

TEAMSTERS READY MESSAGE, MUSCLE FOR 2016 ELECTIONS

A MESSAGE FROM GENERAL PRESIDENT JAMES P. HOFFA



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

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

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

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

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

Remember—Teamster Strong, America Stronger!

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FREIGHT News



James P. Hoffa, General President | Ken Hall, General Secretary-Treasurer | Tyson Johnson, Division Director

FEDEX FREIGHT WORKERS GEAR UP FOR LONG-TERM FIGHT

Drivers Seek Better Benefits, Strong Retirement, Fair Work Rules

The fight and long-term Teamster commitment to organize workers at FedEx Freight and to win first contracts moves forward, and the drivers are committed to keeping up the pressure in their quest for justice at their workplace.

"The main thing we're fighting is corporate greed," said Mel Mendieta, who has worked as a city driver at FedEx Freight for more than 25 years. "The company was cutting our benefits and our retirement security is lousy. We needed to form our union to gain our voice and help rebuild the middle class."

In 2015, Mendieta and 49 of his co-workers voted to join Local 439 in Stockton, Calif. Like FedEx Freight workers who also made Teamster history by voting to join the union at three other locations, they are remaining positive and fighting to win their first contract. The contract fight is now in court and with the NLRB.

The Teamsters are making progress at both FedEx Freight and at Con-way Freight, with organizing, first-ever national days of action at both companies, nationwide engagement and interaction with the workers and the bargaining process that's under way. The union has also filed unfair labor practices charges, is involved with federal court cases, is building nationwide activist committees, is conducting freight member organizing trainings, launching shareholder resolutions and other ongoing steps.



A Long-Term Effort

"I've said it before and I'll say it again, the campaigns to build Teamster power at FedEx Freight and Con-way are not sprints, they are marathons," said Tyson Johnson, Director of the Teamsters National Freight Division. "We are committed long-term to this fight so that FedEx Freight and Con-way workers will have an opportunity to enjoy a more secure future as Teamsters."

Carter Marshall, a road driver at FedEx Freight near Chicago, said he wants to form a union with the Teamsters so that he and his co-workers can fight for better health care and retirement, and consistent work rules.

"The work rules are constantly changing and you don't know from one day to the next what you need to

do," Marshall said. "It makes the job very difficult."

In Charlotte, N.C. where FedEx Freight workers joined Local 71, they are also in court trying to get the company to bargain fairly for a contract.

"We're dropping anchor and getting ready for the long-term fight," said Patrick Harrington, a road driver at FedEx Freight in Charlotte. "We appreciate all the support from Teamster freight members."

Although workers don't yet have a contract, Harrington said conditions have improved dramatically.

"We have more job security in Charlotte since forming our union," he said. "It's a night and day difference. I'm ecstatic. We're getting stronger."

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KEEPING UP THE FIGHT

As our campaigns to organize workers at FedEx Freight and Con-way Freight continue, we have seen many gains and we know there are many gains ahead. A mere couple of years ago, these work groups wouldn't even talk to us and now we are standing shoulder to shoulder with FedEx Freight and Con-way workers across this nation. Moving forward with a national, activist and education based, multi-tiered plan sets the stage for success at these companies.



We have won four organizing campaigns at FedEx Freight and three at Con-way, bringing hundreds of new freight members into the Teamsters. Since the campaign began, the companies have been forced to raise standards, which has helped thousands of freight workers.

While we don't yet have contracts, we are holding the company accountable by filing unfair labor practice charges for not bargaining fairly, and we have taken the fight to their shareholders and the courts.

I appreciate all our freight members who have helped with these campaigns and I will be calling on you in the future to help. Our fight is a long-term one: it is not a sprint; it is a marathon.

The companies, with their deep pockets and decisions to hire union busters as well as spending huge amounts of money to not bargain fairly, will continue to battle us as we move forward.

But I am confident that with your continued support and the commitment of our great union, we will win these campaigns for the thousands of FedEx Freight and Con-way workers who are seeking just workplaces.

Let's continue fighting, together.

Thank you for your continued support.



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

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

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

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

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



Head of Australia Union Visits With Teamsters

'SAFE RATES' IS GOAL FOR TRUCKERS WORLDWIDE

Australia's Transport Workers' Union (TWU) pushed through legislation several years ago that placed re-tailers, whose goods are hauled by truck drivers, on the hook for safety and wage standards. Now it's taking that message abroad.

TWU Federal Secretary Tony Sheldon came to Teamster headquarters in Washington, D.C. in early January to explain the "Safe Rates" approach approved Down Under in 2012 and how it could improve the lives of truck drivers and motorists globally if it was instituted more broadly. He was joined by Australian Senator Glenn Sterle and Mac Urata of the International Transport Workers' Federation who are strong supporters of the measure.

Sheldon explained the approach as a way to improve not only the pay of professional drivers, but the profits of trucking companies they work for as well.

Economic Fairness

"The concept is who is the economic employer and how do we hold them into account...It's about how you change people's consciousness on this," Sheldon said.

He noted that giant retailers today largely create the

conditions and wage scale that truck drivers are forced to worker under. In Australia, for example, the top two grocery companies make up 72 percent of market and thus if trucking firms want to compete, they need to adhere to their standards. The result is less safe roadways and lower pay for drivers, he said.

But under changes made in the Safe Rates legislation, driver safety and the safety of all road users became the starting point when rates were determined for transporting goods. The result in Australia was the raising of standards for truckers and the strengthening of transportation unions. It's a model he and others want to take worldwide.

"We are excited to hear about this approach from our friends in Australia and we will look into this model as a possible way to increase economic fairness here in the U.S.," said Jim Hoffa, Teamsters General President.

LaMont Byrd, Director of the Teamsters Safety and Health Department, said he was impressed by the TWU's work on the issue.

"I see this bringing the solution to the problem we have, not only in crash rates and fatalities, but in reducing the high turnover rates for drivers," Byrd said.

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Already Successful

The Teamsters' campaign has already raised standards for workers at both companies. For example, Con-way has spent more than \$60 million on pay raises since the campaign began, in addition to the big money it has spent on union busting.

FedEx Freight raised wages at some facilities by as much as \$4 per hour and almost 10 cents a mile in compensation, which includes a company-first 90-cent across-the-board increase last October. It has also held the employees' costs for health care static for the first time in more than a decade. The union estimates that

the company has spent nearly \$300 million this past year on pay raises, benefits and union busting tactics.

Raising standards in the freight industry through the Teamsters' efforts is an important factor which helps the FedEx Freight and Con-way workers directly. The union's efforts also indirectly help all freight industry workers, including our Teamster freight membership.

Mendieta said he hopes other FedEx Freight workers will research how the company's corporate greed is hurting them. "The company is full of spin and deception," he said.

Workers are not giving up and they appreciate the support that Teamsters are providing.

"Our fight will continue," he said. "It's an uphill battle but there's strength in numbers."