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INTERNATIONAL BROTHERHOOD OF TEAMSTERS

APRIL/MAY 2011

TEAMSTER

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The War On Workers

A MESSAGE FROM GENERAL PRESIDENT JAMES P. HOFFA

Massive protests in Madison, Wisconsin have exposed the central fault line in American politics. That fault line isn't between liberals and conservatives or Republicans and Democrats. It's between those who want to shift power to big business and big corporations and those who want to restore the power to working people.

On one side of the fault line are people like Wisconsin Gov. Scott Walker who would allow corporations to control government. On the other side are those who want government to restrict corporate power and protect ordinary citizens and the middle class.

Until Wisconsin erupted, that fault line was hidden. Then came Gov. Walker's naked and clumsy power grab. He used a modest budget deficit (which he created by giving tax breaks to corporations) to justify the destruction of collective bargaining rights for government workers. People who work for a living are finally grasping the extreme agenda of corporate billionaires and they now understand how destructive it is. Walker woke up the sleeping giant of the working class.

Defending Working People

The extreme corporate agenda is to shift the wealth and the rights from the public to the private, from the many to the few. Up until now, that agenda was cleverly hidden. Its biggest champions were shadowy billionaires

Charles and David Koch. They've contributed more than \$100 million to such organizations as the National Right to Work Legal Defense Foundation, the Cato Institute and the American Enterprise Institute. Their aim is to put the nail in the coffin of the union movement. They know that unions are the only voice left that defends working people and the middle class.

The war on workers is taking place on many fronts. In Ohio, Gov. John Kasich said he wants to "break the back of organized labor in the schools." In Pennsylvania, Gov. Tom Corbett wants to embark on a massive privatization program. In New Mexico, Gov. Susana Martinez fired the entire Labor Relations Board. In dozens of state capitals, Republican lawmakers are paying back their corporate donors by proposing anti-worker legislation, including right-to-work proposals. If it hasn't come to your state yet, it will very soon.

The Teamsters and unions across our great country are fighting back against these attacks and Americans support our fight. What was once hidden is now in the open for all to see. There is a war going on over the future of our country and our middle class. Our enemies might have the money, but we have the people. And we will never, ever give up.

James P. Hoffa





Saving Jobs

Teamsters Approve Agreement That Paves Way To Save 25,000 Jobs

The Teamsters Union approved a restructuring agreement that paves the way to save 25,000 YRCW Teamster jobs and keep the company in business. The National Freight Industry Negotiating Committee (TNFINC) reached the agreement in principle in late February on terms for restructuring YRC Worldwide, Inc. with the company and the existing lending group. The YRCW companies include YRC, Reddaway, Holland and New Penn, and employ the vast majority of Teamster freight members.

The terms of the agreement address key conditions—debt reduction and new capital—as set forth by the TNFINC in the restructuring plan and memorandum of understanding (MOU) that members ratified in October 2010. The new plan is designed to provide significant liquidity to YRCW to assure operational and job security for the company, its customers and its employees.

“Protecting members’ jobs and health

care benefits has been our number-one concern at YRCW,” said Jim Hoffa, Teamsters General President. “Since the union granted an extension in late 2010, we have been adamant about making sure an additional deadline did not pass without significant progress in YRCW’s restructuring. We have some further analysis to do, and the details and definitive documentation need to be finalized, but there is now a clear path toward a healthier YRCW.”

Key Issues Addressed

The agreement in principle contains two key points from the earlier MOU: 1) debt reduction and 2) new capital infusion from investors, while additionally providing the Teamsters with two seats on the company board of directors. The agreement in principle will also provide meaningful equity ownership in the company for Teamster YRCW members. The terms and conditions of the agreement are also predicated on the

successful review of the company’s liquidity, financial projections and operational plan by the TNFINC and its advisers.

“When we negotiated, and Teamster YRCW members ratified, the restructuring plan/MOU in October, we made it clear that for those contract modifications to stay in place we had to have an important role in the restructuring and we had to verify that the terms would be sufficient for YRCW to operate without constant financial stress for the foreseeable future,” said Tyson Johnson, Teamsters National Freight Division Director. “We believe we achieved the best terms possible given the scope and scale of the challenges of the overall economy, in the freight industry and at YRCW.”

Pending the union’s continued review and approval of the plan on the company’s liquidity and operations, the detailed documents need to be in place by April 29, 2011 and the closing of the transaction is expected to be no later than July 22, 2011.

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More Jobs, Less Pollution



Report Confirms That Recycling Is Good For Economy, Environment

The recently released report, “More Jobs, Less Pollution: Growing the Recycling Economy in the U.S.,” is helping to spread a mantra that the Teamsters Union has pushed for years—more recycling is good for the economy and the environment.

“This report confirms what the Teamsters Union has been saying for years, and we hope our policymakers pay attention and develop laws that encourage more recycling and less land-filling and incineration,” said Bob Morales, Director of the Teamsters Solid Waste, Recycling and Related Industries Division. “We owe it to our members to create good, green jobs, conserve energy and reduce the effects of climate change.”

The report was prepared by the Tel-

lus Institute with Sound Resource Management for the Teamsters and five other groups that care about creating good jobs and protecting the environment.

Big Increases Eyed

Currently, about 33 percent of municipal solid waste (MSW) is diverted from disposal. However, the vast majority of the waste can be recycled, reused or composted. The report says that increasing the diversion rate of MSW and construction and demolition debris to 75 percent over the next 20 years would create more than 2.3 million jobs.

Increasing diversion to 75 percent by 2030 would be equivalent to shutting down 72 coal power plants or taking 50 million cars off the road.

While more recycling will create more jobs, Morales stressed that all the players involved—government officials, community advocates and labor leaders—need to make sure the recycling jobs will support families.

“We need green jobs, but they must also be good jobs,” Morales said. “We need more recycling jobs like the ones our members in San Francisco have.”

“I feel fortunate to have a recycling job that pays me well with great benefits,” said Local 350 member Samuel Wayne, a maintenance worker at the recycling plant on San Francisco’s waterfront, operated by Recology. “My Teamster job allowed me to buy a home last year and it supports my family.”



VALET VICTORY

Local 283 Parking Garage Workers Settle Two-Year Dispute

After a tough two-year battle, Local 283 in Michigan was able to settle a long-standing dispute with Metropolitan Parking Services that had initially resulted in a severe cut in pay and many layoffs.

"It was a really hard battle and we had to file about 10 National Labor Relations Board charges," said Steve Hicks, President of Local 283 in Wyandotte, Michigan. "Our steward there, Joyce Moore, was instrumental in helping us get this victory."

The workers' contract expired in May 2009 and half of the workers were laid off. In March 2010, the company reduced wages by \$1.85 an hour. And they started eliminating other things, like personal days and overtime. Local 283 represents about 100 attendants, cashiers and valets at the Metropolitan Parking Services location where General Motors has its headquarters. Most workers are part-time.

Hicks credited a one-day strike, a lot of hand-billing and the NLRB with finally making the company see the light. The NLRB ruled that the company was wrong to reduce the workers' wages and the company was ordered to pay back wages. The company finally went back to the bargaining table and, in January, a contract was agreed upon and ratified by the workers. The fired workers were reinstated and Hicks said he hopes his local's long battle serves as a lesson to other locals.

"We knew this was going to be a tough battle, but we were determined to win this," Hicks said. "We filed charges with the NLRB and the company knew we were not going to go away. Now our workers have their jobs back, their wages restored."



Soda Tax = Job Loss

Business Closures, Illegal Purchases Could Grow

Soda taxes were proposed last year in Pennsylvania and New York and, thanks to Teamster input, were swiftly turned down by legislators. The threat could become real to working families again. What has been seen as a way to curb obesity or raise tax revenue is actually a job-killing plan. Teamster members took to the streets in Albany and Philadelphia to protest the tax.

"We understand the city (Philadelphia) is broke," said Dan Grace, Secretary-Treasurer of Local 830 in Philadelphia. "We get it. But it can't just be on the backs of my members."

Hundreds of Teamster members work in the soft drink distribution business in Pennsylvania and the threat of a tax which could have impacted their jobs created tension that bled across state lines. The Philadelphia demonstration came on the heels of a successful defeat of the soda tax proposal in New York. Hundreds of Teamster members converged on Albany last year to make sure that legislators there knew how a soda tax would affect them.

"This tax will hurt working families and hurt our industry," said George Miranda, International Vice President and President of Joint Council 15. "It's the wrong time, in this terrible economy, to be putting union employees out of work."

"We know this was never about health, it was about the money," said Joe Wojciechowski, President of Local 812 in Great Neck, N.Y. "The fact is that a soda tax would have resulted in the loss of thousands of jobs." Soon after the rally, the New York legislature turned down the soda tax proposal.

Megabus Drivers Win Mega-Victory

Mistreatment At Work Prompts Call To Organize

Megabus drivers in New Jersey recently voted overwhelmingly, 94-1, in favor of representation by Local 102 in Springfield. The drivers are headquartered in Elizabeth and service an area that spans from Boston to Washington, D.C. The workers united seeking respect and an end to favoritism in their workplace.

"From our pay to conditions of employment, there are so many changes that we need," said Charles O. Hall, a driver and Teamster shop steward. "We need a Teamster contract."

"These individuals were really motivated to become Teamsters and worked together to get that accomplished in a short period of time," said Kevin O'Connor, Local 102 Secretary-Treasurer.

"The mistreatment at work kind of bubbled up and I was more than energized to go out and get the information I needed to help form the union. I know the Teamsters is a very strong and very large union. And we desperately needed help," said Katrina McGowan, one of the 170 Megabus drivers who joined the Teamsters. She is also a shop steward and was among the first group of workers who made contact with Local 102, expressing interest in joining the union.

Local 102 has experience with representing workers in the bus industry. The local currently represents four groups of First Student school bus workers. Megabus is a bus service operating in the United States and Canada that is owned by Stagecoach Group, a United Kingdom-based company. Megabus operates on a low-cost model of express bus service between major U.S. cities. Megabus has become one of the most popular methods of getting from Washington, D.C. to New York City, and more and more routes are getting added.

