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INTERNATIONAL BROTHERHOOD OF TEAMSTERS

OCTOBER 2011

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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Your Right, Your Responsibility

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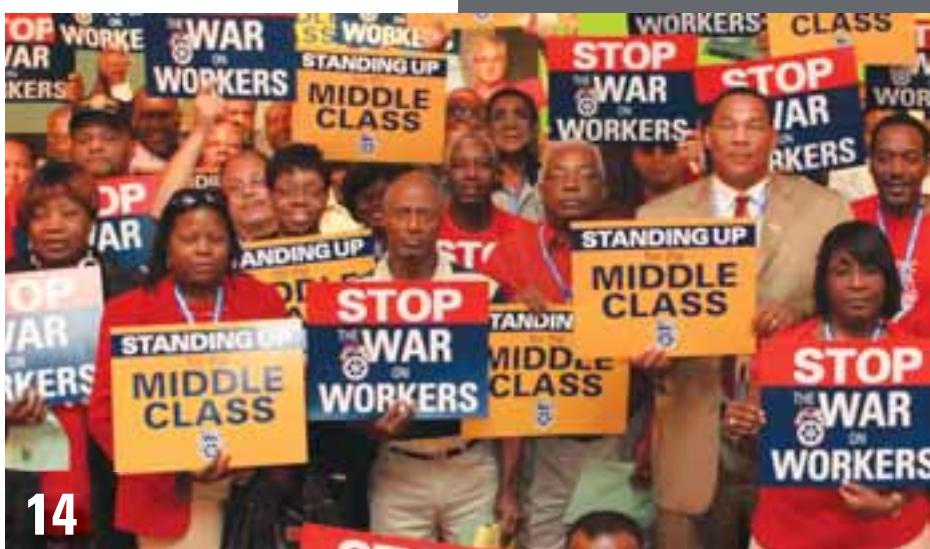
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VOTE!

A MESSAGE FROM GENERAL PRESIDENT JAMES P. HOFFA

The ongoing war on workers may not be on the front pages anymore, but the middle class is still under assault. Anti-union factions across the country are involved in a concerted effort to undermine rights it has taken working people a century to achieve.

Teamsters nationwide have rallied in below-freezing blizzards and hundred-degree heat waves; they have written and called their members of Congress; they've gone to town hall meetings; and they have even recalled politicians who trampled on the rights of working men and women.

In the upcoming Teamster election, you have a very simple way of showing your support for the rights of labor: All you have to do is vote.

Voter turnout in the last two International Union elections has been low. Only 21 percent of rank-and-file Teamsters voted in the 2006 election, and it was only slightly higher in the previous election in 2001.

Not voting sends a clear message to the enemies of labor. It tells them Teamster members don't care what happens to the labor movement and that they aren't involved. A strong turnout tells them you're paying attention and care about your future.

Throughout the pages of this magazine, you will see advertisements that read, "VOTE! Your Right.

Your Responsibility."

In the following weeks, you will receive a ballot for the 2011 International Election. It is my hope that you take the ballot and cast it for the candidates of your choice.

Exercise Your Right

You, rank-and-file Teamsters, have an unprecedented say in the future of your union that many other international union members don't have. I urge you to take advantage of this opportunity.

The only thing voting will cost you is the time you invest to learn about the issues and the ink it takes to mark the ballot. But not voting costs much more. It sends a message to employers and anti-union politicians that as voters, Teamsters don't value democracy.

Voter turnout is critical to building a healthy democracy. A union is not a corporation. Members are more than shareholders who are valued by their holdings. Each Teamster has an equal voice in our elections and every vote counts.





After All These Years *Still Fighting Mexican Trucks*

Teamsters are responding to the call to get educated and get involved in the battle to close the border to dangerous Mexican trucks. That knowledge and commitment will prove invaluable as the fight intensifies.

At press time, the Federal Motor Carrier Safety Administration had not yet formally announced the start of another pilot program to open the border. However, the agency is expected to give the go-ahead sometime in the fall. Very few Mexican trucks are expected to participate in the first months and even years of the pilot program. The Teamsters, however, will work through political and legal channels to once again stop unsafe trucks from traveling our highways freely.

Teamsters submitted more than 1,000 comments opposing the plan to open the border during the 30-day comment period in the Federal Register, which ended in May. The comments posted were overwhelm-

ingly against letting Mexican trucks travel freely on U.S. highways. Only groups representing multinational corporations and agribusiness supported the proposal.

"I urge Transportation Secretary Ray LaHood to listen to his conscience and to the vast majority of Americans, not to corporate interests that have no loyalty to the United States," said Jim Hoffa, Teamsters General President. "He should show that the democratic process works by pulling the plug on this program."

The Teamsters Union also formally submitted comments opposing the pilot program to the government. Hoffa said the plan to open the border "fails to adequately protect our members, their families and the traveling public from the potential danger of unsafe Mexican trucks and drivers, who do not meet or will not adhere to all U.S. safety standards."

The Teamsters, along with the Sierra Club, filed comments



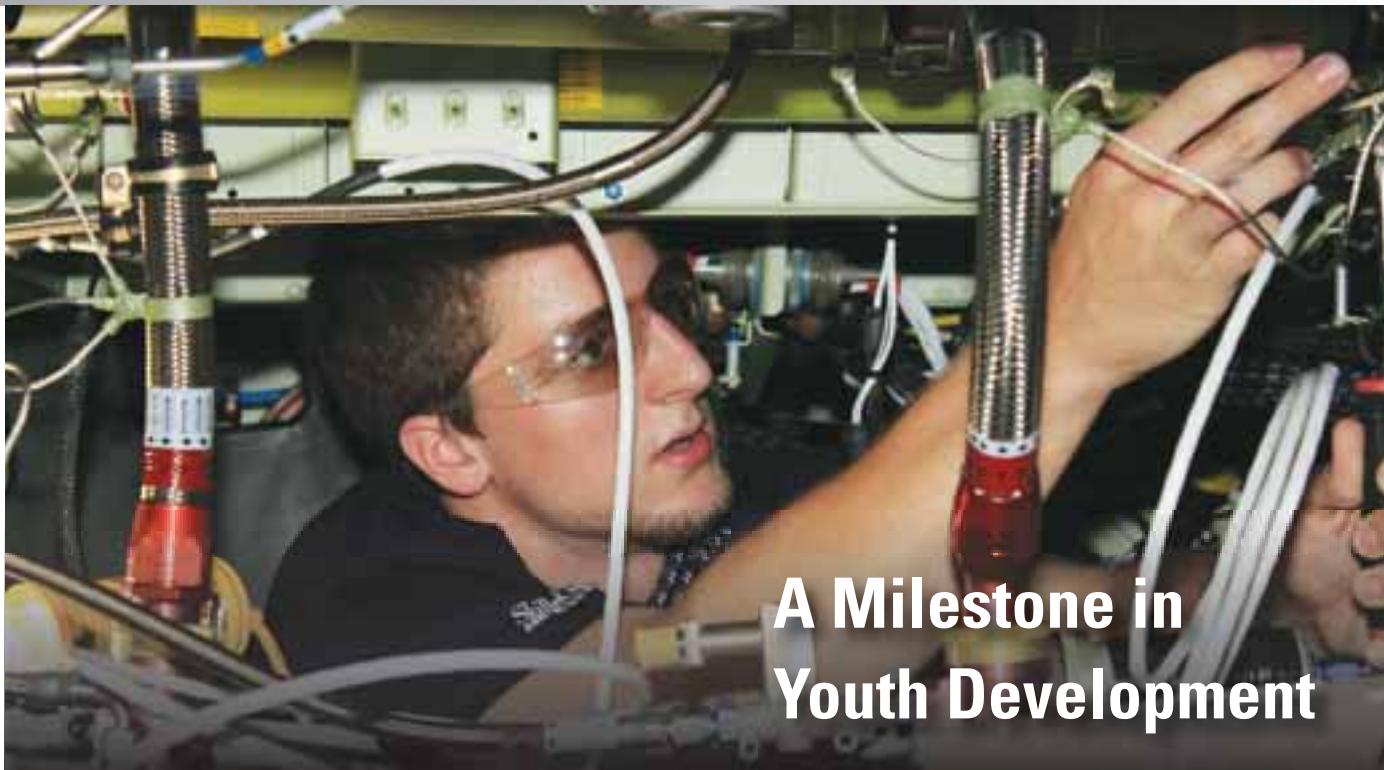
that said FMCSA had failed to adequately assess the environmental impacts associated with the proposed U.S.-Mexico cross-border trucking pilot program.

Hoffa blasted the proposal. "With this assessment, the FMCSA is recklessly ignoring the true environmental impact

Mexican trucks will have if permitted to travel without restrictions throughout our country," Hoffa said. "We contend that the FMCSA has violated the National Environmental Policy Act by not addressing the full, cumulative effects on our environment prior to starting the cross-border pilot program."

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A Milestone in Youth Development

Career Pathways Mentoring Program Celebrates 10 Years of Excellence

In 2002, four high school students came to Sikorsky Aircraft to take part in a new cooperative work program called the School-to-Career Union Mentoring Program. Those students, who all attended area vocational high schools, would usher in what is now one of the most successful school-to-work programs in the country.

Now called the Teamsters/Sikorsky Career Pathways Mentoring Program, dozens of high school students a year work alongside Teamsters at the number-one helicopter manufacturer in the world. Eleven participating high schools send students to the eight-week summer internship.

"We brought this program to the company years ago in an effort to promote the advantages of unionized work and to get that message to young people," said Rocco Calo, Local 1150 Secretary-Treasurer. "What we didn't anticipate at the time was the personal impact the program would have on the students and the mentors who have participated."

Since its establishment, the program has provided practical, full-time work experience under the tutelage of Teamster mentors for 435 high schoolers. For these kids, most of whom are seeking careers in technical fields, this invaluable experience puts

them at the front of the line in the job market and prepares them for the next phase of life. It also provides a great personal satisfaction to their mentors.

