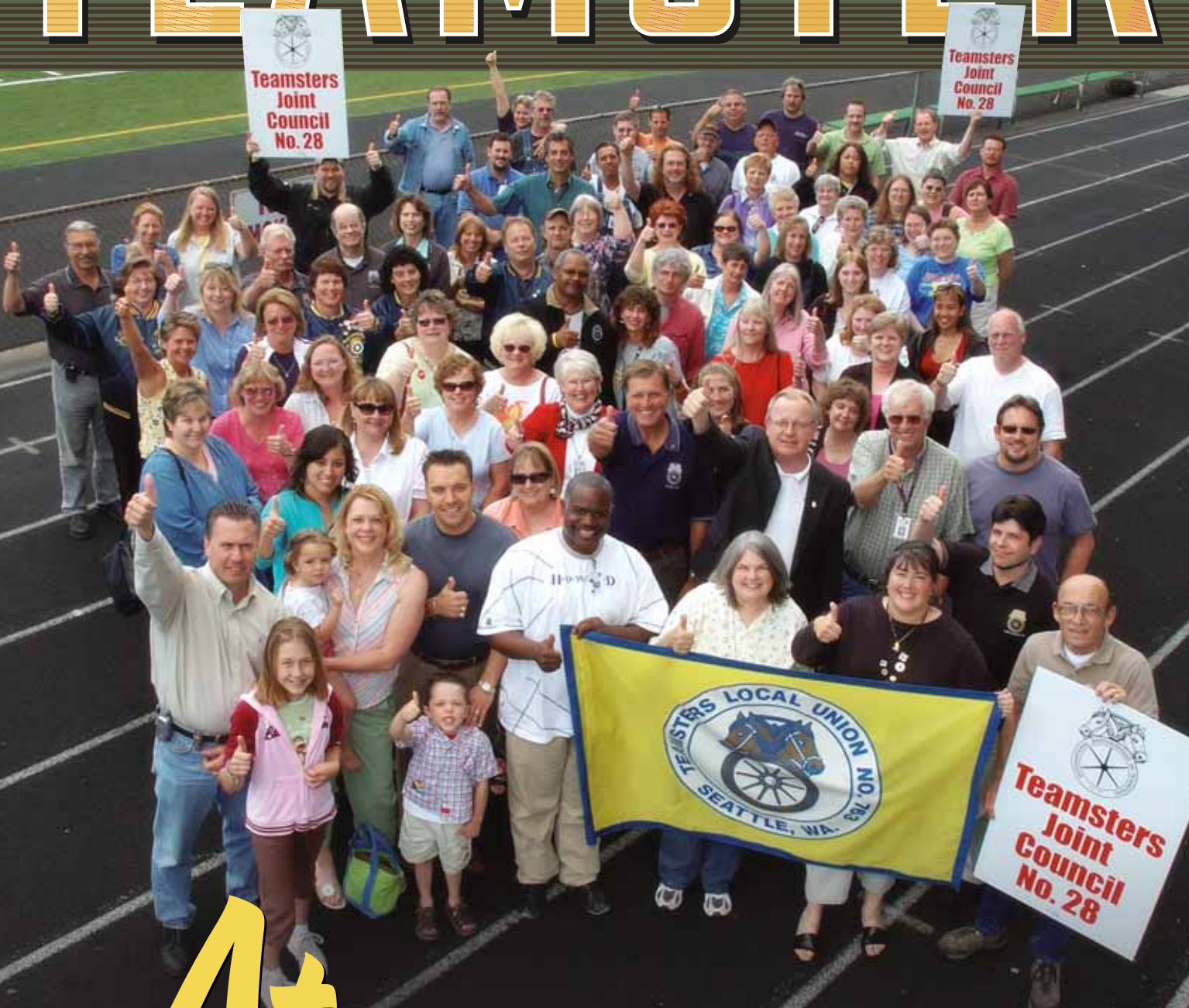


INTERNATIONAL BROTHERHOOD OF TEAMSTERS

AUGUST 2005

TEAMSTER

TEAMSTERS
LEAD MOVEMENT TO
REFORM AFL-CIO PAGE 16



A+ ORGANIZING

1,000 School Workers Join Local 763



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A MESSAGE FROM THE GENERAL PRESIDENT

Rebuilding The Labor Movement

There has never been a greater urgency to organize the unorganized. Big Business has never been more powerful than it is today. And the consequences resulting from the dominance of corporate special interests are all too familiar: low wages, jobs moving overseas, the erosion of worker protections, disappearing pensions and skyrocketing health care costs for workers. In that kind of anti-worker environment, it's not easy being on your own. And with most politicians catering exclusively to the needs of corporations, workers need a union to stand with them now more than ever.

Workers in the retail sector are not happy making \$7 an hour with no benefits. Construction workers want and need on-the-job protections. And truckers driving 16 hours a day to make ends meet aren't proud to be nonunion.

We must marshal our collective resources and deploy them to make a difference for workers—to organize the unorganized and grow our great union. The Teamsters Union is committed to that vision.

Change to Win

My father worked tirelessly to build the Teamsters Union and to bring American workers into the middle class. When he was able to bring the entire trucking industry under one national contract, truck drivers and warehousemen were able to buy homes, send their kids to college, and have leisure

time with their families. That was called the American Dream, but that dream has been stolen from American workers.

That is why the Teamsters—along with the SEIU, UFCW, UNITE HERE, the Laborers and the Carpenters—have formed the Change to Win Coalition, a new alliance devoted to rebuilding American labor. We believe that the AFL-CIO must be reformed in order to lead a new, vibrant labor movement. Workers in America are under daily assault from unrestrained corporations, hostile political leadership, and a rapidly changing global economy. Unfortunately, the organization that is supposed to fight for American workers—the AFL-CIO—is not structured to build real power for working people. If American workers have a hope of reversing the long slide in their living standards and rights on the job, a revitalized labor movement is essential.

American workers cannot win a better life unless more workers belong to unions. By joining with the most progressive, dynamic unions in the land, we can begin to rebuild the labor movement and organize the 90 percent of private sector workers who don't have union representation. It is time to reclaim the American Dream. And working together is the key to success.

Pop Stoppage

2,000 Teamsters Preserve Health Care at Coke

Teamsters in California and Connecticut won a battle with Coca-Cola Enterprises (CCE) after going out on strike until the corporation agreed to back down from its demand that 2,000 workers absorb more health care costs.

CCE refused to negotiate in good faith with Local 1035 in South Windsor, Connecticut and Locals 848, 896, 952 and 986 in the Los Angeles area.

"It was a tough fight but our members stayed committed to seeing this through," said Jim Santangelo, President of Joint Council 42 and Secretary-Treasurer of Local 848.

The workers stayed united against CCE, picketing until they had ratified contracts in both states. With the rising cost of health care becoming a larger problem in America, it was of utmost importance that workers win this fight.

"This is a big win for the 400 Coca-Cola drivers, warehousemen and vending machine drivers at our local,"

said Chris Roos, President of Local 1035. "We went back and forth with the company, but in the end it was our persistence that counted."

Boycott Call

In Los Angeles, Teamsters circulated fliers at stores and baseball games asking consumers to boycott Coke products. Reminiscent of the Ralph's and Albertson's grocery workers' fight over health care benefits in 2004, consumers stopped buying Coke products—an impact felt by the company.

"Even the customers at Sam's Clubs supported us," said Patrick Kelly, Secretary-Treasurer of Local 952. "They understood the health care issue and how it hurt our members."

"All the locals really pulled together to beat Coke," said Steve Scalon, a garage mechanic at Coca-Cola and member of Local 1035. "I felt like a true Teamster with the

power of the union behind us."

"Our brothers and sisters in Hartford and Los Angeles did a terrific job negotiating and the picketing targets were very effective," said Jack Cipriani, Director of the Teamsters Brewery and Soft Drink Workers Conference. "Coca-Cola is

a large company and we really have to watch them at every bargaining session because they always want to cut costs. With these contracts we were able to win an increase in wages and strengthened benefits for our members, the most important things to us."



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"Never Again"

Family of BLET Member Meets With Congressman

In January 2005, the Seeling family experienced a tragedy. Their son, Chris Seeling, was killed in a rail accident in Graniteville, South Carolina. Chris was an engineer for Norfolk Southern and member of the Brotherhood of Locomotive Engineers and Trainmen (BLET), a division of the Teamsters Rail Conference.

On January 6, a Norfolk Southern train carrying liquefied chlorine traveled into the town of Graniteville. Unbeknownst to Seeling, a switch along the track had not been set properly. The train proceeded onto a side track where a set of rail cars was parked. It crashed into the parked cars, rupturing the tank car. A cloud of toxic chlorine gas

erupted from the accident and covered part of the town. Nine people died from inhaling the gas, including Seeling. Thousands were evacuated from their homes.

In May, Seeling's family met with Rep. Jim Oberstar (D-MN) and Don Hahs, National President of the BLET. Oberstar, the ranking Democrat on the House's Transportation and Infrastructure Committee, has championed rail safety on Capitol Hill for many years.

"We think the railroads fail their employees when they won't pay for safety measures," said Patty Seeling, Chris's stepmother. "It is apparent that the railroads, such as Norfolk Southern, operate for profit only. Someone needs to tell the railroads that enough is enough. Our son followed all the rules but the railroad failed him."

Safer Rails

"I'd like Congress to make the railroads provide respirators for the train crews," said Steve Seeling, Chris's father. "If Chris had had a respirator, he may have lived. If you want employees to take risks for the company, the railroads should take care of them."

"This type of accident has happened before," Hahs said. "The carriers aren't willing to invest in safety devices for their employees. Something has got to be done."

The accident occurred in



Setting The Bar

Valenzuela Wins Joe Hill Award

After racking up organizing victories for the Teamsters Union for many years, Manny Valenzuela has scored a victory of his own.

Earlier this year, the Los Angeles County Federation of Labor presented Valenzuela, Western Region coordinator for the Teamsters Organizing Department, with the Joe Hill Award for Organizing. A committee of his peers from the Federation's Los Angeles-Orange Counties Organizing Committee (LAOCOC), unanimously selected Valenzuela to receive the award in the industrial sector.

"No one fights harder and smarter than he does for dignity and respect in the workplace," said David Sickler, Executive Director of LAOCOC. "His contributions to workers' rights are an example for organizers everywhere."

