

TEAMSTER



Victory Through Unity

KERRY RALLIES TEAMSTERS TO TURN OUT IN NOVEMBER



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A MESSAGE FROM THE GENERAL PRESIDENT

Unity For The Future

This year's Unity Conference was a momentous event in the history of our union. More than 2,000 Teamsters gathered in Las Vegas for the first time since we celebrated our 100-year anniversary in September of last year. And just as we honor those who came before us, 100 years from now those who follow us will remember this time in Teamsters history.

Over the last 100 years, Teamsters have stood together to achieve goals that seemed unattainable. A minimum wage, overtime, retirement security, health care, job safety protections and the 40-hour work week are all hard-won rights we must never take for granted. And these things weren't just handed to us. It took a lot of blood, sweat and tears shed by those great members that came before us.

Today we are again under attack and have to fight for our rights like we did at the beginning of our first 100 years.

Facing Challenges

Our pensions and health care benefits are under attack. Overtime is in danger. Jobs are leaving the country in record numbers for Mexico, India and China. Instead of a growing and prospering middle class, the gap between our country's rich and poor grows larger by the day. Anti-labor politicians are emboldened to pass laws that strip us of our rights. Corporate giants like Wal-Mart and Cintas exploit workers and lower wages that cause legitimate companies to fail. Greedy executives at companies like Enron, Worldcom and Tyco break the law and destroy our pensions. The list goes on and on. We have our work cut out for us.

Our generation will be remembered for our struggles on behalf of workers—just as our forefathers are remembered for their battles in Minneapolis, San Francisco and Detroit. Now is not the time to cower from the challenges set in front of us. It's time for us to carve our own place in Teamsters history.

Don't Agonize—Organize

This year's Unity Conference was also the first with our brothers and sisters from the Brotherhood of Locomotive Engineers and Trainmen. The 40,000 BLET members have made our union stronger as we face down corporations as one union representing every sector of the transportation industry. The dream of unity on the rails, roads and in the skies is fast becoming a reality. And the fight to grow the union is a battle we must all take part in.

Although we are adding tens of thousands of new members through mergers with other unions, it is grass roots organizing that keeps the Teamsters alive and strong. Joint Councils and local unions are organizing like never before and together we can grow beyond 1.4 million members. Remember, workers need the Teamsters more than ever.

A Change in November

We are the only voice for working people. No one else is talking about jobs, trade, healthcare or retirement protection. No one else is speaking out on the minimum wage, Medicare or social security improvements. No one else is fighting to protect overtime, job security or highway safety. And no one else is negotiating strong contracts in the depths of a recession. Teamsters lead the way. We are the last line of defense for working families.

The legacy of the Teamsters is one of unity, justice and improvements for working families across North America. And while we will never forget the sacrifices that were made yesterday for our benefit today, we have our own battles to wage. That is why we must work tirelessly to elect John Kerry in November. Only through our solidarity and unity of purpose will we be victorious.

James P. Hoffa



AP/WIDE WORLD PHOTOS

Teamster Member Killed in Iraq

Local 401's Sherwood Baker Killed in Baghdad

SGT. SHERWOOD BAKER, a Local 401 member from Plymouth, Pennsylvania, was killed on April 26 in a large explosion at a suspected chemical weapons factory in Baghdad, Iraq.

"In times of war, Teamsters have always stepped up to serve their country. In this case, Sgt. Baker made the

ultimate sacrifice in defending freedom," said Jim Hoffa, Teamsters General President. "He is a true Teamster hero and his sacrifice will be remembered by his union's 1.4 million brothers and sisters."

Sgt. Baker is survived by his wife Debra and 9-year-old son J.D. He was a Pennsylvania National Guard soldier. Before being called up for service, Sgt. Baker was a caseworker for the Department of Mental Health and Mental Retardation.

"My heartfelt sympathy goes out to his family and friends," said George Vitanovec,

President of Local 401 in Wilkes-Barre. "He will be sorely missed."

Sgt. Baker was a Guardsman for the 109th Field Artillery, Alpha Battery, and was serving with the Second Battalion, 103rd Armor, Bravo Company. Sgt. Baker had been in Iraq for 30 days to assist in the search for weapons of mass destruction in and around the Baghdad area.

"An Exemplary Citizen Soldier"

Sgt. Baker and his comrades had been performing security patrols, convoy escorts and checkpoint operations for the past several weeks in Baghdad and Fallujah. On April 26, Baker and 12 other guardsmen from the unit were providing security around a suspected

chemical weapons factory in Baghdad before the building exploded.

Major Kevin Miller, operations officer for the 109th Field Artillery, described Baker as an "exemplary citizen soldier," to the Wilkes-Barre newspaper, the *Citizen's Voice*.

"In performing this mission in Iraq, he was proud to be a part of a new chapter of the rich history of the 109th Field Artillery," Miller noted.

"Sgt. Baker was a true citizen soldier who not only worked hard to support his young family, but made the ultimate sacrifice for his country when he lost his life," said Pennsylvania Governor Edward G. Rendell. "The Commonwealth mourns the loss of this hero, and prays that our soldiers still fighting are returned to us safely. Our thoughts and prayers are with Sgt. Baker's family during this difficult period."

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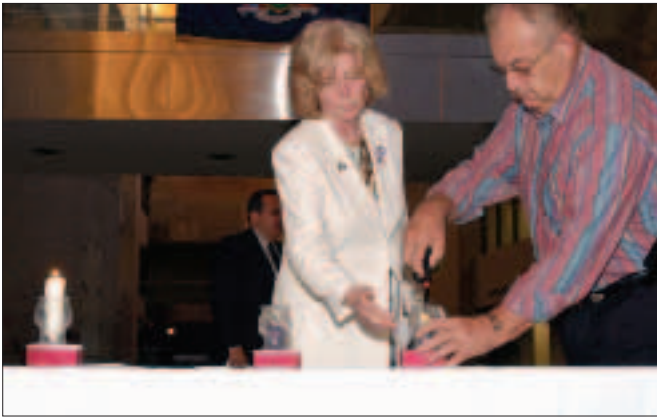
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Workers Honored

Teamsters Observe Workers' Memorial Day

Teamsters around the United States and Canada observed Workers' Memorial Day on April 28.

Workers' Memorial Day honors the many men and women who have been killed and injured on the job. The day also serves as an educational tool to help prevent those accidents from happening in the future.

"Workers' Memorial Day is a time to look back and mourn for workers killed and injured on the job, as well as a time to look ahead and rededicate ourselves to the fight for safe workplaces," said Jim Hoffa, Teamsters General President.

Monument to Workers

"We have a memorial service every year on Workers' Memorial Day," said Bob DiBaro, Director of Safety and Health for Local 804 in Long Island City, New York. "There's a monument to workers that we put up after September 11 and each year we plant flowers for all those who died on the job that year."

The union contacts OSHA and all the other unions in the area they are affiliated with and see if any workers died on the job during the previous

year. They then contact the families of the deceased to ask if they can put their names on the memorial.

Locals around the country observed Workers Memorial Day in other ways:

- Local 231 in Bellingham, Washington had a presentation by a local law firm of how and when to file claims for workplace injuries/illnesses.
- Local 325 in Rockford, Illinois worked with Rockford United Labor to hold a brief ceremony at the Workers Memorial Day tablet in Rockford.
- Local 385 in Orlando coordinated a literature handout for Disney workers. They handed out Safety Contract Cards at the Magic Kingdom Parade Facility. They also had a wreath-laying ceremony in honor of Javier Cruz, the Teamster at Walt Disney World who was killed on the job on February 13, 2004.
- Local 429 in Reading, Pennsylvania coordinated with an employer, Atofina Chemicals, to supply Teamsters there with cake and coffee and educational material on Workers' Memorial Day. The flag was also flown at half-staff.

Safe Rails Secure America

Rail Conference Lays Track for Security Campaign

The Teamsters Rail Conference has launched a safety and security program to assess the vulnerabilities of our nation's railroads.

"Safe Rails Secure America" is a new program designed to involve the participation of rail workers and collect needed information to demand improvements within our nation's rail system.

"Since 9/11, U.S. homeland security efforts have ignored many of the real and present dangers on our railroads," said Jim Hoffa, Teamsters General President. "Leaving security to their rail corporation friends, the Bush administration has allowed our nation's railroads, the largest transporters of hazardous materials, to become more vulnerable to terrorism. Taking trained professionals—needed eyes and ears—off of locomotives puts communities across our nation at risk."

Some Facts on Freight Rails:

- Railroads are the largest carriers of hazardous materials;
- Hazmats continue to be shipped by rail through dense urban cores, including "high threat target" cities such as Washington, D.C., Chicago, Baltimore and Los Angeles;
- A study by the Naval Research Labs showed that 100 people per second could die if a terrorist were to explode a tank car filled with liquefied chlorine;
- Rail corporations continue to eliminate thousands of industry positions, valuable eyes and ears in the rail yards and main lines—causing a dangerous fatigue crisis for rail workers;
- Taking skilled engineers off of locomotives in rail yards, the rail corporations continue to use remote control operations despite numerous accidents involving this technology; and
- The railroads have not adequately addressed infrastructure vulnerabilities present in the current system or gaps in emergency response capabilities.

Rail worker surveys for the "Safe Rails Secure America" program will be sent to each BLET division for distribution. The questions include member observations on yard security, equipment and track maintenance, hours of work and remote control device access. The survey answers will be recorded by the Teamsters Rail Conference and will form the basis of a safety and security report.





Safe And Sound

Historic Decision Protects Teamsters at DHL/Airborne

A historic decision involving package-delivery company DHL and Teamster local unions provides job security and pay protections for more than 6,000 union members who previously worked for Airborne Express.

