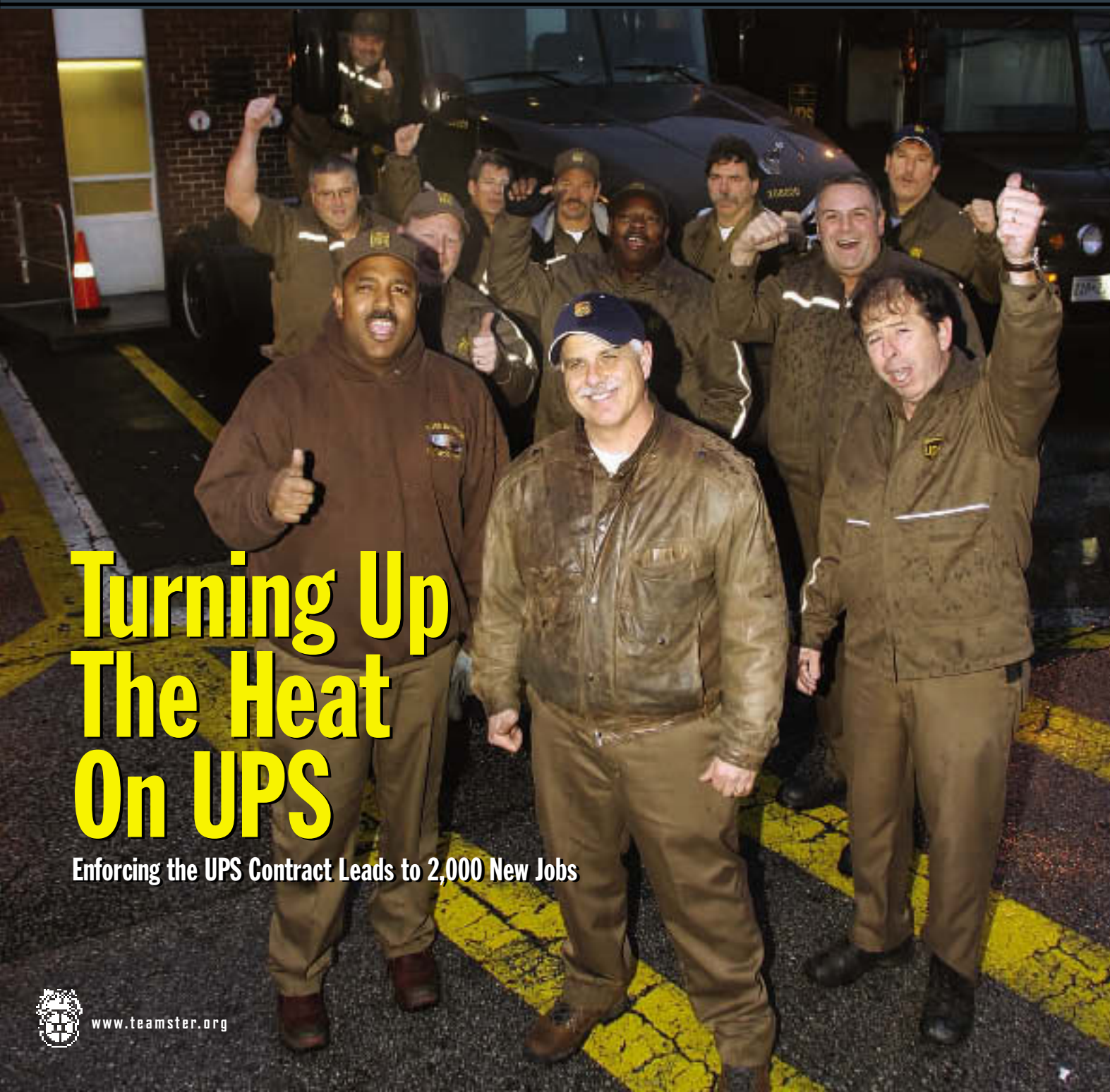


INTERNATIONAL BROTHERHOOD OF TEAMSTERS

DECEMBER 2005/JANUARY 2006

# TEAMSTER

**ELECTION  
SUPERVISOR:**  
Delegate Nominations Shift  
Into High Gear



## Turning Up The Heat On UPS

Enforcing the UPS Contract Leads to 2,000 New Jobs



[www.teamster.org](http://www.teamster.org)

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A MESSAGE FROM THE GENERAL PRESIDENT

# Corporate Greed

**T**he double threat that U.S. workers are facing from cheap labor overseas and greedy executives here at home made headlines recently when the Delphi Corp.—the world’s second largest auto parts manufacturer—announced it was filing for bankruptcy on October 8.

Prior to the bankruptcy filing, Delphi sought concessions from the UAW, including a wage cut of up to 63 percent and sharp increases in employee-paid health care. The company plans to use bankruptcy laws to close plants and impose lower wages and benefits on workers.

At the same time Delphi was bringing the hammer down on its workers, the company sweetened the severance packages for its top 21 salaried executives. The company had the gall to announce that executives who leave the company will receive 18 months of salary and bonuses instead of the 12 months they previously received.

Once again, U.S. workers are losing their livelihoods on an unfair playing field and face the humiliation of executives lining their pockets on the way out the door.

## Allied

A similar situation is occurring at Allied Holdings, Inc.—the largest Teamster car and truckhaul company—employing more than 5,000 Teamsters in the United States and Canada.

Allied filed for bankruptcy July 31. Teamster members had approved a two-year wage freeze from 2003 to 2004 and had taken other steps to help the company succeed, but Allied management was unable to take advantage of our members’ sacrifices to make their business plan work.

Allied now wants to pay 83 of its executives and managers \$4.6 million in bonuses and \$6 million in severance while our rank-and-file workers are being asked to make sacrifices. We will not stand idly by while the management that led Allied into massive losses and bankruptcy tries to pocket this money. They should not, and will not, be allowed to profit off of their own incompetence.

## Un-American Behavior

While America’s middle class continues to get squeezed, things couldn’t be better for America’s CEOs. In 1982, the average CEO made 42 times what the average worker got paid. In 1990, that figure grew to 85 times what the average worker made. And in 2000, the average CEO made more than 500 times what the average worker took home. Workers and their families are the ones paying the price for this shameful practice. It is this kind of behavior that is destroying the American middle class.

Thomas Jefferson once said that representative government’s purpose was “to curb the excesses of the monied interests.” Our Founding Fathers obviously never realized how powerful and shameless corporations would become. And with both Democrats and Republicans beholden to corporations, labor is the only force committed to the American Dream as our forefathers saw it. It is because we love this country that the Teamsters will always speak truth to power and fight for what is right. It’s the American Way.

*James E. Hoffa*

# Gulf Relief Tops \$1.2 Million

## Hurricane Victims Overwhelmed by Union's Disaster Relief Mobilization

**T**erry Steilberg, a Teamster at ABF in New Orleans, always thought of the Teamsters as a support system. But after Hurricane Katrina, the union has become her family.

"It makes me so proud to be a Teamster," Steilberg said. She was one of more than 700 Teamsters and their families who

gathered at a New Orleans ABF facility in October to receive \$500 debit cards from the Teamsters Disaster Relief Fund. In addition, cases of food, water and other supplies were donated by Teamster members, local unions and Joint Councils from across North America.

"I am completely over-

whelmed by this effort," said Steilberg, who said she fared better after the hurricane than most of her family and friends. Her home did not sustain major damage and she has opened it to six people. "The Teamsters opened their hearts and opened their wallets. It's just unbelievable."

by members, local unions and Joint Councils, the General Executive Board recently allocated \$600,000 to ensure members continue to get the support they need.

### Brotherhood, Solidarity and Teamwork

Jerry Klein, an ABF dockworker and 25-year Teamster in New Orleans, lost two homes in the hurricane. His family relocated to Indianapolis with relatives while he stayed behind, bunking with friends in New Orleans to keep a paycheck coming in.

Klein's misfortune didn't stop him from putting in 24 hours straight at the ABF facility on October 22, unloading truckloads of supplies driven in by Teamsters.

"It's my Teamster brothers and sisters here in New Orleans that need me right now," Klein said. "It's all about brotherhood, solidarity and teamwork."

### Helping to Rebuild

Jim Hoffa, Teamsters General President, loaded members' vehicles with food and water in New Orleans and pledged to help Teamsters rebuild their lives.

"When you are down and out, you find out who your friends are," Hoffa told the crowd. "You need your union and we need you."

The Teamsters Disaster Relief Fund has distributed \$1.2 million in aid to more than 2,300 victims of Hurricanes Katrina, Rita and Wilma. In addition to the more than \$860,000 donated



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# Charged Up In Boston

## Northeast Electrical Drivers Ratify Contract

The fall season brought relief from a long hot summer to workers at Northeast Electrical Supplies in Canton, Massachusetts in more ways than cooler weather. The 30 drivers for the company, members of Local 25 in Boston, withstood tough contract battles, a lock out, and coping with scabs and unrelenting anti-labor tactics all summer and prevailed with a solid new contract, which was overwhelmingly ratified on October 3.

"We were relieved to get back to work and continue contributing to the success of the company—as many of us have been doing for years," said Mike McKinnon, an 11-year driver. "But we were certainly determined to get a contract that would provide security for our families and recognize the contributions we make to the company. By sticking together we made it happen."

"We are proud of our members and this contract," said Ritchie Reardon, President of Local 25. "We took on Jackson Lewis, the most notorious anti-labor law firm, and not only won an organizing victory but won a strong contract to boot."

### Union Solidarity

McKinnon and his fellow drivers had voted to join the Teamsters in February and were in negotiations for their first contract when the ordeal began. Company officials walked out of a contract bargaining session and called for the drivers to be locked out. The lock out was also timed to occur just two weeks before more than 100 warehouse

workers were scheduled to vote on union representation.

"The company tried scare tactics, plain and simple. They wanted warehouse workers to think joining the union would cost them their jobs," said Mark Harrington, Lead Negotiator and Secretary-Treasurer of Local 25. "We didn't let them get away with that. We stand by our members and give them full support until a situation is resolved fairly no matter how long it takes."

Over the course of the lock out, which lasted six weeks, workers gained the support of other unions, including the International Brotherhood of Electrical Workers and Local 369 of the Utility Workers of America. This solidarity severely limited Northeast's daily



business routines, as the other union workers would not cross the locked out workers' picket. Members of the community increasingly voiced anger over the company's tactics and the anger continued to spread as the lock out dragged on.

### Contract Highlights

Highlights of the contract include:

- Significant wage increases for all workers, with up to \$2.70 per hour increases for class A and B drivers;
- A reel bonus of \$5 per reel;
- Additional 25 cents per

hour for shifts starting at midnight to 5 a.m.;

- Overtime after eight hours;
- Improved medical benefits, with \$3,600 a year cash insurance bonus plan for health care expenses; and
- Participation in the Teamster pension plan.

"We were ready from the beginning to be Teamsters and we are excited about this first contract," said Don Goodwin, a 15-year employee. "The union has brought very positive changes to our lives—we look forward to being Teamsters for a long time to come."

## Teamsters Mourn John Green Sr.

### Green Honored as a Man of Character

John Green Sr., President of Local 50 in Belleville, Illinois, passed away on October 26 after a long illness. Green was a loyal Teamster for nearly 50 years and held many key leadership positions during that time.

Green became a member of the Teamsters in the mid-1950s as a driver for Swift Trucking Co. and later worked in the construction industry. By 1968, Green's dedication and natural leadership abilities led to his election as an officer at Local 729 in East St. Louis, Illinois. When Local 729 merged with Local 50 in 1973, Green served as Secretary-Treasurer until his election as President in 1978. He held that position until his death.

