

# 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.

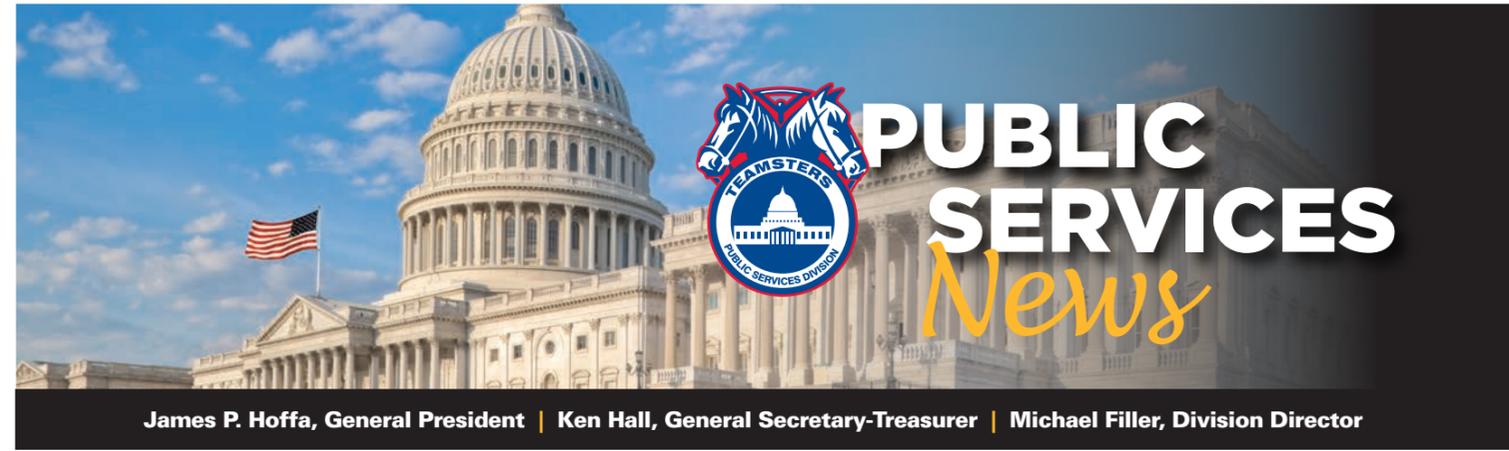
A better transportation network would help both truckers and the owners of their cargo more efficiently move goods across the country. It would help workers get to their jobs more quickly. And increasing the flow of energy like oil and natural gas would lower prices for consumers and businesses. Plus, 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.