“This historic decision protects the security of our hard-working members and the security of their families,” said Jim Hoffa, Teamsters General President. “This decision will lead to more solid family-wage jobs in the future.”

The Change of Operations Committee under the National Master Freight Agreement (NMFA) issued the decision in April. Last year, DHL bought Airborne Express for more than \$1 billion. The 6,000

DHL workers are covered under the NMFA. More than 3,000 other Teamsters at DHL are covered under separate contracts. The decision states that DHL fully anticipates growth, which will mean more Teamster jobs as a result of the merger.

The decision also provides a no-layoff protection. In addition, regular full-time employees are guaranteed at least 40 hours of work each week.

“The decision also protects premium weekend and holiday pay,” added Tyson Johnson, Director of the Teamsters Freight Division.

Written Protections

“During this time of economic uncertainty, these workers will



know they have a written agreement that protects their jobs and their futures,” Johnson said.

The Change of Operations decision included a “dovetailing” provision, which recognized the date of hire for 221 employees who were permitted to follow their work from DHL to the combined DHL/Airborne operation.

In addition to the very limited number of workers at

DHL who dovetailed, all new DHL workers hired after the merger are put at the bottom of the seniority list. Prior to the merger, all Airborne employees on lay off status were recalled to work, effective February 13, 2004.

“The important thing to note is that, thanks to this decision, our members now have more job protections since the merger took place,” Johnson said.

The Future Is Now

DHL Workers at JFK Join Locals 295, 851

Employees of DHL’s Building 263 at JFK International Airport in New York City have voted to join Locals 295 and 851, giving 339 workers a strong voice in the workplace.

“This victory took good, old-fashioned Teamster hard work and the support of the International Union,” said Lou Calemine, President of Local 295 in Valley Stream, New York.

The warehouse and clerical workers, drivers, lead agents, ramp workers and mechanics voted in April. Local 295 will represent 225 of the workers while 114 clerical workers will be represented by Local 851, also based in Valley Stream.

When DHL bought Airborne Express last year, Teamsters at 25 Airborne facilities in the jurisdiction of Locals 295 and 851 became DHL workers and retained their union contracts. There

were 15 nonunion DHL facilities that Local 295 and 851 had begun organizing. However, prior to going to elections, DHL integrated the nonunion workers into the unionized workforce. The JFK facility was considered an unrelated operation and the locals were required to run a separate organizing campaign.

“This was a great victory. The members at other DHL facilities helped out by talking to the workers at Building 263, telling them the benefits of joining the Teamsters,” said Tom Conelias, President of Local 851.

“We want to thank all those at the International Union for helping with this organizing victory—General President Hoffa and his entire leadership team,” Calemine said.

Conflict of Interest

Teamsters Win Shareholder Protections at Continental

Members of a company's board of directors should look out for the best interests of that company. It's only common sense. But what happens when a member of a board of directors is looking out for the best interests of the company's competitor?

That's when the Teamsters step in.

Teamster employee/shareholders recently forced policies to be changed at Continental Airlines through a shareholder action. As a direct result of what mechanics at Continental did, the airline announced internal changes to address conflicts of interest for board nominees.

Local 19 in Grapevine, Texas and the Teamsters Office of Corporate Affairs created a strategy to protect members at Continental. Michael Buss, a Teamster mechanic, decided to bring the issue to a shareholder vote. Submitting a shareholder proposal, Buss called on the board to enact a policy that would eliminate such conflicts of interest among board members.

Raising Concerns

"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.

The change in policy came one year after Teamster employee/shareholders raised concerns at the company's 2003 annual meeting about conflicts of interest of two directors—David Bonderman and William Price—who, through their

company Texas Pacific Group (TPG), own competitor America West Airlines.

"We expect our Board of Directors to work for us, not our competition," said Robert Rasch, a Continental employee, shareholder and business agent of Local 19, which represents Continental workers.

As a result, Bonderman and Price resigned from Continental's board effective March 12, the date of Continental's 2004 shareholder meeting.

A Call for Reform

Ted Hnatt, a mechanic and Teamster activist from America West Airlines, made it a priority to attend the Continental Shareholder Meeting. Hnatt believes that workers at America West deserve similar safeguards from conflicts of interest as workers at Continental.

"As Teamster mechanics, we deserve the same protections as Continental," he said.

Texas Pacific Group owns controlling interest in America

"Directors should have their company's best interests in mind... I am pleased to see our Teamster mechanics fight these corporate battles and win for the best interest of our members."

—CARIN ZELENSKO, TEAMSTERS OFFICE OF CORPORATE AFFAIRS



West and has a seat on its board and yet still actively vied for competitor airlines. Is this a conflict? Teamster mechanics believe it is and filed a shareholder resolution calling for reform.

"Directors should have their company's best interests in mind," said Carin Zelenko, Director of the Teamsters Office of Corporate Affairs. "I am pleased to see our Teamster mechanics fight these corporate battles and win for the best interest of our members."



Stamping Out Hunger

Local 391 Members Volunteer for Food Drive

Mike Janes, a Local 391 member with Yellow Freight, knows that being a Teamster involves more than caring about your

union brothers and sisters. It involves caring about your community.

That's why Janes, his brother and two nephews volunteered

in a nationwide effort to stamp out hunger. In May, Local 391 members from around North Carolina pitched in to make the Letter Carriers' Food Drive a success. The annual nationwide food drive involves mail carriers picking up donated food from their route and bringing it to post offices. From there, the food needs to be delivered to the food bank. That's where the Teamsters step in to help.

"It's a good time getting out and helping with the food drive," Janes said. "Lots of members bring their families and make it a family affair every year."

Happy to Help

"We've been involved with this for about 10 years and we're always happy to help," said

Jack Cipriani, President of Local 391 in Greensboro, North Carolina.

According to Kerry Morancy, Food Drive Coordinator for the Food Bank of North Carolina, the Teamsters did their share of heavy lifting. Local 391 volunteers and their families helped out in Durham, Wilmington and Raleigh. In Durham, they helped move 31,000 pounds of goods; in Wilmington, 33,000 pounds; and in Raleigh, Teamsters helped move 104,000 pounds of food.

"Food drives like this wouldn't be possible without volunteers," Morancy said. "And this one wouldn't have happened without the Teamsters that gave their time to help out. We're grateful for all they have done for this event over the years."



TEAMSTER-MADE

Dum Dum Pops Made by Local 20 Members

Dum Dums are everywhere. No, not the jerks that talk during movies—the candy pops. They're not only tasty; Local 20 members at the Spangler Candy Company in Bryan, Ohio, make them.

The company, best known for their candy canes and Dum Dum Pops, is concentrating on finding ways to bring more business to the 400-employee Ohio plant. The family owned company has been a part of the Bryan community for several generations.

"What makes supporting this company so easy is that they have really made an effort to preserve jobs in their community at a time when so many companies are leaving the country for low-cost locations," said Bill Lichtenwald, President of Local 20 in Toledo. "It's a two-way street: The company looks after

their employees and the Teamsters look out for the company. They work hard."

Employees there have always been willing to help out. Several years ago they all pitched in working many hours of overtime to replace two months of Dum Dum Pops lost in a warehouse fire.

Every time you pick up a Dum Dum Pop in a bank or at the dry cleaner or even a sack of them to give out at Halloween, you are supporting your Teamster brothers and sisters.





Soap Opera Ends Happily

Local 64 Preserves Historic Business in Rhode Island

The willingness of Teamsters to cooperate has kept a historic business in its home state of Rhode Island. When Bradford Soap Works gave notice that its doors would forever shut and 250 Teamsters would lose their jobs, Local 64 immediately went into action.

The Bradford Soap Works, which has operated in Rhode Island for the last 128 years, was under pressure from a major discount retailer to cut costs so that it could sell the specialty soap cheaper. The company tried to renegotiate its labor contract with Teamster production workers, who twice voted to reject contract offers that would have cut wages and benefits. As a result, the company served notice that the plant would have to close.

"We drafted a proposal that would satisfy the needs of the Teamsters as well as the company," said Stuart Mundy, Trustee of Local 64 based in West Warwick, Rhode Island.

"The Teamster members overwhelmingly voted to approve the new contract by more than a 2-1 margin."

The agreement, which preserved all 250 jobs at Bradford Soap Works, provides for the consideration of switching to a Teamsters health care fund, instead of buying health coverage elsewhere. The move to a Teamsters plan would result in controlling skyrocketing health care costs and save money for the company.

A Victory for All

Workers at the Bradford Soap Works say that what really saved the company from closing was the local's current leadership.

"Things were going pretty bad with negotiations until Stu Mundy stepped in," said Paul Dubuc, a Teamster who works in shipping and receiving and has been there for 33 years. Dubuc was also on the negotiating committee. "Stu

convinced the company to work with him to keep Bradford open and he did a great job with it."

"Keeping this place open wasn't just a victory for the Teamsters and for the Bradford Soap Works, it's a victory for our town," said Esther Gauvin, a packer at the plant who has been there for 30 years. "This is a manufacturing company in a town where

everybody knows everybody. At work, people are close. We're like family. In many cases, people there are family."

The Bradford Soap Works was founded in Providence, Rhode Island 128 years ago and has been in the state ever since. It also has plants in Cheshire, England; Dayton, Ohio; and Columbus, Indiana. It has approximately 700 employees worldwide.

Unified Effort

SoCal Dairy Workers Win Strong Contracts



Southern California dairy workers employed by Dean Foods Inc. gained strong new contracts after a unified team of representatives from seven local unions in the region reached more uniform agreements recently. Nearly 1,000 workers are covered by eight, three-year contracts, each achieving substantial wage and pension increases.