### Dedicated to Service

Green held many positions of responsibility for the union outside of Local 50 as well. He served as Trustee on the Executive Board for Joint Council 65

and was a Trustee and Chairman of the Midwestern Teamsters Health, Welfare and Pension Funds. In addition, Green served as the Chairman of the Teamsters Delegation to the State of Illinois Highway Committee and was a key member of the National Master Freight Negotiating Committee.

"John Green was a man of integrity, dedicated to serving his fellow members and easing the burdens faced by all workers," said Jim Hoffa, Teamsters General President. "His efforts brought relief to many and his actions exemplify the best of the union's traditions of fighting injustice and protecting those in need."







## Delivering Justice

### Los Angeles DHL Workers Win First Contract

**A**l Cetina comes from a long line of union workers. When his nonunion job was threatened, he knew from personal experience—both his own and his family’s—that it was time to turn to the union.

“I’ve been with DHL for 21 years,” Cetina said. “As the company grew, the employees became less and less significant and the company started laying off the older people, people with a lot of important experience.”

Cetina contacted the Teamsters and helped his coworkers successfully organize with Local 986 in Los Angeles. They recently negotiated a strong first agreement with the company.

#### Cooperation

Cooperation between rank-and-file members, Local 986 and the International Union were essential in the negotiations. The three-year contract, which yielded wage increases, a pension plan and job security language, was nearly unanimously approved by the 150 workers.

“This is a powerful example of cooperation between the Organizing Department at the International headquarters, very active rank-and-file workers and the staff from the local who were part of the negotiations,” said John Harren, Secretary-Treasurer of Local 986.

The contract also includes strong language that provides

the members with overtime provisions and a grievance procedure.

“Since I was one of the leaders of getting the union in, people are now coming up to me and thanking me because our contract provides such great job protections,” Cetina said. “I tell them, ‘Don’t thank me. Thank the Teamsters.’”



## Sky High

### Flight Attendants’ Win Contract, Protect Jobs

**I**n ballots tallied recently, flight attendants employed at airlines operated by Republic Airways Holdings Inc. ratified a new four-year contract. The workers, represented by Local 135 in Indianapolis, ratified the agreement by a 9-1 margin.

“It was a long, hard fight, but I feel we made significant improvements in work rules, including some of the best scheduling rules in the industry,” said Nicole Zimmer, a four-year Chautauqua flight attendant and bargaining committee member.

The new contract increases hourly wage rates and improves job security and quality-of-life issues for

approximately 800 flight attendants who staff aircraft operated by Chautauqua Airlines, Shuttle America and Republic Airways.

#### Solid Improvements

In addition to improving quality-of-life issues, including allowing flight attendants better control of when and how much they work and their ability to adjust their schedule, the new contract guarantees that workers receive, on average, six percent wage increases and pay retroactive to March 2003, when the last contract became amendable. The workers’ hourly wages will increase by at least \$7 over the life of the contract. The agreement



***“We work in a volatile industry. It is important to continue negotiating contracts, such as this one, that strengthen workers’ job security in the face of continued economic pressure, and improving scheduling procedures that maintain the workers’ quality of life.”***

**— DON TREICHLER, TEAMSTERS AIRLINE DIVISION DIRECTOR**

also contains language that protects jobs from outsourcing and mergers.

“This contract features solid, across-the-board improvements,” said Barry Schimmel, a Local 135 business agent. “These workers put in long hours in difficult conditions, and they deserve the improved job security and quality-of-life improvements that this contract provides.”

“Once everything is in place, it’ll be wonderful,” said Ryan Lee, a six-year Chautauqua

flight attendant based in Ft. Lauderdale, Florida. “We have lots of flexibility, so we’ll be able to work when we want and how often we want.”

“We work in a volatile industry,” said Don Treichler, Teamsters Airline Division Director. “It is important to continue negotiating contracts, such as this one, that strengthen workers’ job security in the face of continued economic pressure, and improving scheduling procedures that maintain the workers’ quality of life.”

## Back To School

**Local 391 Organizes School Workers in North Carolina**



**F**or the past two years, Local 391 in Greensboro, North Carolina has gone back to school and organized more than 1,000 classified school district workers, providing them with a strong voice at work.

“I was a member of an association representing school district employees but it was ineffective,” said John Adkins, a bus driver in the Guilford County Schools. “The Teamsters provide strong representation.”

The organizing is done through site visits, home visits and worker-to-worker contacts. The new members include school bus drivers, custodians, cafeteria workers, mechanics and maintenance workers. So far, Local 391 has organized in five counties and it plans to send in volunteer organizers to more counties soon.

### Phenomenal Record

Local 391’s record is phenomenal. Working with allies in state and local government, the community and on local school boards, Local 391 won pay raises from the state two years in a row after classified employees went four years without a pay raise.

While North Carolina law prohibits collective bargaining for the wages of school employees, Local 391 has found other ways to favorably adjust the pay scale for workers.

“We are committed to improving working conditions for the men and women who provide transportation, hot meals and clean, safe facilities for our schoolchildren,” said Jack Cipriani, International Vice President and Local 391 President.



## In Memoriam Union Mourns Andy Anderson



**M**.E. "Andy" Anderson, a former International Vice President and Director of the Western Conference of Teamsters, died on July 31, 2005. Anderson, 81, had a long and successful career with the Teamsters beginning as an organizer in 1949.

After being fired from the Portland *Oregonian* newspaper for trying to organize the circulation department, Anderson became an organizer for the Western Conference of Teamsters, working in Oregon and the Northwest region until 1954. Anderson's abilities and growing achievements caught the atten-

tion of the union's leaders in 1958. He was given the task of reviving Local 986 in El Monte, California, where membership had dropped to 238. Through aggressive organizing on many fronts, including airlines and small industrial plants, Anderson had reversed the downward slide at Local 986 and pushed membership up to more than 14,000 in less than 15 years.

### True Teamster Spirit

Anderson also became a leader in the drive to organize public sector workers. His efforts led to the charter of Local 911 in Long Beach, California, which focuses on public, professional and medical employees. Anderson continued moving up the

ranks in the union, earning appointment as the Director of the Western Conference of Teamsters in 1974. He also became an International Vice President that same year. Anderson served in both posts until his retirement in 1984.

"Andy Anderson was dedicated to improving the lives of working people everywhere and was instrumental in bringing the strength and protection of the Teamsters Union to thousands of workers in many industries and service fields," said Jim Hoffa, Teamsters General President. "His life and deeds represent the true Teamster spirit in every way. He will be missed by all who knew him."

## TEAMStar Annual Open Enrollment January 1 – February 28, 2006

During this period, Medicare-eligible Teamster retirees age 65 or older, their spouses and surviving spouses are guaranteed acceptance with no waiting periods regardless of any preexisting health conditions!

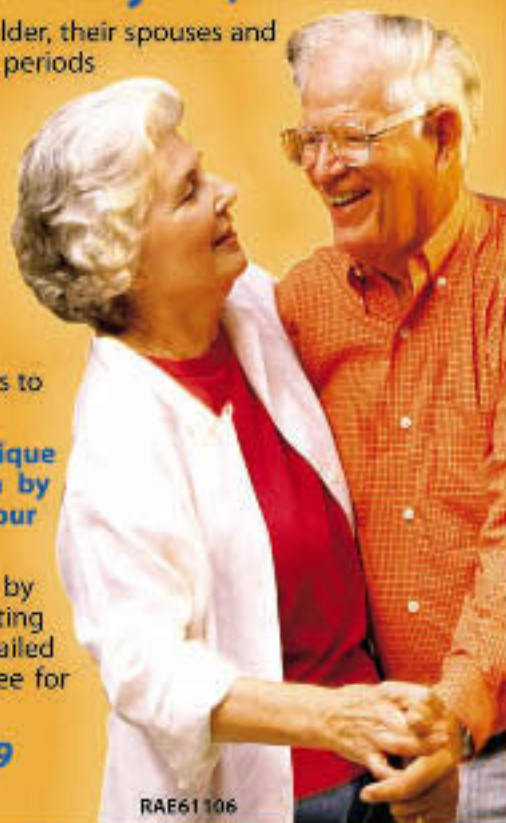
Here are some service features you'll appreciate:

- **Group buying power** — Group rates not available to the general public.
- **"Automatic" Claims Filing PLUS** — helps eliminate the paperwork hassles associated with Medicare Part B claims filing and maximizes eligible benefits due under your coverage.
- **Freedom of choice** — No provider list and no referral process to see a specialist.

The TEAMStar Retiree Health Program also includes a unique high deductible Plan F that reduces your annual premium by \$480. This enhances your ability to choose a plan that meets your individual needs!

If you enroll after February 28, 2006, you will need to qualify by answering the health questions on the application and certain waiting periods may apply. TEAMStar information packets were recently mailed to all Teamster retirees. Please review your packet today and see for yourself how TEAMStar can help you!

**For additional information, call 1-800-808-3239  
or visit our website at [www.teamstar.com](http://www.teamstar.com)**



RAE61106



# Teamsters Issue Scathing Rail Report

**Nation's Railways Unsecured According to Rank and Filers**

The Teamsters Rail Conference recently issued a report that was the result of a yearlong survey of the memberships of both the Brotherhood of Locomotive Engineers and Trainmen and the Brotherhood of Maintenance of Way Employees. The results portray a national rail system that is ripe for terrorist activity and a danger to the men and women working on them.

"I believe there are thousands of railroaders who, like me, are willing to do their part to help prevent a terrorist disaster from hurting our nation," said Greg Kreie, an extra-gang foreman with Burlington Northern Santa Fe. "All we need is a real game plan to follow. I see the survey and the report as the first steps towards doing just that."

"Dangerous and possibly deadly situations are a daily occurrence on the rails," said John Murphy, Director of the Teamsters Rail Conference. "The rail corporations and the Federal Railroad Administration must be held accountable for the appalling state of security on the rails and lack of safety training our members receive."

## Frightening Lapses in Security

Out of the more than 4,000 members who returned survey questionnaires, some of the findings included:

- 94 percent of workers said rail yard access was not secure;

- 83 percent report no terrorism training in the past year;

- 70 percent reported seeing trespassers in rail yards;

- 96 percent reported seeing no police presence at rail facilities;

- 97 percent said there is no signal or code for a hijacking or terrorist attack; and

- 69 percent reported seeing running trains left unattended.

At a press conference in the U.S. House of Representatives office building, the report was released to the press. Several members of Congress attended and commented at the press conference. Among them was Rep. Edward Markey (D-MA).

"In this age of increased demand for safety within our borders, it is unconscionable that these employees witness these frightening lapses in security on our rails each day," Markey said. "The facts in this report show the outcome of the administration's lack of spending for rail and transit security compared to the billions committed to airline security."

## A Long Hard Look

Some of the recommendations by the Rail Conference in the report are: securing the rail infrastructure at points of vulnerability such as bridges, tunnels and yards; establishing strict compliance standards and comprehensive reporting requirements; improving storage of haz-



***"No electronic device can ever replace the eyes and ears of trained rail employees. We are asking Congress to take a long, hard look at our findings and bring the rail corporations to task for having allowed lax systems to continue."***

— JOHN MURPHY, DIRECTOR OF THE TEAMSTERS RAIL CONFERENCE

ardous materials in transportation; and securing equipment, including but not limited to, remote control devices.