Outstanding Dedication

Most recently, Valenzuela has been a key figure in developing a web site (www.stopunionbusters.org) that provides organizers with legal materials and critical documents profiling union-busting companies and individual union raiders.

"Valenzuela is a model for all Teamsters looking to make a difference in their communities and give workers a voice," said Jim Hoffa, Teamsters General President. "I thank him deeply for spreading the Teamster tradition of strong representation to those workers who are exploited and silenced."

The award is named for Joe Hill, who was a labor activist, songwriter and famous agitator in the early 20th century. The Joe Hill award is given annually to organizers who show outstanding dedication in four sectors: construction, industrial, public and service. The award is also presented to one individual for lifetime achievement and one community organization.

an area known as "dark territory." Dark territory, in rail terms, is a portion of the rail line that does not have any type of electronic signal system that would warn an engineer of a switch's faulty setting.

"If there had been some type of signal system on the rail in Graniteville, this might

not have happened," said Rebecca Schmidt, Chris's mother. "The accident happened at 2 a.m. If it had happened during the day—the site was near an elementary school—children would have died. We just want to make sure that nothing like this ever happens again."

"This type of accident has happened before. The carriers aren't willing to invest in safety devices for their employees. Something has got to be done."

— DON HAHS,
BLET PRESIDENT





A Better Light

**Florida Locals
Win Contract at
Atlanta Gas Light**

Going on strike against Atlanta Gas Light (AGL) was not an easy decision for Bill Joynt, but he knew it was the only way to get a fair shake from the company. Joynt and 70 of his fellow workers, members of Local 385 in Orlando, Florida and Local 769 in Miami, endured five weeks on the picket line at the AGL Brevard and Dade County plants to get their point across. The picketing paid off when workers ratified a new three-year agreement with AGL.

"We had to take action," said Joynt, a 33-year employee of the company. "The company wasn't even attempting to bargain in good faith. They wanted outsourcing protections and seniority out of the contract before talks could even start. We could not accept that."

"This is a great victory for these workers," said Josh Zivalich, Secretary-Treasurer of Local 769. "By standing firm they were able to prevail against the hard-line tactics of the company. We are really proud of our members."

The new agreement provides a "no outsourcing" clause and maintains seniority rights.



Other features of the contract include improvements in health care benefits—placing all workers in the superior Teamsters health plan; wage equity measures for all positions; maintenance of pension benefits; and improved grievance procedures.

went to the annual shareholders meeting in Atlanta to voice concerns directly to shareholders.

"AGL had no idea that a group of 70 members could have such an impact on the company," said Daisy Gonzalez, a business agent at Local

"This is a great victory for these workers. By standing firm they were able to prevail against the hard-line tactics of the company. We are really proud of our members."

—JOSH ZIVALICH, SECRETARY-TREASURER, LOCAL 769

It's About Respect

"I said from the beginning that this wasn't about money, it was about job security and respect for years of loyal service," Joynt said. "I'll retire soon but I wanted to make sure younger workers still had protection. We resolved to stay out until the company understood."

Striking members also

769. "They assumed the workers would give up and take what was offered. They were wrong. These guys made a difference in the company's attitude and ultimately their offer."

"This strike was tough on us all, financially and otherwise," said Lorenzo Menendez, a member of Local 769 and a 12-year employee. "But the victory made it worthwhile."

DHL Teamsters 'Deliver'

**Delegation Meets With
German Union Officials**

DHL Teamsters and the union's allies in Germany have gone to bat to support workers at the company who are trying to organize with the Teamsters.

In conjunction with the Deutsche Post World Net (DPWN) annual meeting recently in Cologne, Germany, thousands of DHL Teamsters throughout the United States wore "Teamsters Deliver" buttons to protest the company's efforts to thwart organizing drives at hundreds of inde-

Haul For One

Local 326 Saves Carhaul Jobs

With the support of local unions, Rail Conference members and the United Auto Workers (UAW), Local 326 in New Castle, Delaware recently signed a three-year agreement with Caliber Management, a contractor with Daimler-Chrysler, and saved the jobs of 18 Teamster plant workers.

Teamsters had been handling work at the Daimler-Chrysler plant under the National Master Automobile Transporters Agreement (NMATA) since 1989 through contractor SKW. The Teamster jobs at Daimler-Chrysler in

Newark, Delaware were threatened when the SKW contract was put out for bid and awarded to Caliber Management, a nonunion company.

When leaders from Local 326 heard about the threat to Teamster jobs they sprang into action. They called Locals 299 in Detroit and 560 in Union City, New Jersey, as well as the Brotherhood of Locomotive Engineers and Trainmen (BLET) and the UAW, to ask for their help in preserving these jobs.

“Our brothers and sisters in labor rallied to our side, contacting the company on our

behalf and offering to honor picket lines,” said John Ryan, President of Local 326.

“Thanks to them, Teamsters will continue to perform this work while maintaining their health and welfare benefits and staying in the Teamsters pension plan.”

“I am amazed—when I left last week I had no job, and by

Monday this week, I was back at work,” said Patty Scherer, a shop steward at Daimler-Chrysler. “Everyone here feels very fortunate and happy that the union did such great work keeping our jobs for us.”



pendent cartage contractors (ICCs). DHL is a subsidiary of DPWN.

The Teamsters have organized more than 1,600 workers at about 70 ICCs, but DHL and the various contractors have impeded the workers by waging anti-union tactics.

“Our members were happy to show their support,” said Scott Gilchrist, a business agent at Local 600 in St. Louis. “We will continue to stand up for unorganized workers at DHL so that they too will have the same strong voice as our members have.”

German Support

At the same time, a Teamster delegation met with German and other union officials to describe DHL's anti-union tactics.

The union ver.di represents

DHL and DPWN workers in Germany, where the headquarters of DPWN is located. The Teamsters Union represents 10,000 DHL employees as well as 750 ABX Air pilots who provide air freight service to DHL in the U.S.

“Because of DHL's refusal to adequately finance its subcontractors and support its employees, workers have lost their jobs,” said Tyson Johnson, Director of the Teamsters Freight Division. “DHL needs to know that this is no way to run its business in this country and it is no way to become a viable competitor in this market.”

The Teamster delegation's visit is already paying off. The head of ver.di, Rolf Buttner, contacted John Mullen, the CEO of DHL Express Americas, Asia and Emerging Mar-

kets, and sent him a report prepared by the Teamsters Union outlining DHL's practices. Buttner also sent Klaus Zumwinkel, the chair of the Deutsche Post Board of Management, a letter outlining the problems being created by DHL in the Teamsters organizing campaign. Also, Team-

sters General President Jim Hoffa met with Mullen shortly after the union delegation's trip to Germany.

Hoffa emphasized the need for DHL to agree to a card-check/neutrality agreement with the union so that workers will have a fair chance of forming a union.





True Champions

JAB Members Win Title Fights

Over the past few months, Joint Association of Boxers (JAB) members secured four championship titles. In May, Diego Corrales (52-7-1, 46 KOs) won the World Boxing Council lightweight title and successfully defended his World Boxing Organization lightweight title against Jose Luis Castillo at Mandalay Bay in Las Vegas.

On June 16, “King” Arthur

Williams (41-13-1, 29 KOs) captured the North American Boxing Federation cruiserweight title by knocking out Ali Supreme in Coeur d’Alene, Idaho. The next night, in Providence, Rhode Island, Joe “The KO Kid” Spina won the vacant United States National Boxing Championship light middleweight title by defeating former World Boxing Association champion Carl Daniels in

front of a hometown crowd filled with Teamsters.

“We want to congratulate all our JAB champions on their titles,” said Jim Hoffa, Teamsters General President. “All three showed incredible toughness.”

JAB is affiliated with the Teamsters Union, which is providing financial support

and organizing expertise while the boxers’ union grows.

“We’ve got guys winning championships now,” said Eddie Mustafa Muhammad, JAB President. “The boxing world is taking notice.”



AP WIDE WORLD

New Blood

200 Lab Assistants Join Local 283

When Darla Staniel signed a petition asking the CEO of her hospital for a raise last year, she didn’t get quite the response she was hoping for.

“He said we ought to be more concerned about keeping our jobs than getting a raise,” Staniel said.

That was the last straw for Staniel, a senior lab assistant who has worked at Detroit Medical Center for the last 15 years.

As a result, Staniel and her fellow lab assistants voted 102-47 to join Local 283 in Detroit. Now the more than 200 lab workers, most of whom are women, are looking forward to negotiating a contract to increase wages, improve benefits and continue funding of their pensions. The lab assis-

tants were inspired to join the Teamsters by medical lab couriers who joined Local 283 four years ago.

“These lab assistants could have gone anywhere, but they wanted the Teamsters because they saw the gains the couriers had gotten—they have a strong contract that spoke for itself,” said Marian Novak, an organizer for Joint Council 43.

The couriers, who pick up samples from area clinics and hospitals and deliver them to the medical lab, won a substantial wage increase, a formal grievance process and guaranteed overtime pay. The lab at Detroit Medical Center is open 24 hours, and assistants process blood and urine samples from hospitals and clinics across Detroit.



Dangerous Job

“I’m angry because our workload is outrageous,” said Carol Jones, a lab assistant at the center for five years. “We could really use some extra help in here.”

In addition to processing lab samples, the assistants are also forced to do housekeeping work, cleaning floors or climbing on top of cabinets to dust them. The intense pace of work has led to safety conditions that are less than ideal, and lab assistants have been exposed to infectious disease

on more than one occasion.

Staniel cut her finger while handling a blood sample only to discover afterwards the sample belonged to an HIV-positive patient.

“I had to take a test for six years to make sure I wasn’t HIV-positive,” Staniel said. “Safety is definitely a big issue for us.”

“The hospital tried to discourage us from organizing, but we didn’t fall for it,” said Vernard Current, a lab assistant. “The organizers always let us know what was happening, and we believed in the union.”

Trading Up

Local 385 Workers Secure "Best Contract Ever"

In a recent victory, workers from Local 385 in Orlando, Florida ratified a strong contract and helped their fellow trade show workers from a sister union secure another.

The Teamsters' five-year contract with The Freeman Companies covers 300 truck drivers, warehouse workers, forklift drivers and general laborers employed at the Orange County Convention Center (OCCC) in Orlando.