"It's rewarding," said Kelly Hubbard, a mentor coordinator and former shop steward at Sikorsky's overhaul and repair facility. "To watch these kids mature and to see a young person take on such a big responsibility in a workplace and knock it out of the park. It feels good to be part of that."

The rewards have been immeasurable for at least 71 of the past participants. That's how many permanent Teamster jobs have resulted from the Career Pathways Program over the last 10 years.

"It changed my life," says Tanya DeJesus, 22, a 2004-2005 intern who was hired full time in 2005. "I could be working at McDonald's right now, getting paid minimum wage and struggling. Now I'm in college, I've matured and I feel like if I didn't get into this program I would be doing God knows what."

In the six years since she was hired, DeJesus has put her skills to work. She is now a front line aircraft plumber whose hourly rate gives her the very real opportunity to earn six figures.

"We have grown to that point where we

have a large pool of candidates to choose from," said Joe Grabinski, Local 1150's Chief EH&S Steward and the Career Pathways Program Coordinator. "It has become such a prestigious program in the state that hundreds of kids are applying. We only take on about 30 new interns each summer, in addition to the 30 or so interns returning for a second summer, so that makes it pretty competitive and ensures that we will end up with the best of the best."

Students who apply must be enrolled in a technical education program at school. They are required to get letters of recommendation and are judged on their grades, attendance and personal conduct and are required to take part in community service.

Those who are accepted are paired with a Teamster mentor who will train them to work on some of the most sophisticated aircraft in the world. The students learn each day what it means to be a Teamster. They earn top wages and enjoy all of the benefits of union membership.

"These kids are so lucky to have this opportunity," adds Rocco Calo. "We are so proud of what we've built over the last 10 years. To help kids get started in life and to help them understand that unions are a positive force in the community."



Your Right
 Your Responsibility

Ballots Mailed October 6, 2011
Ballots Counted November 14, 2011

2011 TEAMSTERS ELECTION



FOR THE ELECTION OF
INTERNATIONAL UNION OFFICERS

Victory At CitationAir

Fractional Pilots Seek Strong Teamster Contract

On July 6, more than 350 CitationAir pilots voted to become Teamsters and members of Local 1108 in Richmond Heights, Ohio. The group, which has never before had union representation, chose the Teamsters because of the union's commitment to excellence.

"I'm excited to be part of a strong union," said John Hassell, a CitationAir pilot. "I'm certain that with the support of the International Union and the Airline Division, we can secure a strong contract."

As a pilot for CitationAir, Hassell has to be ready for anything and everything. In his line of work, change is the norm. That's because Hassell flies fractionally owned aircraft, one of the many services provided by CitationAir.

"Our type of flying changes minute to minute and day by day," Hassell said. "We have to be able to adapt quickly when it comes to changing schedules, pre-flight planning and weather issues."

A wholly-owned subsidiary of the Cessna Aircraft Company, CitationAir provides private aviation services through fractional jet ownership. That means owners buy a fraction or share of an aircraft which has been pro-rated from the market price of a full aircraft.

The company's fleet consists of 84 Cessna Citations, which may be operated 24 hours per day, 365 days per year.

Pilots who fly for fractional aircraft companies do not have set schedules or set routes as their counterparts at commercial airlines do. Instead, fractional aircraft pilots may end up in six or more states during the course of an eight-day tour, depending upon



where clients want to go.

It is because of those changing conditions that CitationAir pilots wanted to form a union.

"As our industry begins to emerge from a tough economy, it is critical that pilots have the protections that come with a strong union contract," said Capt. Mat Slinghoff, President of Local 1108. "Our brothers and sisters at CitationAir want work rules, job protections and an enforceable work wage scale laid out in an agreement that can not be altered at the whim of management. I applaud the stand they have taken for themselves, their families and their profession."

CitationAir pilots are the second group aircraft workers to be represented by 1108, which was chartered in 2005 specifically for pilots who fly fractionally owned aircraft.



LABOR HEROES

Memphis Sanitation Strikers Inducted Into Labor Hall of Fame

More than four decades after their actions generated attention around the world, the 1,300 striking sanitation workers in Memphis were enshrined in the Labor Hall of Fame recently. Eight of the men were present for the ceremony, and the group met with President Obama earlier in the day.

The group of eight included Alvin Turner and Baxter Leach, who have worked closely with the Teamsters Union on campaigns to bring justice to today's waste and recycling workers.

At the Hall of Fame enshrinement, Turner talked about the similar challenges today's workers face that were also confronted by him and his co-workers in 1968.

"I see they're trying to balance the budget on the backs

of poor people. They're starting at the top with the teachers, but they're coming down to the little man. I go to union meetings and only 10 people are there. They're coming after you and if you don't start coming to union meetings, they're gonna get you," Turner said.

The Labor Hall of Fame is located at the U.S. Department of Labor, where Labor Secretary Hilda Solis praised the brave men from 1968.

"Today, these men join a group of trailblazers that include heroes like Cesar Chavez, Frances Perkins, Mother Jones, Samuel Gompers, and A. Philip Randolph. We have famous men and women in our Hall of Fame. But by honoring this group of rank-and-file workers for taking collective action, we reaffirm

that it takes many kinds of leaders to shape history," Solis said.

Marching under the banner, "I Am a Man," the strikers got a major boost when Dr. Martin Luther King joined them in their struggle. It was during a visit to the Memphis sanitation workers that King was assassinated.

After 63 days of protests, the Memphis workers won their union and got a raise they were demanding.

"Mr. and Mrs. Turner sent their three children to college due to the fact that they were able to move into the middle class because of the union," said Chuck Stiles, Assistant Director of the Solid Waste, Recycling and Related Industries Division. "When I once asked Mrs. Turner what she was doing during the 63-day strike,

she said she was registering voters because she knew this was the future to securing the gains they had made during the strike. I think this is what we're missing today in saving the American middle class—the type of courage shown by the Turners. Mr. Turner and fellow striker Baxter Leach have also helped in the Los Angeles waste campaign at Local 396. These two gentlemen and their families are absolutely some of the bravest and decent people I've ever met."

"These brave men took a stand for fairness and justice 43 years ago," said Bob Morales, Director of the Teamsters Solid Waste, Recycling and Related Industries Division. "Their legacy continues as waste workers fight for the same things today."



Fighting Back With DRIVE

THOUSANDS OF MEMBERS JOIN TEAMSTERS' PAC



With the middle class and unions under attack like never before, Teamsters are fighting back by joining DRIVE, the union's political action committee.

DRIVE, or Democratic, Republican, Independent Voter Education, allows Teamster members and their families to financially support grass roots actions that fight to stop the war on workers and sup-

**“OUR MEMBERS UNDERSTAND
WHAT’S AT STAKE AND THEIR RESPONSE HAS
BEEN PHENOMENAL.”**

– SEAN O'BRIEN, LOCAL 25 PRESIDENT

port pro-labor politicians. Local 988 in Houston, Tex., recently signed up more than 1,000 new members in the span of one week. Local 705 in Chicago signed up just over 900 new members and Local 25 in Boston added more than 1,600 new members to DRIVE in only 10 days.

“I love being a member of Local 25 because I have a voice on the job,” said Rashid Mambali, a package car driver at UPS who recently joined DRIVE. “As union members, we have to be engaged in politics or that voice will disappear.”

Corporations typically outspend unions 15-to-1 when it comes to lobbying and political campaigns. With new decisions that allow corporations to commit even more money to the political process, anti-union politicians have gone on the attack and involvement in programs like DRIVE are even more important.

“Member involvement is the key to any successful union organization,” said Sean O’Brien, President of Local 25. “Our members understand what’s at stake and their response has been phenomenal.”

Preserving the American Dream

“With the attacks on workers across the nation, political action is more important than ever,” said Robert Mele, President of Local 988. “I am proud of our members for standing up and taking part.”

All across America, Teamsters are joining DRIVE and, in their own small way, are fighting to preserve the middle class and the American Dream.

“For less than the cost of a cup of coffee, members can show their support for programs that improve job safety, fight for affordable child care and back politicians who believe in a strong middle class,” said Jim Hoffa, Teamsters General President.

Workers' Rights Upheld



NLRB Orders Santa Barbara News-Press to Reinstate Journalists

Reporters at the Santa Barbara News-Press have been reinstated to their jobs and awarded back pay after a National Labor Relations Board (NLRB) decision. This victory came after years of rallies, press conferences, legal filings and personal sacrifice by the journalists who lost their jobs.

Journalists at the News-Press began a union organizing campaign in 2006 and voted to join the Graphic Communications Conference (GCC) of the Teamsters Union later that year. The NLRB's decision, announced in August, upholds a judge's prior ruling that eight journalists were fired in retaliation for their support of the union.

"The NLRB made a significant decision supporting these dedicated and hardworking journalists who were wrongly fired from the Santa Barbara News-Press," said Jim Hoffa, Teamsters General President. "They fought back and, with the support of the entire community, championed the right of every worker to seek out union representation free from intimidation, threats and reprisal."

The fired journalists had worked at the Santa Barbara News-Press for many years prior to the owner selling the paper to Wendy McCaw. The struggles at the paper gained national recognition because it pitted journalistic ethics against the personal views of the publisher. So

dramatic were the conflicts that the proceedings were brought to the big screen in the documentary, "Citizen McCaw." During the course of the film's production, the former journalists, Santa Barbara community members and the president of the Teamsters Graphic Communications Conference, George Tedeschi, were all interviewed.

"We are thrilled about the NLRB's ruling. It has been a long time coming," said illegally fired reporter Dawn Hobbs, a union leader in the newsroom. "It was a very strong ruling that addressed how the News-Press engaged in an extensive campaign of retaliatory conduct against us for exercising our rights to join a union and seek protection through a fair employment contract.

