

LET'S GET AMERICA WORKING

A MESSAGE FROM GENERAL PRESIDENT JAMES P. HOFFA

The Teamsters have had enough of workers becoming an afterthought in Capitol Hill policy decisions. There needs to be a way to bring a bipartisan collection of lawmakers together for the good of regular working men and women who are just trying to support their families. And there is one – infrastructure investment. A better transportation network would help both truckers and the owners of their cargo more efficiently move goods across the country. It would help workers get to their jobs more quickly. And increasing the flow of energy like oil and natural gas would lower prices for consumers and businesses. Plus, construction work would create good-paying jobs. Rebuilding America is the key to the nation's future. Whether it's building new roads or fixing old bridges, the idea is a winner not only for workers but the business community. It's rare when Congress can help two constituencies with one plan. This is it. Now is the time to think big. To ignore the need for such a massive program will result in catastrophe for the



health, safety and welfare of Americans and the U.S. economy. Let's get America working and revive our nation to the shining city on the hill it once was again.

James P. Hoffa

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Teamsters Industrial Trades News



INDUSTRIAL TRADES News

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



Teamsters Partner With Community Allies Against Low Wages in Silicon Valley

Drivers who shuttle Facebook employees to and from the company headquarters in Menlo Park, Calif., voted in favor of representation by Local 853 in San Leandro, Calif., last November. The victory has sparked a wave of organizing in Silicon Valley. The 87 drivers, employees of Loop Transportation, organized to improve their working conditions, including low pay and an abusive split-shift schedule.

"The only way that Loop will listen to us is with a union and a collective voice. I'm very relieved that we have that now," said Demaurae Hooston, a driver.

Loop Transportation is one of a number of operators that Silicon Valley companies contract with to provide transportation for their employees. The Teamsters Union is part of a growing movement of labor, faith and community-based organizations and workers challenging income inequality in Silicon Valley through an innovative partnership called Silicon Valley Rising.

"These companies need to step up and stop demanding the lowest bid contract. They need to all agree to pay their contractors an amount that al-

lows the union to negotiate for decent wages and benefits. Of all the industries in the world, the tech industry can afford to compensate those that help make them successful," said Rome Aloise, International Vice President and Secretary-Treasurer of Local 853.

The effort of Facebook drivers to organize a union drew attention from all over the world. Drivers were forced to work 16-hour days, subjected to split shifts and waiting six hours – unpaid – in between picking up and dropping off Facebook employees.

On Feb. 21, the drivers voted unanimously in favor of a contract which includes paid holidays; up to five weeks paid vacation; guaranteed hours based on scheduled shifts; seniority provisions; health care for workers and the families of full-time workers, fully paid by Loop; a minimum six-hour day for workers who can't work split shifts; wage increases for workers on split shifts; guaranteed overtime and more.

The average pay for workers at Loop, who live in one of the most expensive areas of the country, will be \$27.50 an hour, including split differential, up from \$18 an hour.

"With this contract, Facebook

drivers at Loop have made life-changing improvements, and they are paving the way for other shuttle drivers in Silicon Valley to come together and improve their lives. We appreciate Loop and Facebook working cooperatively to recognize the important service the drivers perform day in and day out," Aloise said.

Following Facebook drivers' successful organizing efforts, drivers who transport employees for six big Silicon Valley companies voted 104-38 on Feb. 27 in favor of representation by Local 853. The 158 full and part-time drivers—employees of Compass Transportation—shuttle Apple, Yahoo, eBay, Zynga, Genentech and Amtrak workers to and from work.

"There are drivers who've been here 20 years and have never seen a future, and now we have a future with the Teamsters," said Tracy Kelley, a Compass driver.

Apple has already announced it will increase hourly pay and benefits by 25 percent on average for drivers. Google has announced it will provide around 20 percent in raises and benefit increases. Negotiations for Compass Transportation drivers began in late March.

Members Make Our Union

Across the nation, working families continue to face an uphill battle. Anti-worker politicians and their billionaire friends in corporate boardrooms are still plotting laws to silence workers in a number of states.

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 fighting harder than ever on behalf of its members and workers throughout the economy.

In California, a new movement for respect and living wages among tech shuttle drivers has taken off, inspired by the example of Facebook drivers who joined together in a successful campaign to become members of Local 853. The Silicon Valley Rising campaign is a demonstration of the Teamster's organizing power in the industrial trades, and it shows our ability to work with diverse coalition partners. In just a few short months, drivers at Facebook already have a strong contract.

Our organizing efforts in Silicon Valley have captured headlines and will continue at full speed as other drivers seek Teamster representation in the region.