Negotiated with the assistance of Trade Show Division Director John Perry, the Teamsters' contract raises workers' hourly wages from 50 cents to \$1.25 an hour annually; ensures general laborers' weekend rates; and guarantees turnaround rates for any employee not receiving eight hours rest between shifts. The contract also recognizes the Martin Luther King Jr. holiday, annually increases the company's payments to the workers' health care and 401(k) plans and creates four new full-time jobs.

"This is a great contract," said Dana Graf, a longtime Teamster and recipient of one of the new jobs. "It makes our working conditions much better."

"The workers are really pleased with the contract," said Mike Stapleton, Local 385 President. "It was hard to get, but the struggle really paid off for the workers."

"The workers made it clear this is the best contract they've ever gotten," said Roger Allain, a business agent and organizer for Local 385.

Strong Coalitions

In addition, approximately 60 Teamsters represented by Local 385 honored a picket line outside of the OCCC established by nearly 700 installers and dismantlers represented by the International Alliance of Theatrical Stage Employees (IATSE). The workers' issues arose from The Freeman Company's management's refusal to sign a recently agreed-to contract.

"Without a signed contract, our members were in danger of losing their health care coverage," said Peter Merrifield, IATSE Local 835 business representative. "When we decided to go out, we got tremendous support from the Teamsters. Some employers want to pick us apart. It's great to have such a strong ally."

The work stoppage lasted approximately four hours and resulted in a solid contract for IATSE.

Key to both contracts was the

coalition Perry established with IATSE and the other unions working in the convention center: the International Union of Painters and the United Brotherhood of Carpenters. Perry is working to establish similar coalitions in other regions across the country.

"When we all stand together, we're stronger," Perry said. "Once employers realize that the unions are supporting each other, it gives workers more power at the negotiating table."

"When we all stand together, we're stronger. Once employers realize that the unions are supporting each other, it gives workers more power at the negotiating table."

— JOHN PERRY,
TRADE SHOW DIVISION DIRECTOR

Retired from the job, not the Union!

Teamster retirees make the difference when it comes to organizing, political action, strike support and contract campaigns.

For information on your local retiree chapter, contact your local union or the Teamsters Retiree Affairs Department at (202) 624-8950 or by e-mail at retirees@teamster.org.



Class A

1,000 Seattle-Area School Workers Join Local 763



ct



“We really felt like it was our campaign. The organizers never once told us we should do this or that, they just wanted to support us.”

— ROSE CLARK, LOCAL 763, LIBRARY ASSISTANT, TYEE HIGH SCHOOL

The first time Tiffany Bock met International Organizer Thom McKibbin, she took the Teamsters button off his shirt to pin onto her own.

A secretary in the facilities offices of Highline School District near Seattle, Bock had a front row seat as bus drivers, maintenance trades, food service and custodial workers fought to change their jobs and their lives by organizing with the Teamsters last summer.

As the months went by, Bock regularly saw Teamster organizers and business agents in action. They visited school sites on a weekly basis, listening to the concerns of workers and providing them with the answers they needed.

“The Teamsters showed a skill and professionalism we just weren’t getting with our previous union,” Bock said. “We saw the opportunity for good representation and decided to go for it.”

On May 12, Bock and her coworkers voted to join Local 763 in Seattle. That victory added 600 Highline District employees to the 400 Highline bus drivers, custodians, food service and maintenance trades workers who joined the local in October 2004. It also marked a successful partnership between Local 763, Joint Council 28 and the International Union—welcoming 1,000 new members in less than a year.

Now Highline District clerical workers and para-educators are enjoying the professionalism and sense of ownership they have long wanted in a union. They are also looking forward to securing the benefits and protections that matter most to them, including wages, job security, a fair seniority system and an effective grievance process.

“Highline is a shining example of what we can accomplish when locals, Joint Councils, and the International work together,” said Jim Hoffa, Teamsters General President. “Now the Highline workers who educate our children and maintain our schools will do so with the dignity and respect they deserve.”



“Joint Council 28 is doing a great job. By hiring organizers and making their staff available to participate in campaigns like Highline, they are making the long-term investments that will make our entire union stronger.”

— JEFF FARMER, TEAMSTERS DIRECTOR OF ORGANIZING

The Game Plan

Al Hobart, International Vice President and President of Joint Council 28, suggested Local 763 contact the International after the initial vote in the bus drivers and maintenance trade workers' campaign resulted in a draw, with no union garnering majority support.

“Having the highest levels of the union come on board really turned the campaign around,” Hobart said. “It created a team-building experience that taught all of us the value of house calls firsthand.”

Manny Valenzuela, the Teamsters Western Region Organizing Coordinator, dispatched a team of five core organizers, led by McKibbin, to run a model campaign that involved house calls, phone banks and weekly site visits to schools within the Highline District. Each organizer was assigned a section of the district and was responsible for organizing committee members in those schools to get out the vote among their coworkers.

When public sector employees want to change representation, Washington state law allots 30-day windows to collect signatures and then build support for an election. As a result, the campaign was marked by several intense house call blitzes where members, organizers and local union and Joint Council staff members came together to reach a high volume of workers in a short period of time.

Door to Victory

“It didn't take long for us to realize what a powerful organizing tool the house calls are,” said Dave Grage, Local 763 Secretary-Treasurer. “I got to meet new members and learn something about them.”

Grage had his entire staff, executive board and members of his family out helping with house calls in both campaigns. At the second campaign's peak, there were close to 40 people hitting the streets, including staff from several Seattle-area locals, Joint Council 28, the Joint Council's Women's Caucus, International Organizers in training, and Highline workers themselves.

“The fact that we had all those people out there to help us was huge,” said David Cremeens, a sign language interpreter at Tyee High School. “It allowed people to see the kind of unity and support the Teamsters offer, and we learned about the union through our interactions with members.”

One of the members Cremeens met during the house calls was Mary Stuart-Fairburn, a 25-year Teamster and member of Joint Council 28's Women's Caucus. As a dockworker at the Port of Tacoma, Stuart-Fairburn is covered by the National Master Freight Agreement and that is what she wanted to talk to Highline employees about.



“Working under the freight agreement is the Cadillac of all jobs—you have seniority so you can bid for the job you want and retire early with full benefits,” Stuart-Fairburn said.

Member-to-Member

While doing house calls, Stuart-Fairburn was also struck by the dedication and hard work of the International Organizers. “The young people out there working for us are so committed, they blew me away. These guys work unbelievable hours to get the thing going, they have everything mapped out and they’re organized. That is what the average Teamster needs to see.”

Joint Council 28 Organizer and Political Director Scott Sullivan said the strategy and hard work of the International Organizers was evident on election day.

“They had done so much verifying and re-verifying, Thom was able to call the election within two votes,” Sullivan said. “That’s incredible to be able to get it that close.”

The precision of the campaign resulted from the partnership between Local 763, Joint Council 28, and the International’s team of organizers. Each supplied the other with the knowledge and resources they needed to do their job. The International brought organizing expertise while the local and Joint Coun-

Public Sector Organizing Checklist

- ☐ **Gather Information**—(1) Identify potential allies, “pressure points,” stakeholders and issues of community concern. (2) Research the employer. (3) Begin contacting workers and noting issues of concern.
- ☐ **Identify Worker Leaders**—Explore allies among workers to build contacts and develop leadership. Assess worker interest in union membership and continue issue identification. Set campaign benchmarks and evaluate them.
- ☐ **Build a Committee**—Solidify your list of leaders to form a committee who can then talk to their fellow workers and put the community and worker issue campaign into action.
- ☐ **Gain Majority Support**—Escalate the community and worker issue campaign by continuing work at the grassroots level. Visit workers at their homes and workplaces. Assess your levels of support and develop a recognition strategy.
- ☐ **Move for Recognition**—Escalate the community and union campaign. Continue to inoculate workers and visit them. Assess workers’ levels of commitment. Develop your get-out-the-vote strategy. Evaluate benchmarks and act like a union

—BUILD A FIGHTING ORGANIZATION!



A-B-Cs of Organizing

Organizing Committee is Key

The Teamsters organizing model is bringing in more members each year. Workers are doing it for themselves and International, Joint Council and local organizers can help facilitate that process. Following the Teamsters organizing model can be as easy as A-B-C.

A committee: Each campaign starts with a core committee that should be representative of each of the job classifications and the demographics in the bargaining unit. The committee members branch off to talk to workers in their unit and related units to spread the word to gain dignity and respect on the job. The relationships the committee members build with their coworkers spin a web of solidarity among the workers.

B uilding a Network: House calls where workers, organizers, local leaders, and volunteers go to each worker's front door to talk about concerns and the benefits of representation.

Committee meetings on- and off-site to listen and to coordinate actions among the different organizing groups.

Phone banks where workers can talk to Teamster members to ask them questions and hear directly how union membership works for them.

C onnecting workers with similar concerns facilitates the process of creating a strong network among workers.

cil provided critical information about the school district and a network of volunteers that made the campaign a success.

"Joint Council 28 is doing a great job," said Jeff Farmer, Teamsters Director of Organizing. "By hiring organizers and making their staff available to participate in campaigns like Highline, they are making the long-term investments that will make our entire union stronger."

Wheel of Workers

In addition to the partnership between Teamster locals and the International Union, Highline workers themselves were key to the organizing success.

"Thom explained it to us as a wheel pattern," said Bock, who originally contacted the Teamsters about organizing the clerical workers and para-educators. "We, the organizing committee, were the hub, and we just had to keep branching out from there. Everyone tried to bring somebody who knew people. It was very grass roots."

Towards the end of the campaign, the organizing committee had grown to nearly 40 people, with workers accessing the lounges and classrooms where organizers could not go. They spoke with the

authority of people who knew the issues better than anyone because they were living them.

"We really felt like it was our campaign," said Rose Clark, a library assistant at Tyee High School. "The organizers never once told us we should do this or that, they just wanted to support us."

Like many of her coworkers, Clark wants independent and professional representation so that she can better understand her rights on the job and fight to protect them.

Highline workers were previously members of an education association, and many felt that the peer-based representation left them to fend for themselves with little power.

"As Teamsters, we need to educate all our folks about our rights and the value of being part of a real union, so they understand how it can strengthen and change their work environments," Clark said.

Support on the Job

Patricia Shane, an instructional assistant at Cedarhurst Elementary School, voted for the Teamsters because she wants more support on the job. She and other para-educators are concerned about new testing requirements the state has introduced.