"We had hoped that Wendy McCaw would have done what's right and abide by the decision. We understand, however, that she has filed an appeal, again delaying justice," Hobbs said. "We very much look forward to returning to the newsroom and know that in the end, we will prevail."

"This decision is great news for the reporters who were unlawfully fired by publisher Wendy McCaw," said George Tedeschi, President of the GCC and International Vice President. "We will continue to fight alongside these journalists until they are made whole."



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2011
TEAMSTERS ELECTION



FOR THE ELECTION OF
INTERNATIONAL UNION OFFICERS

STANDING STRONG AGAINST EXTREME ASSAULTS ON WORKING FAMILIES • STAND



TEAMSTERS FIGHT BACK

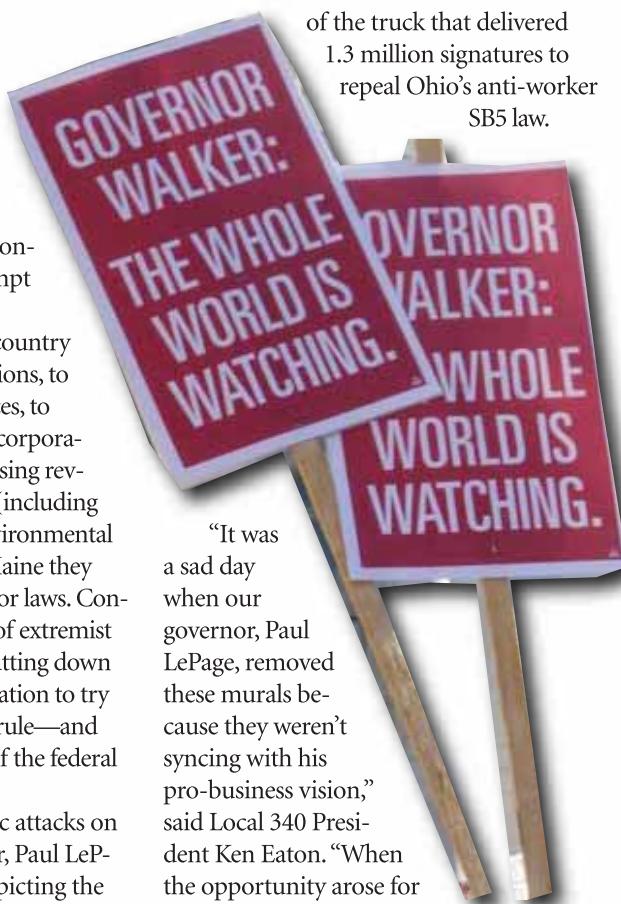
merican working families are enduring the most sustained assaults on their standard of living in generations and Teamsters are fighting back against those attacks in every corner of the country.

Midwestern governors such as Wisconsin's Scott Walker and Ohio's John Kasich became lightning rods for labor's ire earlier this year. But they were only the most dramatic manifestations of a concerted, corporate-backed attempt to de-unionize America.

State lawmakers across the country filed bill after bill to weaken unions, to cut essential government services, to lower taxes on the rich and on corporations, to prevent states from raising revenue, to privatize government (including schools) and to undermine environmental protections. In Missouri and Maine they even tried to roll back child labor laws. Congress followed in the footsteps of extremist state politicians by partially shutting down the Federal Aviation Administration to try to ram through an anti-union rule—and then threatened a debt default if the federal budget wasn't cut.

In one of the most symbolic attacks on labor, Maine's radical governor, Paul LePage, removed a large mural depicting the state's labor history early this year. He said it "sent the wrong message." Months later, unions and their allies are unveiling a copy

of the mural at a Maryland art gallery. And in a symbolic response to LePage, Teamsters Local 340 is transporting that mural, just as a Teamster was at the wheel of the truck that delivered 1.3 million signatures to repeal Ohio's anti-worker SB5 law.



"It was a sad day when our governor, Paul LePage, removed these murals because they weren't syncing with his pro-business vision," said Local 340 President Ken Eaton. "When the opportunity arose for us to transport the murals to the art exhibition space in Maryland, we immediately signed on."

Wherever there's been a protest against extremist politicians, there's been a Teamster with a "Stop the War on Workers" sign.

Florida Rep. John Mica, the Republican responsible for the FAA's partial shutdown, was greeted in August at George W. Bush Intercontinental Airport in Houston by 100 protesters. Local Teamster member Jorge Lizama was there with a "Stand Up for the Middle Class" sign; his young daughter Hailey waved "Stop the War on Workers."

Teamsters are helping to expose the corporate front groups behind anti-worker bills throughout the country. They've collected signatures to repeal bad laws and recall politicians who vote against the middle class. They've kept up pressure on state lawmakers to vote for working families. They've campaigned for Wisconsin candidates, written letters, signed petitions and donated money. In short, Teamsters have been in the thick of the war on workers.

Wisconsin

The most intense and recent battles in the war on workers continue to take place in the Midwest. Teamsters were engaged in the recall elections in Wisconsin, in the effort to repeal SB5 in Ohio and in the battle against weakening unions in Indiana.

In Wisconsin, Teamster and state Sen. Dave Hansen faced a recall on July 19. Republicans had hoped for a backlash against Hansen and the 13 state senators who left the state to prevent a vote on Walker's bill

to take away collective bargaining rights for government workers. The effort failed. Not only did Hansen crush his opponent by 66 to 34 percent, but the other two Democrats facing recall survived easily.

Democrats also defeated two Republican state senators who supported Walker's extreme agenda. Wisconsin Teamsters were deeply involved in the recall campaigns.

Tom Millonzi, Secretary-Treasurer of Local 200 in Milwaukee, was interviewed on a local radio show about what Teamsters were doing in the lead-up to the recall elections.

"We've opened up our hall numerous times for phone banking and collection of signatures," Millonzi said. "We do a member-to-member campaign to reach out to members to remind them to vote."

Ohio

Six Wisconsin Republicans had faced recall on Aug. 9. Since only two were defeated, both sides claimed victory. But the real impact of the Wisconsin recalls became clear just days after the last election: Ohio Gov. John Kasich offered unions a compromise on the contentious SB5 issue. Unions and their allies refused, as polls show public sentiment in Ohio is strongly in favor of repeal.

Political analysts said Kasich was clearly concerned about the results of the Wisconsin recalls.

Teamsters had been instrumental in the effort to put the repeal of SB5 on the November ballot. The law, passed earlier this year, strips government workers of their collective bargaining rights.

On June 29, 1.3 million signatures were submitted to put repeal of SB5 on the ballot in November—nearly four times as many as required. The signatures were delivered in Columbus while Teamsters attended the 28th International Convention. Thunderous applause greeted the news.

International Vice President Al Mixon is especially proud that Teamsters collected the highest percentage of valid signatures—84 percent—of any of the unions and allied groups collecting signatures to repeal SB5.

"It just shows our structure," said Mixon, Secretary-Treasurer of Local 507 in Cleveland. "We did a lot of training, we went into the process very early on."

Member-to-member interaction is essential to get it done and get it done right,



Mixon said. Another big help was the 600-member retiree group. "They're still active and looking for something to do to help their union," Mixon said.

Indiana

Earlier this year, Indiana lawmakers agreed to table a right-to-work bill to destroy unions after Teamsters organized a series of demonstrations at the Statehouse. They knew that the anti-union measure would be back, and they were right. On July 26, lawmakers held the first hearing on a right-to-work bill. Teamsters from Locals 364 and 135 were there to testify.

"Joint Council 69 is gearing up and getting ready," said Robert Warnock III, President of Local 364 in South Bend. "It's pretty serious again." Warnock said union

leaders throughout Indiana are all staying in touch with each other, with a meeting scheduled in August to plan a strategy to defeat the bill.

"We're going to give it hell and we're going to do our best," said Brian Buhle, International Vice President and Secretary-Treasurer of Local 135 in Indianapolis. "We're going to put a program together and we're going to fight it. If we work hard, stick together and get all the unions involved, we can defeat it."

ALEC

General President Jim Hoffa has said this year's attacks on workers are the result of a vast, coordinated corporate conspiracy to eliminate unions. Recently leaked documents about a shadowy organization



known as ALEC confirms that view.

ALEC, the American Legislative Exchange Council, is a secretive alliance of corporations and state lawmakers. They work together to write bills favorable to corporations and to push the corporate agenda in state legislatures. That agenda

TEAMSTERS FIGHT JOB-KILLING TRADE DEALS

The Teamsters fought against so-called free-trade agreements ever since the North American Free Trade Agreement (NAFTA) was negotiated in the late 1980s and early 1990s.

And according to a little-noticed poll in November by the Pew Research Center, most of the public now agrees with the Teamsters Union. The poll showed only 35 percent of Americans think trade agreements have benefited the US, while 44 percent believe they've harmed the country.

Teamsters General President Jim Hoffa has written and spoken extensively against trade deals. In a recent Detroit News column, he wrote, "The last thing American workers need are trade deals that put more of them out of work and lower their wages. And yet that is what our government is doing."

Now politicians are trying to pass three more job-killing trade deals in Congress—with Panama, South Korea and Colombia. Teamsters have taken every opportunity to oppose those efforts. They've taken to the streets in protest and they've taken to the halls of Congress to lobby



members. Teamsters throughout the country used the most recent congressional recess to tell their elected representatives that the union strongly opposes the upcoming trade deals.

Teamsters will continue to do everything possible to elect politicians who stand with us on trade and to make sure they vote with us when the time comes.

STANDING STRONG AGAINST EXTREME ASSAULTS ON WORKING FAMILIES • STAND



is anti-union, pro-privatization, anti-regulation and strongly opposed to taxes on the rich.

ALEC has been described as “a legislative roach motel” and “the puppeteer behind Scott Walker, Michele Bachmann and Sarah Palin.” It has also been called “little more than a tax-exempt screen for major U.S. corporations and trade associations that use it to influence legislative activities at the state level.”

