

# TEAMSTERS READY MESSAGE, MUSCLE FOR 2016 ELECTIONS

A MESSAGE FROM GENERAL PRESIDENT JAMES P. HOFFA



Having an idea is one thing. Getting it done is another.

The Teamsters late last year introduced a package of legislative priorities when it unveiled “Let’s Get America Working” (LGAW). And the union saw progress made toward those goals when Congress in December passed its first long-term transportation funding bill in more than a decade.

But not all of our proposals are going to slide through the process so smoothly. There are trillions of dollars’ worth of infrastructure needs not only for roads and rails, but for the nation’s energy and water systems. There is a need to protect the rights of workers to organize, and for better education and vocational training as well. And elected officials must ensure that everyday Americans can have a secure retirement.

Now, the union is debuting a new program for activists that will help make the LGAW platform a reality. “Building Teamster Political Power” is meant to get members involved in making these policies a reality. Locals will identify members who will be trained on how to talk about political issues and persuade their fellow Teamsters on the issues that matter most to this union.

By starting early, the Teamsters can have scores of trained political activists on the ground to participate in the union’s 2016 election program. And we will need every one of them to push back on the message of the corporate candidates who are seeking to reward their contributors.

Remember—Teamster Strong, America Stronger!



# WAREHOUSE News

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

## MORE THAN 700 TEAMSTER JOBS SAVED IN MARYLAND

Union, County and State Officials Reach Agreement With Safeway



Teamster leaders, elected officials and representatives of Safeway announced an agreement on Jan. 21 to stop the closure of the Safeway Collington Distribution Center in Prince George’s County, Md. The agreement saves more than 700 Teamster warehouse jobs and adds an additional 25 jobs at the center.

With hundreds of families affected and warehouse workers fearing layoffs over the holiday season, the news of an agreement in late January came as a tremendous relief for Teamster members.

“We are very pleased to know that, through unity, anything is possible,” said Robert Washington, a Local 730 shop steward who works at the Safeway facility.

The job-saving agreement also paves the way for possible expansion in the future as Safeway’s parent company, Albertsons, continues to grow its footprint on the East Coast.

C&S, the firm that operates the Safeway distribution center and employs its workers, originally planned to move its warehouse operations to Pennsylvania, which would have displaced more than 700 Teamsters. But under the terms of the deal, Safeway will now take over operations of the distribution center and current C&S employees, represented by Locals 730 and 639 in Washington, D.C., will become Safeway employees.

### No Outsourcing

In two separate votes, Local 730 members voted overwhelmingly, 205-18, in favor of an agreement that preserves their jobs, while Local 639 members approved the agreement, 123-4. The agreement guarantees no outsourcing of jobs during the term of the contract which expires in May 2022.

“This agreement allows skilled employees to continue to work for a company that they loved and sacrificed for, some for more than 30 years,” said Ritchie Brooks, President of Local 730. “The key to this is that everyone banded together. Labor, political leaders and the community all came together to show Safeway our solidarity.”

In an October letter sent to Safeway officials, Teamsters General President Jim Hoffa called upon Robert Miller, the CEO of Albertson Companies, Inc., which recently acquired Safeway, to enact a moratorium on the closure.

State Sen. C. Anthony Muse and former State Delegate Aisha N. Braveboy, Esq., also urged C&S and Safeway to recall the notices sent to employees stating that layoffs would begin the week before Christmas. The layoff notices were delayed until mid-February, allowing time for all parties to work together to find an alternative to the closure.

“Today, more than ever before, I am proud to represent the men and women of Local 730, and I’m thankful that Sen. Muse and Delegate Braveboy could bring together Safeway’s corporate leaders with our unions to save these jobs,” said Tyrone Richardson, Secretary-Treasurer of Local 730.

“By putting our heads together, we were able to collectively achieve a solution and preserve these good jobs,” added Phil Giles, Vice President of Local 639.

As part of the deal, local and state officials have pledged nearly \$1.5 million in financial incentives to keep the warehouse in the county through the term of the collective bargaining agreement.

“We commend all the parties involved for working together to protect these working families and preserving so many community-sustaining warehouse jobs in Maryland,” said Steve Vairma, Director of the Teamsters Warehouse Division.

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Teamsters Warehouse News



## A NEW YEAR OF BUILDING WAREHOUSE TEAMSTER POWER

For Teamsters in the warehouse industry, a new year means new challenges and new chances to build our power. But what does it mean to build our power in this increasingly volatile industry?

Growing our strength isn't possible without first holding the line on what we already have. That means responding to threats to our hard-fought middle-class standards. At the same time, we're called upon to seek out opportunities to expand our numbers, giving us more leverage which in turn raises the well-being of our members and their families.