"We're going to be tested on things we



haven't touched in 30 years," she said. "I think the tests are a good thing, but we need the Teamsters to help us get the training we need to keep our jobs." Many para-educators had even considered quitting because they did not know what to expect on the tests.

Budget cuts and restructuring of schools in the Highline District have made many people nervous about their job security. "We need a strong contract so we know what to expect each year," Shane said.

Karen Slater is facing a loss of work hours because of the restructuring. An office manager at Tyee High School, Slater has worked at the Highline District for more than 15 years and knows many of the other clerical workers. Her contacts helped expand the network of people on the organizing committee.

"I saw the Teamsters as our opportunity to be one big union, and have a bigger voice," she said. "It brings me peace of mind to know they'll be there handling things fairly and professionally."

While Highline's 600 clerical workers and para-educators are ready to negotiate a contract, the 400 bus drivers, mechanics, custodial, food service and maintenance trade workers began negotiating their contract this past January.

An Equal Voice

Rick Healy is the lead grounds person on the Highline District's maintenance crew. He does everything from landscaping to repairing the outside of buildings and roads to fixing playground toys. This year he will help to build four new schools in the district.

"Highline is one of the biggest school districts in Western Washington but we're at the low end of the pay scale," he said. "My guys and I want a wage increase more than anything else."

Healy was a Teamster in the early 1980s and that experience made him confident in the union's ability to represent him well. "From what I've seen so far, I feel like we're definitely getting a bang for our buck."

The maintenance workers' campaign began with John Buff, a Highline District locksmith who contacted the Teamsters back in October 2003. Buff now sits on the negotiating committee for the 400 maintenance, custodial, food service workers, bus drivers and mechanics.

"Before, you had one group of workers speaking for everybody," he said. "Now that we are Teamsters, everybody's got an equal voice at the table."

"Before, you had one group of workers speaking for everybody. Now that we are Teamsters, everybody's got an equal voice at the table."

— JOHN BUFF, A HIGHLINE DISTRICT LOCKSMITH



Teamsters At Highline

The School District of Highline, Washington is home to nearly 18,000 students from 81 nations, including Cambodia, Vietnam, Somalia and India, who speak approximately 70 languages. Over 1,000 new Teamsters serve the highly diverse student body in 31 facilities. The new Teamsters include:

228 bus drivers and mechanics;

48 maintenance/trade workers;

91 custodial workers;

78 food service workers;

7 warehouse and delivery drivers;

401 instructional support staff; and

212 administrative support staff.



Politically

Joint Council 25's Political Program is a Winner

Say you're disciplined unfairly on the job and you file a grievance. The first person you talk to would be your shop steward. If the grievance ever progressed into a lawsuit against the company, your shop steward or anyone from your local that you talked to about the problem could be compelled to testify against you.

Thanks to new legislation recently passed and signed into law, workers in Illinois never have to worry about that again. Joint Council 25 in Chicago worked diligently to get the legislation—and other important new laws protecting workers—passed during this session in the state capital of Springfield.

"Far too often in the current political climate, labor unions are finding themselves on the defensive," said Frank Zebell, Political Director of Joint Council 25. "Most of the legislation that is proposed these days is designed to help corporations, not workers."

Joint Council 25, however, blazed a new trail this last political season. They began by meeting months before the beginning of the session to strategize about potential legislation. They assigned staff to write, monitor and lobby for laws to help working families.

"A union's political program shouldn't end when people get elected," said Dan Pasquale, a Sysco Foods worker and member of Local 710 in Chicago. "From there, you've got to make sure elected officials do the right thing. That's exactly what Joint Council 25 is doing."

A Big Lift

The first step Joint Council 25 took was deciding what their ideal piece of legislation would be. They decided they wanted a bill that would provide privileges similar to the "attorney-client" privilege between a union member and his or her bargaining agent.

House Bill 1079, or the "privilege bill" as it is called, could possibly be the most

important labor-related bill to pass in the country this year. It passed in the Illinois Senate by a vote of 31-23 on May 18.


"We're incredibly proud of this legislation," said John Coli, President of Joint Council 25. "This was the centerpiece of our new legislative program and it's a big lift for labor in Illinois. This type of political program is something any Joint Council can do."

Before this legislation passed, agents and stewards could be compelled to appear before arbitrators or judges to testify about conversations that happened while grievances were being processed on behalf of disciplined employees.

"Before, the law created a chilling effect that hindered a union representative's ability to properly represent the member," Zebell said.

As a result of its passage, House Bill 1079 allows:

- Candid and confidential conversations between workers and their representatives by protecting the official from threats,



“A union’s political program shouldn’t end when people get elected. From there, you’ve got to make sure elected officials do the right thing. That’s exactly what Joint Council 25 is doing.”

—DAN PASQUALE, LOCAL 710

Correct

harassment and intimidations, relating to adversary proceedings including litigation, arbitrations and other alternative dispute resolution procedures;

- Union agents and stewards not to testify as to what they may have been told by represented workers relating to events and incidents arising from employment;
- Agents the ability to fully and fairly investigate claims and allegations; and
- For appropriate exceptions relating to the commission or threat to commit crimes.

Other Legislation

Another important piece of legislation was House Bill 1480 which passed on May 20. The State Senate approved the bill with a 40-19 vote.

The bill set a standard throughout the state for the way pickets are set up during labor disputes. The legislation issues guidelines for signage, temporary shelters, obstruction of walkways, traffic and other picketing issues.

When picketing, members can’t be arrested for violating traffic or loitering laws as long as they are within the rules of the legislation.

Another major bill that was passed with help from Joint Council 25 was House Bill 188, which passed by a 42-14 vote.

The bill requires that contractors and subcontractors submit a weekly certified payroll to the public body awarding the contract. The records would be kept by the public body for three years and would be accessible for public review through the Freedom of Information Act.

“This bill will bring more integrity and credibility to the process of bidding public works projects throughout the state of Illinois,” said Terrence J. Hancock, President of Local 731 in Chicago.

“It has been a great session, but we can’t slow down yet,” Zebell said. “It just shows how successful we can be as Teamsters taking part in the political process if the will to succeed is there.”



John Coli, President of Joint Council 25, and Lou Lang, Illinois State Representative, 16th District.



From left: Frank Cortese, Illinois Governmental Consulting Group, LLC; John Cullerton, Illinois State Senator; and Frank Zebell, Political Director of Joint Council 25.

Growing The UNION

2005 UNITY CONFERENCE FOCUSES ON NEW MEMBERS >>>>>>>>>



Principal officers and rank-and-file members, organizers and business agents, new members and old, Teamsters and members from other unions all met in Las Vegas recently for the annual Teamsters Unity Conference.

Andrea Small was one of the attendees. It wasn't long ago that she couldn't afford health insurance for herself and her two children. Recently, she joined the Teamsters when B&L Freight in Toledo, Ohio, a DHL independent cartage contractor, was organized. This was her first Unity Conference.

She has seen speeches and attended other conferences, but this was different. A newly organized member attending the Unity Conference for the first time, Small felt like she was truly a Teamster.

"I'm so excited about joining the

Since the Unity Conference, the Teamsters and other unions have formed the Change to Win Coalition, a new alliance devoted to growing the labor movement and creating a revamped and more unified front for American workers. Members of the alliance include the Teamsters Union, Laborers' International Union of North America (LIUNA), UNITE HERE, Service Employees International Union (SEIU), United



Food and Commercial Workers International Union (UFCW) and United Brotherhood of Carpenters and Joiners of America.

Organizing for Results

"Our Change to Win Coalition is producing results," Hoffa said. "We already have a constitution and bylaws that will promote the coordination, cooperation and collective action of our unions and it will boost union strength and, ultimately, improve the lives of workers."

The basic principle that brought the unions in the coalition together is that American workers cannot win a better life unless more workers belong to unions. Organizing workers must be the primary goal of the labor movement. From organizing comes better pay, health care, pensions and working conditions.

The coalition unions have pioneered new organizing techniques. Each member union is contributing funds to the coalition to take those techniques to a new level by cooperatively organizing nonunion workers in key areas of the private sector.

Teamsters—it's a turning point for my life," Small said.

Changing to Win

This year, it wasn't just Teamsters in attendance. Members and officials from like-minded reform unions were also there to talk about transforming the AFL-CIO. Leaders of the largest unions in the AFL-CIO met to discuss a large-scale, coordinated campaign to rebuild the American labor movement.

"We have been in a struggle to reform the AFL-CIO but our calls have fallen on deaf ears," said Jim Hoffa, Teamsters General President. "So now we are taking action."



Teamsters Take Lead in Reform Movement



Change to Win Coalition Leaders Speak Out at Unity Conference

The new Change to Win Coalition has begun an ambitious campaign to organize the unorganized and establish new standards for cooperation and accountability in the union movement. Leaders from the coalition—which includes the Teamsters, Laborers', SEIU, UFCW, UNITE HERE and the Carpenters—attended the Unity Conference and joined the Teamsters in the call for reform at the AFL-CIO.

Visit the Teamsters web site or www.changetowin.org for more information on the Change to Win Coalition, its goals and member unions. Here is a sample of what coalition leaders had to say at the Unity Conference about the Teamsters taking the lead in the reform movement.

Jim Hoffa, Teamsters General President: "America needs a strong labor movement to restore the American Dream. The Teamsters Union will fight for a labor movement that puts union growth and worker power first."



John Wilhelm, UNITE HERE President, Hospitality Industry: "The Teamsters' proposals for reforming the AFL-CIO are right on the money, and we're all rallying around them."

Andrew Stern, Service Employees International Union President: "When the Teamsters spoke about changing the AFL-CIO, everybody listened."



Terence O'Sullivan, Laborers' International Union President: "It's going to take the power and commitment of the Teamsters, the SEIU, UNITE HERE, the UFCW and the Laborers to change the course, direction and destiny of the American labor movement."

Bruce Raynor, UNITE HERE General President: "I am honored to stand with the Teamsters. When you take on one of us, you've got to fight all of us. That's solidarity."



New Faces

Many other newly organized workers attended the conference. Small's coworker, Brad Jeziorowski, said he fondly recalls the solid benefits he once received when he worked as a Teamster at UPS.

"I love being a Teamster again," he said. "I'm excited to start negotiating a strong contract."