Exposing ALEC is essential to undermining its influence. The Teamsters and allies have started to dig in and understand just how pervasive ALEC’s influence has been. A new website, www.alecexposed.com, has posted 800 pieces of model legislation written by ALEC.

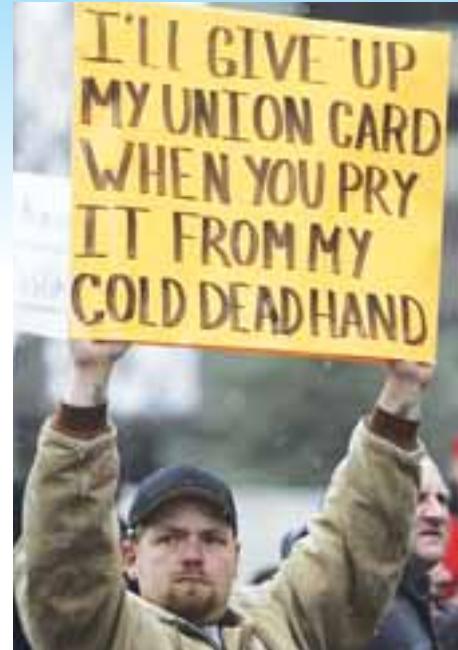
New Hampshire’s right-to-work bill to destroy unions was taken almost word-for-word from ALEC. The bill was vetoed by Gov. John Lynch in March. A vote to override that veto is expected in the fall. New Hampshire Teamsters are working to make sure the effort doesn’t succeed.

ALEC, which receives strong support from private prison companies, was influential in passing a law in Florida that privatized part of the state’s prison system. Florida Teamsters fought hard against the effort to privatize the entire system.

Leaked Documents

Researchers are now poring over the 800 leaked documents that the Wisconsin-based Center for Media and Democracy posted on www.alecexposed.org. These documents are producing news stories around the country on ALEC’s influence. They’ve also prompted Common Cause to ask the IRS for an investigation into ALEC to determine whether its tax-exempt status should be revoked for excessive lobbying. Common Cause also wants the IRS to look into massive under-reporting of lobbying activities by the group.

ALEC aggressively seeks to change the electoral landscape so it can win elections despite its deeply unpopular agenda. ALEC was a big supporter of the Supreme Court’s Citizens United decision and other at-



tempts to allow corporations and the wealthy to spend unlimited amounts on elections. ALEC also authored the voter suppression laws recently passed in many states to disenfranchise the poor, students, seniors and minorities.

Governors such as Scott Walker, John Kasich and Rick Scott are supporting almost identical legislation from ALEC.

One-third of state lawmakers—95 percent of them Republicans—belong to ALEC. Some even use taxpayer money to pay for their ALEC memberships so that far-off corporations can write their state's laws.

Corporate Sponsorship

But lawmakers pay only nominal dues to ALEC. Most of ALEC's money comes from corporations, trade groups and corporate foundations such as the Charles G. Koch Foundation.

Corporations sit on ALEC task forces and vote with state lawmakers to approve "model" bills in secret. The corporations entertain the lawmakers at elegant hotels with pre-arranged perks. Lawmakers bring their bills home and introduce them in their statehouses.

Among ALEC's 300 corporate sponsors

are two private prison companies (GEO Group and Corrections Corporation of America), Koch Industries, Wal-Mart, Coca-Cola and Kraft.

ALEC Across America

Below are some of the recent news stories that uncover how exactly ALEC's tentacles reach into state government:

The online publication Salon.com recently reported that taxpayer dollars in Pennsylvania, Wisconsin, Tennessee and Kansas fund lawmakers' memberships in ALEC. And Pennsylvania taxpayers spent \$50,000 to cater an ALEC conference in Philadelphia. "Public money is helping to fund the activities of an organization dedicated to drastically cutting government services," according to Salon.

According to news reports, Kansans paid \$9,132 to send 17 state lawmakers to ALEC in 2010. Tennesseans paid \$15,000 for a San Diego conference. And Wisconsin taxpayers have paid for memberships for 12 state senators. State Sen. Alberta Darling in particular has filed a number of ALEC-written bills. At the height of the budget battle, Darling quietly inserted an amendment into the budget that gave tobacco giant Altria a tax break on fruit-flavored

chewing tobacco.

In Michigan, ALEC released a report supporting right-to-work for less. The report claimed unions take advantage of their "monopolistic bargaining ability" and negotiate "costly" union wages and benefits that "often serve as a hindrance to companies attempting to compete in the global economy." Prominent members of Michigan's Legislature belong to ALEC, and Gov. Rick Snyder has appointed several ALEC alumni to posts in his administration.

Missouri lawmakers recently passed or tried to pass at least seven state laws or resolutions written nearly word-for-word by ALEC, including the right-to-work bill to destroy unions that Teamsters beat back. State Sen. Jane Cunningham, who wants to gut Missouri's child labor laws, served on ALEC's board of directors and was once named ALEC's "Legislator of the Year."

Corrections Corporation of America (CCA), the private prison company, was very involved in the drafting of Arizona's "show me your papers" immigration law through its affiliation with ALEC. CCA's interest was in sending more people to prison so it could make more profit. In Georgia, CCA is pushing HB87, almost the exact same law.

Turning *Hope* into *Reality*

With feet tapping and hands clapping, members of the Teamsters National Black Caucus (TNBC) kicked off their 36th annual conference listening to the soulful sounds of the Jackson Five, Marvin Gaye and Diana Ross and the Supremes.

The sounds of Motown served as the backdrop to the weeklong conference, held in Detroit from August 10 through 13. Even TNBC Chairman and International Vice President Al Mixon joined in the fun, reworking the words to "Ain't Too Proud To Beg" by the Temptations.

"I know you must believe me, because the TNBC is about to explode," Mixon sang on the opening day of the conference. "If I have to beg, plead for your loyalty, I don't mind because the TNBC means that much to me."

The educational conference drew more than 400 guests who attended workshops, networked, and had the opportunity to visit the largest museum of African-American history in the world.

For Freddy Garrison, a member of Local 984 in Memphis, Tenn. and six-time TNBC attendee, Detroit offered guests a welcoming atmosphere with a great musical perspective.

"I'm really enjoying being in Detroit. I think this is a great location, especially because we're so close to Canada and the beautiful river walk," Garrison said. "I'm having a great time in the Motor City, learning about the history of labor and the history of Motown."

Keith Gaines, a member of Local 877 in Linden, N.J., is also an avid participant of the TNBC. This conference is his fifth; Gaines said he always returns because of the education he receives

and the friends he has made.

I come here because of fellowship, relationships, networking and education. You learn a lot here," Gaines said. "Every time I come, I learn something new. I think this conference makes me a better shop steward and a better union member."

Although the conference started on a fun note, members and leaders took the week seriously. The theme of the conference was turning hope into reality. That focus put goals for both membership and leadership into perspective.

"Our reality is that we are all under attack. A war has been waged on America's middle class. We have hope, but that hope lies within each of us," Mixon said. "We must get active, we must participate and we must vote."

One Vote, One Voice

To help members better understand the seriousness of the situation, a town hall meeting was set up to address questions and concerns about the war on workers. TNBC members were

encouraged to write their questions on note cards; those questions were then answered by a panel of experts.

The meeting was just a small part of the conference, but its ramifications set the tone for the entire week.

"The war on workers really became the theme of this year's conference because of the impact it's having on labor and the African-American community," said Harvey Jackson, TNBC Vice Chairman and President of Local 1150 in Stratford, Conn. "The TNBC is a means by which we educate ourselves, so we focused on how members can address the war on workers on a national level."

The war on workers heated up this year when Wisconsin Gov.







Scott Walker proposed a budget plan that stripped public-sector employees of their rights to bargain collectively. Wisconsin became the epicenter of a national war on workers, as states across the country tried to implement anti-worker legislation.

"All of the things we stand for are under attack," said Jim Hoffa, Teamsters General President. "We have to fight back. There are people who want to take that away from you, from me, from all of us."

Fighting the war on workers is about unity and activism. It is about education. And it is about getting back to basic American values; namely, exercising the right to vote.

"We need to get involved and stay active," Mixon said. "We need to vote stronger and heavier in this upcoming presidential election than we did in the last presidential election. That's how important this is."

That message resonated with Robert Lee Butler, a member of Local 700 in Chicago. For Butler, the war on workers is about more than politicians taking away workers' rights.

"The war on workers isn't just outside of me—it is a war inside of me. I can be my own worst enemy real easy if I don't vote or if I'm apathetic," Butler said. "I want to wake people up so they won't be so apathetic. That's what this whole conference is about."

So inspired by what he heard at the conference, Butler, a first-time TNBC participant, signed up for DRIVE, the union's political action committee. Through DRIVE, Teamsters are able to support politicians who support labor.

Barry Hardy, a member of Local 391 in Greensboro, N.C., also attended his first TNBC conference and was impressed by the call to activism and civic participation.

"I want to make sure the right people are speaking for my health and welfare. All of the things the Teamsters believe in are what I believe in," Hardy said. "I will be taking back a lot of information I gathered here to members at my local so we can move in the right direction."

For Andrea Archie, a member of Local 700 in Chicago, education is key to stopping the war on workers.

"One way to fight the war on workers is to come together. We are here from several different states. We can all go back to our home states and let our brothers and sisters know what is going on," Archie said. "I will use what I learned at the TNBC to explain to my local what is happening in Washington and across our country."

A Call To Action

Members and leaders challenged one another to not give up the cause and continue fighting for the rights of all workers. Part of that challenge included the daunting task of educating America's youth about the labor and civil rights movements.

"This entire movement is about education and inclusion," Mixon said. "Here at this conference, we have great diversity between gender, race and even the geographical regions in which our members live. But we're missing one important demographic: our youth."

