

ROLLBACK OF WORKERS' RIGHTS AT STAKE IN NOVEMBER

A MESSAGE FROM GENERAL PRESIDENT JAMES P. HOFFA



Teamster members and other workers are facing a significant political challenge in this election year. Big business and corporate apologists are continuing their push to strip unions of their ability to collectively bargain by pushing so-called right-to-work (RTW) legislation. And if they are successful, more

workers could lose their rights on the job.

Such efforts have already been successful in West Virginia, where earlier this year the Legislature overrode the veto of the governor to implement RTW and roll back the state's prevailing wage law. While supporters there promised more jobs will result from the move, history shows us that lower pay for residents will be the likely result. And that's not something West Virginians, or anyone else, needs.

But what happens if this country's voters decide to elect candidates in November who don't represent workers' values? Given the current make-up of Congress and many state legislatures, it is definitely possible that RTW could become a reality in more states or even nationwide. And that would be devastating for millions of families.

Those living in RTW states have a higher poverty rate than those in ones that support collective bargaining. In fact, nine of the 10 highest poverty states are RTW. That, in part, is attributable to lower salaries and benefits. Those with no rights at work make almost \$1,500 a year less. They are also less likely to receive employer-based health insurance or pensions.

Teamsters must help lead the charge to defeat efforts to spread anti-worker legislation. RTW is a ruse. Now pro-worker forces need to spread that message so everyday Americans understand what is at stake on Election Day.



INDUSTRIAL TRADES News

James P. Hoffa, General President | Ken Hall, General Secretary-Treasurer | Steve Mack, Division Director



THE FIGHT TO PROTECT BENEFITS

Local 175 Members Stand Strong to Win Contract

Battles at the bargaining table require persistence and solidarity. Whether building on a previously negotiated agreement or maintaining the gains already secured under a contract, it is crucial that all Teamster members stay united and engaged in the negotiation process.

Such was the case in West Virginia earlier this year, when members at Local 175 found themselves in a contentious contract fight after their employer, Cummins Inc., announced they would be cutting the workers' benefits. The concessions proposed by the company would have had devastating consequences for the 35-worker unit, including a drastic change to the unit's health insurance plan through increased deductibles. Fortunately, West Virginia workers know how to stand strong in the face of anti-worker forces.

"We were united against any concessions to our health insurance," said Randy Canter, a 43-year employee at Cummins. "We refused to let the company take it away, and we were going to fight to keep it."

The concessions would have cut retiree health insurance, noted Canter, who feared his retirement plans would be jeopardized if he were to lose his coverage. After four decades at Cummins, he had a lot at stake.

The change in benefits would have also made things more difficult for Canter's co-worker Jimmy Roberts, a Cummins employee who worried how the health care cuts would affect his family.

"I was concerned how I would pay my deductibles," Roberts said. "I worried about my kids. How would I take care of them if they get sick?"

On April 1, a week before the contract was set to expire, the Cummins workers unanimously voted to reject the company's final contract offer and authorize a strike. With pressure mounting, the company agreed to resume negotiations and stop the push to cut the workers' benefits.

"At the end of the day the company was responsive to the message and did the right thing. I hope we will continue to have a long working relationship," said Local 175 Business Agent Luke Farley.

On April 7, a strike was successfully avoided as Local 175 reached an agreement that would maintain the excellent health care coverage.

"These members understand the cost of health insurance," said Ken Hall, General Secretary-Treasurer and President of Local 175. "I applaud them for their courage and solidarity."

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Teamsters Industrial Trades News



Leading the Fight

As Teamsters in the Industrial Trades Division, the spectrum of what we do is wider than any other division within our union. As such, we have a lot to keep you informed on.

Across the nation, working families continue to face an uphill battle. But members of the greatest union in North America, the Teamsters, can take solace in the fact that their union, along with the Industrial Trades Division, is bargaining strong contracts, saving jobs and engaged in aggressive organizing to strengthen the voices of Teamster members in multiple industries.