James Davis, a driver with GF Trucking in Sacramento, California, said he recently joined the Teamsters "to regain my dignity." Davis had worked as a Teamster for 10 years at UPS and another company.

"Our health insurance is unaffordable and we lack other benefits," Davis said.

"With the union, we can negotiate the issues that are important to us."

More new faces were present when three unions that recently merged with the Teamsters were officially welcomed into the union.

At the conference, members of the Brotherhood Locomotive Engineers and Trainmen (BLET), the Graphic Communications Conference (GCC), and the Brotherhood of Maintenance of Way Employees Division (BMWED) provided a strong presence.

"It's wonderful that we can welcome so many new people all at once," Hoffa said.

"We feel very good about being part of the largest transportation union in the world," said Perry Geller, National Secretary-Treasurer of the BMWED. "Let's use the power of the Teamsters Union to mobilize so we can make a difference on Capitol Hill."

Union Solidarity

One of the purposes of the Unity Conference is to increase solidarity in the Teamsters Union. This year, however, other unions participated in organizing solidarity events.

With the American middle class under attack right now,

workers desperately need a strong labor movement to give them a voice at work and dignity on the job. One of the ways this can be accomplished is for labor unions to band together. That is why the Teamsters Union has been leading a coalition of unions dedicated to devoting the resources and the energy necessary to produce rapid growth in the labor movement.

“Working people are facing the worst crisis in generations. Good jobs are being destroyed. Affordable health care and secure retirements are becoming a thing of the past,” Hoffa said.

Hoffa declared that labor unions are the strongest hope for working Americans struggling in a Wal-Mart economy and that organizing is the only real salvation for the working class.

‘We Must Act Boldly’

“Unions have always been the way that working people have made it into the middle class and achieved the American dream—and we can do it again,” Hoffa said to more than 2,000 Teamsters and other union members in attendance. “We must act boldly today in order to win tomorrow.”

“We’re not going to grow stronger if our numbers grow smaller,” said Andy Stern, President of the SEIU.

“The only people who can save working people in America are working people in America,” said Bruce Raynor, General President of UNITE HERE.

The Unity Conference also included a few surprises—one of the biggest occurred when workers were granted card-check recognition at a local casino in Las Vegas.

Workers at the Rio Hotel and Casino



A Brighter Future

Casino Workers Granted Card Check at Rio

When Angela Mara, a front desk worker at the Rio, used to pull into the parking lot at work each day she had a feeling of dread in the pit of her stomach.

“I never knew if that day was going to be my last day,” Mara said. “If management decided that they wanted to fire me for anything, there was nothing I could do about it.”

Mara and her coworkers approached the Teamsters so that they could be treated with respect and dignity on the job. During the Teamsters Unity Conference, the 230 workers at the Rio Hotel and Casino in Las Vegas won a card-check agreement that put them firmly on the path to recognition.

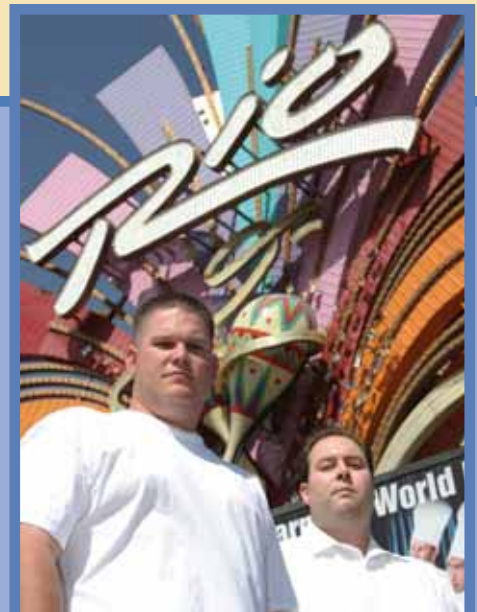
A Winning Team

In September 2004, organizing at the Rio began as part of an effort to extend Teamster representation to Harrah’s properties where Teamsters did not yet have members. The Rio was the only Harrah’s property left on the strip where workers were not unionized.

Prior to the conference, the Teamsters Organizing Department had been planning to reaffirm its support to organize casino workers at the Rio. A previous rally of Teamster leaders and members had a strong effect on unorganized workers and convinced the union to schedule another event that coincided with Unity.

While organizers were working on the ground, Teamster leaders were also talking to Harrah’s management. Just before the Unity Conference, Teamster leaders reported a breakthrough in their meetings with management—the Rio agreed to card-check recognition for workers.

“When we first heard that we got card check, morale improved a lot,” said Lionel Scorza, a warehouse receiving worker. “I think it will be really positive to be part of the Teamsters—it will make us part of a winning team.”



approached the union in September 2004 and, during the week of the conference, the hotel agreed to give card check to the 230 workers there, putting them firmly on the path to recognition.

The Teamsters are collecting cards within six job classifications at the Rio: warehouse receiving, valet, front desk workers, PBX phone operators, room reservations, casino customer service agents and VIP agents. Turnover in some units, such as the front desk workers, reaches 60 percent annually.

DHL

Independent cartage contractor (ICC) organizing at DHL was one of the main subjects at the conference this year. The

Teamsters Organizing Department has been vigilantly pursuing organizing leads and shared successful strategies with participants at the conference.

“The Teamsters are organizing at the fastest rate in decades and DHL is a major part of our future growth,” said Tom Keegel, General Secretary-Treasurer. “We have committed our union to organizing these workers. Our goal is to include all workers who deliver for DHL under a Teamster contract.”

In addition to the 10,000 workers at DHL who are already Teamsters, the union has organized more than 1,500 additional workers at 58 different ICC units and 750 workers directly employed by DHL at gateways and other facilities.

Signed, Sealed and Delivered

Mail Center Workers Join Local 117

Now that she's a Teamster, Ursula Poston is ready to help change her employer's attendance policy and production standards, and fight for overall fairness in the workplace.

"Our attendance policy, based on a point system, is unfair. I received points for leaving work early one Saturday to drive my husband to the emergency room," said Poston, who works at Alan Ritchey, a subcontractor of the U.S. Postal Service in Auburn, Washington. "Our production standards are also unrealistically high and we don't receive any paid sick days. We have two unpaid personal days but nothing beyond that."

Pay is another issue. "Six

years after starting here, I'm only making 71 cents more per hour and I haven't had a raise in three years," she said.

Diversity, Solidarity

In a campaign marked by diversity and solidarity, Poston and 100 of her production and repair coworkers at the center recently chose to join Local 117 in Seattle. The workers voted for representation by more than a 3-1 margin.

The campaign began earlier

this year when Dave Pelletier, a mail equipment inspector at the plant, contacted the Teamsters. "An unfair attendance policy, last-minute mandatory overtime, job security, respect and fair treatment were all issues that drove us forward with the campaign," Pelletier said.

Local 117 Organizers Brenda Wiest and Kathryn Akyeah and Organizing Director Leonard Smith worked with Pelletier to recruit a 20-person organizing committee that

included workers from Vietnam, Cambodia, the Philippines, Russia, Ukraine and the United States. This diverse committee became crucial when management hired a notorious union-busting law firm, Jackson Lewis, to crush the workers' organizing efforts.

Strong Voices

Jackson Lewis separated workers by ethnic group and held captive audience meetings daily for six weeks. "Of the 15 things the standard union-busting employer does to stop a campaign, this employer did all of them and then some," Wiest said. The workers wore pro-union stickers each day and adopted a code of silence to combat intimidation efforts.

"Before this campaign, everybody was in cliques," Pelletier said. "Now we all talk to each other; we get along. And management is so surprised because we're standing up to them every inch of the way."

Local 117 attorney and native Russian speaker Anna Jancewicz also played a key role in the campaign by assisting with house calls and gathering testimony from workers to file unfair labor practices against the company.

"The company has filed objections to the election, but that's not an unusual strategy for Jackson Lewis," Smith said. "We will fight the company all the way to make sure the workers win the strong voices they deserve."

"Before this campaign, everybody was in cliques. Now we all talk to each other; we get along. And management is so surprised because we're standing up to them every inch of the way."

—DAVE PELLETIER, LOCAL 117



LOCAL 734

Panera Bread

Panera Bread truck drivers strengthened their voice in the workplace by saying “yes” to Teamsters representation. The workers voted 21-9 to join Local 734 in Chicago.

“The company is growing so quickly that these drivers need a strong voice and good benefits,” said Brian Meidel, President of Local 734. “They have a number of needs that they are seeking to meet through a solid contract.”

The company tried everything to keep the workers from joining the union—even threatening to fire the workers.

“These drivers really stood up against the company,” said Scott Kunz, Organizing Director for Local 734. “The Panera drivers becoming unionized puts them on the right path to better health care coverage and a solid Teamsters pension.”

The 35 Panera truck drivers deliver products to all Panera cafes in the Chicago area. The drivers work at the Des Plaines production facility.

LOCAL 25

Sonepar Northeast Electric

In a decidedly swift campaign, truck drivers at Sonepar Northeast Electric in Canton, Massachusetts voted to join Local 25 in a 22-8 vote. The election came less than two months after the initial organizing committee meeting.

“These guys were ready,” said Steve Sullivan, Education and Organizing Director at Local 25 in Boston. “The company hit them on all sides with anti-union mailings and captive

audience meetings, but they were strong from the beginning, and they stayed strong.”

The drivers, who deliver electronics supplies to contractors across New England, were most upset about stalled pay raises and a lack of order in the workplace. “I haven’t had a raise in three years,” said Don Goodwin, who started the push to organize his fellow drivers. “When you start, they promise you a raise within 90 days. There are some guys who’ve been waiting three to four years and they’re still being paid at the same rate.”

The election at Northeast Electric was one of two recent organizing victories for Local 25. Forty clerical workers at City Hall in Everett, Massachusetts, most of whom are women, also voted to join the local. Organizer Mike Hogan from Joint Council 10 in Boston also worked to support the Northeast drivers’ campaign.

LOCALS 901

Islandwide Express

Local 901 in San Juan, Puerto Rico celebrated a major victory recently when delivery drivers at Islandwide Express voted 95-50 in favor of the union. There are 150 workers in the bargaining unit.

The campaign, which was led by Local 901 President Jose Ayala, Secretary-Treasurer Germán Vazquez and Organizing Director Luz D. Perez, began when delivery drivers at Islandwide contacted the local.