For Scott Webber, Vice President of Local 728 in Atlanta, getting youth involved and educated in the movement is

Teamster History Up Close

Q & A with Teamster Retiree Earl Averette



Earl Averette is a retired Teamster who devoted 43 years of his life to the cause. In his lifetime, he has seen dreams come alive and the unimaginable become reality. Averette has experienced the plight of Jim Crow laws, lived through the tribulations and triumphs of the civil rights movement and, just three years ago, saw the nation's first black president elected to office.

Averette makes it a point to attend the Teamsters National Black Caucus each and every year. His goal is to pass his history onto the next generation so they may learn and grow.



who don't want you to have anything; the only way you're going to get things that belong to you—your rights, a job, the ability to make an honest living—is to fight. Fighting doesn't necessarily mean using violence. You can fight with your voice and you can fight with your vote.

Q: What drives you to come back to the Teamsters National Black Caucus Conference every year?

I come back year after year because I knew the founders of the TNBC. I met them when I was a young man. Once I came to the first meeting, I really began to understand what the TNBC is all about. Now I want to assist younger African-Americans to get involved and be part of the union.

Q: What similarities are there between the civil rights movement that took place during the 1960s and the war on workers that we're experiencing today?

The civil rights movement and the war on workers are very similar. Both causes are about workers fighting for their rights. I grew up during the civil rights era and there really is no difference. There's a group of people

Q: Why is voting so important?

You didn't have to live 40 years ago to realize why you have to vote today. If you don't vote, you, your kids, your grandkids won't be able to enjoy the life they could have enjoyed. The only reason union members were able to build the middle class was through voting and fighting. The powers that be will always be there and they'll always be filling their pockets.

A: What advice do you have for the next generation of Teamsters?

The advice I have for young people is to get involved with your union. People made it so my workplace was better for me. What I'm trying to do today is set the path for the future.

about more than just passing the torch from one generation to the next. Getting youth involved is about making positive, lasting change that will impact the future.

"How can we have change if you don't exercise the very rights our ancestors fought and died to achieve," Webber said. "When I turned 18, the first thing I did was register to vote. That should be on every young person's agenda. We need to make sure our youth understand that there really is power in voting."

At 27, Adrian Claybrooks, a member of Local 507 in Cleveland, was one of the youngest participants. He, too, believes educating members of his own generation is important.

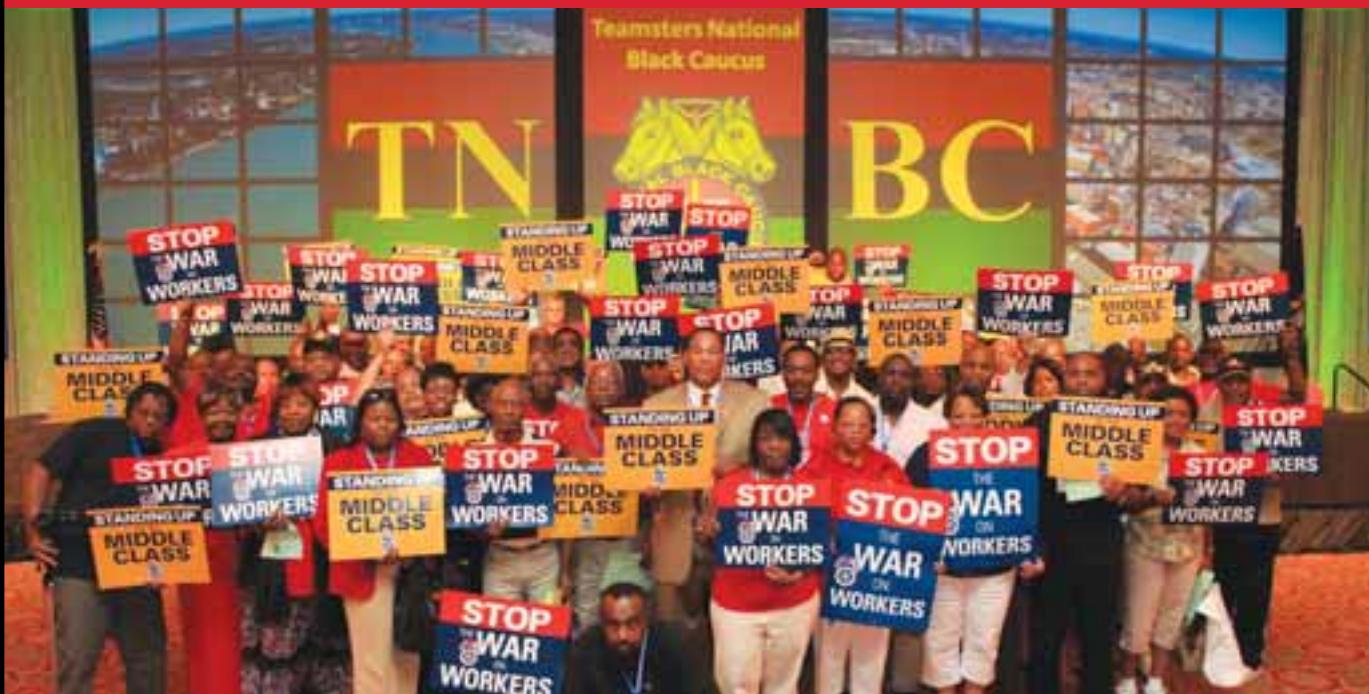
"If you don't educate young people, then the work you've done is going to tarnish and, eventually, it will vanish," Claybrooks said. "If you get young people motivated, the work previous generations started will continue."

Part of that education comes from learning from the past—and Detroit was the perfect setting to do just that.

"Detroit was the first real site of war on

Conyers: The Struggle Goes On

Congressman Draws Similarities Between Civil Rights, War On Workers



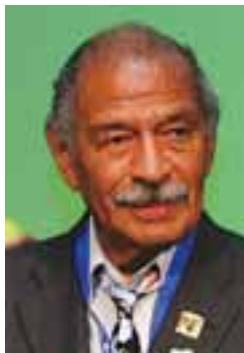
Labor rights and civil rights go hand in hand. That is especially true in Detroit, and in no person is that description more accurate than Rep. John Conyers (D-MI).

Conyers has represented Michigan's 14th Congressional District since 1965 and is the third longest-serving member of Congress. Though Conyers has served in Congress longer than any other African-American, it is his experiences with labor and civil rights that brought him to address the 36th Annual Teamsters National Black Caucus.

"I'm here to thank the Teamsters for all they did to help the civil rights movement," Conyers said. "The Teamsters were with Martin Luther King Jr. before most unions. I remember that and I will never forget."

Since its founding, the Teamsters Union has always been on the forefront of fighting for both labor rights and civil rights. The Teamsters Union was the first to secure a gender-blind, color-blind contract in 1917 and was the first major labor union to support Barack Obama for president.

Throughout his life, Conyers has also supported both civil and labor rights. He was born into a union family and is a founding member of the Congressional Black Caucus. Perhaps Conyers' greatest contribution to history, though, is the legislation he introduced to make King's birthday a national holiday.



"Three days after he was assassinated, I introduced the bill to make Martin Luther King's birthday a public, legal holiday. It took me 15 years to have that bill enacted into law, but I never gave up," Conyers said.

Conyers' most important message to TNBC members, though, was the fact that the war on workers and the fight for civil rights are one in the same. Referencing photos of Martin Luther King that were situated throughout convention meeting rooms, Conyers articulate the gravity of country's

political climate.

"When I see Martin's picture here, I know that you understand the struggle goes on. It has just taken a different form," he said. "Governors across the country are working in what I call an unholy conspiracy. You cannot take working people out of the political equation. We need workers and we need unions."

He praised members of the TNBC for their determination and encouraged members to continue fighting through their union activism.

"You're not just setting the stage by memorializing the past; you're setting the stage for those who come after you by looking toward the future," Conyers said. "We need your support in the political movement and in the civil rights movement."



workers; we got a taste of what was to come when the auto industry crashed. The impact was massive, but Detroit is coming back," said Virginia Barnes, TNBC Recording Secretary and member of Local 122 in Boston. "We felt it was important to come here and set an example. As union members, as TNBC participants, we want to turn this city and this country around."

While in Detroit, TNBC members were encouraged to take advantage of the city's historic value, including its ties to Motown, the Underground Railroad and the civil rights movement.

"Detroit has played a very important role in our history," said Clifford Lewis, a member of Local 813 in Long Island, N.Y. "You can't talk about labor history without talking about the struggles in African-American history. Getting to experience that here in Detroit has been really phenomenal."

Conference participants were recognized for their commitment to the citizens of Detroit by city council member Brenda Jones. She



presented TNBC members with the Spirit of Detroit Award. Designed after the city's landmark "Spirit of Detroit" statue, the award is given to persons or groups who show service to the citizens of the city.

"The spirit is in your heart. It's not about that statue, it's about what's inside," Jones said. "You are displaying that spirit by being here today, by turning dreams into reality."