"Now that we've confirmed that this problem is industry-wide, we should be able to get some help," Kreie said. "I hope the railroads and the government act in time. As for the rest of us, we've been ready to help since September 12, 2001."

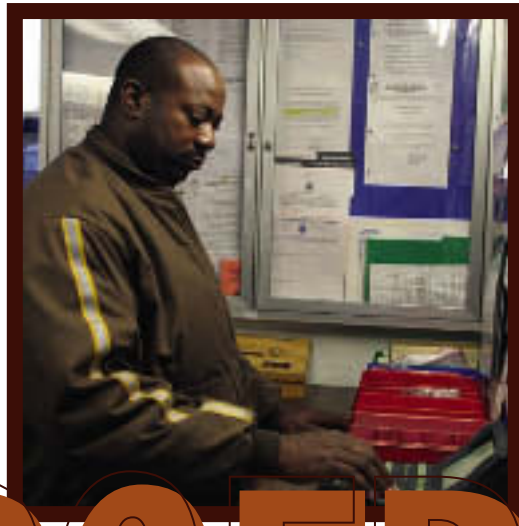
"This is a direct result of

rail corporations downsizing their workforces and relying more and more on mechanized means of surveilling their infrastructure." Murphy said. "No electronic device can ever replace the eyes and ears of trained rail employees. We are asking Congress to take a long, hard look at our findings and bring the rail corporations to task for having allowed lax systems to continue."

# THE







# ENFORCERS

## Policing the Contract Forces UPS to Create 2,000 New Jobs

**T**he Teamsters' effort to police the UPS contract is paying off in big ways: the union recently forced UPS to create 1,200 new jobs in 2005 and another 800 in 2006, most during the first three months of the year. The new jobs are over and above the 10,000 full-time jobs UPS is required to create as a result of the 2002 National UPS Contract.

The majority of the new jobs, 1,600, are "feeder" jobs—drivers of tractor-trailers who transport packages over long distances as opposed to the brown package-car trucks that deliver locally.

In June, hundreds of Teamster local and Joint Council leaders met in Chicago to plan a coordinated effort to intensify contract enforcement efforts at UPS around issues of excessive overtime, supervisors doing bargaining-unit work and the use of subcontractors other than what is allowed during peak season.

Since then, local union leaders and many of the more than 200,000 UPS Teamsters have answered the call by watching for contract violations at the union's largest employer, recording the information and sending the data to the International Union.

"These jobs are the direct result of our members' efforts in holding the company accountable in abiding by the contract, and UPS wanting to improve its service," said Ken Hall, Director of the Teamsters Parcel and Small Package Division. "The new feeder jobs have a trickle-down effect because package-car drivers will become feeder drivers, and part-time workers will have the opportunity to move into full-time jobs. These new jobs benefit all of our UPS members."

"These are excellent family-wage jobs," said Jim Hoffa, Teamsters General President. "Feeder drivers often earn \$80,000 per year. With benefits added in, we're talking about \$100,000-a-year jobs. Multiply that by 1,600 and that's \$160 million per year in new earnings for our UPS Teamsters, plus the new opportunities for other members."

The enforcement starts with the members, who serve on the front lines in the effort.

For example, when UPS feeder driver Shane Kisman and his coworkers saw the company using subcontractors at the center in Reno, Nevada—in blatant violation of the contract—they

## >> Pressuring FedEx <<

### Union Wants Workers to Have Strong Voice



The Teamsters Union is standing with all FedEx workers who demand dignity, respect and good pay for a job well done by laying the groundwork for an organizing campaign.

The Teamsters have launched [www.fedexwatch.com](http://www.fedexwatch.com), a website where FedEx employees and other workers in the package-delivery business can get information about the company, including information about a class-action race discrimination lawsuit against FedEx.

"The Teamsters represent more than 200,000 workers at UPS and we're in the middle of an organizing campaign at DHL," said Ken Hall, Director of the Teamsters Parcel and Small Package Division. "We will look to organize at FedEx as well and provide workers there with the same strong voice our UPS members have. By doing so, it will benefit all workers in the industry."

#### Suit Moves Forward

A judge's ruling in late September opened the door for thousands of African-American and Latino employees of nonunion FedEx Express to sue the company over claims of discrimination in pay, promotions, evaluations and discipline.

In 2003, employees sued FedEx Express over personnel practices in the company's Western region, which covers California, nine other states and part of four other states. In the latest development, U.S. District Judge Susan Illston of San Francisco granted class-action status to the employees who filed suit earlier.

The suit alleges that FedEx relegates minorities to the lowest-paying jobs with the least job security and denies them promotions through discriminatory tests, subjective evaluation standards and a culture of hostility. The suit against FedEx comes on the heels of a similar class-action suit alleging race discrimination at Wal-Mart.

#### Corporate Accountability

Meanwhile, a Teamster shareholder proposal calling for increased accountability for the board of directors of FedEx was defeated recently, but the union will return in the future to get this important reform approved.

The union proposed the reform at the company's shareholders' meeting last fall. The proposal sought to amend the company's

governance documents to provide that director nominees be elected by a majority of votes cast by shareholders. The proposal called for the board to adopt a majority standard for election of directors rather than the plurality standard that it currently follows. Currently, a nominee to the FedEx board can be elected or re-elected with a single affirmative vote, even if a substantial majority of the votes cast are withheld from the director nominee.

"We will be back in the future to ask FedEx shareholders to approve this reform," said Tom Keegel, Teamsters General Secretary-Treasurer. "While a majority of shareholders did not vote for the reform this time, we will not give up."

Similar shareholder proposals to the one filed by the Teamsters at FedEx have been sponsored at a number of companies this year. Of these proposals, 16 have received a majority vote from shareholders, including ones at Office Depot, Marathon Oil and NiSource.

#### A Continuing Effort

In September 2003, a Teamster shareholder proposal to declassify the FedEx board of directors garnered overwhelming support at the company's annual meeting. With more than twice as many shareholders voting in favor of the proposal than against it, the company was sent a strong message in favor of corporate governance reform.

The proposal called for the board to adopt annual elections for all directors, replacing the company's former practice of board members serving staggered terms and facing election by shareholders only every three years.

Despite the opposition of FedEx Chairman Fred Smith and its board of directors, shareholders agreed that the election process of the board needed a fundamental reform. Following the passage of the proposal, FedEx adopted the Teamster-sponsored changes.

"It's no more business as usual at FedEx," Keegel said after the victory two years ago.

"The shareholder proposals are part of a continuing effort that supports our drive to change FedEx and its corporate governance and practices," Hall said.

Visit [www.fedexwatch.com](http://www.fedexwatch.com) for updates on FedEx.



took action to protect their livelihoods.

"The company was sneaking the sub-contractors in and out and not giving us any information," said Kisman, a member of Local 533 in Reno. "We kept watching and we wrote information down. Then we filed grievance after grievance."

The efforts of Kisman and his coworkers to make sure the company abided by the contract paid off. Local 533, on behalf of its members, won an \$80,000 grievance settlement and, more importantly, 29 new feeder jobs.



## More Jobs

Under the leadership of Hoffa and Hall, the Teamsters have successfully fought for more new full-time jobs at UPS. The 2002-2008 National Master Agreement requires UPS to create 2,500 full-time jobs each year from 2005-2008. The 2,000 new jobs are a result of members holding UPS accountable and are above and beyond the 10,000 jobs mandated by the contract.

"These new full-time jobs reduce the ratio between full- and part-time workers even more, which is our ongoing goal," Hall said.

Since 1998, the Teamsters have suc-

cessfully fought for 15,000 additional full-time jobs.

"At our local, we're looking at a potential of 30 more feeder jobs," said Denis Taylor, President of Local 355 in Baltimore. "We have 100 feeder jobs now, so that's a 30 percent increase. It's the largest addition to the Baltimore feeder operation in more than 20 years."

"Because of the union's plan to hold the company more accountable, and our members following through with that plan, we will get numerous new feeder positions," said Gerald Thompson, Secretary-Treasurer of Local 767 in Forest Hill, Texas. "Our members have also filed

successful grievances."

"These new feeder jobs are great news," said Leticia Acosta, Secretary-Treasurer of Local 657 in San Antonio, Texas. "We expect to get about 25 new positions, and the subcontracting problem has really been reduced."

"The new jobs create a domino effect—they provide opportunities for many of our UPS members," said Vic Palumbo, Secretary-Treasurer of Local 177 in Hillside, New Jersey. "This is tremendous news."

## Remaining Vigilant

While many of the new jobs are the result of holding UPS accountable for subcontracting violations, Hall said local unions and members still must remain vigilant in regard to contract violations in their areas.

"Some of our members and locals are doing an excellent job documenting violations," Hall said. "As a result, we're winning grievances and these new jobs. However, local unions, leaders, stewards and members cannot rest. All UPS Teamsters must continue to document violations that may still occur. We need to send a message to the company that we won't tolerate these violations. We need more members and

**“At our local, we’re looking at a potential of 30 more feeder jobs. It’s the largest addition to the Baltimore feeder operation in more than 20 years.”**

— DENIS TAYLOR, PRESIDENT OF LOCAL 355

## **>> Teamster Victory at Former Menlo <<**

### **New Agreement Contains Card-Check/Neutrality Provision**

**T**eamsters at former Menlo Worldwide Forwarding, now called UPS Cartage Services Inc., have overwhelmingly approved a new contract that consolidates more than two-dozen separate contracts into one supplement to the national UPS agreement.

The agreement also will provide the nearly 1,000 former Menlo workers the same health, welfare and pension contribution rates and the same percentage wage increases that UPS workers receive under the national UPS contract. The new contract will run through July 31, 2008—the same date the national UPS contract expires. UPS bought Menlo Worldwide Forwarding in 2004.

The agreement also contains a neutrality provision for nonunion centers. Called a “card-check/neutrality agreement,” the pact will require the company to recognize and bargain with the union when more than half of the workers express a desire to be represented by the Teamsters.

#### **Same Strong Voice**

UPS Cartage Services plans to open five freight hubs in the coming year that will employ about 1,500 workers. Those 1,500

workers and 350 pickup-and-delivery drivers will all be eligible for union representation under the card-check provision. The contract also contains language enabling local unions to negotiate for cross-utilization of employees in the new freight hubs and the existing air hubs. The new freight hubs will be located in

Louisville, Kentucky; Rockford, Illinois; Philadelphia; Columbia, South Carolina; Dallas; and Ontario, California.

“With the card-check/neutrality agreement, we will organize the nonunion workers and give them the same strong voice our current members have,” said Jim Hoffa, Teamsters General President.

“This agreement gives Teamsters more bargaining

power because the workers are now covered under a single supplemental agreement and there is a common date with the national UPS contract,” said Ken Hall, Director of the Teamsters Parcel and Small Package Division. Workers at UPS Cartage Services will have the right to vote on future contracts as well.

UPS bought Menlo Worldwide Forwarding in 2004 for \$150 million in cash, plus the assumption of approximately \$110 million in debt.





more local unions to document the violations so that we have stricter enforcement from coast to coast.”

Hoffa praised local union leaders and members for holding the company accountable, but agreed with Hall that the pressure must continue.

“Our members have sent clear and strong messages to the company that it must abide by the contract, and we’re pleased by the new jobs that have resulted from that,” Hoffa said. “We worked very hard in 2002 to negotiate the richest UPS contract in history and we must continue to monitor these violations by the company.”

### Patience Pays Off

At Local 533, prior to its recent settlement, members filed 603 grievances over subcontracting after carefully monitoring trailer traffic in an out of the UPS center near Reno. Members recorded trailer numbers, times and dates, and the names on the trailers.