“We had more than 60 union activists in this campaign,” Vazquez said. “We mobilized until we won.”

The workers had a long list

of complaints that moved them to organize, but low wages and medical benefits were at the top. They also faced a series of unfair and even dangerous working conditions. “Islandwide has a contract with 30 banks, and drivers often make mail deliveries in the middle of the night. Because they are forced to supply their own vehicles for the job, workers drive unmarked cars, so everybody thinks they’re transporting money. As a result, many drivers have been robbed while working, some have been killed,” Vazquez said.

LOCAL 340

Rockport, Maine Police

Police officers in Rockport, Maine recently voted to join Local 340 in Portland, Maine. The six officers had approached the local late last year after scheduling, seniority and benefits issues developed with city officials.

“We are really pleased the officers chose to join the union,” said Tim Boynton, a Local 340 business agent. “They had tried to represent themselves but had not been able to secure a contract in the last three to four years. We know we can help them get the type of contract and recognition they deserve.”

“We knew we needed a stronger voice to make our concerns heard—that’s why we picked the Teamsters,” said Travis Ford, a Rockport police officer.

Winning the membership of the Rockport police may help lead to more victories as well. Boynton said that officers in

several other towns were watching the process in Rockport and have expressed interest in talking to representatives from the local. The public works employees from these towns have also expressed interest.

LOCAL 25

Angelica Textile and Linen

Delivery drivers at Angelica Textile and Linen in Somerville, Massachusetts voted by a 2-1 margin to join Local 25 in Boston. There are 37 workers in the bargaining unit. The drivers, most of whom are Latino, approached the local back in January because they did not feel they were being treated with respect on the job.

Steve Sullivan, Local 25’s Education and Organizing Director, and Mike Hogan, a Joint Council 10 organizer, worked with the drivers to collect enough signatures to file for a National Labor Relations Board (NLRB) election.

“Immigrant workers want to get paid well but they also want respect,” Sullivan said. “Winning that respect is the most important thing Teamsters can do for these workers because they are our future members.”

Jose Perez, the driver who initiated the campaign, contacted Local 25 after he saw the benefits and high wages enjoyed by his friends who were Teamsters. “Everybody wants a better future, and we want better salaries and benefits. But there was also a lot of discrimination. The bosses would yell and scream at us, so we decided we wanted a union,” Perez said.

A New World

Teamsters, Company Reach Organizing Agreement

When Barry Bryant began working at the Quebecor World plant in Jonesboro, Arkansas about six years ago, his priority was to join the Graphic Communications International Union—now part of the Teamsters Union.

“With a union, we have a level playing field, a voice, and we get to develop friends and communicate with others who have similar problems,” said Bryant, an electrician at the plant. “Knowing that the union is behind them, more people are willing to stand up for their rights because the union is willing to back them.”

The Jonesboro plant is unionized, so Bryant has a strong voice and respect on the job.

Now, thousands of other Quebecor World workers at nonunion plants across the country will soon have the chance to win the same strong voice and respect Bryant enjoys.

Organizing Protocol

In May, Quebecor World and the Graphic Communications Conference of the Teamsters Union reached agreement on a new protocol concerning union organizing at the company’s nonunion facilities in the United States.

In what is commonly referred to as a “neutrality agreement,” Quebecor World agreed to fully respect its employees’ rights

to form or join a union of their choice, that it will not interfere with or oppose its employees’ efforts to organize, and that they be able to do so free from harassment or intimidation from any party. In the agreement, the company also states that it fully respects the right of its employees to freedom of association and their right to engage in collective bargaining.

“The Teamsters are proud to lead the way in ensuring a workers’ right to organize with this kind of agreement,” said Jim Hoffa, Teamsters General President. “Our union looks forward to forging a working relationship with the company as this agreement is implemented.”

“This new accord marks a significant step forward for workers’ rights in the printing industry and in our union’s relationship with Quebecor World, the largest single employer of our membership,” said George Tedeschi, President of the Graphic Communications Conference, which represents more than 60,000 members. “The protocol paves the way for nonunion workers to exercise their right to join a union and engage in collective bargaining, if they so choose.”

Showing Solidarity

Every day, workers at dozens of Quebecor World plants in the U.S. produce high quality catalogs, books, and magazines, including *Time* magazine, the Harry Potter books, the Victoria’s Secret catalog and *Reader’s Digest*. These workers have helped



At Quebecor





“Since the agreement, the atmosphere has been a lot more positive in the facility and people are openly talking about our union. Our future is looking brighter.”

— BOB KUNZ, LEAD OPERATOR, FERNLEY, NEVADA PLANT

make Quebecor World one of the world's largest commercial printers, with U.S. sales topping \$6.6 billion in 2004 alone.

Quebecor World workers across the U.S. are now standing together to build their union. Their colleagues at Quebecor facilities in more than a dozen countries—from Chile to Sweden to the United Kingdom—have shown their solidarity in the global campaign to win the right to organize.

The agreement has ignited support and excitement among workers at nonunion Quebecor plants.

A Bright Future

“Since the agreement, the atmosphere has been a lot more positive in the facility and people are openly talking about our union. Our future is looking brighter,” said Bob Kunz, a lead operator at the Fernley, Nevada plant.

“Things are different now that we have this agreement—more people are coming on board and talking freely about building our union,” said Donovan Headrick, an assistant pressman in Versailles, Kentucky.

For Bryant, being a union member has

made all the difference in the world.

“We have better wages. We’ve negotiated our birthdays off. We have a better attendance policy,” Bryant said. “Getting a voice in the workplace is not just a union issue, but a worker’s issue. A voice empowers the employee.”

Don Butler, who has worked in the press room for 33 years at Quebecor’s Versailles plant, said he wants to form a union there because of concerns about skyrocketing health care costs and safety.

“In the past year, our health care costs have doubled,” Butler said. “Several of my coworkers have had to go without medicine because they just can’t afford it. Another coworker of mine had to give up his car because he could not pay for it and his medication.”

James Chandler, a 20-year employee at the Versailles plant, works in the offset press.

“Without a union, there’s nothing we can do to fix these problems,” Chandler said. “It’s important that people of all races and backgrounds get treated equally, and the union can help that happen. The money is decent, but I care about the treatment. I want to be treated with

respect and dignity. Don’t hold me back because of the color of my skin.”

Strong Track Record

Mark Russell, a 13-year employee of the Jonesboro plant who works on a cover feeder, said the union fights for workers.

“The union has fought for our double time,” Russell said. “If we weren’t in the union, our insurance would have skyrocketed. And the union has helped keep pay levels up.”

Roy Taylor, a shipping department worker in Atlanta, said union membership for him and his coworkers carries many benefits.

“Because we have a strong union, we get the respect we deserve from Quebecor. With union representation, we have gotten better benefits, better treatment and job security. It makes for a better workplace and gives us clout so that the company can’t just do us any way it wants,” he said.

Union Power

Quang Truong, a unit assistant in Atlanta, said union membership means power.

“Any time I see management doing something that goes against our contract,

I say something. Our contract allows us to do that. A union contract protects our jobs and prevents management from firing people at will,” Truong said.

Unionization has also improved safety at Quebecor plants, workers said.

“We had a meeting after a fire in the plant. Management listens to us now to find better ways to prevent and fight fires. It has improved a hundred-fold,” said Ron Ghettie, a pressman in Memphis.

“With a contract we can speak freely and get things done. We had a bunch of break-ins at our plant and a group of us went to human resources to get more

security. It worked. We are now in the process of getting new entry gates around the entire plant,” said Terry Thomas, also a pressman in Memphis, Tennessee.

Boosting Morale

Larry Johnson, who has worked at the plant in Olive Branch, Mississippi for about 17 years, said forming a union with the Teamsters will help boost morale among workers.

“Being Teamsters will give us a chance to advance fairly and people could take pride in their work,” said Johnson, who works in the maintenance department. “It

would give us a sense of ownership—we would be more like partners.”

Johnson, who is an ordained minister, said support for unionization is very strong.

“We have a strong solidarity committee,” he said. “We have strong union supporters working on all the shifts so that we’ll be ready when it comes time to sign cards. Soon, we will be able to negotiate our health care and retirement benefits. We’re all looking forward to a brighter future.”

Global Solidarity

Quebecor Workers Call for Worldwide Labor Standards

As the neutrality agreement heralds a new day for Quebecor workers in the United States, workers at plants around the world remain committed to winning a global labor-standards agreement for employees in all 17 countries where Quebecor World facilities are located.

March 16 was designated “Global Solidarity Day” for Quebecor workers around the world in order to create a sense of unity and raise public awareness on labor standards, workplace safety and the right to join unions. Workers wore stickers and T-shirts with solidarity slogans, issued public statements, held mass meetings and stopped work in an effort to bring attention to their cause.

The idea for a global solidarity day began in December 2004 at a landmark Global Solidarity Conference held in Memphis, Tennessee, which was jointly sponsored by the Graphic Communications International Union (GCIU), the European-based Union Network International (UNI) and the AFL-CIO. Delegates representing Quebecor World workers from 18 labor unions in 14 countries met to discuss concerns and develop strategies to attain basic rights for all Quebecor employees.



Links in a Chain

Actions on Global Solidarity Day were carried out in different ways, according to the culture of each trade union and the specificity of each country. A number of countries organized daylong strikes while others held general assemblies of workers and prepared motions to be delivered to management.

As workers organized activities across the globe for the solidarity day, a common theme emerged that had its roots in a speech by GCIU President George Tedeschi at the Global Solidarity Conference. Tedeschi urged the delegates to consider themselves as “links in a chain,” creating a global cooperative of unionists, sharing information, resources and support to reach their goals with the company.

“This solidarity chain also enables us to jointly support each of our unions with other global companies as the need may arise,” Tedeschi said. “Together, we can increase our union density and strength at Quebecor and elsewhere. We can—and must—work toward the common good to benefit everyone. We can be a worldwide labor chain—strong and united. Our members—and all workers throughout the world—deserve nothing less.”



The Power of Diversity





Teamster Women Strategize for the Future at Women's Conference

Doris Welch may be retired, but she has never retired from her union. Welch, a longtime member of Local 237 in New York, continues to be a presence at many union activities. The annual Women's Conference is one of the highlights of her busy schedule.