FOR THE ELECTION OF
INTERNATIONAL UNION OFFICERS

2011
TEAMSTERS ELECTION

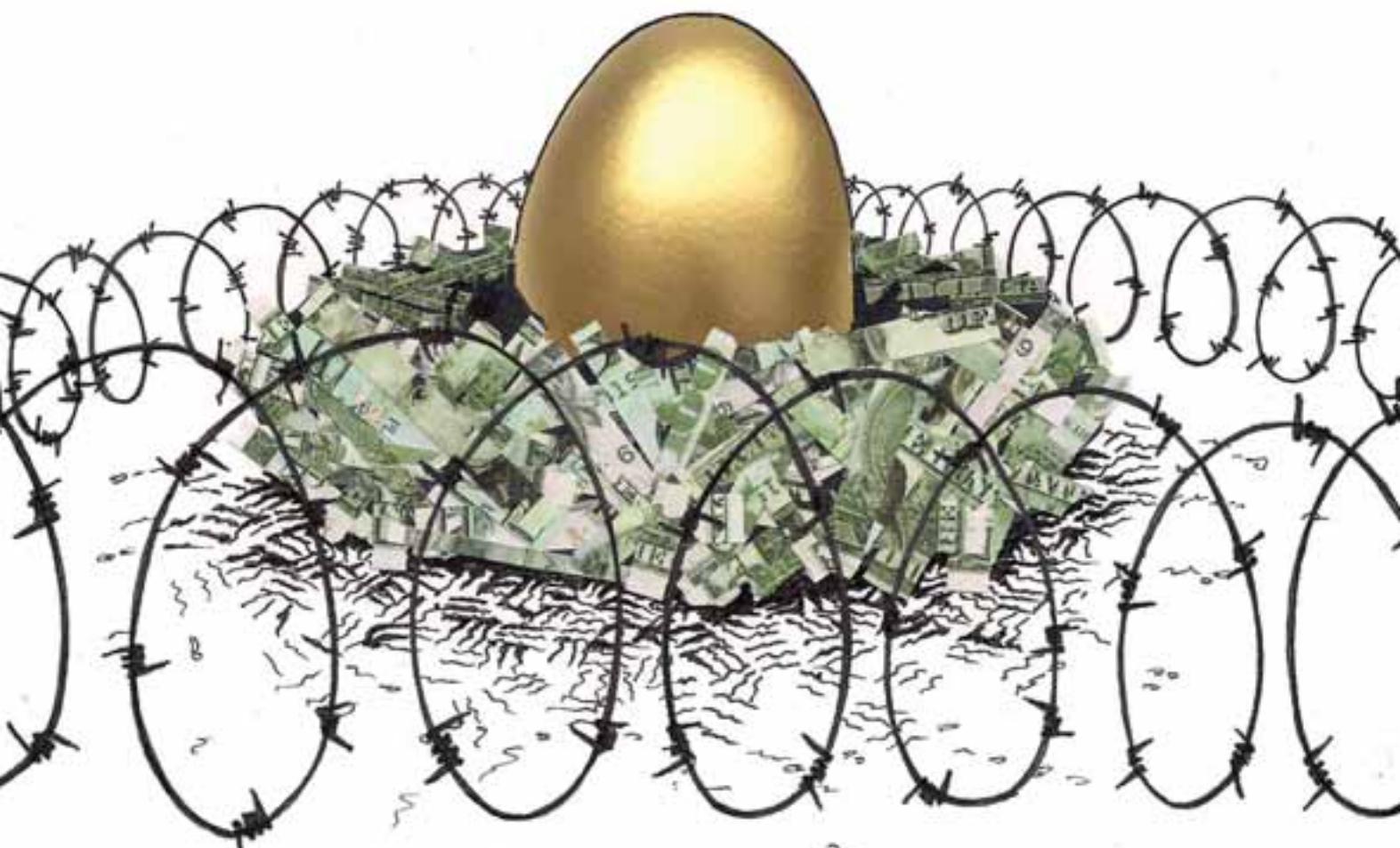


Your Right
Your Responsibility

Ballots Mailed October 6, 2011
Ballots Counted November 14, 2011



Fighting Today





For A Stronger Tomorrow

FEDERAL ACTION NEEDED TO PROTECT PENSIONS

For the second time in less than 10 years, our nation is confronting a crisis in retirement security, posing another threat to the future of the middle class.

A number of forces are behind today's pension crisis, including the stock market collapse of 2008 and its aftermath, the strict funding requirements of the Pension Protection Act and the deregulation of industries over the last 30 years.

The pension crisis affects single-employer and multi-employer funds, public pensions, and defined contribution plans alike, as well as thousands of businesses, state and local governments, and millions of active workers and retirees. Unless Congress takes action to restore retirement security, many more businesses will fold, unemployment will rise, and the pensions that millions of people are counting on in retirement will be in jeopardy.

Like other pension funds, Teamster funds are affected by the threat to the nation's retirement system. And Teamster trustees nationwide are working to find a legislative solution. Building on their experience in stabilizing funds following the unprecedented stock market decline after the September 11 attacks, Teamsters and their pension fund Trustees are working to confront the current crisis.

"I call on Congress to pass a bill to lift the misguided funding standards of the Pension Protection Act of 2006 and more importantly provides a lifeline for our Central States Pension Fund," said Tom Keegel, Teamsters General Secretary-Treasurer.

Mobilizing Our Forces

"It is outrageous that the federal government spent hundreds of billions of taxpayer dollars bailing out the banks while just a small percentage of that could be used to secure the pensions of millions of working people," said Rome Aloise, Secretary-Treasurer of Local 853 and Trustee and Investment Chairman of the Western Conference Pension Fund, the largest union pension fund in the country. "Our forces are mobilized nationwide to defend the hard-earned pensions of our members."

At the state and local level, the Teamsters Union is rallying support for public employee pensions under attack in states and municipalities around the country, particularly in those states where Republicans took control of all three levels of government in the 2010 elections.

While some local governments have threatened to declare bankruptcy because of their pension obligations, most public plans that are stressed because of the Great Recession are able to weather the storm by making modest changes to strengthen their funding over a period of years. Contrary to much of the corporate media's coverage of public sector workers, the average public sector pension is a modest \$23,000 a year. And most public employees do not qualify for social security.

Secure Retirements Help Lift Economy

Support for bolstering the nation's retirement system was evident at a recent U.S. Senate Health, Education, Labor and Pensions hearing on "The Power of Pensions: Build-

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FOR THE ELECTION OF
INTERNATIONAL UNION OFFICERS

2011
TEAMSTERS ELECTION



Your Right



Your Responsibility

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ing A Strong Middle Class and Strong Economy."

"For working American families, a key facet of the American Dream is to live in dignity and maintain financial independence in later years," National Institute on Retirement Security Executive Director Diane Oakley told senators at the hearing. "Simply put, Americans do not want to be a financial burden to their families. Unfortunately, recent polling research finds that some 75 percent of Americans believe the disappearance of pensions has made it harder to achieve the American Dream."

As to the impact of pensions on the overall economy, Oakley went on to testify that each dollar of defined benefit expenditures made from public pensions supported \$2.36 in economic activity.

Also testifying on the importance of pensions to the economy was Managing Director of The Carlyle Group, David Marchick. "Pension funds are critical drivers of growth and economic activity in the United States because they are one of the only significant sources of long-term, patient capital. Pension funds provide the bulk of funding for venture and growth capital, real estate and private equity investments, and those investments in turn create millions of jobs, and more efficient companies, driving innovation in the U.S. economy."

Multiemployer Plans are Unique

Although the pension crisis is widespread, Teamster multiemployer funds have a unique set of problems brought on by public policies – like trucking deregulation – established many years ago.

Many Teamster funds are considered "mature funds" meaning they have been around for a long time and, as a result, are paying out pensions to many more people than they are collecting contributions for. At Central States Pension Fund, for instance, there was one retiree/inactive employee for every four active employees in 1980. Today, there are 4.2 retirees/inactive employees for each active employee.

A major reason for this dramatic shift, and another unique problem for many Teamster funds, is the deregulation during the 1980s of trucking and other industries. The increased nonunion competition that followed deregulation drove many Teamster companies out of business. Unlike single-employer corporate pension plans, when a company in a multiemployer plan goes out of business without fully paying for its employees' retirement benefits, the surviving employers must pick up the costs. In addition, because of the less flexible rules of the Pension Protection Act of 2006, higher employer pension contributions are required when times are hard.

As a result, Teamster employers, already reeling from a depressed economy, are subject to high pension contribution rates established to help stabilize pension plans. Without legislative relief, employers are ultimately responsible for making pension contributions for now-defunct companies. This puts increasing stress on good Teamster employers at a time when the economy is stalled.

Leading the Fight

The 1,500 multiemployer pension plans throughout the country are essential for the retirement security of millions of working families. If something isn't done to shore up their finances, tens of thousands of jobs could be lost. That's why the Teamsters continue to lead a bi-partisan coalition to lobby members of Congress to raise awareness of the threat to pensions and jobs and get relief through federal legislation.

"It was the federal government's deregulation of transportation that led to problems in our funds when hundreds of businesses were forced to close their doors, not anything the Teamsters or their employers did," said Dave Laughton, Secretary-Treasurer of Joint Council 10 and the Union Chairman of the New England Teamsters Pension Fund. "So in our view, the White House and Congress need to step up to the plate and fix the mistake and solve the problem."