"There is a real opportunity for other locals to organize Megabus drivers," O'Connor said.



TEAMStar
Early Retiree Health Plan

The IBT is pleased to announce the availability of TEAMStar Early Retiree Health Plan. This plan makes limited benefit, basic hospital, medical and surgical insurance available to Teamster members and their families. It is designed for those who have retired before age 65 and find themselves caught in the gap — not yet eligible for Medicare and either totally without health insurance or seriously underinsured.

The TEAMStar Early Retiree Health Plan provides coverage for hospital and surgical expenses (including hospital benefits up to \$100,000 per sickness or accident), outpatient nonsurgical charges, ambulance charges, and an accidental death benefit. **This coverage is offered at group rates available to Teamster members only.**

This is a limited benefit policy and does not cover all your health care expenses.

**For a free information packet, call 1-800-808-3239
There is no obligation and no agent will call on you.**

GRP0911B

This plan is available in all states including D.C., except for CT, ME, MN, NH, TX and VT.

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Looking To The Future

Teamsters Support Good Jobs, Green Jobs Conference

In Memoriam

Teamsters Mourn Passing Of Walter Lytle

Retired International Vice President Walter A. Lytle passed away in February, but his legacy of representing the union and his members for more than 43 years will never be forgotten.

“Walt Lytle has left a legacy of excellent leadership and representation and his contributions to our union will not be forgotten,” said Jim Hoffa, Teamsters General President. “Our thoughts and prayers are with Walt’s family and we offer our deepest condolences to them.”

Lytle began his Teamster career in 1966, working as a grocery selector. He was elected Secretary-Treasurer of Local 414 in Fort Wayne, Ind. in 1984, a position he held until he retired on Dec. 31, 2009. Lytle was elected to his post as a Central Region Vice President, and also held that position until he retired. Lytle’s son, Brian, is the Recording Secretary at Local 414.

Lytle was also a key member of the National Master Freight Agreement negotiating committee and helped shape the important contract that protects thousands of Teamster members.



Alex Mejia is a father of two. He loves his family and he loves his community, but taking care of both is becoming harder and harder. That’s because Mejia, a driver for the Port of Los Angeles, has been misclassified as an independent contractor. He is forced to pay a lease and maintenance expenses on the truck he drives but doesn’t own. The costs are so high that his annual salary of \$29,000 doesn’t leave much room for anything else, including food for his family or the upgrades his truck needs to be clean and safe.

“Often I must decide between paying maintenance on the truck and buying food for my family,” Mejia said. “I work 12 to 14 hours a day, but I’m unable to pay my bills.”

Mejia is just one of thousands of port drivers who must face this reality every day. He shared his story at the fourth annual Good Jobs, Green Jobs National Conference in Washington, D.C.

The Teamsters, along with other labor and environmental organizations, helped sponsor the conference, which focuses on building a green economy that tackles environmental problems while offering good-paying jobs to America’s working-class families.

“We need to create good jobs at home now more than ever,” said Jim Hoffa, Teamsters General President. “Green jobs will help strengthen our country and our middle class. America’s workers deserve jobs that are safe and clean—for themselves, their families, their communities and the environment.”

Building a green economy begins with making changes in America’s core industries, including transportation and waste. Teamsters took the lead on these issues, with workshops that focused on transforming the rail and recycling industries to meet the demands of a global, green, sustainable economy.

More Chamber Of Commerce Shenanigans

Shady Organization Behind Attempt To Silence Critics



In the last edition of Teamster magazine, we told you about how the U.S. Chamber of Commerce is behind some of the most odious corporate practices in America. From outsourcing to supporting anti-worker legislation, the Chamber of Commerce is one of the worst organizations for the middle class.

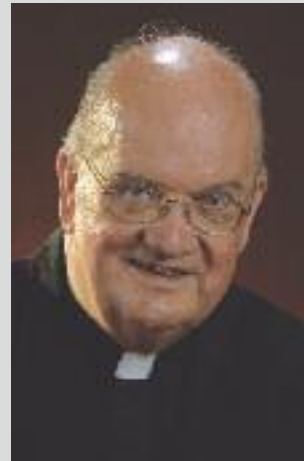
It has since come to light that the Chamber of Commerce hired high-tech goons to run an undercover smear campaign, using lies and false accusations, targeting unions, journalists and other organizations that oppose them. The Chamber wasn't happy that

its critics pointed out its true political agenda: making it easier for multinationals to ship jobs overseas and destabilize working families by lowering their wages.

One of the Chamber's targets was Change to Win, the labor federation to which the Teamsters belong. The Chamber hired the lobbying firm Hunton & Williams, which hired three private security firms to conduct the smear campaign. They charged an initial \$200,000 for the project and hoped to get \$2 million for it.

For more information, visit <http://teamsternation.blogspot.com>.

In Memoriam



Teamsters Mourn Passing Of Rev. David Boileau

The Rev. David A. Boileau, 80, the larger-than-life figure who led the Teamsters Union's Human Services Department from 1985 to 1988, passed away in January. He leaves behind a legacy as a fervent supporter of workers' rights.

During his time at the Teamsters, Boileau spoke at almost every major Teamster meeting, always discussing the ethical requirement needed in the labor movement. After leaving the Teamsters, Boileau, a philosophy professor at Loyola University in New Orleans, continued his efforts on behalf of workers' rights and for years was involved in local and national labor union issues.

Boileau was a native of Kalamazoo, Mich., and was ordained in 1956. He taught philosophy at Loyola University for 30 years, where he chaired the philosophy department. Most recently, he served at Mater Dolorosa Church in New Orleans while in residence there.

Sept. 20: Congress bans interstate transportation by trucks and buses domiciled in Mexico and Canada.

July 16: U.S. DOT declares the U.S. CDL is equivalent to the Mexican CDL.

Dec.: U.S., Canada and Mexico finalize NAFTA to allow Mexican trucks to travel through the U.S. by Dec. 18, 1995.

Nov.: Congress approves NAFTA.

Dec. 18: President Clinton postpones NAFTA cross-border trucking provision because of safety and environmental concerns.

Nov. 9: DOT inspector general reports there are many illegal operations of Mexican trucks operating outside the restricted boundaries of the southern commercial zones.

Feb. 6: NAFTA Panel rules U.S. must open border but permits U.S. to adopt different safety requirements for Mexican and U.S. trucks. DOT says it will open border by January 2002.

Dec 21: U.S. GAO says U.S. is not prepared to meet the safety needs of commercial traffic from Mexico.

1982

1992

1993

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2001

MEXICAN ME

Just across our southern border, drug cartels commit brazen acts of terrorism every day—horrific kidnappings, beheadings, hangings and hideous forms of torture. Mexico is engulfed in a drug war that has claimed more than 35,000 victims since 2006. The violence so overwhelms law enforcement in Ciudad Juarez, just a stone's throw from El Paso, Texas, that the mayor considered dissolving the police force.

And yet, in a troubling disconnect from reality, the U.S. Department of Transportation wants to rely on Mexico's police for accurate information about Mexican drivers' safety records. That's because, once again, the DOT wants to open the border to dangerous Mexican trucks. The trucks could be rolling across the border as soon as this summer, unless Teamsters step up and stop them—as they have before.

"We've fought to keep the border closed for 19 years and we've done it," said Jim Hoffa, Teamsters General President. "We're going to do it again, but for us to be successful every Teamster needs to get educated and to get involved. We've been talking a lot about holding the line in the 'War on Workers' lately, with the protests in Wisconsin, Ohio, Indiana and Michigan and all over the country. Mexican trucks are just another part of that same war. Greedy corporations want to cut the pay of American workers by pitting them against workers in poorer countries.

"America became a middle-class nation because unions fought to raise wages and living standards. America will stay a middle-class nation because we will continue to fight that battle," Hoffa said.



Jan. 3: DOT inspector general issues report showing serious problems with US federal and state oversight of Mexican trucks entering the US.

Sept. 26: At Senate confirmation hearing, acting DOT Secretary Mary Peters testifies there are no plans to conduct a pilot program to open the border to Mexican trucks.

Sept. 6: DOT announces start of cross-border pilot program and granting of preliminary operating authority to first Mexican truck. Less than a week later, the Senate votes to block funding of Mexican trucks. The House passes the amendment on a voice vote.

Dec. 26: Congress cuts funding for the pilot program. DOT illegally continues the program. The Teamsters sue.

Feb. 1: Trinity Industries de Mexico, which has the largest number of trucks in the pilot program, withdraws after it is revealed the company chalked up more than 1,100 violations in the previous year.

March 5: After six months, only 16 Mexican trucking companies with 55 trucks are participating in the program—5.5 percent of what DOT expected.

March 11: President Obama ends Bush-era pilot program.

March 15: Mexico imposes tariffs on \$2.4 billion worth of U.S. goods in retaliation. Obama administration fails to challenge tariffs as excessive before NAFTA panel.

Jan. 6: DOT Secretary Ray LaHood announced he would resume talks with Mexico over a cross-border trucking program.

March 3: President Obama and Mexican President Felipe Calderon announce a tentative agreement to open the border in exchange for lifting tariffs on U.S. goods.

2005

2006

2007

2008

2009

2011

LTDOWN



What is especially galling about the DOT proposal is that it requires U.S. taxpayers to pay for safety inspections, stepped-up border inspections and electronic on-board recorders (EOBRs) for Mexican trucks. The EOBRs alone cost \$500,000-\$700,000.

“Why on earth should American taxpayers foot the bill for Mexican trucking companies to take away American jobs and for Mexican drug cartels have easier access to U.S. markets?” Hoffa said.

Many members of Congress agree. California Rep. Bob Filner wrote a letter to Hoffa in February saying, “I do not believe the administration has any real sense of the impact of their proposal on road safety, border wait times, jobs or national security. Until these serious issues are addressed, any proposal to allow Mexican trucks access to our roadways will make our nation’s roads less safe, will further lengthen border wait times, will put Americans out of work and will expose Americans to additional national security threats.”