"I wouldn't miss this conference for anything in the world," she said. "It's so gratifying to watch the conference get bigger each year and see all those bright young faces attending for the first time. It lets me know that all the hard work by older sisters like me, being the 'first woman this' and the 'only woman that,' wasn't for nothing. Besides, I've still got a thing or two to give—and learn."

Welch joined Teamster women from across the United States and Canada as they converged in record numbers to celebrate their achievements, diversity and growing strength at the Fifth Annual Women's Conference held in Niagara Falls, Ontario.

O Canada

The four-day conference, hosted by sisters from Teamsters Canada, was held under the theme, “Women Working Together in a Diverse Union.” The conference emphasized women unifying to harness the power of diversity as a force for change in the workplace and beyond.

“It was a great pleasure for the Canadian sisters to host this event,” said Barb Adam, a Women’s Committee member from Local 879 in Hamilton, Ontario. “It was a very concrete way to show the diversity of our membership and showcase our pride in the union.”

In the spirit of celebrating diversity, the conference featured both French and English language guest speakers. All conference attendees were able to understand and enjoy every part of the conference by way of translation headsets, which provided information in their own language from translators who were on hand all four days.

“I was impressed with the care taken to include everyone in the program,” said Maria Molinaro of Joint Council 91 in Quebec. “And it was heartening to see members taking pleasure in the opportunity to experience presentations in another language.”

The conference was designed to educate, inspire and strengthen the leadership potential of female Teamsters. A variety of presentations and workshops focused on skills building, increasing women’s involvement in the union and highlighting the integral role women play in all major areas of the Teamsters.

A Change of Heart

Renee Lemux, a UPS driver and 19-year member of Local 177 in Hillside, New Jersey, felt the conference was outstanding in every way. It was her first conference and she was amazed at the variety of sessions and the quality of the presentations.



“I hate to admit it, but I was reluctant to come,” she said. “The officers at my local thought it would be a good experience, but I had doubts. I worried that it would just be a gripe session. I couldn’t have been more wrong.”

Lemux credits the conference with giving her a whole new perspective on the importance of union involvement. Inspired by guest speakers and moved by stories from newly organized members, she realized her days as a Teamster in name only were over. She put the new attitude to work during the conference, lining up tasks to undertake back home, including using vacation time to assist in a push for DRIVE membership.

“I’m a changed woman, just from this conference—no kidding,” she said. “I never realized how much effort goes into programs designed to benefit and protect members. Now I get it—if I want a good, strong union I have to be a good, strong member. It’s so simple, really.”

A Vital Role

General President Jim Hoffa and Teamsters Canada President Bob Bouvier were the keynote speakers headlining the opening-day events. Both were clear in their belief that women play a vital role in the union.

Hoffa congratulated the group on the ever-increasing growth of the conference and spoke enthusiastically about the obvious commitment to the union shown by those in attendance.

“The Women’s Conference is one of my favorite events each year,” Hoffa said. “You all have an incredibly high level of energy and are determined to increase the power of the union and shape the future of the labor movement. It is very motivating.”

Getting Together

Creating a Women’s Committee at Your Local

The Women’s Conference is an important event each year, providing a supportive atmosphere to discuss issues unique to women members, celebrate achievements, share experiences and develop strategies to strengthen the voice of women in the union.

However, it’s not necessary to limit those activities to one annual event. Creating women’s committees at the local union level is the best way to keep the energy and momentum from the Women’s Conference alive and pass it on to others.

Starting any type of group or committee is never easy, but it does not have to be overwhelming. Start small and keep your goals reasonable. A successful committee does not have to be large. In fact, a committed group of five to 10 members can often make more of a difference than a larger group—at least in the early stages.

Setting Goals

Getting members to agree to attend another meeting may be the hardest task of all. They may be enthusiastic when discussing the idea of a committee, but find their schedule is full on the day of the meeting. To avoid numerous “no shows,” plan your initial meetings to piggyback on events already scheduled such as membership, steward or other committee meetings at the union hall.

Announce the intent to form a group through flyers posted at the local and in break rooms, locker rooms and restrooms at work. Keep the first meetings fairly informal, but don’t let them turn into a gripe session.

Set goals for the group together that can be achieved quickly and easily at first to boost energy and a sense of belonging. Goals can be as simple as discussing problem situations at work and generating workable solutions, arranging to attend a community seminar, or request and utilize educational materials from the Women’s Committee or other departments at the Teamsters Union. As the group grows and evolves, goals can become more ambitious.



the conference, received appreciative applause from the audience when he stated that living with a wife and three daughters had trained him to recognize the importance of women's contributions in any situation.

He voiced pride in the achievements of the group, but also encouraged them to take their involvement one step further by developing a sense of personal responsibility for the future of the union. He urged them to learn more about the issues facing the union and to understand the consequences of the anti-labor trend in government.

"Women are good communicators," Keegel said. "We need you to help educate your coworkers and community about the seriousness of issues like pension reform and attempts to diminish fair labor standards. The union is not separate from you—you and all your fellow members are the union. You should take attacks on labor personally—because they are personal."

Knowledge is Strength

Friday and Saturday afternoons at the conference were dedicated to educational workshops, with participants attending two workshops of their choice each day.

"The committee limited the number of workshops so there would be enough time for members to hear more than just basic information on a topic," said Cheryl Johnson, Co-Chair of the Teamsters Women's Conference.

This year's topics included financial management, negotiation skills, violence in the workplace, stress management and the importance of women in the union's history. Members attending the history workshops on Saturday received an added

bonus when International Vice Presidents Garnet Zimmerman and Al Hobart joined in the presentation.

"It's nice to be able to talk with leaders in an informal setting such as a workshop or networking session," said Anna Valdez of Local 2004 in Denver. "It makes you realize we all have the same goals for our union."

Support and Advice

Sharon Mozdy of Local 79 in Tampa, Florida can personally attest to the skill-building power of the workshops. Last year, after she shared some workplace frustrations in one of the workshops, the discussion switched to ways she could improve her situation. She was amazed at the support and helpful advice she received. Mozdy put the advice to use and was pleased with the outcome. She returned to the conference this year ready to provide that support to someone else.

"The skills and insights I gained in that workshop helped ease my frustration level and bolstered my confidence," she said.

Although the conference schedule was packed tightly with guest speakers and workshops, there was still plenty of time for women to network with sisters from different regions, share experiences and reflect on the achievements of the past year. Many women feel these opportunities are the best aspect of the conference.

"It was a great experience all around. Now I really understand why there is such strong Teamster pride and unity," said Melanie Boyko, a new member from the Brotherhood of Maintenance of Way Employees Division (BMWED) in Sorrento, British Columbia. "My unit ratified our first contract while I was at the conference, so now I'm excited and proud to say I'm truly a Teamster too."

SAVE THE DATE

The next Women's Conference will be from September 14-17, 2006 in Denver.

Hoffa also called on the women in attendance to direct some of that energy into organizing efforts and fighting anti-labor initiatives through political action. He encouraged them to volunteer whatever time they could, noting it wasn't necessary to be a professional in the field to make a difference.

"Organizing and political strength are the keys to our future—and you have a wealth of talent to bring to the table," he said. "Statistics show organizing campaigns have a better success rate when women are involved. So don't wait—we need you now."

Bouvier, presenting his remarks in both French and English, stressed the importance of all women members working together to help make a difference in the lives of working families. He added that a strong voice for women members in the union will be essential as the structure of the workforce changes. Bouvier praised the attendees for their skill in juggling tough work and family schedules and urged them to use that experience in the service of the union.

"This is an important conference for all women members," Bouvier said. "Working in solidarity to develop a stronger voice in the union is essential as the number of sisters in the union continues to grow. The conference provides the necessary building blocks to create that voice."

It's Your Union

General Secretary-Treasurer Tom Keegel, the featured speaker on the second day of

REPORT 87 TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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

DATED: June 6, 2005

I. INTRODUCTION

This is the Independent Review Board's ("IRB") Eighty-seventh Report to you on its activities conducted pursuant to the Consent Order. In this Report, we will discuss matters that have currently come before us, including two Agreements received prior to proposed charges and the status of pending charges about which we have previously informed you. We will also discuss the status of two Information Reports which do not contain charges but were issued to the IBT as a means of providing information on irregularities requiring action by the IBT.

II. MEMBERS ACTION PRIOR TO IRB PROPOSED CHARGES

A. PHILIP FASULO - Local 813, Long Island City, New York

In the last issue of the *Teamster* magazine we reported that before formal charges could be recommended by the IRB to the IBT, Philip Fasulo, former member of Local 813, submitted an Agreement to the IRB. In the Agreement, while not admitting or denying wrongdoing, Mr. Fasulo agreed to permanently resign from the IBT and Local 813. The IRB found the Agreement served to resolve the matter and it is with United States District Judge Preska for review.

B. THOMAS CERBONE - Local 851, Valley Stream, New York

In the last issue of the *Teamster* magazine we reported that before formal charges could be recommended by the IRB to the IBT, Thomas Cerbone, former member of Local 851, submitted an Agreement to the IRB. In the Agreement, while not admitting or denying wrongdoing, Mr. Cerbone agreed to permanently resign from the IBT and Local 851. The IRB found the Agreement served to resolve the matter and it is with United States District Judge Preska for review.

III. STATUS OF PREVIOUS IRB CHARGES

A. ANTHONY FANDACONE - Local 295, Valley Stream, New York

In the last issue of the *Teamster* magazine we reported that the IRB issued an Investigative Report to the Mem-

bers of Local 295 Executive Board recommending that member Anthony Fandacone be charged with bringing reproach upon the IBT by refusing to appear for his scheduled in-person sworn examination. The Local notified the Chief Investigator that it would set a date for Mr. Fandacone to appear at a disciplinary hearing at Local 295. Mr. Fandacone through counsel said he was willing to appear and give sworn testimony before the IRB. This matter remains under consideration by the IRB.

B. JOSEPH LAMPASONA - Local 295, Valley Stream, New York

In the last issue of the *Teamster* magazine we reported that the IRB issued an Investigative Report to the Members of Local 295 Executive Board recommending that Joseph Lampasona be charged with bringing reproach upon the IBT by refusing to appear for his scheduled in-person sworn examination. The Local notified the Chief Investigator that it would set a date for Mr. Lampasona to appear at a disciplinary hearing at Local 295. Subsequently, Mr. Lampasona appeared and gave sworn testimony to counsel to the Chief Investigator. The IRB has the matter under consideration.