In the school bus and transit industry, a movement for respect and living wages among bus workers will mark 10 years since the Teamsters launched their national campaign to drive up standards in the private busing industry. Since its launch in 2006, the Teamsters Drive Up Standards campaign has been a demonstration of the union's organizing power and shows our ability to work with diverse coalition partners. In 10 years, our membership in the busing industry has grown tenfold, organizing nearly 40,000 drivers, monitors and mechanics at bus and transit yards nationwide. By uniting as one voice, as Teamsters, these workers are winning the respect and dignity they deserve on the job.

Beyond the Drive Up Standards campaign, the Industrial Trades Division is winning high-profile battles to save jobs. In New York City, the campaign to save the horse carriage industry has gained widespread public support. And in the last few months, we've had a number of other important organizing victories and contract wins throughout the U.S.

The Teamsters will never give up fighting for justice when it comes to workers and their families. Together, we have built the most powerful union this country has ever known. Now is the time to use that power to help our friends and hold our adversaries accountable at the bargaining table and the ballot box.

Thank you for your continued support.



Campaigns Show Bipartisan Backing for Infrastructure

Support for infrastructure investment is growing on both sides of the political aisle. Presidential candidates are talking about it. The media shows images of our deteriorating roads, railways and water systems. Something needs to be done.

Luckily, the Teamsters unveiled its "Let's Get America Working" platform last year that provides a detailed roadmap for how this nation should prioritize such investment. It notes that maintaining, rebuilding and repairing our transportation, energy and water networks benefit workers by creating good-paying construction jobs that often pay prevailing wages. At the same time, such work also helps the economy by improving systems needed by businesses nationwide.

There are many infrastructure problems that need to be addressed. They include:

- More than 59,000 structurally deficient bridges nationwide, crossed by 215 million vehicles each day, according to the American Road & Transportation Builders Association;
- 54 percent of urban roads in substandard or out-of-date condition, according to "TRIP," a national transportation research group;
- Rail infrastructure supporting an increased volume of oil tanker cars, which have increased from 9,500 in 2008 to more than 400,000 in 2013, according to the Brotherhood of Maintenance of Way Employees, but without sufficient structural improvements to the rail system;
- Upgrading energy delivery infrastructure like pipelines and transmission lines; and
- Replacing pipes in aging water systems to avoid lead contamination like what's happening in Flint, Mich.

Rebuilding, repairing and reinvestment doesn't just need to be about transportation and energy projects. It can be about rebuilding and repairing the trust between government and workers by reinvesting in the people that have and can continue to make this country great. Better pay will lead to more spending and improve our quality of life. That way we all win.



TEN YEARS STRONG, ONE VOICE UNITED

By Rick Middleton, International Vice President and Chair
of the Teamsters Drive Up Standards Campaign

Over the course of four weekends this spring, hundreds of Teamster members from local unions across the country attended Regional School Bus and Transit meetings in Los Angeles, Chicago, Jacksonville, Fla. and Hartford, Conn. In each city, bus workers and local representatives learned more about the union's role in the bus industry thanks to an impressive lineup of speakers and dozens of workshops covering a wide range of issues.

Stewards who attended the training gained strategies to take back to their workplaces while local representatives discussed the global reach of the Teamsters Union in the privatized busing industry and the need to increase union density. Meanwhile, all participants joined together to learn how to fight wage theft and other anti-worker practices. They also shared ideas for increasing member activism in organizing campaigns and increasing member participation in the political process.

Communication between bus workers across the country is crucial for raising industry standards. Since the beginning of the Teamsters Drive Up Standards campaign in 2006, the key to success has always come from the workers themselves.

By setting shared goals and planning for the year ahead, members and local unions are making the difference. By sharing concerns and educating themselves and fellow members on common issues, they are holding employers accountable and winning respect and improving working conditions for all bus workers.

Together, Teamster bus drivers are bringing new meaning to Teamster solidarity. It takes a concerted and collaborative effort to mobilize on such a broad scale;

however, the activism and leadership of workers, paired with the dedication of the Teamsters Union, has resulted in a strong and powerful national network—a united force aimed at bringing positive change and improving the lives of all bus workers.

It is this activism that has allowed for the campaign to become a true worker-led movement. As we mark the 10th anniversary of the Drive Up Standards campaign on May 16, it is important to reflect not only on past accomplishments but also look to the future. There is a great deal of work ahead, and the bus campaign looks to go on for years to come.



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