Background

On January 6, DOT Secretary Ray LaHood announced he would resume talks with Mexico over a cross-border trucking program. The program would allow Mexican trucks to operate anywhere in the United States beyond currently permitted commercial zones. LaHood’s announcement came less than two years after Congress voted to shut off funding for a similar program that had been initiated by the Bush administration. Lawmakers were concerned that Mexican trucks and drivers would not meet all U.S. safety requirements.

Mexico retaliated with tariffs on \$2.4 billion worth of U.S. products that were exported to Mexico. Those tariffs have now been in effect for two years this March. The Teamsters urged the U.S. Trade Representative to challenge the tariffs as excessive before the NAFTA Tribunal. The Obama administration instead decided to reintroduce this ill-advised program.

On March 3, President Obama and Mexican President Felipe Calderón announced more details of the plan. Mexico agreed to lift half of the tariffs when the program starts. The program would give Mexican trucking companies “permanent operating authority” in the U.S. after 18 months in the pilot program. That permanent authority would not be rescinded were Congress or the administration to terminate the Mexican truck pilot program. U.S. Rep. Peter DeFazio (D-Ore.) questions DOT’s legal authority to implement a permanent program.

U.S. Job Loss

Currently, Mexican trucks off-load cargo in border commercial zones, leaving the delivery of cargo into the interior of the U.S. to U.S. drivers. As a result, a significant warehousing operation evolved along the border states, pumping millions of dollars into local economies.

Now is the worst possible time to allow long-haul Mexican trucks to travel throughout the U.S. Unemployment is of-

ficially at 8.9 percent and job creation is painfully slow. This cross-border program will potentially kill thousands of U.S. truck driving and warehouse jobs and destroy the local economies at the border.

The cross-border trucking program is supposed to allow U.S. carriers to operate in Mexico, as trade agreements are supposed to benefit both parties. But the drug violence in Mexico won’t allow any U.S. carriers to risk the safety of its drivers or the value of its equipment and cargo to operate in Mexico. This proposal is a one-way street for Mexican carriers. So the loss of U.S. trucking and warehousing jobs will not be offset by new jobs created by cargo moving south to Mexico.

Drug Cartel Violence

The viciousness of Mexican drug cartels cannot be overstated. There are daily reports of beheadings, kidnappings, mass killings and torture. A U.S. drug agent murdered in February was only the latest American victim of violence in Mexico. DOT officials, who will not be allowed to carry firearms under Mexican law, should not be required to travel to Mexico to inspect Mexican trucks as they did under the Bush-era program.

The U.S. serves as the major source of weapons for the Mexican drug cartels. As trucking is the preferred mode of smuggling drugs from Mexico into the U.S., and with so little drug interdiction at the border, this program would actually make transport and distribution of drugs into the U.S. much easier and create an even greater problem for the Drug Enforcement Agency.

Drug cartels have been known to use everything from bogus ambulances to sham school buses. Even more disturbing is the use by drug traffickers of fake versions of U.S. company vehicles such as the recent “cloning” of a Wal-Mart truck and a FedEx van.

U.S. Taxpayers Foot Bill

At a time of record budget deficits and proposed cuts in essential programs, it is impossible to justify spending more money on a program that has already cost \$500 million. U.S. taxpayers are being asked to pay for overseeing the safety of Mexican trucks because Mexico has not taken the necessary steps to meet U.S. standards.

After nearly 20 years, Mexico still has no lab that can be certified for drug and alcohol testing. Samples must be sent to the U.S. for analysis, where U.S.-paid contractors will apparently observe Mexican truckers taking a drug test. But chain of custody will be challenging if not impossible to guarantee.

Mexico does not enforce hours-of-service for truck drivers. The DOT proposal would have the U.S. paying for Electronic On-Board Recorders (EOBRs) and GPS devices for every Mexican truck to ensure compliance with hours-of-service regulations and to prevent violation of U.S. cabotage laws. The U.S. taxpayer should not have to foot the bill for a program that will destroy U.S. jobs.

Safety Standards

Mexico simply doesn't have the ability to guarantee the safety of its drivers.

Mexico's standards for issuing its Commercial Drivers License are suspect. Its databases of truck drivers' traffic violations are inaccurate and incomplete. Even U.S. databases don't have complete records of Mexican truck drivers' traffic viola-

tions, according to the DOT inspector general.

Because hours-of-service enforcement in Mexico is nonexistent, the U.S. will rely on EOBRs to monitor Mexican drivers operating under an hours-of-service regime for the first time. But inspection personnel and facilities at the border cannot guarantee the close inspection of Mexican trucks and drivers to ensure that they meet all U.S. safety standards.

STOP THE SOUTH KOREA TRADE DEAL



'Son of NAFTA' Will Export U.S. Jobs

The Teamsters Union opposes a proposed trade deal with South Korea and is fighting against it, urging Congress to reject the bill when it gets submitted.

"We appreciate President Obama's efforts to renegotiate the deal," said Jim Hoffa, Teamsters General President. "Though the revised agreement is much improved, it still falls short. After careful review and discussion, we have concluded we cannot support this trade agreement."

The United States has lost more than 5 million jobs since NAFTA.

"The last thing America's middle class needs right now is 'Son of NAFTA,'" Hoffa said. "We desperately need to reverse direction and protect our economy instead of giving it away to our diplomatic partners. One of the real dangers of this deal is that it gives South Korean multinationals new rights to challenge U.S. laws. Why should a foreign company or investor have more power in this country than our own small businesses?"

The deal with South Korea, the 12th largest economy in the world, is the largest trade agreement since NAFTA. Hoffa noted that the U.S. International Trade Commission estimates that the trade deal would increase the U.S. trade deficit. According to the Economic Policy Institute, the proposed trade deal with

South Korea would cost 159,000 U.S. jobs over seven years. It would hurt some of the highest-paying industries in the U.S., including motor vehicles and parts, electronics equipment and metal products.

"This deal would allow so-called 'Korean' cars sold in the United States to be made mostly in other countries because of the ridiculously low rule-of-origin requirement," Hoffa said. "I also have serious security concerns because the deal would cover products assembled in South Korea made with parts from North Korea."

Hoffa said other reasons to oppose the deal include:

- It contains language explicitly forbidding International Labor Organization (ILO) conventions;
- It encourages financial deregulation;
- It will harm U.S. exporters of wheat, oilseed, hay and nursery products; and
- It doesn't safeguard against currency manipulation.

Contact your members of Congress to let them know that now is not a time for another job-killing trade agreement. Tell your representatives and senators to say "NO" to the "Son of NAFTA."

A SINGLE PHOTO CAPTURED IT ALL. DONNING A BRIGHT YELLOW TEAMSTER SHIRT, A PROTESTER AND SUPPORTER OF AMERICA'S WORKING FAMILIES WAS PHYSICALLY REMOVED FROM THE WISCONSIN STATEHOUSE, ANGUISH WRITTEN ALL OVER HIS FACE.



FIGHTING BACK

Weeks earlier, Wisconsin Gov. Scott Walker had declared war against working families in a corporate-funded battle that pitted money against the masses. Under the guise of trying to balance the state's budget, Walker introduced legislation that would drastically undermine gains that government workers had fought years to achieve.

A firestorm ensued, as other states with newly elected Tea Party leadership followed

ers, police officers, sanitation workers and union members—had hope. They knew, as those before them knew, that when the oppressed stand together in solidarity, anything is possible. That hope was often captured in brightly colored red and blue “Stop the War on Workers” signs. More than just pieces of cardboard, those signs became the mark of protesters unwilling to give up or back down and symbolized both national anger and national unity. Created

depends on someone else to sign their paycheck. Our fight has just begun,” said Jim Hoffa, Teamsters General President.

Behind the Scenes

That battle started well before the 2010 midterm elections when the Supreme Court ruled that corporations could secretly donate unlimited amounts of money to political campaigns. Prior to the midterm elections, the Teamsters endorsed



Walker's lead, turning an aggressive attack into a nationwide war on workers. In February, anti-worker legislation was on the table in 22 states in a war against the middle class that will continue for a long, long time.

Yet, in a dark time for American workers, those under attack—teachers, firefight-

ers, police officers, sanitation workers and union members—were just one of many ways in which the Teamsters Union stood as a beacon of hope in a national fight that captured the spirit of a nation.

“Gov. Walker lit a fire in Madison that has spread across the country, not just with union members but with everyone who

candidates with pro-labor stances and encouraged members to vote through D.R.I.V.E. (the union's political action committee). With corporate CEOs like the Koch brothers working behind the scenes, the Teamsters knew it was just a matter of time before war was declared. Through it all, the Teamsters were getting prepared.

As soon as the ballots were counted in November, the union mobilized staff, leadership and members to fight a state-by-state attempt to de-unionize the country. A 50-state strategy devised by the International's Field Action Department kept tabs on anti-worker proposals going on in every state capital.

"We realized that what worked in one state might not work in another," Hoffa said. "We knew it was going to take a

of Teamster members and leaders. Through that research, it became clear that members and the general public knew little about the CEO-funded takeover of nearly two dozen statehouses and even less about a coordinated effort by corporate-backed politicians to attack the middle class. Those findings were used to develop a massive educational program designed to inform everyone from concerned citizens to involved Teamster members about

ments. The Teamsters quickly established a "Stop the War on Workers" web page with separate pages dedicated to battleground states. The union used YouTube channels, Facebook and Twitter to put forth updates, educational information, messages of solidarity and photos from actions around the country.

It was the union's blog, Teamster Nation, that became an important outlet of news from the front lines. Generating thou-

On March 12, 14 Democratic senators from Wisconsin returned home to a heroes' welcome by the largest crowd of protesters in state history. The senators who came to be known as the "Fab 14" left the state to prevent a vote on Gov. Scott Walker's anti-union budget bill. They stayed away from their homes for weeks, harassed by Tea Party members and missing their families. Ultimately, all but one Republican senator pulled a dirty trick and passed the bill in violation of the state's open meeting laws. Protests are now turning to a massive recall effort of the Republican senators eligible for recall. Dave Hansen, a former Green Bay Department of Public Works employee and 20-year Teamster, was one of those 14. On the 16th day of the struggle, Hansen took time to talk with the Teamsters Union from an undisclosed location in Illinois.