Beyond tech drivers, Industrial Trades Division members are winning high-profile battles to save jobs, like the BMW workers at Local 495. 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, from steelworkers in Michigan to transit drivers in Florida.

The Teamsters Industrial Trades Division is a vibrant part of the Teamsters Union. We owe our success to the active members whose involvement makes the union powerful. I urge you to get more involved in your union – talk to your local and consider becoming a member organizer to assist in other campaigns.

As a member, you make the Teamsters Union strong.



Teamsters Save 70 Jobs

Long Battle Ends With Better Relationship Between Local 495 and Management

After a long battle by Local 495 to save its members' BMW jobs in California, the company opened a brand-new warehouse in January near the old one.

The Teamsters and BMW completed the daunting task of moving to the new parts distribution center. Without any interruption of service, Local 495 Teamsters moved from the facility in Ontario, Calif., to the new 326,000 square foot building in Redlands, Calif.

Moving the warehouse, with 63,000 parts – ranging from screws to complex engines – required careful planning, long hours and hard work.

They provided uninterrupted service to 90 BMW dealers by stocking both the Ontario and Redlands facilities. The entire operation was shifted by December 1, 2014, and then the former facility was emptied. The new distribution center is supplying parts to dealerships in Southern California, Southern Nevada, Arizona and Hawaii.

"This is world-class service for a world-class company," said Local 495 Secretary-Treasurer Bob Lennox at the formal ribbon-cutting ceremony in mid-January.

The mutual management-union praise was another step that erases past traces of a dispute several years ago when management had announced that the plant and all Teamster jobs would be outsourced to a nonunion third party.

Lennox responded with an aggressive effort that included public demonstrations and handbilling at BMW auto dealerships throughout the western states. The union expanded the campaign, spreading it to dealerships in major cities throughout the U.S.

An informational campaign targeted potential car buyers, asking them to reconsider their purchase until BMW reconsidered its anti-worker tactics. With the support of the Industrial Trades Division, the effort that began in Southern California counties quickly spread to San Diego, San Francisco, Portland, Seattle, Phoenix, Denver and Chicago.

Enlisting international support, port workers in 20 countries carried out demonstrations in a powerful display of global solidarity. Unite the Union in the U.K. also directly intervened on behalf of Local 495's 70 members.

With mounting pressure in the U.S. and throughout Europe, BMW agreed to settle the dispute.

"We have come a long way since 2011. Today our members and management work closely together to provide outstanding support to our BMW dealers and their customers," Lennox said.



INDUSTRIAL TRADES TEAMSTERS ARE ON THE MOVE

Teamsters Rally Against Carriage Ban

Central Park's horse carriage drivers were joined by a cross section of the New York City labor movement for a rally at City Hall in December. The rally preceded the introduction of City Council legislation to ban the industry. "Today, New York City's labor movement stands as one behind our brothers and sisters in the carriage industry," said Joint Council 16 President George Miranda. The carriage drivers are among the 120,000 members of the Teamsters Union in Downstate New York. Labor leaders from various unions spoke out in favor of keeping the carriages and the union jobs they provide in New York City.

Michigan Steelworkers Join Teamsters

Workers at TCT Stainless Steel in Sterling Heights, Mich., recently voted to join Local 283 in Wyandotte, Mich. There are 17 workers in the new bargaining unit and the vote count was 12-5 for Teamster representation. TCT Stainless workers, who process coil and strip steel for customers, are seeking better benefits, improved working conditions and seniority rights at the Michigan facility. After the workers won the recent election by a landslide, TCT retaliated by temporarily laying off almost half of the workforce. All workers are now back on the job.

Keolis Transit Drivers Vote Teamsters

Drivers at Keolis Transit America Inc. in Fort Lauderdale, Fla., voted to become Teamsters in late November 2014. The election was certified by the National Labor Relations Board and there are 76 bus drivers in the bargaining unit. Of the employees that participated in the election, 62 strong, the vote was unanimous for Teamster

representation. "When the workers voted yes for their union, they were voting yes for a better life not only for themselves, but also for their families," said Eddy Valero, Business Representative for Local 769 in Miami.

Industrial Container Services Workers Join Local 117

Workers at Industrial Container Services (ICS) voted to join Local 117 in December. ICS is one of the largest suppliers of reusable containers in the U.S. The victory brought 38 new members into the union. Workers at ICS showed tremendous determination and solidarity throughout the organizing campaign. Many of the workers voted for Teamster representation in order to negotiate a contract that provides for higher wages and a cleaner, safer working environment.



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