Locals 63, 166, 186, 495, 630, 683 and 952 all participated in the contract discussions, led by International Vice Presidents Fred Gegare and Randy Cammack. Southern California Dairy Chairman Mike Bergen was also a key negotiator in the process.

"The Hoffa administration shows once again what locals can do when members are unified," said Gegare, who is also the Director of the Dairy Conference. "These Southern California contracts are a perfect example of our goals put to practice."

Support and Solidarity

"All of the members of the dairy industry deserve our thanks," said Cammack. "Their support and solidarity was a major factor in getting these good contracts."

Five of the contracts, which fall under conventional agreements, will provide full maintenance of benefits for healthcare and wellness. The two other contracts feature other improvements that essentially eliminate the members' monthly out-of-pocket health care expenses.

"This was a great team effort," said Mike Bergen. "We planned ahead, set goals and stood firm."

The eight contracts with Dean Foods are in addition to nine other independent conventional dairy contracts in the region. The majority of those independent contracts have also reached successful new agreements.



IN UNITY

Unity Conference Focuses on Politics and Organizing

Two years ago, Greg Kirschenman, a heavy equipment mechanic with the city of Denver, approached the Teamsters Union about representation. This set in motion a series of events that led to the formation of Local 2004, a new local for public employees in Denver.

His involvement with the Teamsters was furthered by a trip to Las Vegas in May for the Unity Conference. While there, he took in speeches by Sen. John Kerry, Teamsters General President Jim Hoffa, Rep. Dick Gephardt, New York Attorney General Eliot Spitzer and Democratic political strategist Donna Brazile as well as workshops on the upcoming elections and on organizing. He also learned something else while in Las Vegas. Kirschenman learned about Teamster unity.

"The camaraderie here is amazing," he said. "I expected to learn about new organizing methods and about communication techniques but had no idea I'd meet so many likeminded Teamsters. The Unity Conference is all about solidarity."

In the first Unity Conference of the

union's second 100 years, the focus was on two of the Teamsters' most pressing issues: Politics and organizing.

Election 2004

"Though we have 100 years behind us, we are making our own history to be remembered by," said Hoffa. "We are organizing at a historic pace and we are negotiating stronger contracts than ever before—but there is one more area that may be the most important to our future—the Presidential election."

This is a pivotal year in American politics and members of the Teamsters Union have stepped up to the plate for presidential candidate John Kerry.

"I want to congratulate all of you," Kerry said. "Not only do you do the work



“We know we can do better and think bigger about the challenges we face. We know that a strong economy is a growing middle class where every American has a chance to work and an opportunity to succeed.”

that builds America, you’re doing the hard work of knocking on doors, walking house to house, talking to neighbors and fellow workers. You’re building a stronger America by helping working people get ahead in our economy. And that’s the most important work in America today.”

A Clear Choice

“It’s great to be here in Las Vegas,” Kerry said to the crowd of approximately 2,000 Teamsters. “This place is the complete opposite of Washington. In Vegas, people gamble with their own money.”

In his speech, Kerry praised the leadership of General President Hoffa and asked his audience to join him in building a stronger America. Kerry detailed his plan to strengthen the economy by creating jobs, protecting workers and helping the middle class.

“I’ve seen proud Teamsters at every one of my events,” Kerry said. “You’re helping to change the course of this country. Together we’re going to end the Bush presidency—and if you continue to

work as hard as you are to make that happen, I will work every day for your jobs, your families, your health care, your rights—and we’ll put jobs first in America again.”

Hoffa said this year’s election provides a clear choice.

“This campaign isn’t about ‘anybody but Bush,’” Hoffa said. “This is about John Kerry standing up for working families. He has stood for labor his entire public career and he puts working people first. John Kerry is a candidate we stand with proudly.”

Teamster President

Kerry praised the Teamsters for fighting for millions of working families. He recalled the days when he was a Teamster working for a Boston-area grocery chain, First National stores.

“I was a Teamster member for several years while in college. I would never have earned the money I had earned or learned what I learned without that experience,” he said.



After three and a half years of failed policies from the Bush administration, Kerry said that there is much work to do in America, but that working together, we can build a stronger nation. In his remarks, he laid out his plans to create jobs, enforce trade agreements, cut health care costs and expand the middle class.

“Their way hasn’t made America stronger. My way will,” Kerry said. “We know we can do better and think bigger about the challenges we face. We know that a strong economy is a growing middle class where every American has a chance to work and an opportunity to succeed. And Teamsters know better than anyone that America is at its best when Americans are at work.”

Strengthening our Economy

Kerry said that he will strengthen our economy and help working families with a plan built on this simple principle: Reward work, make sure Americans have a chance to work and the opportunity to get ahead when they do.

Taking A Stand

UFCW Thanks Teamsters for Strike Support

In late 2003, more than 70,000 United Food and Commercial Workers (UFCW) members went on strike at grocery stores in Southern California. The Teamsters were right there holding the line with the UFCW workers and, because of that, their union’s president thanked the Teamsters assembled at the Unity Conference.

“Recently in Southern California, the UFCW had tens of thousands of workers out on strike,” said UFCW International President Joe Hansen. “They did not stand alone. Thousands of Teamsters stood shoulder to shoulder with us.”

The Teamster-UFCW united front built on the growing solidarity among all workers to combat the rise in health care costs corporations are forcing upon working men and women.

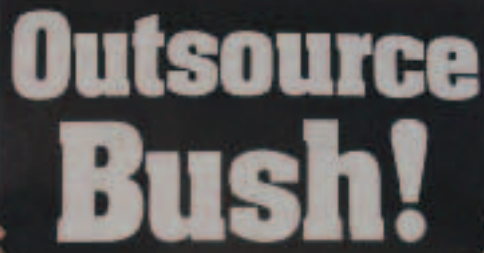
Shared Values

“We were proud to do what we could for the striking UFCW workers,” said Jim Santangelo, International Vice President and Secretary-Treasurer of Local 848 in El Monte, California. “The courage of the rank-and-file Teamsters who walked off their jobs in support of the brave UFCW grocery workers was great. What was even better was the way they then fought for their union brothers and sisters.”

In an age when the corporate creed of “every man for himself” is dominant, the cooperation between the two unions was truly historic. The Teamsters had no immediate stake in the struggle yet 8,000 members still took a stand.

“I’m looking forward to working with the Teamsters more in the future as our relationship is based on mutual respect and shared values,” Hansen said. “Teamsters made tremendous personal sacrifices and contributions for the UFCW. You were there for us in our time of need and we will never forget.”





**Outsource
Bush!**

Bush Watch

Project Labor Agreements and Unemployment Benefits

Under Bush's watch, the nation has lost 2.6 million private-sector jobs since January 2001, when Bush took office. In four consecutive budgets, the White House has shortchanged America's working families in favor of cutting taxes for the nation's super-rich.

The Bush administration is spending billions to rebuild Iraq's roads and schools, but not America's. While proposing to fund explorations to Mars, Bush repeatedly has refused to extend unemployment insurance for millions of jobless U.S. workers—even though the recent rate of long-term unemployment is tied for the highest rate since 1992.

To catalog all the ways the Bush administration has wronged America's working men and women would fill several editions of the *Teamster* magazine. Even narrowing the focus to just jobs and the economy would be tough work. Two issues that are particularly egregious, though, are project labor agreements and unemployment benefits.

Unemployment Benefits

In 2002 and 2003, Republicans in Congress—with backing from the Bush administration—consistently rejected Democratic proposals that would have extended the emergency federal unemployment benefits programs for long-term laid-off workers. And the stonewalling continues: The federal emergency program expired at the end of December 2003 and the Bush administration has not asked Congress to extend the emergency program and refused to support an extension.

Meanwhile, the Center on Budget and Policy Priorities reports 1.4 million unemployed workers ran out of regular unemployment benefits during the first quarter of 2004. They were unable to find jobs and had no emergency federal unemployment insurance to rely on.

Project Labor Agreements

One of Bush's first actions when he took office was to issue an Executive Order banning the use of project labor agreements (PLAs) on all federally funded construction projects.

PLAs are negotiated prior to the start of a construction project between unions and the project owners or construction managers. The agreements generally establish a common set of work rules, working conditions, hiring practices and settlement dispute mechanisms, usually with the stipulation that there will be no strikes by the unions or lockouts by management.

In April 2001, the administration was pressured to modify the order to allow most covered projects by pre-existing PLAs to continue unthreatened. However, new PLAs are still banned by the Bush Executive Order.



To do this, Kerry will create 10 million jobs in America during his first four years as President and put an end to tax breaks that encourage companies to move jobs overseas—issues dear to the heart of every Teamster, every working American and every American who has lost a job due to the current administration's reckless policies. Kerry's plan will revitalize manufacturing by investing in the jobs of the future and in job-training programs that prepare America's workers for them.

When he is elected President, Kerry will call for stronger enforcement of trade agreements so that America's workers and companies are on a level playing field. As President, he will respond from day one to trade violations and make sure all new agreements include enforceable labor and environmental provisions.

Kerry also vowed to help America's businesses become more competitive by reducing one of their biggest costs: Health care. While George Bush has done nothing to help families and small businesses struggling to keep up with skyrocketing costs, Kerry said his health care plan will offer relief to

PHOTOGRAPHY BY JIM SAAH



families and small businesses by cutting costs and providing affordable, reliable and quality health care to all Americans.

To the gathered crowd of Teamsters, Kerry said, "This is the America I want to lead. This is the America I know we can have. And this is the America I ask you to join me in building."

Organizing for the Future

With the 2004 elections right around the corner, politics was a large focus of the Unity Conference. As with past conferences though, organizing was also an important focal point.

