

IMPORTANCE OF MIDTERM ELECTIONS

A MESSAGE FROM GENERAL PRESIDENT JAMES P. HOFFA

On Tuesday, Nov. 4, Teamsters everywhere should vote for the candidate or candidates who are best for working families. If you haven't already, start educating yourself on who is running for office and whether your union has endorsed a candidate.

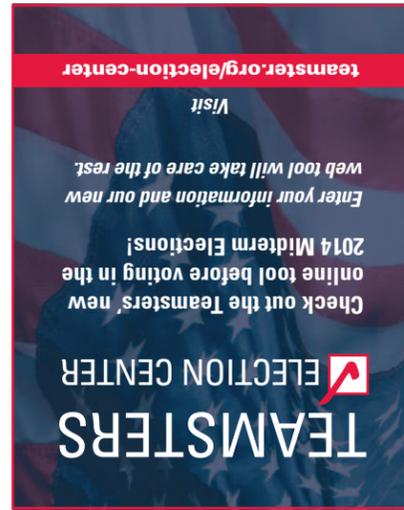
Four years ago, hardworking Americans learned firsthand the consequences of staying home instead of supporting politicians who value their contributions to our nation. Since then, we've increasingly seen the views of billionaire businessmen like the Koch brothers take priority over those of the middle class. At a time when many workers continue to struggle to support their families, we can't afford to sit this election out. So the Teamsters are ramping up our efforts to elect candidates who will listen to the rest of us.

There is no shortage of reasons for Teamsters to care about the midterm elections in November, but here are a few big ones: right-to-work legislation, the minimum wage, and the Trans-Pacific Partnership (TPP)—an unfair trade deal in the vein of NAFTA.

This year, the Teamsters Union has also started an on-line Election Action Center at www.teamster.org/election-center.



center. On the site, you can find out how to register in your state, as well as access the union's Congressional Voting Scorecard. As Election Day nears, we'll be putting more information and resources on the page.



Teamsters Industrial Trades News

25 Louisiana Avenue, NW
Washington, DC 20001



INDUSTRIAL TRADES News

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



TEAMSTERS WIN LONG BATTLE AT DAYCON

It took five long years and a ruling by the highest court in the nation to finally win justice for Teamsters at Daycon Products. Following a Supreme Court order in favor of workers at the Maryland-based janitorial supply company, Teamsters who struck the company in 2010 received \$1.3 million in back pay and have a new contract after working for years without one.

"After almost five years we are pleased that this long fight with Daycon has come to an end," said Tommy Ratliff, President of Local 639 in Washington, D.C., which represents Daycon workers. "It was a long, hard fight and we committed the entire local union to supporting our members at Daycon. But in the end we were able to get everyone back to work with fair pay and a fair contract."

Daycon workers overwhelmingly ratified their new contract on September 28, just three months after the Supreme Court issued its opinion rebuffing Daycon's effort to overturn an order by the National Labor Relations Board and the U.S. Court of Appeals

for the District of Columbia to reinstate workers and pay \$1.3 million in back pay.

"We are happy that our members are back at work and have finally received the back pay they were owed. And our members are happy to once again have the protection of a strong Teamster contract," Ratliff said.

The fight at Daycon began in April 2010 when 45 Teamsters held an unfair labor practice strike after the company prematurely broke off contract negotiations. After only 10 negotiating sessions with the union, Daycon declared it had reached an impasse and unilaterally implemented its last bargaining proposal. In July 2010, the workers offered to return to work unconditionally, but Daycon refused to reinstate them. After a trial in November 2010, an administrative law judge issued a ruling in favor of Local 639. But Daycon appealed to the full NLRB.

In September 2011, the NLRB found that Daycon had illegally declared an impasse in negotiations with the union and unlawfully failed to reinstate workers when they of-

fered to return to work. The Board ordered Daycon to reinstate all of the strikers back to their positions and awarded them back pay and all lost benefits. Several strikers were recalled sporadically over the next few months, but the remaining strikers were not recalled to work until the end of 2012.

The fight didn't end there. Daycon appealed to the federal appeals court, which issued a decision in November 2012 affirming the NLRB's ruling. Daycon then sought the Supreme Court review in 2013 in an attempt to overturn the NLRB decision on a procedural issue that it never raised throughout the case. The Supreme Court issued its order on July 2, upholding the original NLRB order in favor of Daycon Teamsters.

