

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.

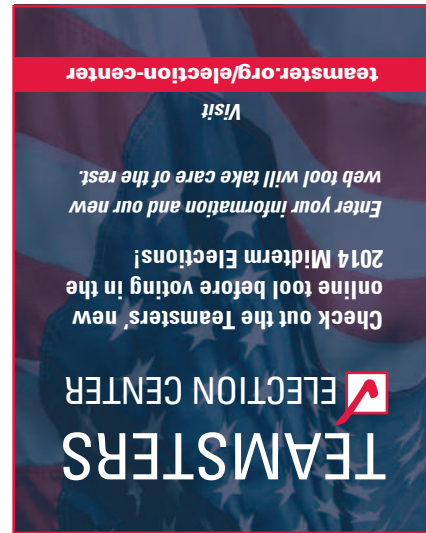
There is no shortage of reasons for Teamsters to care about the midterm elections in November, but here are a few big ones: right-to-work legislation, the minimum wage, and the Trans-Pacific Partnership (TPP)—an unfair trade deal in the vein of NAFTA.

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.

James P. Hoffa



Teamsters Warehouse News
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WAREHOUSE News

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



FIGHTING TO PROTECT WAREHOUSE JOBS

ORGANIZING IN SYSCO-US FOODS MERGER

The Teamsters Union is battling with two giants of the food distribution industry over a pending merger that has the potential to kill thousands of jobs, both union and nonunion.

"Our members at Sysco and US Foods have serious concerns about job security, seniority and other important issues that will arise if this merger is allowed to move forward," said Steve Vairma, an International Vice President who is also Director of the Warehouse Division. "We will do everything in our power to protect their jobs and their union contract."

Sysco's \$8.2 billion buyout of US Foods is currently under review by the Federal Trade Commission (FTC) and a multi-state committee of attorneys general, tasked with examining the effects on competition. Teamsters represent more than 7,600 Sysco warehouse workers and drivers and nearly 4,000 at US Foods covering 70 warehouses across the U.S.

Some 2,500 Teamster jobs are at stake if Sysco's acquisition of US

Foods moves forward. The union has identified 91 overlapping broadline facilities in 40 markets. Sysco claims the merger will save \$600 million from "synergies" but it has been silent about what this will mean for thousands of workers and their families. Both Sysco and US Foods have a history of anti-union behavior, so workers have good reason to be worried about Sysco's plans.

The companies are the two largest providers of foodservice supplies in an industry built on contracts with restaurants, airports, hospitals and hotels. They also have multimillion dollar federal and state deals with the military, schools, universities, prisons and other agencies.

A recent survey conducted by the Teamsters makes it clear that workers are not the only ones concerned about the merger. Customers, competitors and public interest groups have criticized the pending acquisition, raising concerns about its effect on competition in the food industry. The union is focused on keeping

members engaged and informed with a number of leafleting actions that have been held at warehouse facilities and customer locations.

The stakes are high for Teamsters throughout the warehouse industry as well. "The outcome of this fight will have an industry-wide impact. We have made great strides in this campaign to protect the jobs of our Sysco and US Foods workers, but we need to work harder than ever to hold the companies accountable," Vairma said.

Teamsters General President James P. Hoffa recently reminded the FTC and state investigators of possible antitrust issues involved if Sysco is allowed to acquire US Foods.

"Our members know the structure and operations of the businesses firsthand and provide a perspective vital to any examination of the effects a merger would have on this industry," Hoffa said.

Vairma added, "We will not rest until we've done whatever it takes to protect our members' jobs and organize new members."

It's Our Future – Get Involved!

With so many important issues affecting Teamsters in the warehouse industry, your solidarity and involvement as union members and voters is more essential than ever.

This election season, we have the opportunity to hold elected officials accountable for policies and decisions that impact working families. And we have a chance to elect candidates who genuinely care about the future of America's middle class.

As we all know, Teamster members and the labor movement as a whole have been under assault by the corporate class. We've seen our already weak system of labor laws further eroded, leaving workers unprotected against the greedy designs of CEOs who put profit over people. We've seen right-wing politicians – funded by wealthy anti-union ideologues – pass more laws that seek to make workers powerless by weakening their unions.

Our best defenses against this war on workers are political action and organizing. Members of our Division face unprecedented challenges and opportunities. We are called upon to defend the jobs of thousands of workers in the Sysco-US Foods merger and bring more workers the strength and security of a Teamster contract.

What we do in this election season and beyond matters. The future of our jobs, our union and our families is on the line.



Teamsters, Investors Tell McKesson Enough is Enough

A Teamster proposal to address a multi-million dollar executive pay give-away at McKesson received 44 percent support from investors in July. The pharmaceutical distribution giant has promised to automatically vest all outstanding stock awards for top executives if they lose their job in a change of control of the company, which could mean more than \$283 million in unearned compensation being lavished on top executives on their way out the door.

McKesson's CEO John Hammergren will walk away with nearly \$300 million should he lose his job for any reason. Last year, Teamsters attended McKesson's shareholder meeting to draw attention to the gross pay disparity between McKesson workers and executives.

"The pay is so low at my distribution center that a majority of my co-workers cannot afford to participate in the company's health plan or 401(k) plan," said Glenn Gray, a 10-year McKesson distribution worker from Lakeland, Fla.

Shareholders voted by 78 percent to reject the company's executive pay plan that year. McKesson cut Hammergren's pension by \$45 million and fired Glenn Gray. After an exhaustive investigation, Region 12 of the National Labor Relations Board issued a complaint against McKesson for the unlawful and retaliatory discipline and termination of Gray, as well as for coercion, harassment and intimidation of union supporters.

This year, Gray presented the Teamster proposal at the company's annual meeting. He urged the board to reign in its excessive pay policies for executives and invest instead in its employees.

McKesson, a multi-billion dollar distributor of pharmaceuticals and medical supplies, pays its workers in Lakeland, Fla. just \$13 an hour. McKesson hired a union-busting law firm and threatened workers who voted for Teamster representation. Nearly three years later McKesson has still not agreed to a first contract.

"McKesson Teamster members from 13 local unions across North America will continue to put the company on notice that an injury to one Teamster is an injury to all," said Warehouse Division Director Steve Vairma.

Seattle Area Contract Victories

Hundreds of Teamsters at Locals 117, 174, 313 and 760 working at Safeway, SuperValu, and Unified Grocers voted overwhelmingly to ratify their contracts in July. The agreements contain annual wage increases and protections against subcontracting and the rising cost of health care. Voting took place in Tukwila and Tacoma on July 19 and 20.

"Our members in the grocery distribution industry help maintain the supply chain that feeds hundreds of thousands of families across the Puget Sound region and the West," said Tracey A. Thompson, Secretary-Treasurer of Local 117. "We worked hard with these companies to achieve a settlement that is both good for business and values our members' labor. That's why grocery warehouse workers at Safeway ratified their contract 140-1."

With the three contracts ratified, Fred Meyer is the only Teamster grocery distributor in the area that has not settled its contract. In early September, contract talks with Fred Meyer broke off as the company threatened to outsource jobs and undermine workers' health care. "Fred Meyer is threatening our local food supply by trying to provoke a strike. In contrast, Safeway showed that it could work with the union to achieve a fair settlement for its employees," said Thompson.

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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