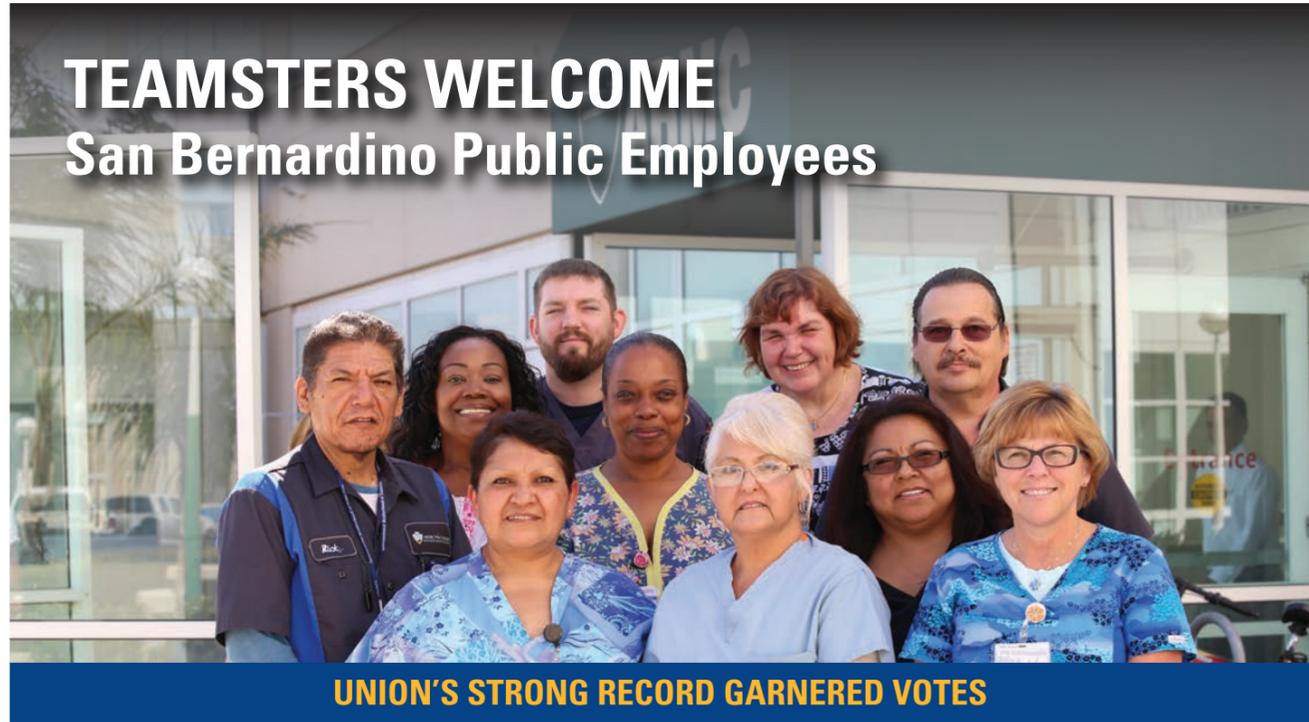
Now is the time to think big. To ignore the need for such a massive program will result in catastrophe for the



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, General President | Ken Hall, General Secretary-Treasurer | Michael Filler, Division Director



Public employees who work for San Bernardino County and many cities in the Inland Empire recently voted to affiliate with the Teamsters Union, paving the way for more than 13,500 workers to have a more secure future.

About 61 percent voted in favor of Teamster representation. The employees had been represented by the San Bernardino Public Employees Association (SBPEA), but they reached out to the Teamsters seeking stronger representation.

"The Teamsters have the resources, expertise and clout to negotiate the strongest contracts possible. This vote shows that San Bernardino County public employees understand this and want Teamster power at the bargaining table," Hoffa said. "We have been successful representing public employees across the country, including those employed in cities, towns, counties and public universities, such as the University of California system, Penn State and the University of Minnesota. We expect to

be able to help the workers in San Bernardino as well." "We know about the Teamsters' strong track record of winning improved wages, benefits and working conditions for public employees, so this is a great day for us," said Kathleen Brennan, a county Information Services Department employee. "We look forward to having real Teamster power when it's time to sit at the bargaining table."

The more than 13,500 employees who work in and around San Bernardino provide vital services to the public in a variety of administrative, health care, technical, trades and professional positions.

"The San Bernardino public employees reached out to us and we are excited to stand shoulder to shoulder with these dedicated public servants in negotiating strong Teamster contracts," said Randy Cammack, President of Joint Council 42 in Pomona, Calif. "These public employees in San Bernardino are now members of the newly formed Teamsters Local 1932."

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A MESSAGE FROM DIVISION  
DIRECTOR MICHAEL FILLER

## THE WAY FORWARD

The movement to change laws that were put in place to protect the rights of working men and women continues to grow. The newest battleground for eliminating longstanding freedoms to organize, bargain and fund labor activities is at the local level. Cities, towns and counties have become the “civic laboratories” for advancing the greedy interests of certain employers, and those possessing extreme wealth, to further tilt the economic scales.



Our judicial system is also poised to weigh the importance of self-professed individual rights against the collective good advanced by organized labor. No less than the Supreme Court may hear a case later this year that will address the constitutionality of union dues. This public sector case arises out of California where nonunion members pay a fee for negotiating and enforcing collective bargaining agreement.