WISCONSIN SENATOR HANSEN:

Fab 14 Member Vows To **KEEP FIGHTING**



Q: You have given a voice to working people across this country. Do you consider yourself a hero?

We're not the heroes—the people are the heroes. The real, extraordinary efforts are the rallies and protests that are going on in Madison and across the nation. I just want to thank all the people who have come out to defend the rights of working Americans. I really respect all the people back home.

Q: How has your experience as a Teamster influenced your tenure as a state senator and how is it impacting your views during this battle?

I see that some of the hardest working people are being vilified in this fight—I know. I worked as a sanitation employee for 20 years and we busted our butts. I believe in the working men and women of this country and I believe they deserve a place at the table. As a Teamster, I worked hard and I learned the importance of organized labor.

multi-level, complex effort to counter this war on workers and that's exactly what we put into practice."

Aside from developing individual plans for each state, the Teamsters conducted massive amounts of opinion research through polling and focus groups. The public's opinion of labor unions was collected and analyzed, as were the attitudes

corporate-funded attempts to weaken unions, lower wages and stifle workers' voices in government.

Social Networking

The use of new media became critical in the efforts to inform and educate members, as well as to keep the general public abreast of the latest events and develop-

sands of hits a day, Teamster Nation tracked the movements of both friends and foes, and became an outlet for middle class workers to voice their concerns and tell their own stories. The blog became an electronic bulletin board of sorts, as posts from across the country poured in in the form of videos, cartoons, borrowed posts from other sites and original material. It was also a place

where Teamsters gave their own day-by-day accounts of the things they were experiencing on the front lines. It was also one of few places on the Internet devoted to telling stories of the workers.

Among those to use the blog was Jim Hansen, a member of Local 455 in Denver, who strongly supported public-sector workers and attended rallies to show his solidarity.

"Teamsters were well represented today

were in attendance. It was the best labor rally we've had in many, many years here in Colorado."

Teamsters Take Action

Thanks to coordinated behind-the-scenes efforts and use of phone banking, the Internet, text messaging and ground organization, the program to reach and educate members is working. As word spread about the vindictive attacks against work-

wages, better benefits, better working conditions and peace of mind. Showing those iconic red and blue signs, Teamsters marched in the streets of cities big and small in support of public-sector workers under fire.

"Workers' rights are civil rights and what these Republican governors are trying to do doesn't just affect a few people here or a few folks there—it affects everybody," said Fred Crow, a Redi Mix driver at

ONCE A TEAMSTER, ALWAYS A TEAMSTER

I think union membership is a valuable part of what we are as Americans. It's about living the American dream.

Q: What do you think this current movement says about America?

It shows that some people are trying to take us in the wrong direction, but the great majority of people in our state and across this nation believe in what we're doing. Union members are important consumers, citizens and taxpayers, too. Unfortunately, we're in a tough position being in the minority in both the House and the Senate. The Supreme Court is conservative and the governor is conservative beyond belief. Our governor is more interested in taking care of billionaires than people in middle and lower income groups and I think the American people realize that isn't right. As time goes on, I think more and more people are moving to the side of working men and women.

Q: In 20 years, when this battle is hopefully over, how do you want to be remembered?

This is about doing the right thing. To me, it's about standing up for what you believe in, even if there are some consequences. It's



about fighting for the American dream. When I address young people, I tell them to believe in the power of their dreams. We have to give people the opportunity to have their dreams succeed and that's why I'm in this fight. In 20 years, I'm going to say that I made the right decision. Sometime in your life, you have to fight for something even if you don't succeed immediately.

Q: What do you want to say to your 1.4 million Teamster brothers and sisters who are watching as the events in Wisconsin unfold?

Once you're a Teamster, you're always a Teamster. I want all union members and all working families out there to know that organized labor is in it for the right reasons. They are there to protect you and we must continue to grow and fight.

For the complete interview, visit <http://www.teamster.org/content/blogwatch>.

in a workers' rights rally in support of the Wisconsin state employees at the State Capitol in Denver," Hansen told Teamster Nation on February 22. "Crowd estimates were as high as 2,000, and included members from many private sector unions, as well as the public sector unions. Local 455 chartered a bus, and many other Teamsters who provided their own transportation

ers' rights, public and private sector workers, community members and concerned citizens mobilized to let their voices be heard. Once again, Teamsters led the charge.

From California to New York, Teamsters joined with other members of the middle class to fight for what was theirs: the right to bargain collectively for better

Westview Cement and member of Local 436 in Valley View, Ohio. "An attack against one is an attack against all."

It was through rallies and demonstrations that Teamsters were able to give a voice to a growing movement and put a face on those who anti-worker laws would directly affect.

continued on page 18

TEAMSTERS IN ACTION

Locals and Joint Councils Mobilizing Members

Teamsters from coast to coast have stood with their brothers and sisters under assault by legislatures across the country. Rallying has been a great way for members to show their solidarity, and here's where Teamsters and their fellow citizens have been making the most noise.



Washington

More than 2,500 stood in solidarity in Olympia, Wash. on February 26.

Idaho

Nearly 500 answered the call in Boise, Idaho on Feb. 26.

Nebraska

Five hundred answered in the call in Lincoln, Neb. on Feb. 26, rallying in below-freezing temperatures

Oregon

One thousand protesters gathered in Salem, Ore. on March 8.



California

San Francisco saw 3,000 protestors on Feb. 26.



Colorado

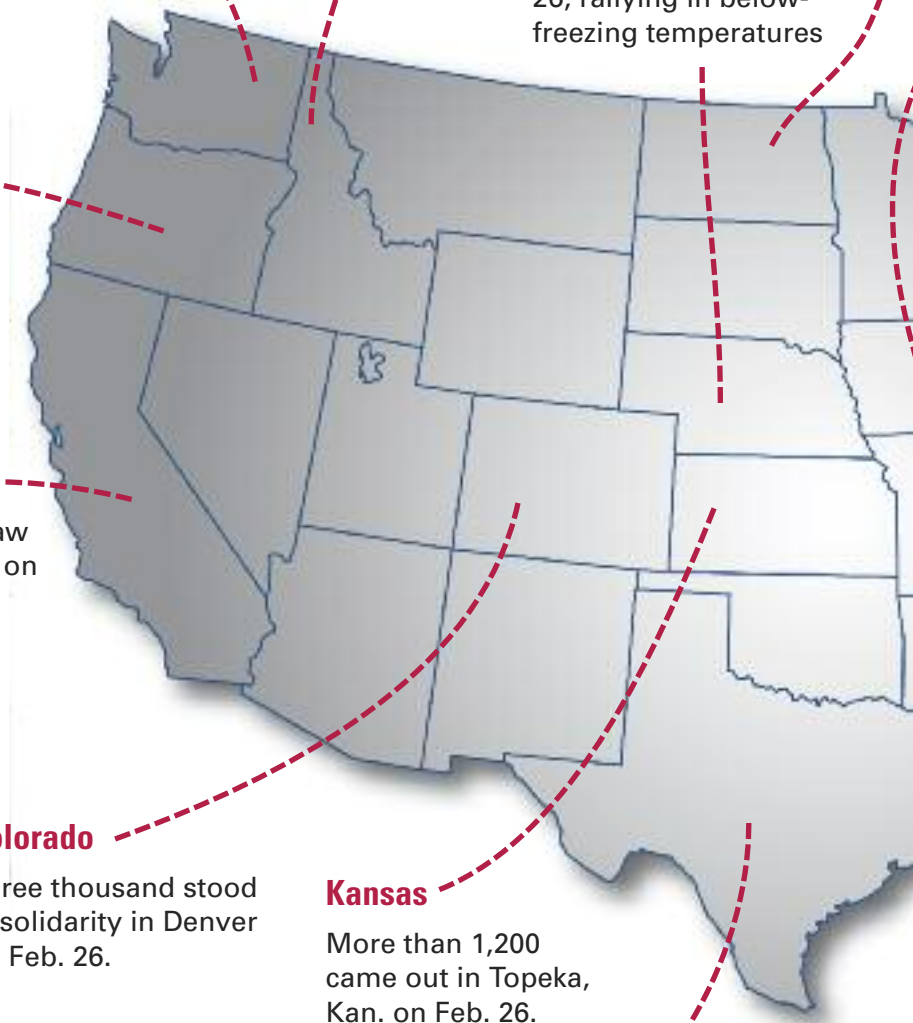
Three thousand stood in solidarity in Denver on Feb. 26.

Kansas

More than 1,200 came out in Topeka, Kan. on Feb. 26.