"One of the most important things I'm taking away from the Unity Conference is the innovative organizing techniques I learned about," said Alfred Hernandez, a Local 186 Trustee in Ventura, California.

The Teamsters Organizing Department led several workshops called "Organizing for the Future."

"Together we can grow beyond 1.4 million members because we have a compelling argument: Labor is the only voice for working people. We must leave no stone unturned in building our union."



Fighting Corporate Corruption

New York Attorney General Addresses Unity Conference

Eliot Spitzer, Attorney General for the state of New York and a crusader for corporate accountability, was one of the keynote speakers at the Teamsters Unity Conference.

Spitzer was invited to address the Unity Conference because—perhaps more so than any individual in the United States—he has fought tirelessly against corporate corruption. His fight against labor law violations alone has earned him the undying respect of organized labor.

“It’s great to be addressing you today because my dialogue with the labor community is important,” Spitzer said. “It provides me with the opportunity to explain my continued efforts to reform Wall Street.”

While Spitzer is the Attorney General for New York, he is recognized nationwide for his fight against corporate greed. When the Securities and Exchange Commission was slow to act, Spitzer blew the whistle on Wall Street’s biggest securities firms.

Victory on Wall Street

By focusing on people instead of politics, Eliot Spitzer has achieved a number of important victories and advanced initiatives to make New York a national leader in environmental and investor protection, public safety, civil rights and consumer affairs.

“Eliot Spitzer has forced Wall Street to improve the way they do business and to stop meddling with the money of working Americans,” said Jim Hoffa, Teamsters General President.

Spitzer took on HMOs that were improperly denying insurance claims and he obtained refunds and better health care for consumers. He reached landmark settlements with employers to protect the rights of workers in the grocery, garment and retail industries.

Through these and many other initiatives, Spitzer has shown that he is on the side of working people across his state and fighting for working families.

“In my work, I try to bring people together and to facilitate bipartisan cooperation in government,” he said. “I believe that such cooperation is essential if we are to overcome challenges.”

“The Unity Conference is a great opportunity to teach the Teamster leadership about new methods we’ve been using and how to apply it to their locals,” said Jeff Farmer, Director of the Teamsters Organizing Department.

The Teamsters are one of the most progressive organizing unions in North America with organizing campaigns in core industries like freight, carhaul, tankhaul and waste. The Teamsters are also organizing public sector workers like nurses, law enforcement officers and lawyers. In addition, the union is pursuing rail workers, casino workers and airline workers.

Community Coordination

“The organizing session I attended was very helpful and should be useful in what we’re trying to accomplish at Local 186,” Hernandez said. “The focus was on person-to-person involvement and doing things like getting the local community and religious community involved.”

Working with the community is at the heart of the union’s strategic organizing model—with coordination of efforts at all levels. That can mean meeting with civic and religious leaders to explain a labor dis-



Bush Jeopardizes Retirement Security

Veto Threat Thwarts Multi-Employer Pension Relief

Congress recently passed a so-called pension relief bill that included significant help for single-employer plans while excluding 99 percent of the multi-employer plans that need the same relief.

Large corporations are more likely to have single-employer plans, while multi-employer pensions are common among small businesses and their representative unions—including the Teamsters.

Standing up for the 10 million working Americans covered by multi-employer plans, presidential candidate John Kerry is working with allies in Congress to pass legislation that corrects the failings of the Bush-supported bill. If Congress fails to act, Kerry is committed to providing meaningful relief for multi-employer plans when he is elected President.

Join Kerry in his fight for legislation that provides meaningful relief for multi-employer pension plans. Log on to www.teamstersforkerry.org and click on the umbrella, and you can email or fax your representatives and tell them to stand up for those Teamsters covered by multi-employer plans.

pute and its impact on the community. It also means crafting a message that will engage all parties and, once together on the same agenda, uniting those who wish to be organized.

“I call on each of you to join me in this struggle to organize,” Hoffa said. “Together we can grow beyond 1.4 million members because we have a compelling argument: Labor is the only voice for working people. We must leave no stone unturned in building our union.”

The Next Generation

Hoffa urged those attending the Unity Conference to contribute in any way they could in order to accomplish the goals set forth over the week.

“Brothers and sisters, at the dawn of the next 100 years, we will be remembered for our strength and unity,” he said. “We will be remembered for our strong contracts, for our commitment to organizing and for our political power.

“I’ll tell you what our commitment is: We are going to fight together and win together. Now let’s roll up our sleeves. Let’s make the next generation proud.”

“I’ll tell you what our commitment is: We are going to fight together and win together. Now let’s roll up our sleeves. Let’s make the next generation proud.”





Kn

The Joint Association of Boxers (JAB) and the Teamsters made history on April 15 when they took part in the first unionized boxing match at the Hammerstein Ballroom in New York City.

The event, "Heavyweight Heat," was televised live on Showtime's Shobox series. Jameel McCline TKO'd Wayne Llewelyn in the first round after knocking Llewelyn down three times. In the main event, Jeremy Williams stopped Attila Levin in the eighth round.

Just before the two main events, Teamsters General President Jim Hoffa, JAB President Eddie Mustafa Muhammad, and Walter Kane, the labor attorney who has devoted countless hours to getting JAB up and running, entered the ring with fight promoter Cedric Kushner to welcome the crowd.

"It's good to be home doing a union show," said Muhammad, a New York City native. "I'm a union man. I'm doing what's right for the fighters so they can have

dignity and respect."

"We need some change in the sport of boxing," said Kushner, a strong JAB supporter. "I sincerely want to be part of that change."

As Hoffa approached the center of the ring, ring announcer Joe Antonacci grabbed the retro-styled microphone dangling from the lighting grid above the ring.

"Here is a man whose family has been fighting for unions for decades," Antonacci intoned. "He is the champion of American labor... Teamsters General President James P. Hoffa!"

"We're getting a fair shake for working people just like us," Hoffa told the roaring crowd. "Union strong! Union all the way! We want to build a boxing empire to make things better for fighters across America."

Last Sport Without a Union

JAB is a union for the physical and financial protection of professional boxers, run by boxers and former boxers, all of whom will be elected by boxers. The first meeting of JAB took place on May 12, 2003 in Las

Vegas. Boxers in attendance signed union cards authorizing JAB to act as their collective bargaining representative. Also at the meeting, boxers voted to seek affiliation with the Teamsters. The Teamsters are providing initial financial support and organizing expertise until JAB is able to fully support itself.

Professional boxing is the last major sport without a union. Players in the NBA, NFL, NHL and Major League Baseball have long benefited from collective bargaining. Professional and retired boxers, however, have no health care, pension or other benefits essential for living.

JAB has signed up more than 150 fighters to date. The organization's stated goals include the following:

- To protect the rights of boxers and ensure full disclosure of finances under the Muhammad Ali Boxing Reform Act;
- To ensure the highest possible safety standards at all matches;
- To create health and pension benefit plans for boxers;
- To create a minimum salary scale;
- To ensure fair distribution of fight

A Real Knock-Out

JAB Makes History with First Unionized Boxing Match

proceeds between boxers and promoters; and

- To assist boxers in their transition from boxing to other jobs upon retirement.

The Hammerstein Ballroom was packed to the rafters with Teamsters and members of other unions. Banners from Teamster Locals 111, 202, 251, 282, 522, 812, 851 and Joint Council 10 hung from the balcony railings.

“This is the first step of something that’s going to be huge,” said John Rieder, a business agent at Local 111 in New York. “The Teamsters are on the move, no matter whether it’s boxing or freight or organizing.”



Looking Ahead

Teamsters Support Youth Boxing Program

For the past three years, Joint Council 42 in California has been a proud sponsor of a Teamsters youth boxing program. The program comprises approximately 80 kids who have competed in several tournaments around the state and the country. The program even sent a women’s team to Scranton, Pennsylvania for a U.S. national amateur championship.

Ben Lira, director of Teamsters Youth Boxing in California, was a Junior Golden Gloves champion in 1957. He said Joint Council 42 had an active boxing program during the 1950s, and sponsored him then. Now, with the support and backing of Joint Council 42 President and International Vice President Jim Santangelo and Local 63 Secretary-Treasurer and International Vice President Randy Cammack, Lira said he hopes to spread the word about Teamsters Youth Boxing through the union and encourage more locals and Joint Councils to sponsor similar programs.

Lira and Ronnie Villegas, a driver for Santee Dairy and member of Local 63 in Covina, California, attended the JAB event as representatives of Joint Council 42 and Teamsters Youth Boxing. At the event, they presented General President Jim Hoffa with several framed pictures of the youth involved in the program. Lira and Villegas said they were excited to attend the JAB event because of what it meant for young boxers’ futures.

“What’s left for a boxer when he retires? What happens to a boxer when he gets hurt? He’s really a professional with nothing,” Lira said. “I was a professional fighter. What did I have left? Nothing.”

Lira said he hopes more Teamsters will get involved and help with youth boxing programs so more up-and-coming boxers are introduced to this new boxers’ union.

“The kids that we are training are going to be professional boxers,” Villegas said. “With JAB, they’ll have something to look forward to.”

Waste Not Want Not



Locals Ratify Strong Contracts at Allied Waste/BFI

In 1984, Aaron Van Winkle left a job as a coal miner to become a truck washer for Allied Waste/BFI in Evansville, Indiana. Since going to work for BFI 20 years ago, Van Winkle has since moved on to being the scale master at the landfill—a job he enjoys thanks to contract language negotiated by his local many years ago.