C. JOSEPH L. BERNSTEIN - Local 781, Des Plaines, Illinois

We have previously informed you that Local 781 President and Joint Council 25 Vice President Joseph L. Bernstein allegedly brought reproach upon the IBT and violated his membership oath when, subsequent to William T. Hogan, Jr.'s permanent bar from the IBT, he had knowing and purposeful contact with him. The IBT hearing panel found Mr. Bernstein guilty as charged. General President Hoffa adopted the hearing panel's recommendation and prohibited Mr. Bernstein from ever reclaiming membership in the IBT or participating in the affairs of any IBT affiliates but he was not prohibited from contact and association with IBT officers, members, employees, representatives and agents with respect to matters that do not involve union business.

On March 8, 2005, the IRB notified Mr. Hoffa that given Mr. Bernstein's conduct the IRB found the sanction imposed upon him inadequate. Mr. Hoffa's response was that he was standing by his original decision. The IRB informed Mr. Hoffa that his decision was inadequate and scheduled a new hearing on Mr. Bernstein for June 6, 2005.

On May 17, 2005, counsel for Mr. Bernstein requested that the IRB proceed directly to a post-hearing briefing schedule in lieu of the scheduled hearing. The IRB agreed to counsel's request and he delivered his post-hearing memorandum to the IRB and to the Chief Investigator. The Chief Investigator will deliver an answering memorandum to counsel for Mr. Bernstein and to the IRB. The IRB will then take the matter under further consideration.

D. THOMAS CALABRESE - Local 851, Valley Stream, New York

In the last issue of the *Teamster* magazine we reported that on May 4, 2005, the IRB issued an Investigative Report to the Members of Local 851 Executive Board recommending that member Thomas Calabrese be charged with bringing reproach upon the IBT by failing to appear for his scheduled in-person sworn examination. The attorney representing Mr. Calabrese in this matter requested that no action be taken until he had an opportunity to review the IRB's report. The IRB has agreed to the attorney's request.

IV. INFORMATION REPORTS

A. LOCAL 445 ALLOCATION OF EXPENSES TO BENEFIT FUNDS

We have previously informed you that in April 2004 the IRB issued a non-charge Report to IBT General Counsel Patrick Szymanski concerning the allocation of Local expenses to the Local's Benefit Funds. For years, despite the IBT's directives that cost sharing agreements be well documented, the Union Trustees, who are Local officers and employees, permitted the Benefit Funds to reimburse the Local for expenses that were unsubstantiated by any written documentation. The evidence indicated that the Trustees breached their fiduciary duties to the Funds in permitting unjustified payments to the Local.

The IBT has informed the IRB that Local 445 agreed to implement the recommendations contained in the IBT's outside CPA firm's final report, including the transfer of about \$178,000 to the Funds from the Local's funds.

B. LOCAL 727 ALLOCATION OF EXPENSES TO BENEFIT FUNDS

On May 9, 2005, the IRB issued a non-charge Report to IBT General Counsel Szymanski concerning the cost sharing arrangement among the Local and the three Benefit Funds. As part of this arrangement, the Local received approximately \$4.1 million from the three Funds between January 2001 and December 2004. During the years 2001 through 2004, Local 727 derived between 29 percent and 36 percent of its annual income from the payments to the Local from the Funds. Without these payments, the Local's expenditures would have exceeded its income by \$4.3 million during these years. There is insufficient reliable evidence that these transfers from the Funds to the Local were justified by services the Local and its employees performed on behalf of the Funds.

It appears that a method of allocation of time was chosen that allowed the significant flow of money from the Funds to the Local without adequate justification. In addition, the method used to increase payments out of the Pension Fund bore no relation to costs incurred and, even if the method was acceptable, was applied in a manner

that injured the Pension Fund. General Counsel Szymanski was given 90 days to advise the IRB what steps, if any, the IBT has taken or plans to take in response to this report.

V. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received approximately 65 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 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.

VI. 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. If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above, you may use the IRB facsimile number 202-434-8084, or you may 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

Top Dogs

K-9 Team Earns Honorary Teamster Membership

Echo and Hank were just doing their usual job—sniffing out drugs for the Dallas County Sheriff's Department in Adel, Iowa—when they hit the mother lode. The K-9 team recently found more than \$16 million worth of cocaine and marijuana hidden in the structure of a recreational vehicle that had been stopped by police. It was the largest cocaine bust in Iowa history.

"These dogs are pros," said Dennis George, a Polk County detective and steward for Local 238 in Cedar Rapids, Iowa.



"We never would have found the drugs without them. Earlier searches had turned up nothing—so we knew it was time to bring in the expert noses."

When Local 238 heard about the successful search, they decided the dogs deserved special recognition. Honorary membership was granted to the canines, complete with their own union cards.

This is no small accomplishment for two mutts who barely made it out of the local animal shelter. Echo, 4, and Hank, 6, had each been deemed "too hyper" to be adopted and were likely candidates to be put down. Luckily, that energy is an asset for substance search methods used in law enforcement.

Valuable Additions

Hank, a yellow Labrador retriever, was rescued by the Dallas County Sheriff's Department and has been on the force for three years. Named the Iowa State winner of the United States Police Canine Associ-

ation competition last year, he lives with his handler Scott Faiferlick, also a member of Local 238. Echo, a German short hair/lab mix, completed training just over a year ago and works with the Polk County Sheriff's Department. He lives with the family of his handler, Dennis George.

"Very little was known about the dogs when they were adopted, but they have turned out to be valuable additions to law enforcement agencies in this region," George said. "Plus, their daily tasks use up a lot of that abundant energy, making them suitable to live with our families. It's a good deal for all of us."

Hank and Echo are unfazed by all the hoopla over the large drug bust. Extensively trained, the two dogs are as enthusiastic and thorough when searching for minute amounts of illegal drugs as they are about a trunk full of cocaine. And the reward is always the same—a rolled up towel that can be used in a rousing game of fetch or tug-of-war.

ELECTION SUPERVISOR'S REPORT

LOCAL UNIONS SUBMIT PLANS FOR FALL 2005 DELEGATE ELECTIONS

ELECTION SUPERVISOR RECEIVING PETITIONS FOR PRE-CONVENTION ACCREDITATION OF CANDIDATES

The proposed *Rules for the 2005-2006 IBT International Union Delegate and Officer Election* (the "2006 Rules") provide that a local union with a regularly scheduled local officer election in Fall 2005, or that is a "seasonal Local Union," may conduct its election for delegates to the 27th International Convention of the IBT in 2005. As of this writing, the Office of the Election Supervisor had received plans proposing to schedule 2005 elections from these 20 local unions:

IBT Local Unions Proposing 2005 Delegate Elections in 2005

77	247	439	812
87	250	516	813
89	252	550	890
169	261	584	912
173	279	601	948
214	305	677	995
231	401	760	2040

As local union plans are reviewed and approved, the Election Supervisor's website, www.ibtvote.org, will post a master calendar of dates relating to the election of convention delegates. You should receive individual notice by mail of delegate nomination and election events at your local union, and schedule information should also be posted on local union bulletin boards. All other locals will conduct the nomination and election of IBT Convention delegates starting in January 2006.

Article X, § 1 of the 2006 Rules provides that accredited candidates for International Union office may obtain access to membership lists and may have literature published in the *Teamster* magazine. A candidate seeking accredited status must obtain signatures on petitions of at least 2.5% of all IBT members eligible to vote for the

office being sought. The minimum signature requirements are as follows:

Office	Signatures Needed
Union-Wide	35,802
Regional Offices	
Central	11,086
Eastern	10,353
Southern	2,862
Western	8,554
Canadian	2,946

The Election Supervisor's official forms for accreditation petitions are available at www.ibtvote.org (form 5 and form 16).

The Government and the IBT are reviewing comments received on the 2006 Rules and, at the conclusion of their review, will ask the U.S. District Court for the Southern District of New York to approve the 2006 Rules retroactive to May 1, 2005.

The 2006 Rules as published for comment have been in effect as of May 1, 2005. Members, potential candidates, independent committees and all affiliates must abide by the 2006 Rules as published for comment, including compliance with all provisions concerning campaign activities, fundraising, reporting and other requirements and obligations. Appropriate provision will be made in the final 2006 Rules with respect to the application of any changes from the 2006 Rules as published for comment.

Regional Directors for the Election Supervisor's Office are in place to provide information about the election and to provide assistance to local unions and members as needed. The contact information for the Regional Directors (and for headquarters) follows:

North East Region

David F. Reilly, Esq.
22 West Main Street
North Kingston, RI 02852
Ph: 401-294-9595
Fax: 401-295-2423
Email: dreilly@rootld.com
Maine, Vermont, New Hampshire, Massachusetts, Connecticut, Rhode Island and New York

Atlantic Region

J. Griffin "Griff" Morgan, Esq.
Elliot, Pishko, Morgan
426 Old Salem Road
Winston-Salem, NC 27101
Ph: 336-724-2828
Fax: 336-724-3335
Email: jgmorgan@epmlaw.com
New Jersey, Delaware, Maryland, Virginia, North Carolina, South Carolina and the District of Columbia

South Region

Dolores C. Hall
1000 Belmont Place
Metairie, LA 70001
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Fax: 504-834-0262
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Mid East Region

William B. "Bill" Kane
242 Old Haymaker Road
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Fax: 412-373-0119
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Mid West Region

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OES Headquarters

Richard W. Mark
Office of the Election Supervisor for the International Brotherhood of Teamsters
1725 K Street, N.W.,
Suite 1400, Washington,
D.C. 20006
Ph: 202-429-8683 or 888-428-2006 (888-IBT-2006) (Toll Free)
Fax: 202-429-0030
Email: Electionsupervisor@ibtvote.org

Contact information for both Election Supervisor headquarters and the Regional Directors may also be found at www.ibtvote.org.

Richard W. Mark
Election Supervisor

The James R. Hoffa Memorial Scholarship Fund 2005 Essay Contest



2005 Essay Topic:

Describe a brief history of your Teamster parents' or grandparents' involvement in their Local Union. How has it affected your family and why is it important to you?

For high school graduates, age 23 and younger, who are children or grandchildren of Teamster members

For more information, contact your local Teamsters Union office or visit www.teamster.org.
Deadline for submissions is September 30, 2005