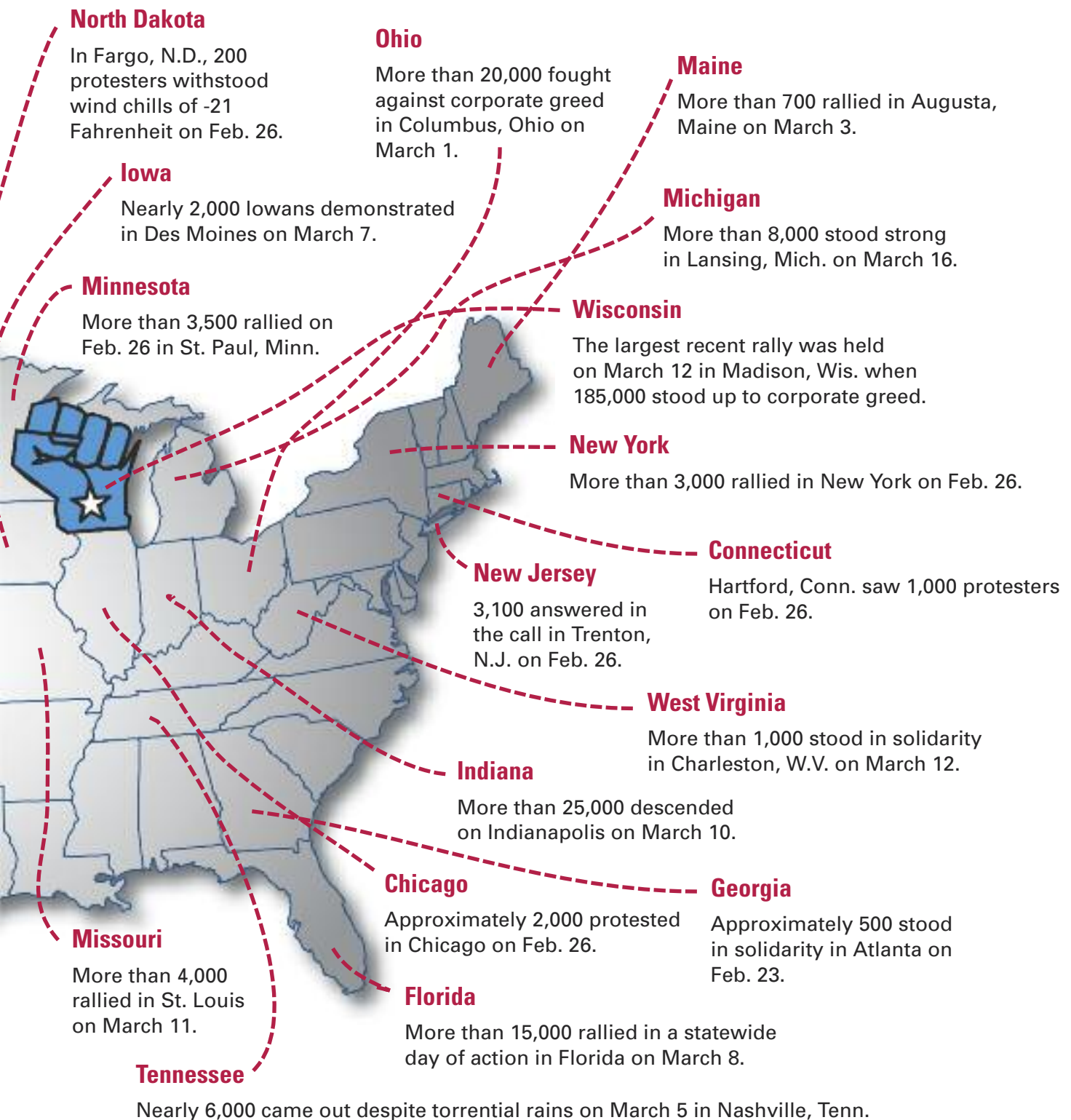
Texas

Austin, Tex. saw 12,000 on March 12.



“WE’RE ACTUALLY IN A WAR RIGHT NOW. IT’S A WAR WITH THE WORKING MAN VERSUS BIG BUSINESS, AND THE UNIONS ARE IN THE MIDDLE SINCE THEY REPRESENT THE WORKING MAN.”

—ANTOINE BROWN, driver, Gary Recycling Department, Local 142, Gary, Ind.



“More than 250,000 public sector workers are represented by the Teamsters Union, but the battle over workers’ rights isn’t just about public employees or private employees—it’s about the American dream and protecting a way of life,” said Al Mixon, International Vice President and President of Local 507 in Cleveland. “Teamsters stand for justice and we stand for the middle class.”

As the battle over collective bargaining

in protesting anti-worker legislation.

It was in Indiana on February 24 that a victory was won when Indiana Gov. Mitch Daniels, House Speaker Brian Bosma and Senate Leader David Long abandoned a bill to weaken workers’ collective bargaining rights. House Democrats left the state, though, to prevent the Legislature from passing other anti-worker bills. Teamsters joined tens of thousands of protesters in one of the

takes to defend workers’ rights and to sustain the middle class in America.”

Rallying the Troops

February 26 was a national day of solidarity as hundreds of thousands across the country rallied in support of public sector workers. Coordinated by MoveOn.org and sponsored by 50 partner organizations, including Change to Win, rallies were held at every state capitol across the country.

Slain Public Employee Had Raised Workplace Issues

On Jan. 29, Washington State Corrections Officer Jayme Lee Biendl was slain at a prison chapel, allegedly by an inmate. Biendl, an eight-year veteran and 2008 Correctional Officer of the Year, had been assigned to monitor the chapel. She was 34 years old

and a proud member of Local 117 in Tukwila, Wash.

Officer Biendl had raised security concerns about working alone in the prison chapel and inadequate video surveillance

tary-Treasurer of Local 117. “Teamsters Local 117 correctional employees are demanding that the Department of Corrections, the governor, and the Washington state Legislature take immediate steps to improve staff safety at the DOC. These steps include increasing staffing levels, overhauling the offender classification system and passing interest arbitration for correctional employees.”

Two other corrections officers have been injured on the job since Biendl’s death.

Teamster correctional employees across Washington state have been speaking out for months against budget cuts that have reduced staffing levels and programming at prison facilities.

The Teamsters have held rallies and informational pickets in an effort to stop budget cuts that they say are endangering the lives of prison workers and their communities. They have made numerous phone calls to the State Legislature hotline demanding that these issues be dealt with.

“It should not take the death of a dedicated corrections officer like Jayme Lee Biendl for government officials to understand the importance of protecting those who serve and protect us,” said Jim Hoffa, Teamsters General President.



equipment. Several months prior to her death, Officer Biendl had completed a work order requesting additional cameras in the chapel.

“Washington State’s neglect of prison safety has had tragic and disastrous consequences for prison staff and for our communities,” said Tracey A. Thompson, Secre-

heated up, though, Teamster members did more than just hold signs. Many sacrificed their own sick days, vacation days and time with family and friends to be with workers who were in the direct line of corporate-funded fire.

Throughout the February protests, locals bused members to statehouses where they joined with other Teamsters

biggest rallies in Indiana history on March 10.

“When working families stand together and say, ‘No, you are not going to take away our rights and our dignity and lower our standard of living,’ we can turn the tide of public opinion in our favor. That’s exactly what happened in Indiana,” Hoffa said. “We will fight for as long as it

Teamster participation made numbers swell. Thousands came to rallies in New York, Boston, Washington, D.C., Denver, Los Angeles, Chicago, Miami, Santa Fe, Olympia and Houston. Teamsters in in Lincoln, Neb., Pierre, S.D., and Fargo, N.D. withstood below-freezing temperatures to make their voices heard.

The largest rally that day was seen in

Madison, where 100,000 gathered, despite threats from Walker to close the Capitol and have police escort protesters off the property. Teamsters were able to hold the line and garner further support for Wisconsin's workers while sending a message to Walker and his cronies that working families mean business.

On the eighth day of the protest, ralliers in Wisconsin got a much-needed boost of inspiration from Hoffa, who charged into

stead of shortsighted billionaires who don't care about the long-term health of the state's economy. The big corporations and the CEOs already have a big say about what goes on in Madison. Stripping government workers of their collective bargaining rights will silence their voices in the legislature and give even more power to the big corporate interests."

Two days later Hoffa took charge in Ohio where he led an energetic crowd in

class workers," Hoffa said. "We are just beginning a very long fight, but we're in it for the long haul and I'm confident we'll win. It's not just the labor movement that's rejuvenated, it's the whole middle class that's united now in stopping the war on workers."

Rejuvenating The Labor Movement

Indeed, protests across the country, rallies in statehouses and the public outcry are in-



Madison and took the Statehouse by storm. Thunderous applause broke out in the rotunda as Hoffa addressed a crowd that had swelled to tens of thousands.

"This union-busting budget proposal is the worst form of political payback," Hoffa told Wisconsin's workers and their supporters. "Gov. Walker should be listening to middle-class workers in Wisconsin in-

stead of shortsighted billionaires who don't care about the long-term health of the state's economy. The big corporations and the CEOs already have a big say about what goes on in Madison. Stripping government workers of their collective bargaining rights will silence their voices in the legislature and give even more power to the big corporate interests."

"This is a conspiracy by the CEOs and Wall Street to destroy collective bargaining rights and lower the wages of middle-

class workers," Hoffa said. "We are just beginning a very long fight, but we're in it for the long haul and I'm confident we'll win. It's not just the labor movement that's rejuvenated, it's the whole middle class that's united now in stopping the war on workers."



“ALMOST EVERY DAY WE MARCH THROUGH THE ROTUNDA. EVERY TIME WE MARCH IN WITH OUR BANNER AND OUR SIGNS, IT’S LIKE THUNDER. I’LL BE GOING BY AND HEAR PEOPLE SAY, ‘THE TEAMSTERS ARE HERE.’ YOU GET THAT OLD TEAMSTER FEELING. YOU FEEL THE HAIR ON THE BACK OF YOUR NECK STAND UP.”

—STEVE NELSON, Business Agent, Local 200, Milwaukee



“WHAT HAPPENS IN WISCONSIN COULD HAPPEN
IN NEW YORK, OR HAPPEN ANYWHERE IN THE COUNTRY,
SO IT’S IMPORTANT FOR US TO FIGHT.”

—PETE GUTIERREZ, Organizer, Local 237, New York City

WHAT WORKERS ARE UP AGAINST

Here’s a small sample of what some **ANTI-WORKER GOVERNORS** have been saying:

“There may have been a time when government employees needed protection and needed reform, but that was a long time ago.”

—Indiana Gov. Mitch Daniels

“We need to break the back of organized labor in the schools.”

—Ohio Gov. John Kasich

“There’s no secret I don’t like the unions. We are a right-to-work state. I will do everything I can to defend the fact we are a right-to-work state.”

—South Carolina Gov. Nikki Haley

“(Teachers are) a group of people who are among the most privileged in our society.”

—New Jersey Gov. Chris Christie

“It is essential that we stand with Governor Walker and show political leaders throughout the country that America is ready to take on its toughest political challenges, and we will not be deterred by the protests of a noisy minority.”

—Texas Gov. Rick Perry

“I don’t support collective bargaining. Arizona is a right-to-work state. I personally feel he’s (Scott Walker) doing the right thing.”

—Arizona Gov. Jan Brewer

“I want to express my strong support for the leadership of my friend Gov. Scott Walker in Wisconsin for the choices he’s making. Gov. Walker, congratulations. The fiscal conservative principles work. Keep up the good work.”