Because of contract language approved by Van Winkle and his coworkers on April 14, he is about to take another step in his occupation. His bargaining unit is one of two that recently negotiated outstanding contracts, which again prove that with more Teamsters at Allied Waste/BFI, workers will get better contracts. In both contracts, Allied Waste/BFI greatly improves health coverage for Teamsters—a perk almost unheard of in today's economy.

For Local 215 members at Allied Waste/BFI in Indiana, the company will pay the full cost of a Teamsters health care plan through 2009. Local 350 members in California get fully funded Teamster health insurance coverage over the life of the contract.

"These contracts bode well for not only the workers covered by them but for all Teamsters at BFI," said Jim Hoffa, Teamsters General President. "The wages and benefits negotiated will affect negotiations all through the industry and will show unorganized waste workers what it means to be a Teamster."

Local 215 Contract

"We worked hard to get this contract and I'm real pleased with it," said William Buckner, who drives a rear-load truck and has been with Allied Waste/BFI for four years. "Knowing that you work hard, put in a lot of hours and then get rewarded for it—it's a pretty good feeling."

The 104 workers from Local 215 are drivers, landfill operators and mechanics for the waste management company in Evans-

ville. More than 80 percent of the members voted in favor of the new five-year contract.

"We are really pleased with the outcome of the negotiations," said Chuck Whobrey, President of Local 215. "Our members used to be covered by a different insurance plan and paid various amounts themselves for the coverage."

Buckner said that, as a whole, he thinks the contract is great. Among his favorite aspects, though, are the new work rules. Teamsters there received stronger seniority language, an additional personal day and better rules on sick leave. In addition to that, Local 215 members got a \$250 signing bonus and wage increases.

"In the 20 years that I've been here, this is one of the best contracts that we've ever gotten," Van Winkle said.

Local 350 Contract

On the other side of the country in San Carlos, California, Allied Waste/BFI Teamsters got an equally impressive contract. By a 5-1 margin, members of Local 350 in Daly City ratified a first contract that provides fully funded Teamster health insurance, wage increases and other benefits.

"This is an excellent contract. We negotiated the Western Conference of Teamsters Pension Fund, and Teamsters health and welfare with the company paying the full benefits for the five years of the contract," said Robert Morales, Local 350 Secretary-Treasurer. "We also negotiated a health and welfare program for retirees with full benefits paid."

The 220 workers voted for Teamster representation in October, 2003, and it didn't take long to convince the workers they made the right decision. Under the contract, the minimum hourly wage will be \$25.13, and the contract calls for a \$4.80 hourly wage increase over the five years of the contract. The contract also includes 12 paid holidays and 12 sick days. If a worker doesn't use his sick days, he or she can be paid for unused days at the end of the year.

"There is a lot to be happy about in the contract but, personally, the increased wages and the health care are my favorite aspects of it," said Michael Montalbano, a Local 350 Teamster at Allied Waste/BFI in San Carlos.

Strike Two!

Workers Approve New Three-Year Contracts, End Strikes

Two separate bargaining units went on strike in neighboring states and both had the same dramatic results: Victory for Teamsters in the waste industry.

On May 7, 350 Local 533 Teamsters at Waste Management in Reno, Nevada went on strike. The trash haulers, packers, mechanics and recycling workers walked off the job when both sides reached an impasse concerning economic and job security issues. Nine days later, a three-year contract was ratified that gives the Teamsters wage and pension increases, stronger seniority rights, a better 401(k) plan, a no subcontracting clause and many more benefits.

"None of this would have been possible without the unity and strength of our striking members and support of our community," said Lou Martino, Secretary-Treasurer of Local 533.

Local 439 Strike

On April 1, more than 60 garbage collectors, who are members of Local 439 in Stockton, California, ended a 10-day strike and returned to work after ratifying a new three-year contract with Stockton Scavengers by more than a 4-1 margin. The agreement provides the workers with significant improvements in wages, health benefits and contract language. The previous contract expired in December 2003.

The workers at Stockton Scavengers—a subsidiary of Waste Management—walked off the job March 22 after both sides reached an impasse on the issue of health care.

"This wasn't a very long strike, but I have to say it was worth it because we came back and made some significant progress with the company," said Sam Rosas, Secretary-Treasurer of Local 439.

Highlights of the new agreement include maintenance of current health benefits, wage increases, maintenance of the right to strike and several other benefits.

It's a Natural

Tofu Makers Join Local 912

The 75 production line workers and packers at Wildwood Harvest Foods in Watsonville, California make tofu, vegetarian products and soy milk.

So, when it came time to feel more secure in their jobs and fight for better wages and benefits, their choice was as natural as the foods they produce.

They turned to Local 912.

"We know about the Teamsters' strength and Teamster contracts," said Martha Macias, a Wildwood Harvest employee. "We know that we will be stronger as Teamsters."

"The workers are concerned about recent cuts in benefits," said Brad Sebring, Local 912 Secretary-Treasurer,

who took over as the local's principal officer this past January. "They were also concerned about being replaced because the company recently formed a partnership with a Korean-based conglomerate. Most of the workers are immigrants from Mexico and they were afraid of being replaced by other immigrants."

A Helping Hand

Local 912 received help from the International Union's Organizing Department, which dispatched International Representative Eddie Rodriguez.

"Eddie was a big help in making the campaign successful," said Sebring, who worked at UPS for 19 years. "The



International Union's Organizing Department was a great partner."

Rodriguez worked closely with Local 912 leaders. "We were out there hand-billing and talking to the workers," Rodriguez said.

The communication was critical. While most of the workers were united in wanting

to form a union, many workers from Mexico and Central America are distrustful of governments and unions.

Building Trust

"We overcame that by stressing that we have laws that protect workers. We made them know they have rights," said Santos Lerma Jr., President of Local 912. "We put together numerous meetings with workers and constantly kept them informed. The communication was crucial."

Raul Zetina Sagrero, a production line worker, is happy to have Local 912 fighting on behalf of himself and his coworkers.

"We already feel more secure. We saw how hard the local worked for us in helping us form a union. We now look forward to a strong contract," Sagrero said.

The latest campaign is just the beginning.

"We want to build on this win and organize more workers. Organizing is a priority for me and for my leadership team here at Local 912," Sebring said.



PHOTOGRAPHY BY SHMUEL THALER

[LOCAL 295](#)

Starlite, Alliance Cargo

Local 295 in the New York City area scored a double victory when it organized 60 workers at a freight delivery company and at an air cargo company.

“It was a good day for us,” said Vinny Bruno, trustee/business agent/organizer for Local 295 in Valley Stream, New York.

In a 7-3 vote, the drivers at Starlite Cargo, a freight delivery company near JFK International Airport, voted for Teamster representation.

On the same day, 50 workers at Alliance Air Cargo at JFK Airport voted 28-19 to join the local.

[LOCAL 385](#)

Bradco Roofing Supply

Drivers and warehouse workers at the Bradco facility in Melbourne, Florida unanimously voted to join Local 385. This is the fourth organizing victory at a Florida Bradco since January 2001. The Teamsters already represent workers at the roofing supply company’s Orlando, Tavares and Gainesville locations.

“Bradco originally told the Melbourne workers they would earn the same wages and benefits as workers with Teamster contracts without having to join the union,” said Roger Allain, an organizer with Local 385 in Orlando. “However, after the workers realized they were being lied to by the company, they became upset and said ‘enough is enough.’”

[BLET](#)

Portland & Western Railroad

Operating employees at the Portland & Western Railroad selected the Brotherhood of Locomotive Engineers and Trainmen as their designated collective bargaining representative.

Nearly 60 percent of eligible voters selected the BLET, a division of the Teamsters Rail Conference, in what National BLET President Don Hahs described as “a long, hard-fought battle.”

Including the Portland & Western, the BLET has successfully organized eight different shortline railroads in less than two years. These organizing victories have brought approximately 750 new members into the labor movement.

[LOCAL 385](#)

Winter Garden Police

Police officers in Winter Garden, Florida voted to join Local 385 in Orlando by more than a 5-1 margin. There are 33 officers in the bargaining unit.

“The officers want fair and equitable treatment,” said Rob Ladoczky, the lead organizer from Local 385.

The workers had been seeking 12-hour shifts versus eight-hour shifts, which is becoming the industry standard, and the city relented on that issue during the organizing campaign. Local 385’s newest members are also seeking higher pay to bring them in line with officers from other Orlando-area departments, as well as seniority rights.

[LOCAL 890](#)

NewStar Fresh Foods

By a vote of 53 to 0, cooler workers employed by NewStar Fresh Foods, LLC in Yuma, Arizona and Lemoore, California chose to be represented by Local 890. Local 890 in Salinas, California already represents approximately 60 NewStar cooler workers in that city, and 80 employees at NewStar’s salad plant in Salinas.

Local 890 President and International Trustee Frank Gallegos applauded the result, and noted that NewStar had stayed neutral in the election.

“We have made a lot of progress in building a good relationship with NewStar, one that benefits both the workers and the company, and I really respect the fact that NewStar chose to allow their employees to make this decision with no pressure from management.”

[LOCAL 630](#)

HPR-Link Logistics

Fed up with abominable treatment from managers, 80 drivers and 55 warehouse workers who prepare and deliver shipments to Southern California Starbucks coffee shops chose to join Local 630 in Los Angeles. The employees of HPR-Link Logistics in Santa Fe Springs, California voted 63-48 for a strong voice in the workplace.

“The main issue for the workers is the extremely poor treatment they have to endure from managers. There is a total lack of respect. The workers are treated like objects, and the turnover is extremely high,” said Xavier Sandoval, Local 630’s Director of Organizing.