Throughout the legal battle, Daycon consistently challenged rulings in the Teamsters' favor. Meanwhile, the NLRB and Local 639 moved forward with efforts to recover back pay owed to workers. On June 16, NLRB Administrative Law Judge Eric Fine awarded more than \$1.3 million in back pay plus interest to the workers.

"This has been an exhausting struggle for both sides. We are pleased that all of the hard work paid off and we are encouraged that the company has straightened things out," said Doug Webber, Local 639's business agent for Daycon workers. "In the end, all we ever wanted was for our members to go back to work and work under a fair contract. Daycon has made some management changes that we think will make a positive relationship possible with the company."

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Defend Workers: VOTE!

As we move into the thick of midterm elections, we are reminded of the many important issues affecting Teamster

members in Industrial Trades and the entire labor movement. The very survival of our middle class hinges of policy debates that directly impact the industries we work in, including outsourcing, trade policies, subcontracting and misclassification.

That's why your engagement and solidarity as Teamsters and as voters is more essential than ever. We have the opportunity this election season to set a higher bar for elected officials to prove their commitment to working families.

It's no secret that the entire labor movement – Teamsters included – has been under a relentless assault by corporate America. Our labor laws have been eroded, giving corporations free reign to put their profits ahead of people. In Washington, politicians are bought off by billionaires to pass more laws that hurt workers.

Meanwhile, the offshoring of American jobs continues thanks for corporate-friendly trade deals like the Trans Pacific Partnership that is being negotiated behind closed doors. More employers are turning to subcontracting schemes and misclassification to cheat their workers and put the burdens of doing business on back of low-wage labor.

The good news is that the Teamsters Union is leading the fight against these anti-worker trends. We've organized thousands of taxi drivers and we're pushing back against unfair competition by unregulated private sedan services. Hundreds of parking workers in Boston have joined our ranks and we continue to raise standards for school bus workers nationwide.

Political action and organizing are key to defending workers and building our power in the Industrial Trades and beyond. So continue to stand with your Teamster brothers and sisters. And on Election Day, I hope you will vote for candidates that cater not to corporations but to workers like you.



Industrial Trades News From Across The Nation

Mobile Mini Workers Vote Unanimously to Join Local 541

Workers at Mobile Mini in Kansas City voted unanimously for Teamster representation on September 10. The workers do installation, maintenance and transport work for the company, which provides containers for storage and mobile office structures at construction sites.

Avis Shuttle Drivers Join Local 839 in Pasco, Wash.

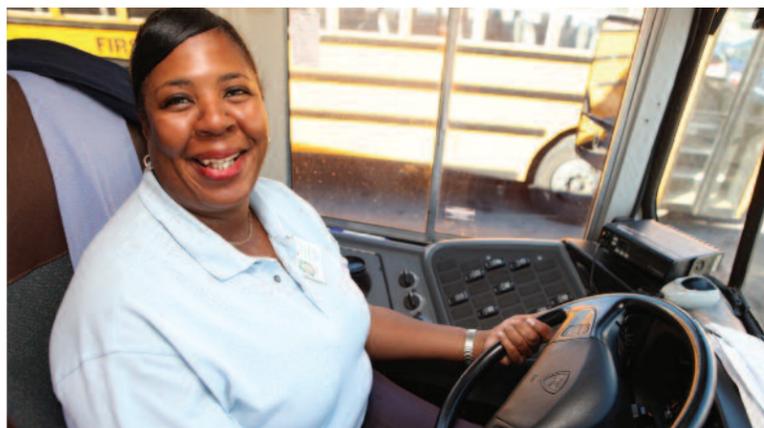
Avis Budget Group shuttle drivers at the Tri-Cities Airport voted 8-4 in favor of Teamster representation in July. The unit of 12 drivers came together to win the same benefits enjoyed by their Teamster coworkers who are Avis customer service staff and car washers. With shuttle drivers now in the union, Teamsters Local 839 now represents all 24 Avis workers at the airport.