—Virginia Gov. Bob McDonnell

Tom Millonzi, Secretary-Treasurer of Local 200 in Milwaukee, dubbed the war on workers a wakeup call.

“This anti-union, anti-worker legislation has enlightened a generation about labor unions and collective bargaining. A generation of school-aged kids, college students and men and women who never

knew anything about labor unions now know our important role in society,” Millonzi said. “Students are asking questions in classrooms and teachers are probably more than likely to be happy to share with them their knowledge of labor unions.”

“The war on workers didn’t happen overnight and we can’t stop this in a day or

two. This is an endurance battle that’s going to take help from everyone who believes in collective bargaining, in workers’ rights and in a strong middle class,” Hoffa said. “I encourage Teamsters everywhere to stand up and join the fight for a better America and a better future.”

LOCAL PRESIDENTS ON WORKER ACTIONS

Statehouses in Wisconsin, Ohio and Indiana are three of the biggest battlegrounds in the fight for working Americans. In each of them, Teamsters are there working to protect the interests of the middle class.

Rick Schmidt, President of Local 344 in Milwaukee; Robert Jackson, President of Local 92 in Canton, Ohio; and Robert Warnock, President of Local 364 in South Bend, Ind. recently answered questions about the role they and their members play in the battle for working families.

QUESTION	SCHMIDT Local 344
The battle for workers' rights has especially taken off in Wisconsin, Ohio and Indiana. What is your local doing to support workers who are under fire right now?	Well, our actions are developing every minute. We're like firefighters right now: When something comes down, we jump up and handle it. Most of our actions now are focused on protests, because that is where we feel we can have the greatest effect. We have been mobilizing our members in a number of different ways. We have statewide jurisdiction here in Wisconsin, so that gives us a unique advantage. People that have been coming out for the rallies have been from all over the state and we're able to reach them through ramped up communication efforts.
Ever since the slew of anti-union politicians came into power, you have been on the front lines in protecting workers' rights. Why are you personally involved in this fight?	This is nothing more than an assault on working people. This cannot stand. To strip away the rights of working people diminishes us all. It takes us all down and it devalues us as people. It says you aren't even worth basic human rights. That's wrong and I will never stand for it. As long as I can find a way to fight Gov. Scott Walker and this proposed legislation, I will. I can talk to the rest of the local's Executive Board and they will tell you exactly the same thing.
Why is it important for both Teamster leaders and rank-and-file members to get involved in this fight?	It's going to take numbers—and that's what we have. Their side has money, and an awful lot of it. They can do whatever they need to do economically, but we've got heart and soul and we can make our voices heard by coming together. History has shown that numbers always win.



JACKSON Local 92

We're trying to rally our membership. We're trying to get all the information we can and get it out not only to our members, but to people in our community. We're attending rallies and other major events to let our voice be heard. In a nutshell, we're taking care of our area. This is a huge fight and we're trying to give all the support we can.

They're taking away collective bargaining. I've been around unions my whole life—my grandparent and my parents were union members. I've been a Teamster for 35 years and this is the biggest, boldest attack on organized labor that I've seen in my lifetime. There's not going to be collective bargaining if they get their way.

This is going to affect all of us. If this right to work passes, the Teamsters as we know it and organized labor as we know it will never be the same. We cannot give up this fight.

WARNOCK Local 364

We have a lot of our staff and members in Indianapolis lobbying every day. We have been here every day since all this started, from 8 a.m. until the thing shuts down; we're talking to Republicans, we're talking to Democrats, we're trying to get our issues across. We're reaching out in any way we can, trying to get as many people as possible to come out and show their support.

I'm personally involved because I care about all the members we represent. We have so many public workers in our union because we're the chosen union. I've been with this local since 1983; I know these people, they're my friends and my neighbors. I don't want to let them down. We have good people here. If the Tea Partiers win and we can't bargain for our members, we're not only letting our members down, but we're letting down their families and our communities.

This fight is about our livelihood and our way of life. This is about protecting the middle class. To do nothing is to give away our children's future. Not all of us can be doctors and lawyers. We have to fight for the middle class, we have to fight for our rights and what we have. If we don't do it now, we'll never do it. It's great for everyone to attend rallies and show their support in public, but I can't emphasize enough how important it is to vote. We've got to get these people who are anti-labor out of office and beating them at the ballot box is the best way to do that. Voting is something everyone can do and something everyone should do.



Public Worker Power

Lake County, Illinois Sheriff's Department Employees Join Local 700

Contract negotiations are already in the beginning stages for Lake County Sheriff's Department employees who voted overwhelmingly in December 2010 to join Local 700 in Park Ridge, Ill.

The bargaining unit of about 200 in Waukegan joins more than 13,000 public employees as members of Local 700.

"We need an organization that will fight for us," said Lake County corrections officer Terry L. Smith of his decision to join the Teamsters.

"We're a no-nonsense local," said John T. Coli, International Vice President and Local 700 Trustee. "When a group of individuals comes together and votes to join the Teamsters, we waste no time in getting started on their first contract."

Nine newly elected union stewards will make up the negotiating team. Many other members expressed interest in helping with negotiations and those members have been selected for a negotiating subcommittee.

"The enthusiasm and interest of these new members in their first contract is through the roof," said

William P. Logan, Local 700 Assistant Trustee. "The only thing that's better than a new bargaining unit is one that is made up of members who are eager to collaborate."

Energetic Group

This is the best opportunity to try and improve conditions, especially for those employees who consistently have been disappointed with something at the workplace," said Becky Strzechowski, Local 700 Assistant Trustee. "The more ideas members submit, the more comprehensive proposal we can bring to the table."

After being elected as union stewards for the Lake County Sheriff's Department Corrections Officers, nine members met at Local 700 in Park Ridge to learn more about their newly acquired positions.

"This is a really energetic group," said Gus Horemis, Local 700 business agent for the Lake County Corrections Officers. "For a first meeting, we generated a lot of ideas about how we want to start negotiations and how to best represent the hundreds of members in this unit."

[LOCAL 633](#)

Weare School District

The New Hampshire Public Employee Labor Relations Board has certified Local 633 as the bargaining representative for custodians at the Weare middle and elementary schools in Weare, N.H. The workers joined the Teamsters seeking job protections, economic fairness and overall improvements to their working conditions.

"We need to bring up the standards. In my previous job, we were better compensated because we were Teamsters. And I look at custodians as just as important as anybody else in the school," said Tom Murphy, one of the 14 custodians, who had previously been a Teamster member at UPS.

"In these tight economic times, working men and women are realizing more than ever the value of having a union to protect their rights and improve their working conditions. We welcome this latest addition to the Local 633 family," said David W. Laughton, Secretary-Treasurer of Joint Council 10 and Local 633.

[LOCAL 449](#)

Praxair

Truck drivers and plant workers at Praxair Distribution in Buffalo, N.Y. have voted to join Local 449.

The 16-worker unit consists of seven truck drivers and nine plant workers. In December 2010, the employees con-

tacted Local 449 about joining the Teamsters.

"We had a good feel over there for their determination to become Teamsters," said Ken Nelligan, Secretary-Treasurer of Local 449 in Buffalo. "We got everyone involved and this led to the victory."

Local 449 also represents about 80 Praxair drivers in the Niagara Falls area, Nelligan said.

[LOCAL 71](#)

AlSCO

AlSCO route sales representatives (RSRs) in Charlotte, N.C. have voted overwhelmingly in favor of representation by Local 71. The 10 RSRs work at AlSCO's Dwight Evans Road location.

"In these hard times, after talking with other drivers, these workers saw the value of a Teamster contract with better wages, benefits and job security for themselves and their families," said Ted Russell, President of Local 71.

"It's always great when we organize new groups. We've been proactive in our organizing in laundry and we are looking forward to organizing more workers and negotiating strong contracts," said Dennis Raymond, Director of the Teamsters Bakery and Laundry Conference.

[LOCAL 745](#)

Hertz

Vehicle-service agents with Hertz at the Dallas-Ft. Worth Airport have voted to join Local 745

in Dallas.

"We are working hard to grow our unit at Hertz at the airport. In September 2008, other workers at Hertz voted to join our local," said Brent Taylor, Secretary-Treasurer of Local 745.

In the earlier campaign, the instant return, customer-service representatives, Gold Club runners and door greeters voted 45-8 to join the Teamsters. With these 55 workers, the local now represents nearly 90 Hertz members at the airport.

"The latest group of Hertz workers is concerned about job security and respect," said Rod Cuevas, organizer for Local 745.

[LOCAL 728](#)

O'Reilly Auto Parts

Amajority of drivers for O'Reilly Auto Parts have voted to be represented by Local 728 in Atlanta. The Forest Park-based company employs 42 CDL drivers, who voted 27-11 for the union.

The drivers rallied around having Teamster representation so they could begin negotiating fair, annual raises, safety improvements in the workplace and job security. The drivers prevailed despite facing an aggressive, anti-union campaign led by a union-busting law firm hired by the company.

"Having a Teamster contract will be the best thing for drivers and our families," said Tony Perry, a route driver. "Being respected by O'Reilly

and having a safe work environment is important to all of us."

[LOCAL 102](#)

First Student

School bus drivers, van drivers, aides and mechanics with First Student, Inc. in Lincoln Park, NJ voted nearly two-to-one in favor of representation by Local 102 in Springfield, NJ. The workers are seeking affordable and decent health insurance, fair pay and an end to favoritism on the job. There are 105 workers in the bargaining unit.

"This is really about making our lives better. With the Teamsters, we're going to bring up our standards," said Henry Johnson, a monitor who has been with the company since 2009. "We want fair wages for fair work and an end to favoritism. With the Teamsters, we'll get those things plus more—we'll be treated with respect."

The organizing committee of workers worked hard together throughout the campaign, rallying support behind their successful effort to gain Teamster representation.

"These workers deserve respect and they deserve dignity," said Kevin O'Connor, Secretary-Treasurer of Local 102. "We welcome these drivers into the Teamster family and look forward to working with them in the future."