By protecting jobs, enforcing contracts and organizing new members, our division and our union is prepared to make 2016 another strong year for warehouse industry Teamsters. And we have already secured two important victories this year.

Locals 730 and 639 worked tirelessly with community leaders and elected officials to save more than 700 Safeway jobs in Maryland, averting the company's closure plans that would have impacted hundreds of Teamster families. In Southern California, after a very long fight spanning five years, Local 166 welcomed new members from O'Reilly Auto Parts into the union. Teamsters prevailed at every stage of the organizing effort among warehouse workers and drivers at the facility, including two elections and multiple decisions won through the courts.

The ongoing trend of consolidations and acquisitions in the warehouse industry continue to offer our union new opportunities for growth but also present us with many challenges. That's why it's important for all warehouse Teamsters to get involved when it comes to organizing and defending our contracts. And that involvement goes beyond the workplace.

We have to be engaged in our communities and in the political process, especially during this critical election year. Major issues are at stake, including trade policy and transportation infrastructure which impact our industry. Building relationships with allies and putting the right people in office is key to building warehouse Teamster power nationwide.

## Teamsters to Launch Program to Build Political Power

*New Member Activist Training to Begin in February*



This month, the Department of Political and Legislative Action and the Training and Development Department will launch a new political activist program called Building Teamster Political Power. The goal of the program is to establish an army of engaged, active members interested in getting involved in politics—not only for the upcoming election, but for years to come.

For nearly a year, staff members from the Department of Political and Legislative Action have been meeting with Joint Council and local union officers and business agents to listen to ideas about how the Teamsters can improve on their already successful political program. The feedback received pointed to a need to focus on working family issues, and have consistent communication with members who have indicated that they are excited to be part of the Teamsters and believe in our political objectives.

All the ideas the union received have gone into the development of the Building Teamster Political Power program. Each local will be asked to identify members they would want to participate in Member Activist Trainings. At the trainings, members will be taught how to speak about political issues with fellow members, persuasion techniques to get around common objections and how to get involved in politics through their local unions and Joint Councils.

Working with the Training and Development Department, the union will complete trainings before the International Convention in June so there will be a group of trained political activists available to participate in the Teamster election program this cycle. After the classroom-style session, newly trained members will be asked to participate in a real world activity, like phone banking, leafleting or a rally.

If you are interested in participating in the Building Teamster Political Power program please contact the Department of Political and Legislative Action at 202-624-6800.



## After Five-Year Fight, O'Reilly Auto Parts Workers Win Representation

*Warehouse Workers, Drivers at Auto Parts Distribution Center Join Local 166*

For half a decade, workers at a warehouse in Moreno Valley, Calif. have gone without union representation despite voting in favor of joining Local 166 in 2010. Now the 65 warehouse workers and drivers of Ozark Automotive Distributors, who stock and deliver supplies to O'Reilly Auto Parts stores, can finally call themselves Teamsters. An election held on Jan. 8 resulted in a majority voting in favor of joining the union.

"This has been an epic fight for these workers and our local but we prevailed at every turn," said Mike Bergen, Secretary-Treasurer of Local 166 in Bloomington, Calif. "The company fought tooth and nail to prevent the workers from having the Teamster representation they voted for but the workers at the warehouse held strong throughout the five-year saga."

The workers first reached out to the union after the company changed the pay format from hourly to piece-meal. A majority voted in favor of the union in a 2010 election but the company filed objections with the National Labor Relations Board (NLRB). After the NLRB ruled against the company, Ozark took the board's decision to court, losing one appeal after the other as the case went all the way up to the Supreme Court.

Even after the Supreme Court ruled against it, the company remained obstinate. Local 166 then withdrew several objections it had filed against the company, prompting the

NLRB to call for a new election this year. Once again, the workers voted in support of the union, putting an end to the years-long struggle for representation.

"It feels great. It's such a relief to finally have our union after five long years of sticking together during all the appeals," said Robert Castilleja, a 6-year driver at the company. "We all hung in there during this battle. Everyone saw through the company's negative tactics and dishonesty while the union was professional. This is an important victory because it shows that unity and patience can pay off in the end for workers."

Castilleja added that he and his co-workers are looking forward to negotiating a contract to win better job security, benefits, pensions and a safer work environment. He said the lack of overtime pay remains an issue for drivers.

"Management says we're professional drivers—well then we deserve professional wages," Castilleja said.

The workers supply O'Reilly Auto Parts retail stores throughout Southern California. They are employed by Ozark, which does business as O'Reilly Auto Parts.

"We look forward to negotiating a strong agreement for these workers. They've waited long enough and deserve a Teamster contract that addresses their issues and improves their workplace," Bergen said.