“I keep preaching to them, ‘it takes patience but keep filing the grievances,’” said Mark Tracy, Local 533 Secretary-Treasurer. “It takes patience and perseverance but we will prevail in the end.”

The cases were settled during a special national grievance panel last September in Atlanta, chaired by Hall.

Tracy’s message to other local unions: “Don’t let your members give up. You’ve got to have faith in the grievance process and in the contract.”

Debbie Calkins, a feeder driver and trustee/steward at Local 533, said her coworkers never gave up despite the company thumbing its nose at the contract.

“We’ve got to defend our work or it won’t be our work,” said Calkins, a UPS worker since 1988. “It’s not about the

money, it’s about the work. If we want to keep our jobs and retire comfortably, we need to hold the company accountable.”

### ‘Massive Information’

At Local 396 in Covina, California, drivers and stewards starting seeing “shiny wheels”—a term for subcontractors—running side-by-side with Teamster-driven feeder trucks coming into the centers. Stewards began filing grievances, noting the specifics—trailer numbers, dates and times.

“We compiled a massive amount of information,” said Ron Herrera, Local 396

## >>> Enforcement Update

In addition to the success with subcontracting violations, the union settled more than 1,000 grievances over a recent two-month period involving excessive overtime, about 50 times more than the typical figure, according to Ken Hall, Director of the Teamsters Package and Small Parcel Division.

Excessive overtime, supervisors doing bargaining-unit work and subcontracting other than what is allowed during peak season are the main issues that the union has emphasized for added enforcement.

“We cannot rest until the labor agreement is adhered to nationwide,” Hall said.

Secretary-Treasurer. “Only through documentation and our members’ efforts were we able to get a handle on it.”

The company was put on notice to stop the subcontracting within Local 396’s jurisdiction. The Teamsters and the company are working on a settlement. In the meantime, the subcontracting has stopped, Herrera said.

“Our grievances blew the whistle on a national network of subcontractors,” Herrera said. “We need to be aware that UPS is utilizing subcontractors and the only way to stop them or prevent them is by working together.”

### More Staff Support

The Parcel and Small Package Division has hired additional staff to better enforce the contract. The new staff members are working with locals to gather information and have set up a database about violations.

“We will continue to work hard to create more opportunities for our UPS members,” Hall said. “I urge everyone to get involved now.”



# Corporate Watchdogs

*Teamsters Police Every Level of Management*





**W**hen executives at Allied Holdings planned on paying themselves big bonuses while cutting wages and benefits of Teamster employees, the union immediately fought back.

Allied is the largest Teamster carhaul employer with about 4,600 Teamsters. When the company recently filed for bankruptcy, it tried to pay 83 of its executives and managers nearly \$4.6 million in bonuses and \$6 million in severance pay. The union challenged the company and is fighting Allied in U.S. Bankruptcy Court.

"We will continue to try to block the Allied executives and managers in their quest to fill their pockets while our members are being asked to make concessions," said Fred Zuckerman, Teamsters Carhaul Division Director.

In September, Allied and its co-debtors filed a so-called Key Employee Retention Plan or "KERP bonus" motion with the Bankruptcy Court. Allied management claimed that the bonuses were necessary to keep executives and managers from leaving the bankrupt employer during the reorganization. However, at a recent hearing in U.S. Bankruptcy Court, where the Teamsters challenged the bonus plan, management's evidence of turnover fell flat. The percentage change in the number of non-bargaining unit employees who have voluntarily left Allied in the first nine months of 2005 was almost the same as in 2004.

### **Unjustified Bonuses**

Staff from the International Union also presented evidence showing that the company's reasons for the bonus plan were unsubstantiated, that its management compensation was adequate and that management's performance has failed to justify salaries and the bonuses. The bonus

program is heavily weighted toward Allied's top management, whose chief executives and senior vice presidents will receive bonuses from 60 percent to 96 percent of base salary—in some cases hundreds of thousands of dollars for each executive. These amounts do not count severance pay, which in some cases is as high as 150 percent of full salary.

"Our legal team will continue to fight Allied management's greedy ploy," said Jim Hoffa, Teamsters General President. "The executives and managers seeking these millions are the same ones who

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***"We can't let shareholders and boards of directors rely on one-sided and often incorrect information from management. Workers have a unique perspective on the day-to-day operations that investors need to hear."***

— AMY VIDOVICH, LOCAL 1108

helped lead Allied into massive losses and bankruptcy."

The bonus program must be approved by the bankruptcy court before it takes effect. Congress outlawed this type of bonus program except in highly unusual circumstances in the new bankruptcy law, which started October 17. However, Allied filed its bankruptcy under the old law, before the new prohibitions on massive, undeserved bonuses took effect.



***“CCE should invest in its workforce, not waste money on rewarding failed executives.”***

—JEANNE HAGLESTEIN, LOCAL 812



The Allied fight displays one of the myriad ways in which the Teamsters Union functions as a corporate watchdog in addition to its other duties representing members. These fights are not always in a courtroom. Sometimes they are in executive boardrooms or shareholder meetings, such as a recent fight with Coca-Cola.

### **Coke Isn't It**

Teamsters have worked at Coca-Cola for generations. Workers there, and Teamsters everywhere, know that if management does something to violate the contract, the union will fight to make things right. But Teamsters may not be aware that their union fights for them at even higher levels of the corporate hierarchy.

When it was revealed that the outgoing

executives of Coke's largest bottling company, Coca-Cola Enterprises (CCE), were getting severance packages worth millions of dollars and included, in some cases, lifetime health care and country club dues, the Teamsters Union decided to do something about it: they took the issue of corporate misspending to the company's shareholders.

“CCE should invest in its workforce,” said Jeanne Haglestein, a Local 812 shop steward at CCE in Smithtown, New York. “Not waste money on rewarding failed executives.”

The Teamsters union does more than organizing, bargaining and political action. With roughly \$100 billion of members' hard-earned pension dollars invested in equity assets, Teamster members and funds are working to ensure that corporate America is accountable to the union as one of its most important stakeholders.

“We want to ensure that Teamster money is working to support Teamster interests,” said Tom Keegel, Teamsters General Secretary-Treasurer.

### **Protecting Health Care**

For Coca-Cola Teamsters, especially those fighting to protect affordable health care, the companies' shareholder meetings provided an important opportunity to demonstrate the union's determination to redirect corporate priorities and resources.

“While Coke and CCE's boards have rewarded departing executives with pay packages including lifetime health care, country club dues, financial planning services, stock and other perks, the companies continue to look to cut the legs out from under workers,” said Jack Cipriani, International Vice President and Director of the Teamsters' Brewery and Soft Drink Workers Conference.

Teamsters from all over the country traveled to Delaware in 2005 for shareholder meetings—sending a message that Teamsters are united to fight corporate greed and protect affordable healthcare.

The shareholder proposal, which





would have forced the company to get approval from shareholders for compensation packages for departing executives, received 41 percent support from voting Coke shareholders and sent a strong message to management that investors want change.

### Monitoring Corporations

The Teamsters Capital Strategies Department serves as the union's corporate watchdog on behalf of Teamster members by monitoring the actions of corporate America and government oversight agencies, and by working to reform how corporations are governed.

"We won't stand by while corporate executives use investor money to line their own pockets or fund their own political agendas," said Carin Zelenko, Director of the Capital Strategies Department. "We will hold them accountable at every level."

One of the biggest victories in the last year was at Central Freight, a nonunion trucking company based in Waco, Texas. After the Teamsters incited a shareholder "vote no" movement around the conflicts of interest and interrelated transactions by Jerry Moyes, the company's Chairman of the Board, Moyes announced his resignation.

"Under Jerry Moyes' leadership, Central Freight faced a precipitous decline in its share value and questions by shareholders concerned with his leadership and continued conflicts of interest," Keegel said. "We hope that Moyes' departure marks the beginning of a new direction for Central Freight."

This was not the first time the Teamsters took issue with Moyes' leadership. In 2003, the Teamsters issued a report highlighting the web of Moyes' conflicts of interest at Swift Transportation, one of the nation's largest nonunion, long-haul trucking companies and carhaul operators. Moyes not only founded the company, he served as President, CEO, Chairman of the Board and was Swift's largest shareholder. The conflicts highlighted in the Teamster report soon sparked an SEC investigation and intense scrutiny by shareholders—ultimately leading to

## Q&A: Tom Keegel

**T**eamster magazine recently spoke with Tom Keegel, Teamsters General Secretary-Treasurer, about corporate governance reform.

### Why are the Teamsters fighting for corporate governance reform?

Teamster benefit funds collectively own roughly \$100 billion in equity assets—representing the retirement security of our members. It is our responsibility to ensure that Teamster money works for Teamster members and retirees. We don't want our investments used to line the pockets of greedy executives or fund bad business decisions that negatively impact Teamster families.

### How has Teamster activism brought about change?

Through our active ownership program, Teamsters have successfully changed executive compensation policies at companies like McKesson, General Electric and Bank of America. We've led the fight for regulatory reform and have won victories to improve transparency on Wall Street.

### What are the challenges the union faces?

Corporations, money managers, and the politicians who serve their interests are working overtime to roll back protections for investors to pre-Enron days. We need to be more active and vigilant than ever.

### What can members do to help fight for corporate governance reform?

Working with the Teamsters Capital Strategies Department, members can become more active as shareholders in holding corporations accountable. Filing shareholder resolutions, attending shareholder meetings and writing letters to regulators are all part of our program to reform the way America does business.



***"We don't want our investments used to line the pockets of greedy executives or fund bad business decisions that negatively impact Teamster families."***

Moyes' decision to step down as President and CEO. Soon after Moyes' announcement, Swift sold most of its carhaul business.

### Continental Airlines

Central Freight wasn't the only company the union fought to protect workers against the conflicting interests of corporate leadership. Teamster shareholders at Continental Airlines took up the fight in 2003 to address conflicts of interest on the Board of Directors—and by 2004 had won.

David Bonderman and William Price, two members of the Board of Directors, owned controlling interest in America West, a competitor airline.

"We want to have directors who are

invested in the success of Continental Airlines," said Rodney Rhoades, a Continental mechanic and President of Local 19 in Houston. "Not the success of our competition."

Teamster employee/shareholders from Local 19 teamed up with the union to create a strategy to protect members and investors at Continental. After raising questions at the 2003 shareholder meeting, Teamster mechanic Michael Buss decided to submit a shareholder proposal, calling on the board to enact a policy that would eliminate these types of conflicts among board members.

"As a shareholder, a 17-year Continental mechanic and, most of all, as a Teamster, I am concerned about the future of



our company and feel we have to fight for the success of our airline," Buss said.

Continental adopted a policy addressing the problem of conflicts of interest on their board, and both directors, Bonderman and Price, resigned.

## Decent Proposal

### At Sara Lee Meeting, Teamsters Take Issue with Management

One of the most recent shareholder actions the Teamsters Union has taken was against the Sara Lee Corporation. The union delivered a strong message to the company's shareholders, managers and directors at the company's annual meeting in November in Houston.

By a vote of more than 60 percent, shareholders supported a proposal that limits executive severance agreements. The proposal urged Sara Lee to seek shareholder approval for severance agreements with senior executives that provide benefits in an amount exceeding 2.99 times the sum of the executive's average compensation over the preceding five years.

"There has been a fundamental abandonment of the corporate values and an erosion of sound business practices that for years have helped Sara Lee grow, generating dividends for its shareholders and jobs for its employees," said Richard Volpe, Teamsters Vice President and Director of the Bakery and Laundry Conference.