[LOCAL 781/JC 25](#)

Gatto Plating

Workers at an industrial plating company in Chicago, who are seeking decent wages and benefits, voted to join Local 781 in Des Plaines, Illinois. The employees of Gatto Plating voted 51-38 to receive the strong representation that only the Teamsters provide.

“The workers are poorly paid and their health insurance is so expensive that they cannot afford it,” said Carlos Carrillo, a Local 781 organizer. The organizing victory was a cooperative effort between Local 781 and Joint Council 25 in Chicago.

[LOCAL 283](#)

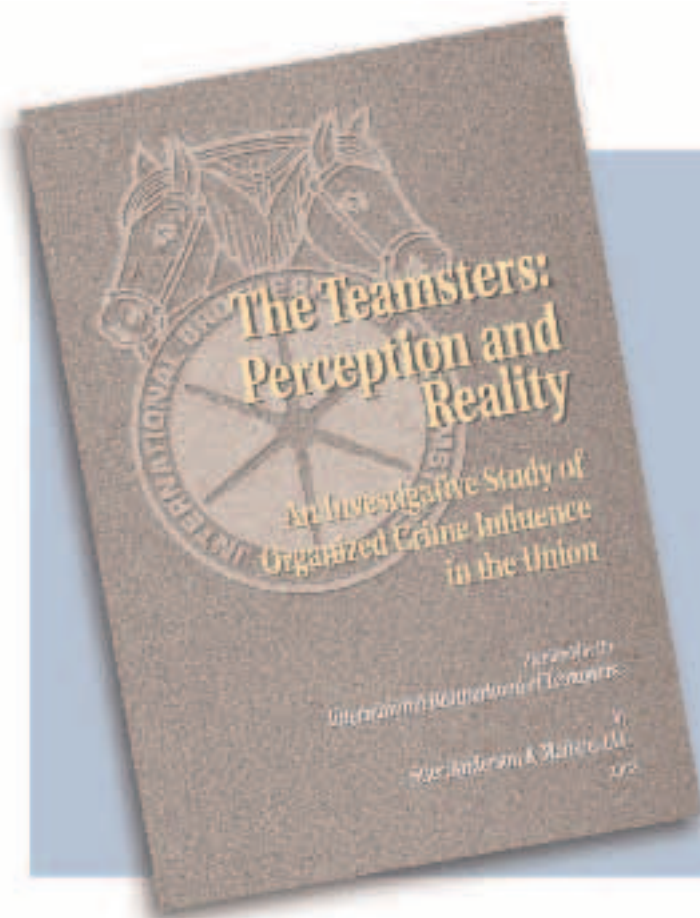
City Central Parking

Thirty workers at City Central Parking voted by a 3-1 margin to join Local 283. The newest Teamsters work at the Phoenix Center in Pontiac, Michigan.

“The union has contracts with City Central Parking in other cities and we’ve already secured an agreement with the company that will provide these new members with superior health insurance through the Michigan Conference of Teamsters,” said Jim Parrinello, an organizer with Joint Council 43 in Detroit.

Parrinello worked on the organizing campaign with Business Agent Todd Lince from Local 283 in Wyandotte, Michigan.

“The workers are also seeking improved wages,” Parrinello said.



“No labor union in the history of the United States has conducted as extensive an internal program to free itself of any remaining influence of organized crime as the IBT under our administration.”

—JIM HOFFA, GENERAL PRESIDENT

“No organization that I am aware of has gone to the lengths that the Teamsters Union has to deal with the threat of corruption.”

—STIER RESIGNATION LETTER, APRIL 28, 2004

RISE Director Abandons Anti-Corruption Program

Stier Quits When Asked to Report on Status of Investigations

Edwin Stier, the lawyer the Teamsters hired to assist with the union’s program of removing any vestiges of organized crime, resigned from his position with a high profile public relations attack on the Teamsters just as the union was making huge strides in removing any vestiges of organized crime.

In response, General President Jim Hoffa blasted Stier for the reckless and false allegations.

“No labor union in the history of the United States has conducted as extensive an internal program to free itself of any remaining influence of organized crime as the IBT under our administration,” Hoffa said.

Outraged by Stier’s unprofessional conduct, General Secretary-Treasurer Tom Keegel called on Stier to comply with the union’s request to turn over the product of

investigations he billed the union for to Special Counsel Edward McDonald. McDonald, a noted ex-federal prosecutor and mob-buster, has been retained by the Teamsters to investigate allegations made by Stier in his final report to the International Union.

A Public Relations Stunt

“Stier’s program cost this union \$15 million—\$8 million of which went to his law firm,” Keegel said. “For him to publicly attack the union and its members and then refuse to comply with our requests for information—which are the property of the Teamsters Union—is an outrage.”

“Stier’s PR stunt is a slander on our 1.4 million members and the thousands of local union officers, business agents and stewards that work hard every day to represent their interests,” Hoffa added. “This

will not deter us from our commitment to removing any vestiges of organized crime and corruption. We will continue to cooperate with the Independent Review Board and law enforcement in tracking down organized crime infiltration and ridding our union of it wherever it exists.”

On May 6, the Teamsters General Executive Board unanimously passed a resolution to hire McDonald to investigate the allegations made by Stier and independently evaluate the entire episode.

According to General Counsel Patrick J. Szymanski, “It appears that Stier quit because I wouldn’t give him a blank check, even when the allegations he wanted to investigate were unfounded and outside the union’s jurisdiction.”

Since the Hoffa administration first took office in 1999, the union has imposed trusteeships at more than 30 corrupt locals, and expelled, suspended, or disciplined dozens of Teamsters, including a member of the General Executive Board. As Stier said in his own resignation letter, “No organization that I am aware of has gone to the lengths that the Teamsters Union has to deal with the threat of corruption.”



JUSTICE AT JAVITS

Seniority Victory for Convention Workers

Linda McIntosh started her day the way she had countless times over her nine years as an employee at the Jacob Javits Center in New York City.

McIntosh filled out a card to place into a box to be eligible for ‘shaping’—a term used for picking up extra work when an employee isn’t called in for a current show. However, this time was different, McIntosh was now on the seniority list and she was guaranteed the work if it was available.

“I forgot that I made the list,” said McIntosh, who cried when she realized she wouldn’t have to deal with the uncertainty she had endured for years. “I thank God for making this possible. Local 807 worked so hard to get this for us.”

McIntosh and 23 other Teamsters at the Javits Center were added to the seniority list because Local 807 won a hard-fought grievance after a 20-month battle.

Respect and Security

In 2002, Local 807 filed a grievance against the Javits Center when they would not honor the seniority system that had been established in the original contract

with the Teamsters. A seniority list was to be maintained over the life of the contract.

“The problem here was that they would hire a guy off the street one day, and have him working the next day over someone who had been here nine years,” said David Paz, an assistant steward from Local 807. “The original contract in 1995 called for 60 workers on the list. But over time with people leaving for whatever reasons, the list went down to 34 people. And management wasn’t adding any new names.”

“This was an important issue,” said Anthony DeSena, a 35-year Teamster and a shop steward at the Javits Center. “The Javits Center just didn’t understand what seniority means to the morale of the members. We had to change their perception of seniority. It was one of the hardest things we’ve had to do.”

A Secure Future

A contract with a guaranteed seniority list was ultimately agreed upon. The new three-year agreement take effect in July, but the state agreed to bring the list back up to 60 members immediately.

“I have three kids, one of them in college,” said Anthony Monaco, a freight hauler at the Javits Center who also benefited from the grievance victory. “I don’t have to worry about their future anymore. My finances will be much better. I won’t have to wait by the phone wondering if I would get a call to work.”

“The local worked hard to get everyone security through the seniority list,” said Emiro Zarate, another Javits Center worker. “This changes my life forever.”

“This fight was really David against Goliath—it was us against the State of New York—and we won,” Assistant Steward Joe Fisher said.



Coast to Coast

With Solid Contracts in Hand, Union Targets Organizing

Teamsters who work at Costco in four East Coast states recently ratified a new contract that increases wages and continues bonuses, extending a winning streak for the warehouse club workers.

The ratification added three years to a one-year contract approved last September, bringing the East Coast contract in line with a contract covering 12,000 Costco workers at 39 warehouses in California.

“The California and East Coast contracts will now expire at the same time, allowing us to negotiate for all Costco workers at the same time,” said Rome Aloise, an International Union Representative who assists Costco local unions. “That strengthens our position and will bring more consistency to the workers on a nationwide basis.”

“Once again, the Teamsters are making sure that our Costco employees remain the highest paid workers in the grocery industry,” said Jim Hoffa, Teamsters General President. “In three years, we will be in a better position to make sure the Costco workers continue to receive the best wages, benefits and job protections in the business.”

The East Coast contract affects 3,500 workers at 16 warehouses in New York, New Jersey, Maryland and Virginia.

The highlights of the East Coast contract include:

- Wage increases in each year;
- Continued semi-annual bonuses;
- Increased vacation time; and
- Improved contract language.

Difficult Climate

The contract victories are especially impressive given the tough climate for grocery workers. The California Costco ratification occurred while 70,000 workers from the United Food and Commercial Workers Union (UFCW) in California were enduring a bitter strike that lasted five months.

The Teamsters proved that with solid representation and great negotiating skills, strong contracts are possible despite the Wal-Martization of the U.S. economy.

In fact, in recent months, the national press has recognized the great pay and benefits that Costco workers earn compared to non union Wal-Mart workers, and how Costco is doing well.

For example, an article published in

Business Week magazine highlighted that Costco pulled in \$13,647 in U.S. operating profit per hourly employee last year vs. \$11,039 at Wal-Mart-owned Sam’s Club.

