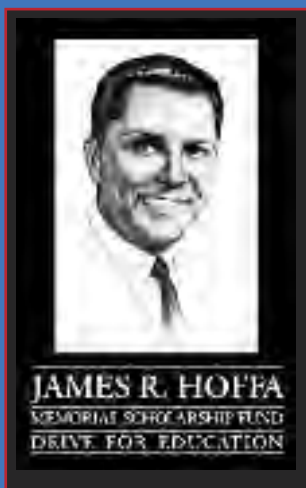
**To enroll call 1-877-577-3880 or
visit our website at www.teamstarpard.com.**

© 2013 United American Insurance Company. All rights reserved.

TurboTax Discount For Teamsters



intuit
TurboTax ✓



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

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 Teamster TurboTax website at <http://turbotax.intuit.com/affiliate/teamster>



Like us on Facebook 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)