At the shareholder meeting, the Teamsters pointed out that Sara Lee has diversity issues, potential antitrust exposure and has not lived up to its own global standards for suppliers.

"Both as shareholders and as workers, the Teamsters are in Sara Lee for the long haul," Volpe said. "Given the recent behavior of management, we question their long-term commitment to the success of the company."

***"Teamsters have successfully changed executive compensation policies at companies like McKesson, General Electric and Bank of America."***

—TOM KEEGEL, GENERAL SECRETARY-TREASURER

### PepsiCo

A delegation of Teamsters from around the country attended this year's annual meeting of PepsiCo shareholders to raise concerns about pension benefits for Frito-Lay members. Frito-Lay, owned by PepsiCo, had promised workers decades ago that if they switched from their Teamster pension plans into the company plan, Frito-Lay would keep pace with the benefits of the Teamster plans. It didn't happen.

The shareholder meeting provided an opportunity to remind the company that the union expects them to live up to the promises they made to members. Teamster representatives at the meeting also brought up issues related to worker morale and retention.

The delegates emphasized that our members, as employees and as shareholders, believe PepsiCo must make good on the promise of true retirement security for Frito-Lay workers.

"I delivered chips for 29 years and 51 weeks," said Donald Kinney, a Frito-Lay retiree speaking at the PepsiCo shareholder meeting. "And the company is taking \$3 a month out of my pension for the





# Strategic Research and Campaigns

## New Department Formed to Meet Unique Challenges

In order to meet the challenges of the current political and corporate climate, the Teamsters Union recently created the Strategic Research and Campaigns Department.

In order for the Teamsters to grow, the union must deal with the most anti-worker, anti-union administration in the White House since the 1920s. Virtually every organizing campaign is faced with a vicious, sophisticated anti-union, anti-worker counter-campaign from management. Often these companies are national—or multi-national—in scope and able to draw on resources that a local union can't match. The NLRB, which was meant to provide an even playing field, is broken and isn't fulfilling its promise to protect workers' rights. And even where unions successfully organize workers, future success depends on winning first contracts.

The new Strategic Research and Campaigns Department works primarily with the Organizing Department and relevant trade divisions to neutralize corporate opposition to organizing and first contract campaigns. The department deploys teams of researchers and campaigners focused on specific industries, employers and campaign targets with the goal of developing and implementing corporate leverage activities in core industries. Researchers and campaigners are also available to respond to critical needs of local unions and Joint Councils.

### Cintas Campaign

A good example of what the department does is the Cintas campaign. The Teamsters Union has joined forces with UNITE HERE to organize Cintas, the industrial laundry and uniform company. Cintas, like many other large corporations, pays top dollar to union busters that manipulate the NLRB election process to a point where it is impossible to have a free and fair election.

"We need to engage companies like Cintas on a much different level so they choose to make a fundamental change in how they approach labor relations," said Iain Gold, Director of the Strategic Research and Campaigns Department.

The full resources of the Teamsters and UNITE HERE, including departments as wide ranging as Government Affairs, Legal, Organizing and Strategic Research, is focused on bringing justice to Cintas workers. The same strategy will be used in other campaigns in core Teamster industries as well.

"We need to coordinate all of the union's resources and run strategic, comprehensive campaigns to succeed in this era of aggressive employer opposition, ineffective and poorly enforced labor laws, and global capital," Gold said. "Increasing our bargaining power by growing the union is our top priority and these employers will stop at nothing to keep us from succeeding. We have to work together, stay focused and implement effective strategies to win the justice working people deserve."



rest of my life because I was one week short of 30 years. It's a shame."



### NetJets

More than 70 Teamster pilots attended the Berkshire Hathaway shareholder meeting to raise awareness that the company's airline, NetJets, could face a costly labor dispute if management continues to ignore the dire needs of its pilots.

"We can't let shareholders and boards of directors rely on one-sided and often incorrect information from management," said Amy Vidovich, a NetJets pilot and member of Local 1108 in Columbus, Ohio. "Workers have a unique perspective on the day-to-day operations that investors need to hear."

"From the shop floor to the boardroom, Teamsters are working to ensure that corporate America respects the interests of Teamster members and retirees," Hoffa said.



## Victory On The Rails

### Workers Win at the Ballot Box and the Bargaining Table

**T**he Brotherhood of Maintenance Way Employees Division (BMWED) of the Teamsters scored a double victory recently in organizing and negotiating a first contract for workers at a company that manufactures railroad and transit track.

An overwhelming majority of the 98 workers at the VAE Nortrak North America plant in Birmingham, Alabama voted to join the BMWED after a year-long representation campaign by the union.

A month earlier, 90 BMWED-represented workers at Nortrak in Cheyenne, Wyoming ratified their first contract.

#### Gaining Trust

Mike Shepherd, a Nortrak employee in Alabama, said BMWED organizers did a great job in the victory. Organizers like Tim McCall, BMWED Director of Organizing, gained the workers' trust throughout the campaign.

"They were truthful and honest with us," Shepherd said. "They promised to hold up their end of the deal."

Shepherd and Tim Hernandez, a Nortrak employee in Wyoming, said there have been changes in the way management treats the employees at both plants because they are represented by the BMWED.

"It is no longer a sweatshop

here," Shepherd said. "We are now more comfortable going to work."

"Management is now trying to work with us," Hernandez said. "They are treating us more like human beings."

"These victories are important because these workers perform work that used to be done by railroad employees," McCall said.

#### Solid Contract

The new contract in Wyoming gives the workers seniority provisions, grievance procedures, overtime provisions and leave of absence rules. The wage package calls for a 21-percent increase in wages over the life of

the contract and a 9.5-percent average initial wage increase.

"Representation was something these workers never had," said Dave Tanner, General Chairman of the BMWED's Union Pacific System Divisions. "They wanted to improve their working conditions and this contract does that."

***"These victories are important because these workers perform work that used to be done by railroad employees."***

—TIM MCCALL,  
BMWED DIRECTOR OF ORGANIZING



#### LOCAL 495

### Mile Square Golf

**G**roundskeepers at the Mile Square golf course in Fountain Valley, California voted to join Local 495 in Pico Rivera, California by an overwhelming margin.

The workers had approached the union with concerns on seniority rights, respect from management and health care. They also had major issues with wages and other benefits.

"These workers have not had wage increases in years and the health care benefits are all across the board. Some have health care with co-pays, others pay nothing and still others have no health care benefits at all," said Hector Delgado, business agent for Local 495. "We knew they deserved better—and now we can make that happen for them. We look forward to winning a strong contract for them in the near future."

#### LOCAL 42

### Greater Lynn Senior Services

**N**early 150 drivers at Greater Lynn Senior Services voted to join Local 42 in Lynn, Massachusetts. The drivers had many concerns, including respect in the workplace, low wages, and overall working conditions, as well as access to affordable health care coverage for their families.

The drivers transport senior citizens and people with disabilities through a service known as "The Ride," the paratransit program of the Massachusetts Bay Transportation Authority (MBTA). It is the third recent organizing victory—two others

involved Local 25 in Boston—of companies that are contracted under The Ride program.

"A special thanks to Joint Council 10 Secretary-Treasurer David Laughton and Joint Council 10 Organizers Jeff Padellaro, Mike Hogan, Rick Laughton and Roger Travers for a truly unified effort between the local and Joint Council level," said Alice Riley-King, Local 42 President.

"Joint Council 10 continues to lead the fight to organize the unorganized, and carry the message of unity and solidarity," Laughton said. "And to the workers of this country who currently have no voice, the Teamsters are ready to help."

#### LOCAL 673

### Logistics International

**L**ocal 673 welcomed 11 new members after workers at the Chicago division of Logistics International GA, Inc., voted to join the union by a 10-1 margin. The drivers and warehousemen approached the Chicago-based local after becoming increasingly frustrated with the lack of respect and benefits from the company.

Once the two-month organizing drive began, a core group of workers—led by driver Robert Lewis—met for updates on the progress of the campaign and to discuss their concerns. The workers felt that the union would give them the strength needed to get insurance, pay raises and dignity in the workplace.

"I never realized how unhappy everyone was with their situation at work until we started talking about organiz-

ing to make things right," Lewis said. "We knew the Teamsters would make a huge difference. The local jumped right in and told us what needed to be done to organize properly."

Logistics International is a warehouse management service based in Duluth, Georgia.

#### LOCAL 495

### National Alamo Car Rental

**W**orkers at the National Alamo Car Rental Agency at Ontario Airport in Ontario, California, won card-check recognition from the company on their choice to be represented by Local 495 in Pico Rivera, California. They had sought help from the local to gain a voice and respect in the workplace and to create solid procedures for grievances, scheduling and shift building.

"We try to target infrastructure sites—workplaces that can't move or relocate. Vehicle rental agencies fit that description," said Bob Lennox, Local 495 Secretary-Treasurer. "We also focus on mechanic-based services such as these rental agencies. It makes it a natural target for the Industrial Trades Division."

After more than 90 percent of the workers had signed cards, a letter was sent to the company with notification of intent to vote on union representation and asking for recognition. The company chose to recognize Local 495 as the representative of the workers rather than go through the election process.

"The management realized these workers were serious about gaining the protection of the union and were not giving up until they got it," said Hector

Delgado, business agent for Local 495. "They decided fighting that type of determination wasn't worth it."

The recognition from the company is "wall to wall," covering all 50 workers in the facility. This includes rental agents, service agents, mechanics, greeters, booth agents, tire and lube servicemen, car service drivers and shuttle drivers.

The workers are very happy about the card-check recognition and look forward to negotiating a new contract.

#### LOCAL 150

### Iron Mountain

**W**orkers at Iron Mountain, a records storage and management company in Sacramento, California, voted to join Local 150 by more than a 2-1 margin. There are 24 members in the bargaining unit.

The new members work in a stuffy warehouse with no air-conditioning, lifting and retrieving heavy boxes of files. They want to bargain a contract with fair wages, health care and benefits. However, their primary concern is a grievance procedure so that they can work with dignity on the job.

Local 150 organizers Rocky Thomas and Pilar Barton were able to ensure victory by making house calls and explaining the benefits of union representation.

"They did such a good job of preparing the workers that when management brought in the union buster for a captive audience meeting, one of the guys made a joke right in the boss's face," said Alan Daurie, a business agent and organizer at Local 150 in Sacramento.

# POWER OF THE PRESS

QUEBECOR WORKERS IN NEVADA AND KENTUCKY MARK FIRST VICTORIES UNDER NEUTRALITY AGREEMENT







**F**or Don Butler, a veteran press operator at the Quebecor World printing plant in Versailles, Kentucky, joining the union was about family. Butler has worked his 12-hour shift for 34 years, and he always had five personal days a year where he could call in for a day off to spend time with his children.

"I like personal time, where I can take off to see high school sporting events, little events my kids are in as they grow up," he said.

For a long time, he had wanted to improve conditions at the Versailles plant, yet had reservations about standing up to his bosses. But when management cut the number of personal days from five to three, something inside him snapped.

"I saw that they weren't going to stop taking, that I wouldn't have any time to devote to my family, and it would be all Quebecor or nothing," Butler said. "After that, I just couldn't be afraid anymore. It had to be done and I wasn't going to stand back and wait for somebody else to do it for me. I just jumped in there myself."