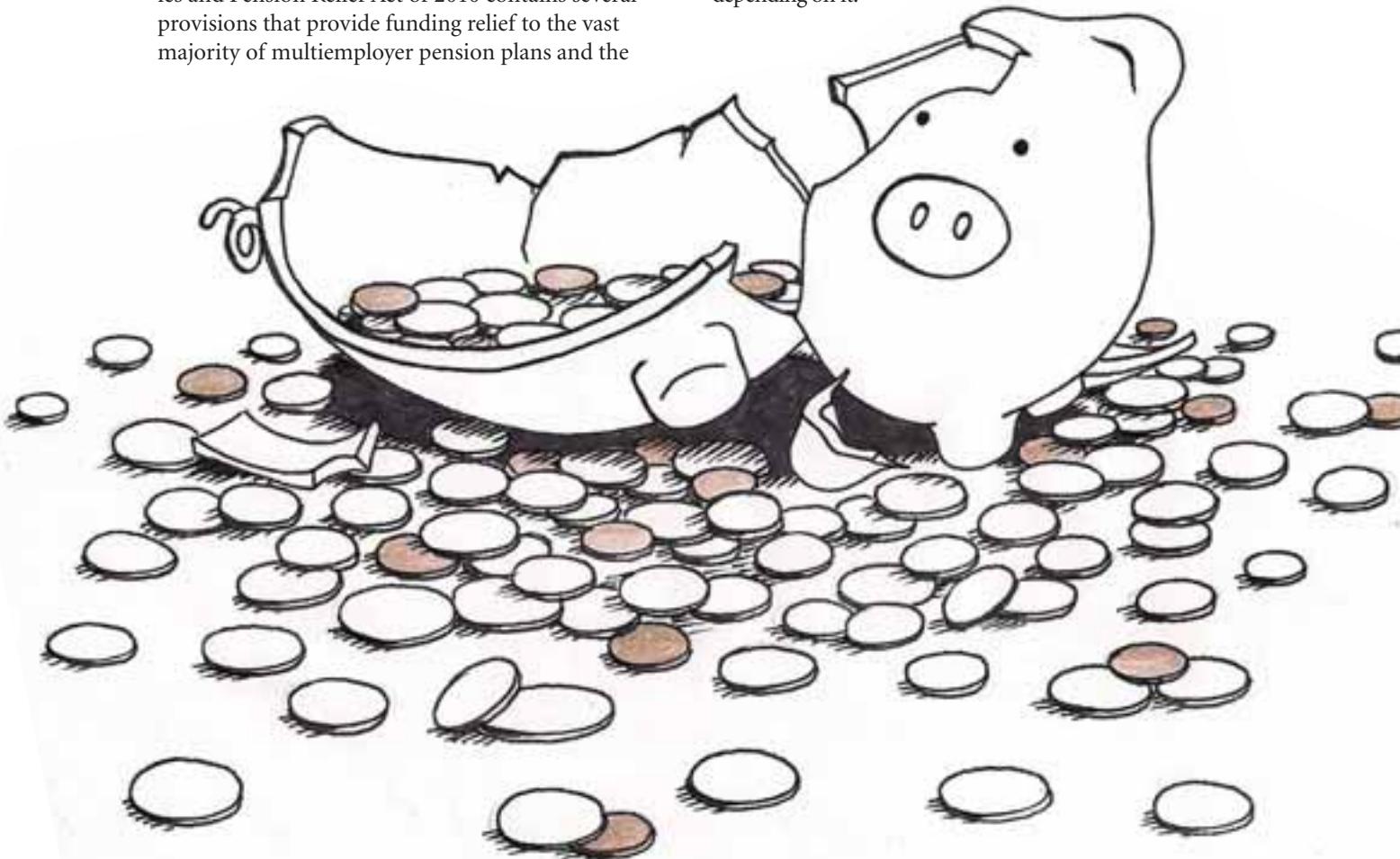
The importance of Teamster pension funds to millions of people and thousands of mostly small businesses, allows the Teamsters Union to play an important part in the fight to shore up the nation's ailing retirement system. Officers, Trustees and staff have met with the White House and a number of congressional representatives, including the leadership of the House and Senate, to push for relief for multiemployer plans.

As a result of these efforts, short-term relief was won when President Obama signed multiemployer pension funding relief legislation in June 2010. The Preservation of Access to Care for Medicare Beneficiaries and Pension Relief Act of 2010 contains several provisions that provide funding relief to the vast majority of multiemployer pension plans and the

thousands of companies that sponsor them.

While this was a major victory, substantial work remains to be done. The Teamsters, and its coalition partners in the National Coordinating Committee for Multi-employer Plans (NCCMP), are continuing to lead efforts to have Congress enact further measures contained in bills previously introduced in the United States House of Representatives by Representatives Earl Pomeroy (D-ND) and Patrick Tiberi (R-OH), and in the Senate by Pennsylvania Senator Bob Casey.

The Pension Protection Act of 2006, which governs multiemployer plans, sunsets in 2014. This will mean new legislative proposals will need to be written and introduced in Congress. The Teamsters Union is now working with the NCCMP to plan for the new round of legislation to preserve pensions. Given the faltering economy and budget constraints it will be difficult to convince a majority in Congress to support pension-saving legislation, but the future of millions of people, thousands of businesses, and continuing the American Dream are depending on it.





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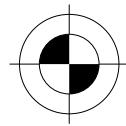
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**Dedicated Employees
Keep Public Informed**



The Government's Printer



It's just after dawn at the Government Printing Office in Washington, D.C., but you'd never know it from the hum of the printing presses and bustle of employees moving palettes of paper, cutting out text on a computer screen or checking for flaws on a print roller. They are all craftsmen, dedicated and truly interested in the publications they produce.

"Whether it's raining, thundering or a blizzard, we are here working," said Earline Brooks, a plate maker and a 40-year employee of the Government Printing Office (GPO) and a member of GCC 1-C. "Last year when it snowed 30 inches, we were here. And on good days I live close enough that I am able to take public transportation in."

Brooks is one of dozens of employees at the GPO who are responsible for the production of the Code of the Federal Regulations (CFR). This publication is produced during the day, Brooks' shift, whereas the Congressional Record and Federal Register are printed at night. The CFR contains the finalized and effective rules of federal agencies as well as any related official interpretations or supplements to those rules. In addition, it has all presidential proclamations and executive orders.

The Record and Register are by far the most widely known of the GPO's publications. Usually about 56 pages, the Record is the public record of the prior day's business that is conducted by Congress. The data is received by GPO employees at about 2 a.m. every day that Congress is in session that begins its journey through the editing, layout, page formation, plate making, printing and binding stages. Members of the GCC take part in each of these stages.

Technology Changing the Workplace

"When I started work here we used film and chemicals," Brooks said. "Now the work is computerized. The plate making and stripping is faster now, but there is more that we need to produce, too. I like my work because I have federal benefits and since I am under a GCC/Teamster contract, we have the right to bargain wages."

Over the years the technology used at the GPO has advanced at a rapid pace. Fred Galemore, a plate maker with 45 years in the trade, recounted how when he began work at the GPO in 1992, the facility had 1960s-era machines.

"But when the newer technology came in, people with more experience with the new machines were very willing to share their knowledge," Galemore said. "I think there is a

culture here of helping each other out."

In an adjacent room there is a team of employees, all GCC members, digitally imposing text on pages, in preparation for the work that Galemore and Brooks will perform. One of the employees, Lane Stewart, has been working in pre-press for many years, working as a GCC member for that time.

"I have 25 years of experience and it has all been in pre-press," Stewart said. "Now my work is all done digitally."

When the Ink Hits the Paper

After the text is edited, positioned on the pages and the printing plates produced, the printers begin their work. Ronald Holston Jr., one of those printers, reads the work jackets, views the printing plates and logs in the paper inventory usage before starting to print.

"I am looking for scratches on the plate," Holston said as he carefully scanned the type and margins. "I wasn't a printer when I first started working here but I was mentored by someone who has now retired. He saw that I could do this work and I was accepted into an apprenticeship program. From there I was able to have this job. I really appreciated the help I got from him."

Holston, a GCC 1-C member, has been working at the GPO for 20 years. While talking, he makes sure the ink is prepared, the roll of paper is secure and lined up with the machinery correctly, and adjusts the tension of the paper. Holston has a sense of pride and accomplishment when he looks at the plate and makes his adjustments to the press.

Once the printing is finished, the pages are cut, collated and bound into the finished product. In the case of the CFR, the pages are wire-bound onto a cover. And with that the daily run of 10,000 copies of the CFR is finished. Elsewhere in the building, GCC-represented workers pack up the publication for delivery to Congress and federal agencies and apply mailing labels for sending the publication out to libraries and other subscribers across the country.

"We are the government's printer," said George Lord, President of GCC Local 538-C. "We are a completely self-sustaining enterprise so when text comes in the door (or through the phone line), it doesn't leave here until it's printed, bound and packaged for delivery. Everyone here works together and we are proud of the publications we produce."

IBT INTERNATIONAL OFFICER ELECTION – CANDIDATE PAGES

YOUR BALLOT IS COMING – Every member of the IBT will receive a ballot to vote for the union's International officers. You should receive your ballot during the week of October 10. If you don't receive a ballot by October 12; if you make a mistake marking the ballot you receive; or if you want a replacement ballot call the Office of the Election Supervisor toll free at 1-877-317-2011 (or 1-202-429-5610 in the Washington, D.C. Metropolitan Area).

VOTE YOUR OWN BALLOT IN SECRET – Open your own ballot package, mark your own ballot for the candidates of your choice, enclose it in the secrecy sleeve, seal it in the postage-paid return envelope, and mail it back so your vote can be counted. **Turn to page 54 for more information on how the Office of the Election Supervisor counts the ballots and protects the secrecy of the vote cast by each member.**

WATCH THE CANDIDATES ANSWER QUESTIONS – General President Candidates Fred Gegare and Sandy Pope and General Secretary-Treasurer Candidate Ken Hall participated in a candidate debate on September 7, 2011. Go to the OES website, www.ibtvote.org to watch the complete debate or read the transcript. You can also click on links to particular question and answer segments and watch the debate in parts. The complete acceptance speeches the candidates delivered to the Convention on Friday morning, July 1, 2011 can also be viewed at www.ibtvote.org. If you can get to the internet, you should be able to watch the videos.

THIS MAGAZINE CONTAINS CAMPAIGN LITERATURE FROM NOMINATED CANDIDATES. This is the third, and final, publication of campaign literature by the candidates nominated for International office. Candidates on a slate have the right to pool their space and make a slate-wide presentation. The order of presentation of each slate or candidate's material in this magazine was determined by a lottery held in July 2011, although all slate material is published before that of individual, unaffiliated candidates.

YOU ARE ABOUT TO READ THE CANDIDATES' OWN STATEMENTS. These materials were created by each campaign or nominated candidate. They do not in any way reflect the views of the IBT, any affiliated Unions, or the Election Supervisor. The IBT and the Election Supervisor did not in any way screen, edit, or alter this material. It comes to you straight from the nominated candidates.