SCHOOL BUS S



More Than 1,100 Workers Join Teamsters in One Day

A

s the ballots were being counted in Kansas, workers were cheering in Oregon and more had already started celebrating in Florida.

More than 1,100 school bus workers with First Student and Durham nationwide recently voted overwhelmingly in one day to join the Teamsters.

In Wichita, Kan., First Student school bus drivers and monitors voted 415-53 in favor of joining Local 795. There are 795 workers in the bargaining unit.

In Woodburn, Ore., First Student drivers, mechanics, oil checkers and lot maintenance workers voted 25-12 to become members of Local 324 in Salem. There are 44 workers in the unit.

And in Jacksonville, Fla., Durham school bus drivers and attendants voted 209-93 to join Local 512. There are 333 workers in the unit.

"I'm so excited. I fought long and hard for this," said Jackie Laureio, a driver at Durham's 103rd Street location in Jacksonville. "I'm looking forward to continuity, to people staying because they have better pay, benefits and are treated right."

"We work with children, which is important, but we are not treated very well. We joined the Teamsters so we can have representation and protection," said Sabrina Conway, a driver in Woodburn.

Waunita Mead has worked as an attendant for 15 years in Wichita and saw the need for a union at her workplace a long time ago.

"I think the union is a great thing. We needed a change," Mead said.

Gaining a Voice

Whether they work in Wichita, Woodburn or Jacksonville, these school bus workers want to be treated fairly and respected for their work.

"I have a big responsibility and I take it seriously," said Darlene French, a driver in Wichita. "I have to be alert and pay attention to the road because the children's lives are in our hands. I think some loyalty and appreciation should be shown, instead of trying to push workers out after 20 years, then bringing them back the next week at a lower rate."

"I like working with the kids. I just want a voice, and we'll have that now that we have the union," said Tarsha Keenon, an attendant in Jacksonville.

"There were lots of high fives," said Bobby Thomas, who works for First Student in Wichita and was a Teamster in his 28 years at UPS. "I've related my Teamster experience to my co-workers and let them know that the future is bright with the Teamsters."

Committed Committee

Throughout their campaign to organize at the three school bus locations across the country, the workers came together, attended



WEEP



meetings, went door to door and talked with their co-workers about the importance of uniting.

"The organizing committee of workers took control and did great work. It was a team effort, from the International Union, Joint Council 37 and Local 324 that led to this overwhelming success," said Chris Muhs, Secretary-Treasurer of Local 324.

"We had a great group of organizers that helped us along, but it was up to us. We made the effort and plan to keep going strong!" said Margaret Gooch, who works at First Student in Wichita.

"Everyone worked really hard and we're proud to welcome these workers to the Teamsters," said Jim Shurling, President of Local 512 in Jacksonville.

Now that the Durham workers in Jacksonville have organized, all school bus workers for the Duval County, Fla. School District, approximately 1,500 workers, are now Teamster members. Since the Teamsters Drive Up Standards campaign began in 2006, 30,000 school bus workers throughout North America have joined the union.

Whether they're in Oregon, Kansas or Florida, these new members are looking forward to negotiating a Teamster contract and making improvements in their jobs.

"The Teamsters are really sweeping the country," said Dave Foster, a driver in Woodburn. "If you're going to go union, you've got to go with the Teamsters."

Winning CONTRACT

School bus drivers and monitors with Illinois Central School Bus recently secured their future by overwhelmingly ratifying a strong Teamster contract. The agreement covers the 117 drivers and monitors who service five school districts in the Roscoe and Rockton, Ill., area.

When the workers' former employer, First Student, lost the bid for transportation services to Illinois Central, Local 325 leadership secured a recognition agreement from the company and got to work bargaining a contract. The three-year agreement includes a number of improvements:

- Good wages with guaranteed raises;
- Progressive discipline language that includes six steps before termination;
- An additional personal day;
- Five paid holidays starting the first day of the school year;
- Seniority system;
- And more.

"The company not only recognized the union, but recognized the seniority the workers had with First Student," said Jeff Porter, Local 325 Secretary-Treasurer. "We're really proud of the contract and of the members for stepping up to the plate to secure their futures."

"There are things in the contract we didn't have before, like more holidays. The raises were better than we expected and our charter pay is now the same as our route pay, which makes a whole lot of difference," said Jim Johnson, a shop steward.

"This is a very good contract. I like that there are steps that have to be followed before you can be terminated. I feel like we have protection and job security," said Pat Nortch, a 28-year driver and shop steward.



REPORT TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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

DATED: February 3, 2011

I. INTRODUCTION

This is the Independent Review Board's ("IRB") Report Number 2 for 2011 to you on its activities conducted pursuant to the Consent Order. In this Report we will discuss matters that are currently before us, including three new reports, and the progress of existing charges about which you were previously informed.

II. NEW REPORTS

A. LAWRENCE MAGUIRE – LOCAL 82, SOUTH BOSTON, MASSACHUSETTS

On November 10, 2010 the IRB issued an Investigative Report to General President Hoffa recommending that Mr. Maguire be charged as follows:

While a member of Local 82 of the IBT on December 11, 2007 you conducted yourself in a manner to bring reproach upon the IBT in violation of Article II, Section 2 (a) and Article XIX, section 7 (b) (1) and (2) of the IBT Constitution, to wit:

While an IBT member, on December 11, 2007, you intimidated a witness and assaulted a police officer. Your convictions for these crimes on November 21, 2008 established the facts as outlined in the above report.

On November 17, 2010 General President James P. Hoffa advised the IRB that a hearing would be held on December 14, for charges filed by IRB against Mr. Maguire. The IRB was subsequently advised that the hearing had been rescheduled for January 13, 2011. The hearing was again postponed to February due to a snowstorm in the Boston area.

B. ROBERT PERRY – LOCAL 82, SOUTH BOSTON, MASSACHUSETTS

On November 10, 2010, the IRB issued an Investigative Report to General President Hoffa recommending that Mr. Perry be charged as follows:

While a member of Local 82, you embezzled and converted Local 82 funds to your own use, and brought reproach upon the IBT in violation of Article II, Section 2 (a) and Article XIX, Section 7 (b) (1), (2) and (3) of the IBT Constitution and Section 15 (F) of the Local's Bylaws to wit:
Between approximately January 1, 2005 and Decem-

ber 2008, while a member of Local 82 you embezzled approximately \$2,485.00 from Local 82, as described above.

On November 18, 2010, President Hoffa advised the IRB that a hearing would be held on December 14 on the charges filed by IRB against Mr. Perry. We were subsequently advised that the hearing was rescheduled for January 13, 2011. The hearing was again postponed to February due to a snowstorm in the Boston area.

C. MICHAEL PRELLI – LOCAL 1901, LONG ISLAND CITY, NEW YORK

On November 11, 2010, the IRB issued an Investigative Report to General President Hoffa recommending that Mr. Prelli be charged as follows:

While a member of the IBT, you brought reproach upon the IBT and violated your oath of membership in violation of Article II, Section 2 (a) and Article XIX, Section 7(b) (1), (2) and (9) of the IBT Constitution and Paragraph E (10) of the March 14, 1989 Consent Order in United States v. IBT, 88 Civ. 4486 (S.D.N.Y.), to wit:

While a member of the IBT as described above, you were an associate of the Luchese La Cosa Nostra Family and knowingly associated with members of the Luchese La Cosa Nostra Family.

On November 17, 2010 Mr. Hoffa determined to adopt and file the charges referred by IRB and in accordance with past practice referred the charges back to the IRB for adjudication.

On December 15, 2010 the IRB issued a Notice of Hearing to Mr. Prelli scheduled for January 6, 2011 at the IRB offices in Washington, D.C. In a letter dated January 4, 2011 the IRB informed Mr. Prelli that it was necessary to cancel the January 6, 2011 hearing and that he would be notified as soon as arrangements are made for rescheduling his hearing.

In a letter dated January 6, 2011, Mr. Prelli was advised that a new hearing is scheduled for February 10, 2011 at the IRB offices in Washington, D.C.

III. PROGRESS OF EXISTING CHARGES

A. MICHAEL E. DOE – LOCAL 82, SOUTH BOSTON, MASSACHUSETTS

We have previously informed you that Local 82 member Michael E. Doe allegedly brought reproach upon the IBT by failing to appear for his scheduled IRB sworn examination on April 9, 2010. The Executive Board of Local 82 filed the charge and held a hearing on July 7, 2010. Mr. Doe failed to appear for that hearing.

An unsigned decision was sent to the IRB dated July 22, 2010. This decision states that "The entire Executive Board at a meeting held on July 20, 2010 has concluded that Michael E. Doe should be permanently barred from membership in the Local immediately."

In a letter dated September 16, 2010 the IRB informed the Executive Board of Local 82 that their decision of July 22, 2010 was inadequate because the decision was unsigned and the sanction imposed appears inadequate because the decision only barred Mr. Doe from membership in Local 82, not from the IBT. In addition the decision did not bar Mr. Doe from any position, employment, consulting or other work with any IBT-affiliated entity, including any IBT-affiliated benefit fund; nor did it prevent IBT-affiliated entities from making contributions on Mr. Doe's behalf to any IBT-affiliated benefit fund.

On September 27, 2010, Local 82 was placed in Trusteeship by IBT General President Hoffa and he appointed Mr. Denis J. Taylor, as Trustee. In a letter from the IRB to Mr. Taylor dated October 13, 2010, he was informed that the revised decision improperly claimed that the IRB issued a "directive" to Local 82 as the sanction to be imposed and was inadequate. Since the Local 82 Executive Board is not currently in office, the IRB scheduled a de novo hearing. Mr. Doe was served with an IRB Notice of Hearing on the charges and evidence to be presented against him to commence on November 10, 2010 at the offices of the IRB in Washington, D.C.

Mr. Doe did not appear for the hearing held on November 10, 2010. A Post Hearing Memorandum has been submitted by IRB's Chief Investigator on this matter and the time permitted for Mr. Doe to respond has expired. The IRB is in process of preparing its decision.