Teamsters at Western Eagle Ratify Contract

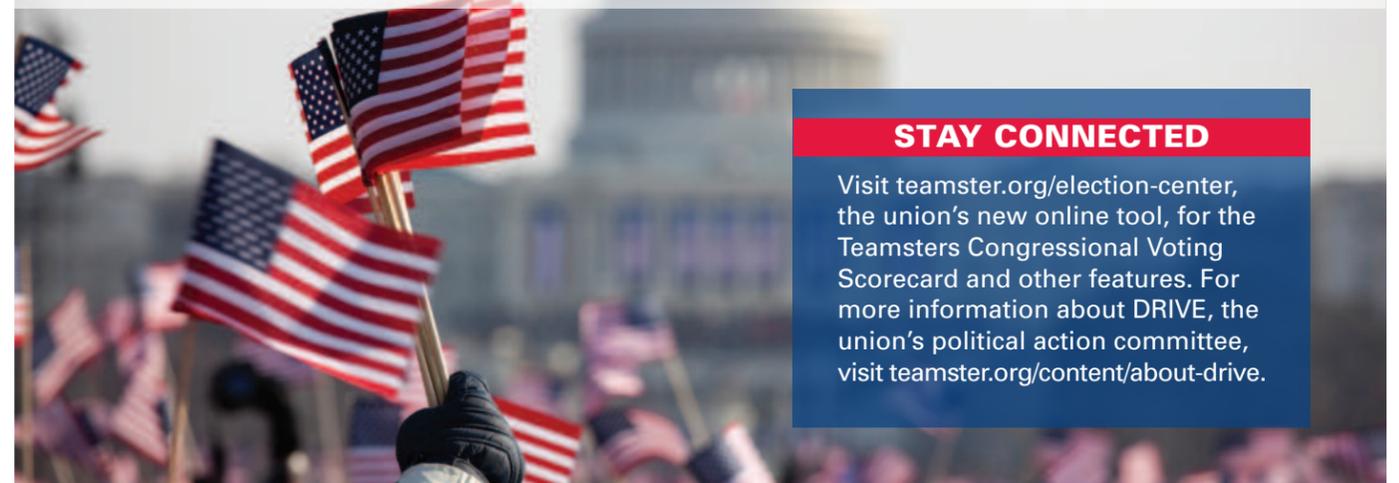
Members at Western Eagle Packaging Products in Livermore, Calif. voted overwhelmingly in July to ratify a strong first contract, guaranteeing health care benefits, job security, and other gains. The 58 new members of Local 853 produce the foam packaging that protects electronics and other products when shipped in the mail. "We're very pleased to have negotiated an impressive first agreement for our members. They'll now have health care for the first time and job protections that they never had before," said Rome Aloise, International Vice President and Local 853 Secretary-Treasurer.

National School Bus Organizing Campaign

The Teamsters' National School Bus Campaign continues to be the most successful organizing effort of the union nationwide, bringing more than 35,000 school bus workers into the union since 2006. For more information, visit www.driveupstandards.org.



ELECTION DAY MOTIVATES TEAMSTERS



STAY CONNECTED

Visit teamster.org/election-center, the union's new online tool, for the Teamsters Congressional Voting Scorecard and other features. For more information about DRIVE, the union's political action committee, visit teamster.org/content/about-drive.

GETTING OUT THE VOTE ON NOVEMBER 4

The November mid-term elections are right around the corner, and the Teamsters are gearing up to help elect candidates to Congress and in state capitals that put workers' interests ahead of those of big business.

Teamsters General President James P. Hoffa and Secretary-Treasurer Ken Hall are visiting states across the country in an effort to get members out to vote. And they will use the 2010 election cycle as an example of what can happen to workers when they don't show up at the polls.

"Four years ago, hardworking Americans learned firsthand the consequences of staying home instead of supporting politicians who value their contributions to our nation," Hoffa said. "Since then, we've increasingly seen the views of billionaire businessmen like the Koch brothers take priority over those of the middle class. At a time when many workers continue to struggle to support their families, we can't afford to sit this election out. So the Teamsters are ramping up our efforts to elect candidates who will listen to the rest of us."

Teamster leaders and members across the country are already preparing to make sure every Teamster knows the issues, who stands with them and what is at stake in this election. And the level of activity will continue to escalate right up until the election.

Hundreds of Teamster members will be visiting their fellow members at their worksites to discuss the election and the issues. The Teamsters Union has the most aggressive worksite communication programs in organized labor, with voter registration taking on a more important role.

There are many reasons for Teamsters to be motivated to vote this November. They may not be the issues that get highlighted on the evening news, but they are matters

that could affect workers' wallets when it comes to pay and job security. Issues like right to work, the minimum wage, worker misclassification and the Trans-Pacific Partnership will all come before the next Congress.

On Election Day, 36 states will hold gubernatorial elections. In the United States Senate, 33 seats are being contested. Wherever there is an important election for working families, the Teamsters Union will be there.

Weekly News for Working Families



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