Apples and Oranges

The article pointed out that although Sam’s \$11.52 hourly average wage for full-timers tops the \$9.64 earned by a typical Wal-Mart worker, it’s still 40 percent less than Costco’s \$15.97. Costco also pays thousands more a year for workers’ health and retirement and includes more of them in its health care, 401(k), and profit-sharing plans.

Costco has one of the most productive and loyal workforces in all of retailing. Only 6 percent of employees leave after the first year, compared with 21 percent at Sam’s. Costco’s motivated employees also sell more: \$795 of sales per square foot, vs. only \$516 at Sam’s and \$411 at BJ’s Wholesale Club Inc., its other primary club rival.

“Once again, Teamsters are showing that they are the best workers in the grocery industry and they deserve to be rewarded for the profit they create,” Aloise said.

Even at the nonunion Costco warehouses, wages and benefits are superior



at Costco

because the Teamsters have raised the standard company-wide. However, the nonunion Costco warehouses do not have the same contract protections that the union locations have, such as the grievance procedure and overall benefits.

But an organizing campaign is under way.

Organizing Interest Abounds

“Based on the California and East Coast contracts, lots of publicity has been generated,” Aloise said. “We have been getting several organizing inquiries from around the country that we are working on now.”

Interest was stirred by the size and quality of the Teamster’s contracts, especially since the UFCW grocery negotiations had centered on reductions. Based on the publicity, a number of the non-represented Costco warehouses and depots began contacting the Teamsters about possible union representation. This coincides with the Teamsters printing brochures explaining to the non-represented Costco workers what their rights are, and how the East Coast workers recently voted overwhelmingly to retain the union.

“Currently we have interest from workers in various depots and warehouses in

California, New York, Illinois and Virginia. More than 70 shop stewards and business agents involved with Costco have volunteered to help organize the non-represented Costco locations,” Aloise said.

A special section of the Teamster web-

site (www.teamster.org) has been set up to help with the organizing campaign. All organizing inquiries and leads are to be directed to Aloise, who can be reached at raloise@teamsters853.org.

Wal-Mart: A Bad Neighbor

Retailer’s Bid to Sidestep Public Hearings Fails

Wal-Mart’s attempt to sidestep the public process and take its aggressive expansion plans to voters failed in early April when Inglewood, California voters overwhelmingly rejected the retailer’s plan to build a colossal retail and grocery center without an environmental review or public hearings.

Wal-Mart is one of the world’s most profitable companies. Its profits come in part from paying substandard wages, providing no benefits and using contractors that exploit illegal immigrants. Supermarket employers are trying to negotiate lower wages and benefits in order to stay competitive with Wal-Mart.

About 4,600 city residents voted in favor of Wal-Mart’s Inglewood plan, while more than 7,000 voted against it. The Teamsters joined forces with the United Food and Commercial Workers Union and other groups to help defeat the retailer’s bid to sidestep the public process.

“What this shows is that Wal-Mart can’t dupe people in this city to sign away their rights,” Mike Shimpoock, a strategist against Wal-Mart’s plans, told the *Los Angeles Times*. “If they spent \$1 million here and lost by this margin, I doubt they’ll try this elsewhere. They’ll have to approach cities as equal partners.”

Taking the



Women's Conference Celebrates Achievement, Heralds Future

Ferline Buie has been an active Teamster for 38 years. During that time she has strengthened her leadership skills, holding nearly every position on the executive board at Local 922 in Washington, D.C. Her political career recently reached new heights when she was elected President of Joint Council 55 in Washington, D.C.

"I've gained a lot of experience and had to forge a path as a 'first' this or that a lot of times," Buie said. "I hope that sharing my experiences will help younger women coming up through the ranks. The Women's Conference is the perfect place to do that."

More than 800 Teamster women gathered recently for the 2004 Women's Conference, which was held in Orlando, Florida.

"I have been part of the Women's Caucus since 1991 and it's so exciting to see all of the young women coming up," said



Mary Lou Salmeron, President of Local 986 in Los Angeles. “It is rewarding to see all of that early planning and hard work pay off as the conference grows and includes more women each year.”

The conference had a three-part focus this year: Celebrating the many achievements of women members; mentoring and providing skill-building opportunities for women leaders of the future; and encouraging increased participation in political and community activities. A series of speakers, presentations and educational workshops were implemented to reach these goals.

Vital to the Future

General President Jim Hoffa headlined the first day of the conference. He congratulated the group on the significant growth of the conference and the depth of com-

mitment to the union shown by the women in attendance.

“Our women members bring a great deal of energy and talent to the Teamsters,” Hoffa said. “That is vital to our future.”

He praised the achievements of women members, stressing the important role women play in the union. His statement, “Strong unions need strong women,” brought an enthusiastic response from the crowd.

Hoffa also called the women to action for the upcoming election. He encouraged them to take leadership in their communities in order to win support for Teamster-endorsed presidential candidate Sen. John Kerry and labor-friendly local candidates.

Special guest speakers Jeanne Shaheen, former Governor of New Hampshire and Donna Brazile, a leading politi-

cal strategist, kept the energy high by sharing their stories of the difficulties faced on the road to achievement. Each urged the audience to take an active part in voicing women’s concerns in the political and social arenas.

Brazile brought the crowd to its feet with her call for women to “stir more pots” in order to bring about much needed change in the workplace and society for all working families.

“Donna Brazile was right on the money,” said Doris Welch, from Local 237 in New York City. “The skills women use everyday can and should be expanded beyond the traditional uses. She really made you think.”

Standing Up for What’s Right

Brazile’s message was echoed in sessions emphasizing the importance of women’s

participation in the 2004 presidential election and other political action activities.

The Teamsters Government Affairs Department led several programs outlining strategies for the upcoming election and increasing member participation in the political process.

The presentation “10 Years After NAFTA” gave members a look at the stark realities of current trade policies enacted by NAFTA. Video clips of the Teamster-sponsored congressional fact-finding tour in Mexico showed the devastating effects of NAFTA on women and working families. A video message from Rep. Marcy Kaptur (D-OH) explained the shortcomings of NAFTA in concise language and outlined the steps needed to bring about change.

Cheryl Johnson, Teamsters Human Rights Director, appealed to the members present to share what they had seen with

Celebrating Achievement

There are many active, talented women leading the way to the future in the union, but often they do not get the recognition they deserve. Honoring the leadership abilities and achievements of women members was an important part of the conference.

Conference organizers asked women attending the three-day conference to “tell us your story” as a means of gathering information on the activities, experiences and achievements of a wide range of women members. The numerous stories received were organized into book form and distributed to conference attendees. There were also a variety of opportunities for attendees to relate their stories and insights during the conference.

Sessions showcased the successes of outstanding women members and offered advice to younger members interested in pursuing leadership roles. Time was also

and member of Local 986; and Remilda Ferguson, Assistant Director of the New York Housing Authority and member of Local 237 in New York City.

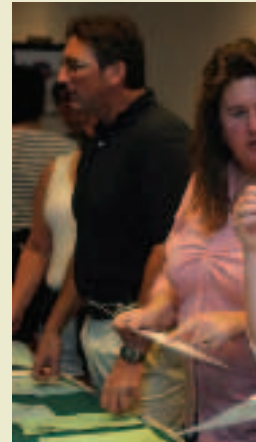
“I was so excited to come to the conference for the first time,” Manis said. “It was an honor to be asked to share my story. I can’t wait to return next year.”

“I want to make sure all of our women members know there is a unique support system available to them,” Dunker said. “Just knowing someone else has had a similar experience can make a rough time a lot easier.”

The stories and discussions gave well-deserved recognition to outstanding members, and served as a catalyst to encourage other women to become more involved and reevaluate their potential to achieve.

Broadening Horizons

A series of six workshops was offered on the second day of the conference, each focusing



members back home. She encouraged them to create a vehicle to voice opposition to the trade policies in their own communities. Johnson, who was a member of the Mexican fact-finding team, then rallied the group with the pledge that Teamster women would stand up and fight to protect the interests of working families everywhere.

set aside to develop networking and mentoring opportunities among the attendees.

International Vice President Dotty Malinsky led a session on leadership, which focused on the experiences of women who have achieved top leadership positions within the union. Speakers included Buie; Roberta Dunker, President of Local 693; Nicole Manis, DC-10 pilot

on a specific skill or issue. The topics ranged from women’s history to sharpening grievance-hearing skills and assessing personal strengths and leadership styles.

“The mentoring session was perfect for me,” said Janice Martinez, a member of Local 986. “I have almost 30 years experience in a tough field. I wanted to find a way to put that experience to good use off

the job. The session showed me how.”

The attendees did find time in the busy conference schedule to catch up with old friends and to make new connections as well. Some even found the time to get a photo taken with Minnie Mouse—played by a Teamster sister from Local 385 in Orlando.

Labor health and wellness consultant, Dr. Jan DiMonaco, brought the conference to a close with an essential reminder that taking care of one’s body, mind and spirit is the first step in achieving success of any kind.

“The Women’s Conference is always uplifting, motivating and gives me the power to want to go back and do more,” said Catherine Gastaldello, of Local 31 in Delta, British Columbia. “It’s the one event I always know will make a difference in my attitude.”

Members gave the conference high marks and left declaring renewed energy



and the determination to report even more achievements next year in Niagara Falls, Ontario.

“This conference is always a winner,” said Deb Dowhan, a member of Local 979 in Manitoba, Canada. “Every year I leave revved up about new ideas and I know there is a support system out there to help make them happen.”