B. JOHN PERRY AND PATRICK GEARY, JOSEPH BURHOE, JAMES DEAMICIS, THOMAS FLAHERTY, AND JAMES YOUNG – LOCAL 82, SOUTH BOSTON, MASSACHUSETTS

We have previously informed you in some detail in report Number 1 of the Jan/Feb 2011 issue of the Teamster magazine of several charges placed against two officers of Local 82, Mr. Perry and Mr. Geary and four members of Local 82, Mr. Burhoe, Mr. Deamicis, Mr. Flaherty, and Mr. Young.

These charges include:

- Selectively enforcing contract provisions and abandoning the Local's contractual obligations to refer workers through a lawful referral system.
- Interfering with the union's obligation to comply with federal law because a barred member was acting as a representative of the union.
- Injuring members by creating and arbitrarily enforcing unauthorized rules concerning members' voting eligibility on proposed collective bargaining agreements.
- Injuring members by engaging in a scheme to collude with a non-union employer to provide workers less pay than

they would have been paid under Local 82 collective bargaining agreements.

- Failing to comply with Local Bylaws and the IBT Constitution because a member, while under continuing suspension, continued to exercise all rights of membership.

In a letter dated October 4, 2010 to the IRB from IBT President Hoffa, Mr. Hoffa determined to adopt and file the charges referred to him by the IRB and that a panel would be appointed to hear the proposed charges.

An IBT hearing scheduled for December 14 and 15, 2010 on this matter was rescheduled for January 13, 2011. The hearing was again postponed to February due to a snowstorm in the Boston area.

C. JOHN PERRY, PATRICK GEARY, LEIF THORNTON, CHERYL MILISI, FRANCIS DIZOGGIO, JOHN LOGAN, AND NICHOLAS MURPHY – LOCAL 82, SOUTH BOSTON, MASSACHUSETTS

We previously informed you in report No. 1 in the January/February 2011 issue of the Teamster magazine of two recommended charges against the officers of Local 82.

These charges include:

- Violation of the IBT Constitution and Bylaws of Local 82 by causing or allowing Local 82 to make substantial non-routine expenditures without membership approval which is required by the Local's Bylaws for such purchases.
- Failing to perform IBT Constitutionally mandated duties as Trustees which included, among other things, verifying the Local's bank balances.

In a letter to the IRB dated October 18, 2010 from IBT General President Hoffa, Mr. Hoffa determined to adopt and file the charges referred to him by the IRB and that a panel would be appointed to hear the proposed charges.

An IBT hearing on this matter scheduled for December 14 and 15, 2010 was rescheduled to January 13, 2011. The hearing was again postponed to February due to a snowstorm in the Boston area.

D. BERNARD PISCOPO – LOCAL 82, SOUTH BOSTON, MASSACHUSETTS

On October 13, 2010 IRB issued an Investigative Report to IBT General President Hoffa recommending that Mr. Piscopo be charged with conducting himself in a manner to bring reproach upon the IBT in violation of the IBT Constitution by committing the felony of manslaughter while an IBT member, as detailed in the IRB report.

In a letter to the IRB dated October 15, 2010 from IBT General President Hoffa, Mr. Hoffa determined to adopt and file the charges referred to him by IRB against

Mr. Piscopo and that a panel would be appointed to hear the proposed charges. In a subsequent letter to the IRB dated October 29, 2010, Mr. Hoffa decided to refer Mr. Piscopo's charges back to the IRB for adjudication on the basis that Mr. Piscopo's was incarcerated and could not attend an IBT hearing.

The IRB sent a Notice of Hearing to Mr. Piscopo on December 15, 2010 that a hearing was scheduled for the charges against him on January 6, 2011 in the offices of the IRB in Washington, D.C.

On January 5, 2011, the day before the scheduled hearing, IRB's Chief Investigator's Office received a letter from Mr. Piscopo dated December 26, 2010, requesting an adjournment of the hearing until the appeal of his conviction could be heard, or he is released from incarceration. IRB's Chief Investigative Officer is preparing a memorandum to the IRB regarding options available on this matter.

E. LOCAL 82 - SOUTH BOSTON, MASSACHUSETTS

We have previously informed you in report No. 5 in the Nov/Dec 2010 issue of the Teamster magazine of the several IRB findings dealing with Local 82 members' work in the show and moving industries. General President Hoffa determined it was appropriate to impose a Trusteeship on an emergency basis pursuant to Article VI, Section 5 of the IBT Constitution.

In a letter dated October 13, 2010 to Bradley T. Raymond, IBT General Counsel, the IRB requested that the IBT General Counsel's Office provide the IRB every 90 days with a status report on Trusteeships imposed pursuant to an IRB recommendation.

In a letter dated January 14, 2011 from Bradley T. Raymond, the IRB was provided with a status report on the Local 82 Trusteeship. The report states that the Trustee took charge of the affairs of Local 82, and removed the officers. The report lists several other actions including the following:

- Records are now being kept with respect to who is hired by each contractor.
- An ex-felon who was identified as having referred workers to employers despite his statutory bar (because of his criminal record) from serving in a Union representational capacity, has not been authorized to perform this function.
- A written document will be developed that lays out how the referral process works.
- The "speculation hall" is currently under new supervision. This concerns additional applicants who have communicated their availability for work.
- The Trustee removed all Chief Stewards at various contractors, and has conducted elections among the seniority list of members at active contractors.
- The Trustee has been and continues to be in charge of the Local's financial condition.

- Agreements allocating certain costs to the Local's benefit funds have been completed, executed, and implemented.

A panel hearing was held on December 7, 2010 to determine whether to continue with the Trusteeship. Although the hearing panel has not made its recommendations concerning continuation, no members spoke in opposition to the Trusteeship, and several members spoke in favor of it.

The panel will issue its report and recommendations within the next month or so.

F. LOCAL 107 - PHILADELPHIA, PENNSYLVANIA

We have previously informed you in report No. 2 in the May/June 2010 issue of the Teamster magazine, that the IRB recommended in its report to James P. Hoffa, IBT General President, that the IBT place Local 107 into Trusteeship.

On July 22, 2010 General Counsel Bradley T. Raymond submitted IBT's interim report. The report discusses IBT's decision to impose a Partial Trusteeship on Local 107 limiting it to two affected industries: the Motion Picture/Television and Convention Industries.

The report discusses the action taken to transfer Motion Picture/Television jurisdiction in Local 107 to Local 817, in Lake Success, New York. The report concludes that the concerns about nepotism or favoritism connected with the officers of Local 107 should be considered resolved.

A second interim report was received by the IRB from Bradley Raymond, IBT General Counsel dated December 14, 2010. This report deals with a wide range of Convention Industry improvements which have been made under the Partial Trusteeship of Local 107 located in Philadelphia.

Several benefits obtained from a newly established referral system cited in the report include: the unification of an employment system throughout and sets forth uniform rules and procedures; confirmation of flexibility that employers have indicated is necessary to grow the industry and create additional employment opportunities; and the transparency it provides in requiring that hiring be documented, so that it can be confirmed that employees with seniority with a particular employer were given preference; and, that ranked industry experience has been used or that written requests for specific individuals were properly communicated.

The new rules went into effect December 10, 2010. It is expected that this Partial Trusteeship will continue for at least six months in order that implementation of the new system can be monitored.

G. JOHN CASTELLE - LOCAL 282, LAKE SUCCESS, NEW YORK

We previously informed you that while a member of Local 282 Mr. Castelle brought reproach upon the IBT by violating his oath of membership in violation of the IBT

Constitution and of the March 14, 1989 Consent Order by being a member of and knowingly associating with members of the Luchese La Cosa Nostra Crime Family. This includes Steve Crea who the FBI identified as being the head of the Luchese LCN family.

Mr. Castelle also brought reproach upon the IBT and violated his oath of membership in violation of the IBT Constitution by unreasonably failing to cooperate with the IRB while an IBT member. Mr. Castelle willfully failed to appear for a sworn examination on February 12, 2010, as required pursuant to the Rules and Procedures for Operation of the Independent Review Board as detailed in the report.

In a letter dated October 15, 2010 to the IRB from Mr. Hoffa, the IBT adopted and filed the charges referred to against Mr. Castelle; and, in accordance with past practice, these charges were referred back to the IRB for adjudication. In a letter dated October 20, 2010 the IRB served a Notice of Hearing to Mr. Castelle that a hearing to present the evidence regarding charges against him was scheduled for November 10, 2010 at the IRB offices in Washington D.C.

Mr. Castelle did not appear for the hearing. A Post Hearing Memorandum has been submitted by IRB's Chief Investigative Officer to the IRB on this matter. If no response is received from Mr. Castelle within the time permitted, the IRB will prepare its decision.

H. GERMAN VAZQUEZ - LOCAL 901, SAN JUAN, PUERTO RICO

We have previously informed you that German Vazquez allegedly brought reproach upon the IBT, breached his fiduciary duty and embezzled union funds from Local 901 as a result of four unauthorized pay raises while an IBT member and Secretary-Treasurer of Local 901.

On March 5, 2010 Mr. Hoffa issued his decision that Mr. Vazquez be fined \$72,302; removed from office; prohibited from holding any office or employment with Local 901, the IBT or any IBT affiliates until the current term of office for Local 901 officers expires or until he has fully satisfied the fine; and, suspended from membership in Local 901 and the IBT for one year, or until he has fully satisfied the fine, whichever occurs later.

After the IRB notified Mr. Hoffa that his decision was not adequate, counsel for Vazquez notified the IRB that Vazquez wanted to have the decision modified regarding the monetary penalty. To obtain the District Court's review of the case, the IRB submitted Application 141 to Chief Judge Preska and on July 28, 2010, also submitted a Supplement to Application 141 to provide the Court additional material received by the IRB on this matter.

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 which appeared 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 IRB staff only. It is not manned by an investigator; however, the recorded information, if complete and within IRB jurisdiction, is forwarded directly to the Investigations Office. Please continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). 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.

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



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something
SAY
something™

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our roads safe.

Did you **SEE** something suspicious
while driving your route?

Then **SAY** something to local law
enforcement to make it right.