On September 1, Butler and his Versailles coworkers saw their hard work pay off. They won their union with the Graphic Communications Conference of the International Brotherhood of Teamsters (GCC/IBT) by a 3-1 margin. Workers at the Quebecor World plant in Fernley, Nevada did the same just two months earlier, winning by a 2-1 margin. The plants were the first victories under an agreement for union organizing reached in May between the Teamsters and the Canadian-based printing company. Now, because the workers and their supporters in the labor movement fought to win this agreement, all Quebecor World workers have a right to a speedy election without unnecessary delays.

### **Level Playing Field**

"We finally have a real voice at work and a chance to make a difference," said Todd Lauderdale, a six-year employee at the Fernley, Nevada plant. "We have the strength to deal with the company on a level playing field. This effort has been a great experience all around. We showed the company—and ourselves—that we have the determination to fight for what's right and win."

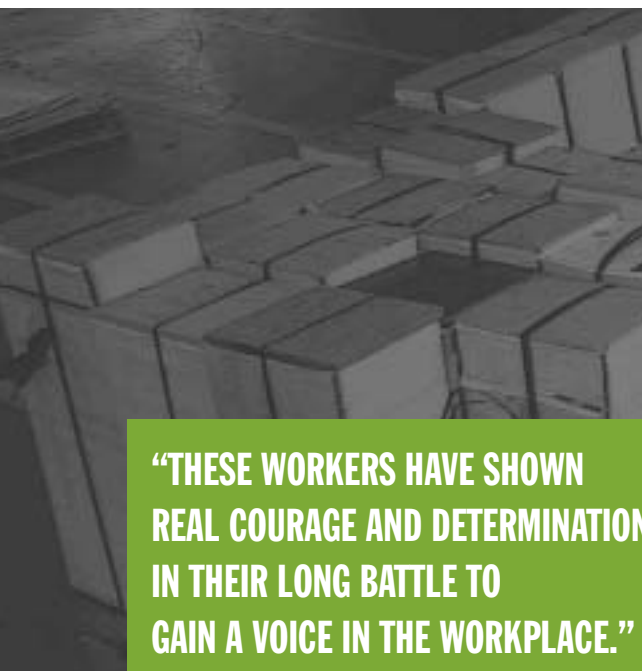
The 18-month organizing agreement created an expedited election process before a neutral arbitrator (as opposed to a potentially lengthy NLRB process) and Quebecor World agreed not to intimidate or harass workers through letters, captive audience meetings or any other anti-union activity.

"This agreement was the product of years of hard work by Quebecor World workers and their supporters in the union movement," said Jim Hoffa, Teamsters General President. "These workers have shown real courage and determination in their long battle to gain a voice in the workplace. Their victories are ultimately a victory for all Quebecor workers seeking that same voice."

Lauderdale said that workers waited anxiously as the votes were tallied. Many hugged and cheered as the results were announced. The 207 workers eligible to vote in the election are employed in the pressroom, pre-press, maintenance and materials divisions of the plant. Most indicated that they had sought membership in the union to address issues such as wages, health care and plant policies.

### **A New Day**

Following the vote, the company posted a notice indicating that there would be no challenges to the election. It also stated that preliminary contract negotiations could begin in several weeks.



**“THESE WORKERS HAVE SHOWN  
REAL COURAGE AND DETERMINATION  
IN THEIR LONG BATTLE TO  
GAIN A VOICE IN THE WORKPLACE.”**

**—JIM HOFFA, TEAMSTERS GENERAL PRESIDENT**

A survey was distributed among employees to determine a priority list for bargaining and the findings are being used as the foundation for negotiations that are now under way.

“I can’t even describe how I feel now that we’ve won,” said Lynn Vasquez, who works in the materials division. “It means everything to me.”

“I’m proud to be part of a union that leads the way in ensuring workers’ rights to organize and has the strength to win something as groundbreaking as this agreement,” Lauderdale said. “The future looks better already. We know that whenever we need help, the Teamsters will be right there with us.”

### **Pressing Ahead**

As negotiations move forward, workers anticipate changes in their lives at work and outside the plant too. Vasquez and fellow worker Kathey Hurley hope for better working conditions. Hurley said there were many times when she was not allowed to take a break and even had to eat her lunch on the presses. She heard similar complaints from others.

“We work hard and take pride in our products,” she said. “We deserve to be treated with respect and as valued members of a team.”

Paul Dumine, a pressman, said he experienced many problems with the company’s health care plan after he was diagnosed with cancer. The situation took a heavy toll on his family financially and emotionally. He is eager to have a plan that will protect his family’s health and peace of mind in the future.

“We deserve better health care,” Dumine said. “Our families should not be devastated when faced with illness. I know I’m not the only person to experience major trouble with the old health plan—better health care is a priority for us all.”

### **Global Support**

During the campaign in Versailles, workers from unionized Quebecor World plants in 14 different countries gathered in Memphis to show their support for their American counterparts. They also visited other plant sites to confront management and present workers’ concerns.

In addition, the Versailles workers exposed the company’s mistreatment of workers, attending book shows and conferences to get their message out.

“We really got the campaign outside the four walls of the plant,” Butler said. “If the company did something bad, everybody found out about it. It took the pressure off of us on the inside, and it took some of the fear away.”

Butler was also one of eight Versailles workers who testified before the Kentucky Workers’ Rights Board in July 2004. The public hearing was the first of its kind in Kentucky. Before a group of elected officials, clergy and other community leaders, the workers raised concerns about rising health care costs, health and safety at the plant, and the harassment and intimidation they were experiencing from management.

### **Community Involvement**

“The community and religious leaders were a great support,” said Lucy Frost, a stacker operator in Versailles. “It made us feel good and brought us together as a community.”

It was that kind of strong community involvement that helped pressure the company and push the Versailles workers towards their victory in September.

Now the negotiating committee in Versailles is beginning its first round of negotiations. Affordable health care, a more secure retirement, and higher staffing levels are at the top of the work-





ers' list of issues they want to address.

"I am really anxious to start bargaining and see how things go," said Laura Drury, a press operator and 27-year employee of Quebecor World. "It can be so intimidating going through this process but it strengthened us to know we had support from GCC/Teamster workers from other plants and that we are all in this together."

### Joining Together

The network Quebecor workers have created over the past two years is growing stronger and wider now that more organizing is under way. With roughly one-third of Quebecor World's 21,000 U.S. employees in unions, GCC members are mobilizing to support the organizing drives of their brothers and sisters and strengthen their power at the bargaining table.

"I've got two jobs now—working for Quebecor and organizing Quebecor," Butler said.

On November 9-14, Butler joined with more than 70 other Teamster and GCC/IBT organizers and 30 Change to Win organizers for a Quebecor organizing blitz. GCC members from all parts of the U.S. crisscrossed the country to team up with union organizers and talk to their fellow Quebecor World workers about the benefits of joining the union.

"I'm doing this because the union is what we're made of," said Doug Bonk, a union steward at GCC/IBT Local 577M in Brookfield, Wisconsin. "Without it, we'd be nothing."

"Now is the time for all Quebecor World workers to join together," said George Tedeschi, GCC President. "The more GCC/IBT members there are standing together at all of Quebecor World's facilities, the more strength they'll have to make Quebecor World a safer workplace—with respect on the job and affordable health care."

## Extra Strength

### GCC/IBT Merger a Powerful Antidote to Company Tactics

GCC members enjoy the best of both worlds—the industry expertise of a historic printing union and the resources of the 1.4 million member Teamsters Union standing behind them. Ever since the two unions merged last January, members have been noticing the difference.

"In the 20 years I've been involved in printing, the number of companies has been reduced to a handful because of consolidations and mergers. If we're dealing with a multinational company with millions of dollars, we have to start pooling our own resources," said David Cook, a Quebecor World mechanic and GCC local president. "By merging and organizing we're becoming a super-union big enough to have that kind of power. I want to be part of that."

Cook's local is one of 14 across the country that will bargain new contracts with Quebecor World this year. The increased muscle and resources provided by the merger has allowed locals to coordinate better with each other and bring more power to the bargaining table.

### Successful Organizing

The GCIU itself formed from mergers of specialized craft unions that go back to the dawn of the printing industry. The union currently counts pre-press, press and bindery workers, as well as journalists, salespeople and support staff among its membership.

The merger between the GCIU and the Teamsters has already bolstered worker efforts to organize more Quebecor World plants. The union has stepped up coordinated organizing campaigns with members of the Change to Win Federation, a good example being in Versailles, Kentucky where the Teamsters were joined by members from eight different unions to participate in an organizing rally on the eve of the successful Quebecor election.

"Increased organizing means more power at the bargaining table and more power for workers everywhere," said Jim Hoffa, Teamsters General President. "We're undergoing real changes so that workers can win in today's economy. Quebecor World workers are already benefiting from those changes."



**“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, TEAMSTERS TRADE SHOW DIVISION DIRECTOR**

**W**hen Harry Helms and approximately 60 fellow Local 385 members honored a picket line established by the International Alliance of Theatrical Stage Employees (IATSE) outside the Orange County Convention Center (OCCC), they had no idea what it would lead to.

Helms, a shop steward, was setting up a show with 17 coworkers in one of the OCCC buildings when he got the call that IATSE Local 835 was about to establish a picket line.

“I basically told our people, ‘Our brother union is going on strike. It’s sanctioned and it’s a good thing to honor it.’ Everyone agreed,” Helms said.

Outside the building, Helms and his fellow Teamsters saw scores of the nearly 700 IATSE installers and dismantlers who had struck Dallas-based The Freeman Company due to 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.”

Other Teamsters honored the work stoppage, which lasted approximately four hours and resulted in a solid contract for their striking coworkers.

“Everybody felt good, we forged some solidarity that day,” Helms said.

“This shows the power of unity,” said Mike Stapleton, President of Local 385 in Orlando. “Everyone involved would have rather been at work, but we couldn’t allow our IATSE brothers and sisters to be treated that way.”

### **Unity Pays**

In August, Local 385 negotiated its first contract with Arata Expositions Inc. The contract, a three-year agreement that strengthens workers’ wages and benefits, came about in an unusual way—in response to the strike against Freeman. After seeing the effect the Teamsters-IATSE strike had on Freeman, Arata management began negotiating with the unions.

“Arata had a big show coming up and wanted to make sure nothing went wrong, so they approached us about negotiating a contract,” said Roger Allain, a Local 385 business agent. “First, IATSE—who had

tried to organize at Arata for seven, eight years without any luck—got a contract. Then the company actually approached us about signing one.”

This fruitful Orlando partnership has been in existence for more than a year and a half, and is part of a trend the division is fostering across the country. The results have been increased wages, better working conditions and bolstered solidarity.

“When we all stand together, we’re stronger,” said John Perry, Trade Show Division Director. “Once employers realize that the unions are supporting each other, it gives workers more power at the negotiating table.”

### **New Beginning**

“Our contract with Arata is a new beginning,” said Mark Fuller, a 15-year Teamster forklift driver and shop steward. “Wages have improved dramatically, and we have job protections and nice increases. It’s a great first contract.”

The new contract at Arata covers up to 300 forklift drivers and general laborers who work out of the company’s referral hall.

Local 385 signed another contract recently, ratifying their own contract with The Freeman Companies by a 70-12 tally



# FAIR TRADE

## FLORIDA WORKERS SECURE “BEST CONTRACT EVER”

in late February. The five-year pact covers up to 300 truck drivers, warehouse workers, forklift drivers and general laborers employed in Orlando.

Negotiated with the assistance of Perry, the 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 of 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 full-time jobs.