Opting out of having to pay fees for political purposes already exists, but a Supreme Court ruling invalidating the statute in California, and other states where similar provisions exist, would create a scenario like a run on the banks during the depression. One need only look at the impact that recent legislative actions in certain states has had on the ability of organized labor to maintain adequate financial resources to successfully advocate for working men and women.

Notwithstanding decisions made in the legislative and judicial branches of our government, the dialogue in our neighborhoods must change. The important public institutions that exist in our cities and counties, and those who fulfill a variety of essential public service, must be understood and appreciated by its citizens. Positive stories about public employees can become more frequent, if each and every union member becomes a voice to change the narrative that the government agencies are too big and non-responsive, or that employees who work for it are overcompensated. An active and engaged membership is “the best way forward” to counteract the forces that seek to divide our communities and alter the economic balance of power.



### MULTI-UNION AGREEMENT SOUGHT

## RED CROSS CONTRACT NEGOTIATIONS BEGIN

Leaders of unions representing Red Cross employees across America, who are part of the American Red Cross Union Coalition, met recently at Teamster headquarters to explore options for national bargaining. The Coalition represents over 5,000 vital health care workers in 24 states, and includes the Teamsters, AFT (HPAE and Oregon Nurses), CWA, the Steelworkers, AFSCME, UFCW and UAW.

Teamsters fulfill a full range of important Red Cross functions, such as: administrative assistants; apheresis coordinators; collection specialists/technicians; clerks; donor assistants; drivers; building and fleet maintenance mechanics; inventory specialists; lab technicians; mail clerks; mobile unit assistants; and tele-recruiters. They are members of 17 locals in 12 states.

“In preparation for negotiations, we surveyed our members recently, which helped to confirm that health care, wages and pensions are key issues,” said Michael Filler, Director of the Public Services Division. “In addition to economics, staffing and scheduling are high priorities for Teamster members, as part of a first-ever, multi-union national contract with the Red Cross.”

During the three-day meeting in Washington, D.C., union leaders spent time drafting initial proposals, discussing ground rules for bargaining, and setting up tentative meeting dates with Red Cross management. Nina Bugbee, President of Local 332 and Central Region Director of the Teamsters Public Services Division, who is serving as Co-Chair of the Coalition’s national bargaining committee, said, “We are united to improve the lives of Red Cross workers and to make history in the process.”



## TEAMSTER PERSEVERANCE PAYS OFF FOR KANE COUNTY PROBATION OFFICERS

### PROTECTING RIGHTS ON THE JOB

Approximately 70 probation officers with Illinois’ 16th Judicial Circuit Court will soon be equipped with protective pepper spray and new safety protocols thanks to the diligence of Local 330 representatives.

For seven months following the members’ most recent contract negotiations, Local 330 President Dominic Romanazzi effectively lobbied the Circuit Court of Kane County to institute a safe weapons policy for its Teamster-represented probation officers. After drafting letters to Chief Judge Judith Brawka and circulating petitions of support among members, Local 330 secured new measures this month to protect officers, who often work in high-crime areas.

The circuit court’s safety committee recently approved usage of pepper spray and necessary training for the probation officers, even though Local 330’s original proposal for such measures was rejected during regular contract negotiations.

“By remaining professional and determined in our

efforts to attain fairness, safety and equity on the job, Local 330 is proud to have established these safeguards for our members,” Romanazzi said. “This is what being a Teamster is all about. Even when the union and the employer can’t reach an agreement on all issues at the bargaining table, the Teamsters will never give up on our members. We do what needs to be done to protect workers’ rights and advantages on the job.”

The new policy allowing officers to carry pepper spray will be an important provision of all future agreements for the union, as Local 330 remains committed to improving employee morale and peace of mind for its law enforcement membership.

“Probation officers who work with offenders on a daily basis and often travel to perform their duties must be able to properly protect themselves,” Romanazzi said. “Local 330 is thankful to have a partner in the circuit court and in Chief Judge Brawka who ultimately recognized the sensitivity and significance of the Teamsters’ campaign.”