Getting ACTIVE

Teamster Women Seek New Heights in Political Involvement

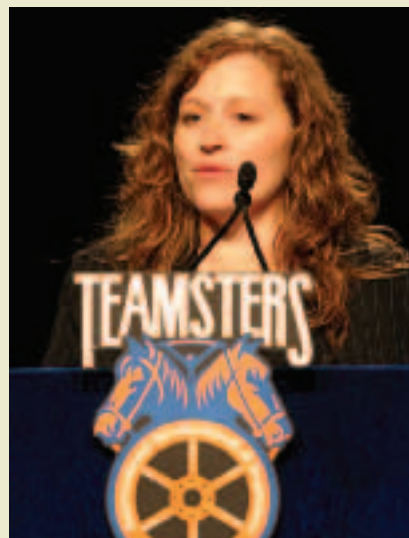
The upcoming 2004 presidential election received a fair share of attention at this year’s Women’s Conference—for good reason. Many of the major issues in the campaign have a direct effect on women and working families.

Christy Bailey, National Field Coordinator for the Teamsters Government Affairs Department, saw the Women’s Conference as a prime opportunity to educate members on the issues at stake and strengthen the base of support for the union’s political action programs.

“The Women’s Conference is a good testing ground for some of our programs and strategies,” said Bailey. “These members are always willing to jump on board and support us. We also get very useful feedback on fine tuning our efforts.”

Increasing awareness of crucial issues was the first goal. The Women’s Conference was ideal for this purpose because attendees indicated an interest in taking an active role in union and political activities.

The interest, experience and potential for



leadership that Teamster women brought to the conference were key characteristics needed to create a volunteer corps willing to make a solid commitment to political action activities.

Bailey was able to enlist 173 women from the conference to participate in political activist training, which kicked off at the Unity Conference. Each year the Women’s Conference also draws many members who have the potential to be well-qualified candidates for elected office.

REPORT 78 TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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

DATED: May 6, 2004

I. INTRODUCTION

This is the Independent Review Board's ("IRB") Seventy-eighth 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 new Investigative Report, an Agreement obtained prior to IRB recommending charges and the current status of pending charges about which we have previously informed you. We will also discuss the status of an Information Report which does not contain charges but was issued to the IBT as a means of providing information on irregularities requiring action by the IBT.

II. IRB'S JURISDICTION OVER MERGED UNIONS

Questions have arisen concerning the IRB's jurisdiction over matters arising out of activity in a union merged into the International Brotherhood of Teamsters. If any prohibited conduct was completed before the union merged into the International Brotherhood of Teamsters, the IRB has no jurisdiction over that conduct. It may not investigate it or recommend charges concerning it. If conduct occurs after the merger of the two unions, then it would be within the IRB's jurisdiction to investigate and to recommend charges if appropriate. Prohibited conduct that began before the merger but continued after the merger with the IBT would also be within the IRB's jurisdiction to investigate and to recommend charges concerning that conduct.

III. NEW INVESTIGATIVE REPORT

A. ANTHONY FURINO - Local 807, Long Island City, New York

On April 27, 2004, the IRB issued an Investigative Report to the Members of Local 807 Executive Board concerning Member Anthony Furino. The Report recom-

mended that Mr. Furino be charged with bringing reproach upon the IBT by refusing to answer questions during his in-person sworn examination. Local 807 Secretary-Treasurer John Sullivan notified the IRB that charges were filed and the Executive Board will conduct a hearing on May 26, 2004.

IV. MEMBER ACTION PRIOR TO IRB PROPOSED CHARGES

Before formal charges could be recommended by the IRB to the IBT, Roy Harris, a member, former officer and Trustee of Benefit Funds of Local 531 in Yonkers, New York, submitted an Agreement to the IRB. The Chief Investigator was prepared to issue charges alleging that Mr. Harris breached his fiduciary duties by allowing the Local 531-affiliated Benefit Funds to pay unsupported administrative and other expenses to the Local. In the Agreement, while not admitting or denying wrongdoing, Mr. Harris agreed to not serve in any position in Local 531, the IBT, and any other IBT entity for a period of three years. The IRB found the Agreement served to resolve the matter. United States District Judge Preska approved the Agreement on April 23, 2004.

V. STATUS OF PREVIOUS IRB CHARGES

A. JEFFREY WILKENS - Local 295, Valley Stream, New York

In past issues of the *Teamster* magazine we informed you that the IRB issued an Investigative Report to the Local 295 Executive Board concerning Member Jeffrey Wilkens. The Report recommended that Mr. Wilkens be charged with bringing reproach upon the IBT by refusing to appear for his scheduled in-person sworn examination. The Executive Board held a hearing on February 20, 2004, based on the charge recommended by the IRB. In its decision of March 30, 2004, the Executive Board found Mr. Wilkens guilty as charged. Mr. Wilkens was permanently barred from membership in Local 295 and the IBT. On April 5, 2004, the IRB notified the Local 295 Executive Board that its decision was not inadequate.

B. ANDRE PITTMAN - Local 295, Valley Stream, New York

We have previously informed you that the IRB recommended to the Local 295 Executive Board that Andre Pittman be charged with bringing reproach upon the IBT by refusing to appear for his scheduled in-person sworn

examination. Subsequently, Mr. Pittman requested and was granted a rescheduling of his examination, which was held on December 18, 2003. Based on the original charge recommended by the IRB, the Executive Board held a hearing on February 20, 2004. In its decision of March 30, 2004, the Executive Board found Mr. Pittman guilty as charged. Mr. Pittman was notified that he must satisfy his delinquent dues then be suspended from membership in Local 295 for one year. On April 5, 2004, the IRB notified the Local 295 Executive Board that its decision was not inadequate.

C. CHUCK CRAWLEY, DENNIS BANKHEAD AND MARIE ESPINOSA - Local 988, Houston, Texas

We have previously informed you that General President Hoffa filed charges against Local 988 President and Business Manager Chuck Crawley, Secretary-Treasurer Dennis Bankhead and Member Marie Espinosa. Mr. Crawley allegedly engaged in a scheme for his own profit in which he caused the Local to pay \$20,000 more than was necessary for the telephone installation at the new union hall. Mr. Crawley also allegedly caused the Local to issue checks to a vendor for the purchase of t-shirts and stickers when he knew the items were purchased from other vendors for less.

Also, Mr. Crawley and Mr. Bankhead allegedly brought reproach upon the IBT, embezzled and converted union property to their own use by taking Local mobile barbecue pits. They also allegedly embezzled and converted union funds to the use of another by paying approximately \$2,467 for Ms. Espinosa's legal fees in connection with her dealings with the Local. Lastly, Mr. Crawley and Mr. Bankhead allegedly assisted Ms. Espinosa in embezzling money from Local 988.

After filing the charges, Mr. Hoffa referred the charges back to the IRB for a hearing. The IRB held a hearing on March 29-31, 2004. The Chief Investigator and respondents will be preparing post-hearing documents.

VI. INFORMATION REPORT

LOCAL 445 ALLOCATION OF EXPENSES TO BENEFIT FUNDS

On April 27, 2004, the IRB issued a non-charge Report to IBT General Counsel Patrick Szymanski concerning the allocation of Local expenses to the Local's Benefit Funds. Pursuant to Article II, Section 2(b)(7) of the IBT Constitu-

tion, any member who serves as a fiduciary of an employee benefit plan shall not cause the plan to incur unreasonable administrative or other expenses not necessary for the establishment or operation of the plan, in accordance with established law. 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 indicates that the Trustees breached their fiduciary duties to the Funds in permitting unjustified payments to the Local. General Counsel Szymanski was given 90 days to advise the IRB what steps, if any, he has taken or plans to take in response to this report.

VII. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received approximately 60 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.

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, D.C., dial 434-8085. The IRB facsimile number is 202-434-8084.

VIII. CONCLUSION

As always, our task is to insure 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 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, NW
Suite 528
Washington, DC 20001



Lending a Hand

UPS Driver Wins Prestigious Service Award

When a flooded creek left elderly residents of Beards Fork, West Virginia in need of a quick evacuation several years ago, Local 175 member Tony Newkirk stepped in immediately.

A 20-year Beards Fork resident and UPS feeder driver known for his ongoing service to the community, Newkirk organized a team of volunteers that used off-road vehicles and wheelchairs to guide elderly residents out of town, across a train trestle and into shelter. Since then, he has stepped up his commitment to selfless community service. To local residents, Newkirk is a hero and friend as well as mentor and teacher to troubled youth. To his fellow Teamsters, his generosity of spirit is an inspiration.

In recognition of his commitment to strengthening his community, UPS

recently awarded Newkirk the prestigious Jim Casey Community Service Award. The award is named after the founder of UPS and is given annually to one UPS employee around the world who exemplifies outstanding service to the community. Newkirk was selected following a search for the top volunteer among thousands of UPS employees.

“There are so many people in our community who need assistance and have no one to visit them or attend to their needs,” said Newkirk. “Helping people, seeing their smiles and building relationships is what motivates me.”

Leading By Example

In addition to his work with local residents, four years ago Newkirk began working with the Southern Appalachian Labor School (SALS), an organization devoted to helping economically chal-

lenged communities formerly supported by the coal mining industry. Through the SALS program, Newkirk helps to rehabilitate homes for low-income families.

“UPS chose well in giving Tony this award,” said Ken Hall, President of Local 175. “He is helping to improve the lives of everyone in his community. We’re proud to call Tony our Teamster brother and his generosity sets an example the rest of us should follow.”

Through his work with SALS, Newkirk plays an active role in “Youth Built,” a program that offers high-school dropouts a stipend to rebuild homes while they attend GED classes.

Newkirk’s job at UPS is an integral component of his outreach efforts. As a feeder driver for the company, Newkirk has elected to maintain a work schedule that allows him to be available during the day for his various community service projects.



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Visit the Teamster website or contact your local union to find out how you can join DRIVE.

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