Richard W. Mark
Election Supervisor

**REPORT TO ALL MEMBERS
OF THE INTERNATIONAL
BROTHERHOOD OF TEAMSTERS**

FROM: Independent Review Board
Benjamin R. Civiletti
Joseph E. diGenova
William H. Webster

DATED: August 15, 2011

I. INTRODUCTION

This is the Independent Review Board ("IRB") Report Number 6 for 2011 regarding activities conducted pursuant to the Consent Order. In this Report we will discuss matters currently before us including the progress of existing charges. You were previously informed in some detail of these matters in prior issues of the Teamster magazine. This report will emphasize the status of charges against IBT officers and members. In addition we will provide the status of IRB recommended Trusteeships.

II. PROGRESS OF EXISTING CHARGES**A. LOCAL 82, SOUTH BOSTON, MASSACHUSETTS**
Status: James P. Hoffa, IBT General President has decided to continue this Trusteeship.**B. IRB TO HOLD HEARINGS ON LOCAL 82,
SOUTH BOSTON, MASSACHUSETTS**

Status: In our last magazine report we advised that the IRB had under consideration IBT decision modifications which would change some charges and penalties. After this consideration, an IRB Notice of Hearing on charges against the following officers and members of Local 82 was served for a hearing scheduled to start on October 11, 2011 at 9:30 a.m., in the Arnold Arboretum, at the Sheraton Hotel, 39 Dalton Street, Boston, Massachusetts, with continuation if necessary.

Charged Members and Officers:

- Member Lawrence Maguire
- Member James Deamicis
- Officers: Patrick Geary, Leif Thornton, Cheryl Milisi, Francis Dizoglio, John Logan, and Nicholas Murphy.
- Officer Patrick Geary and Members Thomas Flaherty and James Deamicis

**C. ROBERT PERRY, LOCAL 82, SOUTH BOSTON,
MASSACHUSETTS**

Status: In a letter dated July 21, 2011 the IRB informed Mr. Hoffa that his modified penalty for Mr. Perry was found to be not inadequate.

**D. BERNARD PISCOPO, LOCAL 82, SOUTH
BOSTON, MASSACHSETTS**

Status: In a letter dated June 2, 2011 to the IRB, Mr. Piscopo requested a second 60 day extension to respond to the IRB charges against him. His request for an additional 60 day extension to August 15, 2011 was granted by the IRB.

Mr. Piscopo was informed in a letter dated June 15, 2011 from Mr. John J. Cronin, Jr., IRB Administrator, that there will be no further adjournment after August 15, 2011.

**E. LOUIS CASSERO, LOCAL 282, LAKE SUCCESS,
NEW YORK**

Status: In a letter dated July 9, 2011 from Joseph J. Vitale, Esq., Counsel for Local 282, the IRB was informed that Local 282 intends to proffer charges against Mr. Cassero.

**F. ANTHONY O'DONNELL, LOCAL 282, LAKE
SUCCESS, NEW YORK**

Status: On April 19, 2011 the IRB submitted the Agreement of Mr. O'Donnell in Application 149 to the District Court, S.D.N.Y. agreeing to permanently resign from the IBT and Local 282 effective April 18, 2011. Chief Judge Preska's Order of April 26, 2011 approved the Agreement, thus granting IRB Application 149.

G. LOCAL 630, LOS ANGELES, CALIFORNIA

Status: In a letter dated July 7, 2011, Bradley T. Raymond, IBT General Counsel, informed the IRB of a list of corrective actions for this Trusteeship which included the following:

- Removal from office of officers Paul Kenny and Sylvia Garza, and of business agents Gary Guillory and Abraham Moreno.
- Recovery of credit cards, keys, computers, and phones from released employees and former officers.
- Review of expense policies and guidelines for the Local's staff.
- Review of the status of pending grievances and arbitrations.
- A change in Local Counsel has been implemented.

H. PAUL A. KENNY, ABRAHAM MORENO, GARY GUILLORY, -LOCAL 630, LOS ANGELES, CALIFORNIA

Status: In a letter from Mr. Hoffa dated July 8, 2011 the IRB was informed that a panel was appointed and a hearing date set for August 2, 2011 to hear the charges against the one officer and two business agents. On July 22, 2011, the IBT informed the IRB that the hearing date has been rescheduled to August 3, 2011.

I. THOMAS ROSANO, LOCAL 812, GREAT NECK, NEW YORK

Status: On April 19, 2011 the IRB submitted to the District Court of the S.D.N.Y. the Agreement of Mr. Rosano by Application 150 in which he agreed to permanently resign from all IBT positions and Local 812 positions effective April 18, 2011. Chief Judge Preska's Order of April 26, 2011 granted IRB 150 thus approved the Agreement.

J. JOSEPH WOJCIECHOWSKI, LOCAL 812, GREAT NECK, NEW YORK

Status: In a letter dated May 27, 2011 from Mr. Bradley T. Raymond, IBT General Counsel to the IRB, IBT transmitted an agreement executed by Joseph Wojciechowski and the IBT to resolve the charges recommended by IRB. In a letter dated June 15, 2011, from the IRB to Mr. Raymond, the IRB did not approve the Agreement. On July 15, 2011 Mr. Hoffa appointed a Hearing Panel and set a hearing date of August 9, 2011. On July 25, 2011 Mr. Hoffa issued a notice of change of hearing date to September 1, 2011 to hear the charges against Mr. Wojciechowski.

IV. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received approximately 90 calls reporting alleged improprieties. As in the past, all calls appearing to fall within IRB jurisdiction were referred for investigation.

Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

To assure that all calls are treated confidentially, the system recording hotline calls is located in a cipher-locked IRB room on a dedicated line and accessed by an IRB investigator. The recorded information, if complete and within IRB jurisdiction, is forwarded directly to the Investigations Office in New York City. Please continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling

1-800-CALL-IRB (800-225-5472). If you are calling from within Washington, DC, dial 202-434-8085.

V. CONCLUSION

As always, our task is to ensure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities through these reports and also through use of the website at www.irbcases.org. The website also makes available a copy of the Consent Decree.

If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline number noted above, use the IRB facsimile number 202-434-8084, or write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator
17 Battery Place, Suite 331
New York, NY 10004

Independent Review Board
444 North Capitol Street, N.W.
Suite 528
Washington, DC 20001

TEAMStar MEDICARE PART D

Prescription Drug Program (PDP)



Open Enrollment Period Begins October 15, 2011!



The International Brotherhood of Teamsters is proud to announce the open enrollment period for the TEAMStar Medicare Part D Program. This annual open enrollment period will begin on October 15, 2011 and end on December 7, 2011.

Teamster retirees and spouses who are currently enrolled in Medicare Parts A and/or B qualify for TEAMStar Medicare Part D coverage. Enrollment packets will be arriving in the mail soon. If you didn't receive an enrollment packet or need another one, please call us and we will send you one. Don't wait! The open enrollment period is for a limited time.

Enjoy the following TEAMStar Part D Program benefits:

- **Competitive union group rates** – TEAMStar Medicare Part D is not available to the general public. The rates and benefits are set by your union.
- **Union Preferred Pricing** – certain Preferred Generic drugs are available for as low as \$2 at a Union Preferred Pharmacy.
- **Coverage Options** – three unique plans that offer different levels of security to Teamsters.
- **Coverage through the donut hole** – if you select the Platinum Plan you can get coverage for most generics at a low copay after you get to the Coverage Gap.

To get additional information or
an enrollment packet, visit our website at
www.teamstarpartd.com or call 1-866-524-4173.

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ELECTION SUPERVISOR'S REPORT No. 10

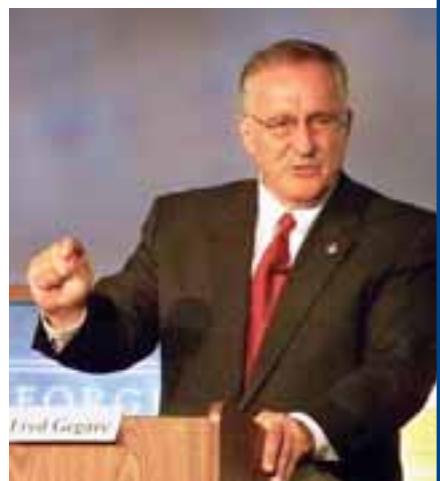
IT'S TIME TO VOTE – Ballots are now in the mail to every IBT member, and this is your opportunity to vote for the International Officer candidates of your choice. Every member has a right to receive a ballot. Call the Office of the Election Supervisor (1-877-317-2011 or, in the Washington, D.C. Metropolitan Area, 1-202-429-5610) to get a ballot if:

- **You do not get a ballot in the mail by October 12, 2011**
- **You made a mistake on your ballot, or want to re-vote.**

Ballots must be returned by mail for receipt at the post office by 9:00 a.m. on November 14, 2011. The ballot count is scheduled to start that day, and will continue day-to-day until completed. Daily tallies will be announced at the count site in Alexandria, Virginia.

CANDIDATE DEBATE – General President Candidates Sandy Pope and Fred Gegare, and General Secretary-Treasurer Candidate Ken Hall (designated as a substitute by General President Candidate James Hoffa) participated in a 90-minute session where they answered questions and debated each other on issues important to the union. Debate subjects included organizing priorities, the state of various IBT pension funds, candidate qualifications for the General President's office, UPS negotiations past and future, views on political action, and the Consent Decree. The debate was recorded before a live audience of IBT members, and three audience members posed questions to the candidates. You can hear the candidates directly and judge their positions and performance yourself: go to www.ibtvote.org to see the debate, or contact the Office of the Election Supervisor to get your own DVD recording.

Richard W. Mark
Election Supervisor



September 7, 2011: The Candidates Debate—[Watch it at www.ibtvote.org](http://www.ibtvote.org)

Photo credit: Molly McKee



 **Your Right**
 **Your Responsibility**

Ballots Mailed October 2011



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