“This is a very good contract,” said Dana Graf, a 12-year Teamster and recipient of one of the new jobs. “I’ve talked to several guys who have worked here for 20, 25 years and they say it’s the best contract we’ve ever gotten.”

The agreement was reached days before the local reached an agreement with the United Brotherhood of Carpenters and GES Exposition Services, securing that Teamsters would handle all overflow work.

“Our agreement with GES came about as part of our coalition, as well,” Stapleton

said. “In the past, the company would use a day-labor service but, thanks to pressure from us and the Carpenters, our workers will be called when they need additional experienced labor—that’s what the companies are looking for.”

### Standing Together

In the summer of 2002, Local 631 in Las Vegas forged the first trade show coalition, partnering with IATSE Local 720.

“It was essentially a labor issue,” said Milan Dobrijevic, Local 631 business agent. “We’re in the trade show industry and we have a big show coming in but we’re 200, 300 people short, we can call IATSE and vice versa.”

After the unions settled jurisdictional issues, the coalition took hold. “For a while, some of the unions in Las Vegas were at odds, employers were trying to pit us against one another,” Dobrijevic said. “But with this coalition, we’re standing together.”

In late 2002, Perry reviewed the plan Local 631 had developed. Along with IATSE officials, the unions tailored the agreement so it could be applied to other cities. The following January, Teamsters



General President Jim Hoffa and IATSE President Thomas Short signed an agreement that enacted similar coalitions across the country.

### Coalition Mission

In years since, solidarity has increased between the Teamsters, IATSE and the Carpenters. Trade show coalitions have spread to San Francisco, Los Angeles, Boston, Philadelphia, and are taking root in Columbus, Ohio and Atlantic City, New Jersey.

In Las Vegas, when Local 631 had to call a strike against convention employers last year, IATSE workers set up picket lines, supporting the striking Teamsters. The Teamsters received solid pay increases and thwarted the companies' proposal that would have eliminated health care coverage for 95 percent of workers.

“During the strike, we joined together and did it as a group,” said Kathy Coker, a 10-year Teamster. “I think the companies thought we were divided and we proved them wrong and they weren’t ready for it. I think in the future the companies will think twice before offering us substandard contract offers. We’ll get better contracts from here on out.”



**A**t four a.m. on a recent morning, several members of Local 901 in San Juan, Puerto Rico parked their heavy transport trucks at the entrance of their city's port with no plans to move them. And they weren't alone—the Teamsters and a major Puerto Rican trucking federation had ordered a strike, effective for all transport drivers at all of Puerto Rico's ports.

"We had to do this," said Amauri Velez, an independent owner-operator and Local 901 member. "Gas prices have risen for the past few months—it's double what it cost a year ago. We couldn't afford to live and continue driving without some sort of drayage-rate increases. But the government didn't see it that way."

By that evening, truckers represented by Local 901 and the United Front of



# STRIKING





Truck Drivers (Frente Amplio de Camioneros), a federation of 50 independent owner-operator associations, had blocked access to the island's major ports and docks, severely limiting the ability to ship gasoline and other merchandise.

Over the next three days, 5,000 drivers would join the work-stoppage, halting Puerto Rico's commerce and paving the way for the drivers' demands for higher pay, improved safety and the end of unfair charges for overweight loads and faulty chassis on the port companies' trailers.

"If we weren't with the Teamsters, we never would have been able to achieve what we did," Marrero said. "Without the skill and experience that the Teamsters brought, the government could have abused us."

"It's amazing, the power of the drivers," said Jose Ayala, Local 901 President. "In

their requests for an increase in the rates they charge for transporting materials, overlong idling time at ports, fines for overweight containers—something they had no control of—and improvements to their and motorists' safety.

On the strike's first evening, media reported that gasoline shipments had been stopped and citizens rushed to the pumps, creating massive lines. By the strike's second day, more than one-third of the island's 1,450 gas stations had run out of fuel. The major oil companies announced that they could not guarantee gasoline deliveries, and still more motorists lined up at gas pumps. Meanwhile, shipments of other goods were not being delivered because of the strike.

The governor promised that he would not be "held hostage" by the truckers, and

the drivers, decrying the government's actions as "abusive and repressive" and vowed solidarity in support of the drivers.

"The citizens in Puerto Rico stood by us, turning on their houselights in support," Marrero said.

Even with the National Guard's intervention, little fuel was delivered, as unionized and nonunionized drivers refused to break the strike.

"The drivers' needs were real—they needed improvements in safety and pay," Vázquez said. "They deserve their rights and fair compensation and they stuck together."

### The Right Move

Meanwhile, the government had agreed to resume negotiations, and on the strike's third day, Vázquez announced that the parties had reached an agreement enabling the drivers to return to work with an overwhelming majority of their issues addressed.

"Of the drivers' 21 issues, we resolved 20 of them, signed by the government," Ayala said. "And we began negotiations on number 21, the increase in drayage rates."

The drivers received a 7 percent increase in drayage rates, which determines how much a driver is paid for hauling goods (as of press time, the drivers were negotiating for an even higher rate increase). The government assigned inspectors at port gates, inspecting each trailer's chassis as a driver hauls it from the port. If a chassis is later discovered to be faulty, the trailer's owner will be issued a fine, not the driver. A similar arrangement was established for overweight loads—the cargo owner will be assessed a fine, not the driver. To decrease drivers' idling times, port companies increased staff and are no longer closing for lunch, dispatching trailers more rapidly.

"Striking was the right move because all of us came together," Marrero said. "The government wasn't listening to us, but with the Teamsters, the government sat down with us."

"Together, the Frente Amplio and the Teamsters formed an army of transport workers," Vázquez said. "It was a union of urgency and necessity, but it will remain firm and stable."

# BACK

## Drivers in Puerto Rico Win Higher Pay, Increased Safety

just three days, they stopped all commerce and the government finally paid attention to their working conditions."

### Bringing the Island to a Halt

"The drivers' demands were clear," said Germán Vázquez, Local 901 Secretary-Treasurer and the drivers' chief negotiator with the government. "They had 21 issues that they wanted to draw attention to with this strike, concerning safety, working conditions and wages."

"We didn't want to strike but we had no choice," said Edwin Marrero, an independent owner-operator whose association is affiliated with Local 901.

The 12 months before the strike, the drivers had lobbied government officials, held press conferences, and staged peaceful public protests on the country's highways and in front of the Puerto Rican legislature chambers. But the government ignored

broke off negotiations. However, Puerto Rico is particularly susceptible to a truckers' strike because it relies heavily on trucks to ship gas and goods inland from the ports. Once the workers struck, the impact spread quickly across Puerto Rico.

"We took hold of the whole country," Marrero said. "It went paralyzed because of the strike."

### Sticking Together

In an effort to break the strike, the governor mobilized the territory's police and activated National Guard units. Several distribution companies secured a federal injunction against the drivers, ordering them to remove their trucks from the roadways.

Vázquez called on the drivers to remain resolute, and for the government to resume negotiations. The drivers held strong and even gained support. Other labor organizations strongly supported

## REPORT 90 TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: Independent Review Board

Benjamin R. Civiletti

Joseph E. diGenova

William H. Webster

DATED: November 3, 2005

### I. INTRODUCTION

This is the Independent Review Board's ("IRB") Ninetieth 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 a member's action prior to IRB proposed charges, a new Investigative Report, 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. THE WEBSITE ON IRB CASES IS NOW ONLINE

The results of investigations under the 1989 Consent Order are now publicly available on our website thanks in a major part to the assistance of the IBT. Using Microsoft Internet Explorer, you can type in [www.irbcases.org](http://www.irbcases.org) to start your search. Approximately 600 individuals can be assessed and searched starting with the showing of "IRB CASES" on the monitor. You can then search the IRB Cases Database preferably by last name, or by the primary IBT affiliate or other listed categories. To go beyond the summary that is in the box on the screen, you should also view the relevant case documents to get the factual details of the case by clicking the link or links below the box as instructed.

The IRB believes this IRB website will be particularly helpful to union members and others in identifying individuals who were the subject of disciplinary actions and with whom association is prohibited. The database will be updated periodically.

### III. MEMBER ACTION PRIOR TO IRB PROPOSED CHARGES

#### ROBERT FRANK LOGAN-LOCAL 515, CHATTANOOGA, TENNESSEE

Before formal charges could be recommended by the IRB to the IBT, Robert Frank Logan, President of Local 515, submitted an agreement to the IRB. The Chief Investigator had planned to recommend to the IBT that charges be filed against Mr. Logan alleging that he breached his fiduciary duties and embezzled Local 515 funds by having the Local pay for personal expenses he incurred on the Local's credit

card. In the agreement, while not admitting or denying wrongdoing, Mr. Logan agreed to serve a three year suspension from holding office, employment, and membership with Local 515 and any other IBT entities. The IRB found the agreement served to resolve the matter. On October 31, 2005, United States District Judge Preska approved the agreement.

### IV. NEW INVESTIGATIVE REPORT

#### ROBERT D'ANGELO-LOCAL 813, LONG ISLAND CITY, NEW YORK

On September 7, 2005, the IRB issued an Investigative Report to General President Hoffa concerning Local 813 member Robert D'Angelo. The Report recommended that Mr. D'Angelo be charged with bringing reproach upon the IBT and violating his membership oath by knowingly associating with members of organized crime. On October 12, 2005, Mr. Hoffa informed the IRB that he adopted and filed charges against Mr. D'Angelo for knowingly associating with Louis Restivo and Federico Giovanelli, members of organized crime and he referred the charges back to the IRB for a hearing. The IRB then notified Mr. D'Angelo that an IRB hearing was scheduled for December 6, 2005.

### V. STATUS OF PREVIOUS IRB CHARGES

#### A. JOHN KIKES-LOCAL 78, HAYWARD, CALIFORNIA

We have previously informed you that John Kikes, International Representative and Local 78 President, allegedly brought reproach upon the IBT when, subsequent to William T. Hogan, Jr.'s permanent bar from the IBT, he had knowing and purposeful contact with him. General President Hoffa filed the charges against Mr. Kikes and appointed a hearing panel. A hearing was held September 15 and 16, 2005.

By decision of October 20, 2005, Mr. Hoffa accepted the recommendation of the hearing panel and permanently barred Mr. Kikes from holding membership in, contracting with, consulting with and/or seeking or holding office, position or employment, directly or indirectly, with the IBT or any other IBT-affiliated entity or Fund; permanently barred him from seeking or accepting money or other compensation from the IBT or any other IBT-affiliated entity or Fund; permanently barred him from participating in the affairs of the IBT or any other IBT-affiliated entity or Funds or any of its sponsored benefit plans; and permanently barred Mr. Kikes from contact and association with officers, members, employees, representatives and agents of the IBT or any other IBT-affiliated entity or Fund. The matter is under review by the IRB.

#### B. SERGIO SALCEDO-LOCAL 714, BERWYN, ILLINOIS

In the last issue of the *Teamster* magazine we informed



you that member Sergio Salcedo allegedly brought reproach upon the IBT by failing to appear for his scheduled in-person sworn examination. Counsel to Local 714 notified the IRB that the charge was filed and a hearing was held. The Local 714 Executive Board found Mr. Salcedo guilty as charged and on October 27, 2005, suspended him from the Local for one year, effective December 1, 2005. The IRB has the matter under review.

### **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.

The IRB notified Mr. Hoffa that given Mr. Bernstein's conduct the IRB found the sanction imposed upon him inadequate. In its decision of October 11, 2005, the IRB found that the proper sanction for Mr. Bernstein's undisputed conduct was a permanent bar from all IBT associations. Therefore, Mr. Bernstein has been permanently barred from holding membership in or any position with the IBT or any IBT-affiliated entity or Funds; he may not hereafter obtain employment, consulting or other work, directly or indirectly, with the IBT or any IBT-affiliated entity; and Mr. Bernstein is barred from contact and association with IBT officers, members, employees, representatives and agents. The IRB decision was forwarded to United States District Court Judge Preska for review.

## **VI. INFORMATION REPORTS**

### **A. LOCAL 445 ALLOCATION OF EXPENSES TO BENEFIT FUNDS**

We have previously informed you that 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.

Local 445 implemented a revised cost-sharing agreement which is being administered by an independent accountant.

The issue remaining to be resolved concerns the amount of the reimbursement from Local 445 to the trust fund.

### **B. LOCAL 727 ALLOCATION OF EXPENSES TO BENEFIT FUNDS**

In the last issue of the *Teamster* magazine we informed you that 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. There was 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.

Local 727 agreed to implement a new cost-sharing procedure that has been drafted for the IBT and requires that accurate records of the actual time spent on work performed for the various Local 727 funds be completed periodically and the process will be administered by an independent group.

## **VII. TOLL-FREE HOTLINE**

Since our last report to you, the hotline has received approximately 75 calls reporting alleged improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

To assure that all calls are treated confidentially, the system recording hotline calls is located in a cipher-locked IRB room on a dedicated line and accessed by IRB staff only. It is not manned by an investigator; however, the recorded information if complete and within IRB jurisdiction is forwarded directly to the Investigations Office.

Please continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, DC, dial 202-434-8085.

## **VIII. 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



# Field of Dreams

Teamsters Continue a Pittsburgh Tradition at PNC Park

**D**an Debacco believes that he has the best office of any Teamster in the union. Debacco works at PNC Park, home of Major League Baseball's Pittsburgh Pirates.

"This is the jewel of the North Shore," said Debacco, a 30-year Teamster and steward at Local 250 in Pittsburgh. "PNC Park is the most beautiful park in the major leagues."

Debacco is a groundskeeper at PNC Park and he, along with five other Teamsters, is responsible for the day-to-day maintenance of one of the newest and most striking parks in baseball. However, the marriage between Teamsters and Pittsburgh sports venues is a long-standing tradition that predates the opening of PNC Park in 2001.

## Teamsters and Tradition

Mike Welsh became a Teamster in 1976 when he worked part-time at Three

Rivers Stadium, a complex that served as the home of both the Pirates and the Steelers of the National Football League. For Welsh, his job has always been more than a way to pay the bills; it has been a family tradition.

"My grandfather, my father and my uncle were all Teamsters that worked at Pittsburgh stadiums," Welsh said. "From Forbes Field to Three Rivers to PNC Park, members from each generation of my family worked there. It seemed natural for me to work there too."

This tradition isn't solely limited to Welsh's family. Kevin Neary, another groundskeeper at PNC Park, has worked at Pittsburgh stadiums since 1983. His father, Eddie, was one of the first Teamsters to work at Forbes Field in the 1950s. Eddie worked with Welsh's father Joe, and trained Debacco when he started working at Three Rivers.

"When I worked at Three Rivers there was always something going on because it

was a multi-sport and multi-function facility," Debacco said. "We practically lived with one another. We became like a family—one united to get a job done."

## Great Place to Work

The groundskeepers at PNC Park are proud to be Teamsters. And they know that with a strong union backing them, they will always have the best contracts in the industry.

"Every day I am thankful that I have this job," said Joe DiMatteo, a 28-year Teamster from Local 250. "We owe a lot of credit to the union—they have made it a great place to work."

DiMatteo, Welsh, Debacco and Neary, along with their coworkers Jim Smith and George Sedlak, have worked together since the early 1990s and none of them want that to change.

"Over the years our families have grown close," Debacco said. "It has become more than a job—it's our lives."



# ELECTION SUPERVISOR'S REPORT

## FINAL RULES ISSUED

### HUNDREDS OF IBT LOCALS TO CONDUCT CONVENTION DELEGATE NOMINATIONS IN JANUARY 2006

**Final Rules Issued** – The US District Court in New York approved the Election Rules on November 9, 2005. The proposed Rules have been in effect since May 1, 2005. Contact the Election Supervisor's Office to get your copy of the final Election Rules, or download the Election Rules from [www.ibtvote.org](http://www.ibtvote.org).

**January 2006: The Busiest Month for Delegate Nominations** – More than 300 IBT Locals have scheduled delegate nomination meetings for the month of January 2006. Check your mail for notice of your local's nomination meeting. You will receive it as a separate piece of regular first-class mail or, in some areas, the notice may be published in the newsletter of your joint council or local union. You can also find out the date, time and place of your local's meeting by looking for the Local Union Plan Summary posted on local bulletin boards, or by going to [www.ibtvote.org](http://www.ibtvote.org), clicking on the "Delegate Elections" button, and then clicking on the master list of dates, times and places.

The nomination period runs through March 10, 2006, and the period for delegate elections runs from February 20 through April 30, 2006.

**Basic Rule for Nominations** – All eligible members have the right to run for IBT convention delegate, alternate delegate and IBT international office. You can attend your local's meeting in person to nominate or be nominated, or you can submit nominations, seconds and candidate acceptances in writing. **You can even attend in person and submit written nomination materials.** In the past, candidates have made sure they were nominated and seconded by several members to reduce the chances that they will be ruled ineligible, based on a nominator's or seconder's ineligibility.

**Eligibility for Candidates, Nominators and Seconders** – Generally, to run for delegate or alternate delegate a local union member must: 1) have twenty-four (24) months of continuous good standing in the local union with no interruptions in active membership; 2) be employed at the craft within the jurisdiction of the local union for twenty-four (24) months; and 3) be eligible to hold office if elected. Nominators and seconders must be paid through the month before the month of the nomination meetings.

GCC, BLET and BMWED members must be members in good standing under the GCC, BLET and BMWED constitutions and by-laws and must also have one (1) month of continuous good standing, the month prior to the month of nomination, to run for delegate or alternate delegate.

If you are considering running as a delegate or alternate candidate from your local, or you intend to nominate or second a candidate, you may ask the Election Supervisor's office to review your membership dues records to determine whether you meet the eligibility standards for a candidate or nominator or seconder (see *2006 Rules*, Art. VI, § 4[a]). An eligibility request must be made in writing. If you would like the determination in advance of the nomination meeting please submit your request at least ten (10) days before the meeting. As soon as an eligibility determination is made, the Office of the Election Supervisor will forward the determination to the requester, and anyone dissatisfied with the determination may file a protest. A copy will not be forwarded to the requester's local or any other entity. There is no requirement to check eligibility in advance, but doing that may eliminate or reduce protests after the nomination meeting.

**Nominations by Writing** – The *2006 Rules* allow all IBT members to submit nominations, seconds and acceptances in writing. Article II of the *2006 Rules* (available at [www.ibtvote.org](http://www.ibtvote.org)) contains specific instructions on what to include to have a valid written nomination, second or acceptance. A written nomination or second must be submitted no later than 5:00 p.m. on the day *before* the date of the nomination meeting.

**Candidate Acceptance** – A nominated candidate may accept a nomination in person at the meeting. The *2006 Rules* do not require in-person acceptances. As in earlier IBT elections, a candidate can also accept a nomination in writing. To do that, the candidate must submit a signed acceptance to the Local Secretary-Treasurer before the meeting or instruct a person who will attend the meeting to submit it to the individual conducting the nomination process before the close of nominations. Written nominations, seconds and acceptances can be delivered in person, by mail, by express delivery, or by fax transmission as long as they are received by the deadlines stated above.

**Political and Campaigning Rights** – All union members have the right to actively campaign for delegate, alternate delegate, and IBT international office candidates without fear of reprisal or retaliation. Eligible members have the right to run as a delegate or international officer candidate, even if they do not currently hold any union office. Candidates have the right to communicate freely with members about their candidacy and to distribute campaign literature and information. A candidate for delegate or alternate delegate has the following rights:

- 1) The right to obtain copies of worksite lists where all members of the local work.
- 2) The right to request that campaign literature be mailed to all or a portion of the local's membership, using the local's mailing list. The candidate must pay for the cost of the mailing, and the local can require payment in advance.
- 3) The right to inspect and make notes from the collective bargaining agreements covering local members. Inspection is requested by submitting a written request to the Secretary-Treasurer of the local.
- 4) The right to request that the local display the candidates' literature on literature tables or bulletin boards at the local hall.
- 5) The right to purchase space for candidate campaign literature in the local union newspaper or newsletter (if the local has previously allowed paid advertising in the newspaper or newsletter).
- 6) The right to inspect, once within thirty (30) days of the delegate election, a membership list of all members eligible to participate in the election.

The above described rights are available to all IBT members. For BLET and BMWED members, requests for political and campaigning rights guidance may be made to the principal officer of the general committees and system federations.

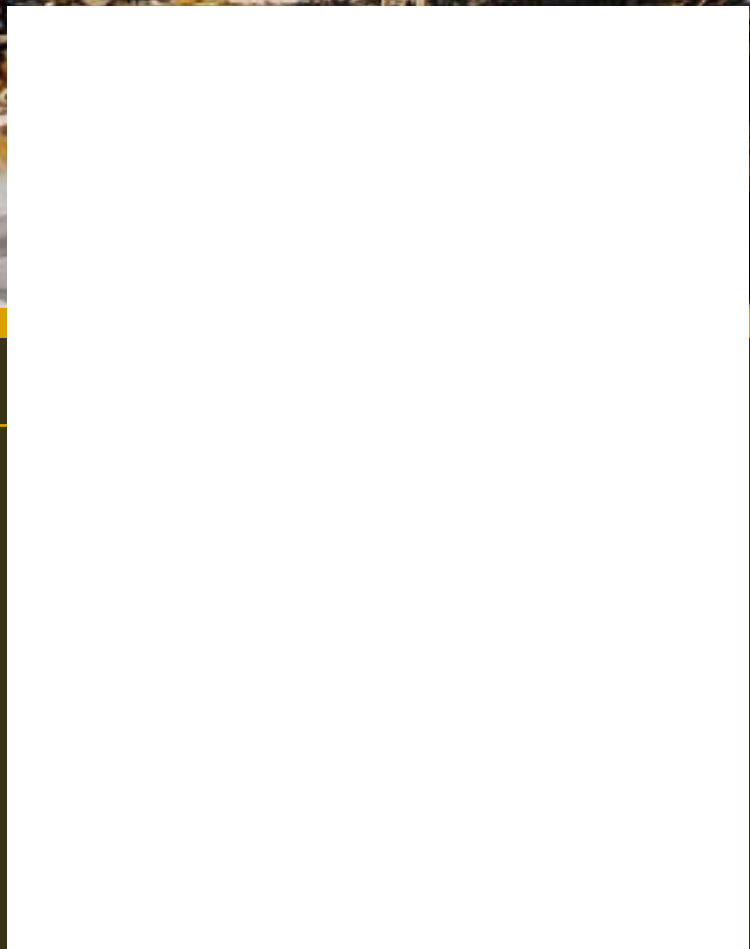
For more detailed information about your political and campaigning rights refer to Article VII of the *2006 Rules*.

Up-to-date information for both the Election Supervisor's headquarters and the Regional Directors may be found at [www.ibtvote.org](http://www.ibtvote.org).

Richard W. Mark  
Election Supervisor



# When Tragedy Hits



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