

TEAMSTER



UNITY PAYS

MEMBERS RATIFY FREIGHT CONTRACT BY RECORD MARGIN



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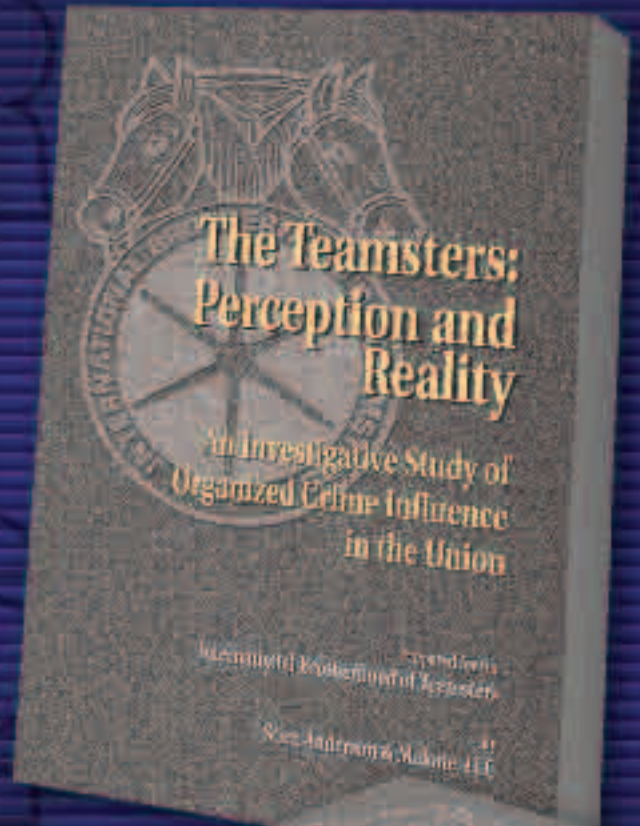
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A MESSAGE FROM THE GENERAL PRESIDENT

Restoring the Power

Unity is what the labor movement—and our great country—is all about. United we stand, divided we fall—it cannot be summed up any better.

Over the past several months, the Teamsters have registered monumental victories with historic contracts at UPS—and now—in freight. And these victories were the direct result of our members' solidarity. In both campaigns, well over 90 percent of the membership voted to authorize a strike should a job action become necessary to obtain justice. That kind of unity showed the employers that members stood behind their negotiating committees in demanding what they had worked so hard for—a strong and fair contract.

In both the freight and UPS negotiations, the employers responded by abandoning their stalling tactics when they realized we meant business. And the resulting agreements are milestones that speak for themselves.

Real Improvements

Our freight contract is certainly one agreement we can be proud of. In addition to maintaining our strong health

care benefits, protecting our pensions and winning the highest wage increases in more than a decade, the new five-year National Master Freight Agreement (NMFA) restored “The Hammer”—our right-to-strike over deadlocked grievances. This contract proves that Teamster Power is back and rolling on our nation's roads.


And like the UPS agreement, the freight contract provides a shot in the arm to all American working families who have been faced with givebacks and concessions during these tough economic times. Our unity has resulted in real improvements in workers' lives. Our union is leading the way and putting the power back where it belongs—with working men and women.

Home of the Brave

On a more somber note, American fighting men and women are currently placing their lives at risk. Many Teamsters have been called to duty in the Middle East—whether it's a Costco worker in California, a loader at UPS in Louisville or a Roadway Express driver in St. Louis. These are American heroes, leaving families to serve in a foreign land while we keep our country moving here at home.

Reasonable people, both within and outside of the labor movement, have differed on the issues surrounding this conflict. Yet now that the battle for the liberation of Iraq has begun, we must close ranks, rally behind our troops—thousands of them Teamster reservists—and reassure them of our support and prayers for a swift and safe return.

Remember, United We Win!



James P. Hoffa

Friend of Labor Runs for President

Congressman Richard Gephardt, Son of Teamster, Vies for Democratic Party Nod

Strong contracts have fueled the dreams of Teamster sons and daughters for years. Guaranteed wages and benefits mean that Teamster members can raise their families on solid footing. That strong foundation is now launching Rep. Richard Gephardt's dream of running for the highest office in the land – President of the United States.

Rep. Gephardt (D-MO) is the son of a Teamster milk truck driver. He has served in the U.S. Congress since 1976, enjoying leadership roles both in Congress and in the Democratic Party. Throughout his career, his support for working families has been unwavering.

"It doesn't matter what the issue is—unfair trade deals, cross border trucking, the minimum wage—Congressman Gephardt has stood by



"My Dad was a Teamster and used to always tell me around the kitchen table, 'If I didn't have the Teamsters bargaining for me, I couldn't get fair wages for my hard work.'"

—REP. RICHARD GEPHARDT

our side," said Mike Mathis, Teamsters Government Affairs Director. "We need more representatives like him."

The 2004 race for the White House is already in motion with as many as nine Democrats announcing their intention to run for the Oval Office.

At recent meetings of the AFL-CIO in Florida, many candidates attended in order to put their best foot forward for a potential endorsement. The Teamsters will make no endorsement without extensive input from rank-and-file members.

"We're at the very early stages of a long process," Mathis added. "It's good to get a chance to size up the candidates early. Candidates like Dick Gephardt give our members attractive options, should they choose to honor anyone with their endorsement."

GENERAL EXECUTIVE BOARD

James P. Hoffa
General President
25 Louisiana Avenue,
NW
Washington, DC 20001

C. Thomas Keegel
General Secretary-
Treasurer
25 Louisiana Avenue,
NW
Washington, DC 20001

**VICE PRESIDENTS
AT-LARGE**
Randy Cammack
845 Oak Park Road
Covina, CA 91724

Fred Gegare
1546 Main Street
Green Bay, WI 54302

Carroll Haynes
216 West 14th Street
New York, NY 10011

Tom O'Donnell
1 Hollow Lane
Suite 309
Lake Success, NY 11042

Ralph J. Taurone
P.O. Box 30749
Salt Lake City, UT
84130

TEAMSTERS CANADA
Robert Bouvier,
President
Teamsters Canada
2540 Daniel Johnson
Suite 804
Laval, Quebec, Canada
H7T 2S3

Joseph McLean
460 Parkdale Ave. N.,
Hamilton, Ontario
Canada, L8H 5Y2

Garnet Zimmerman
1 Grosvenor Square
Delta, British Columbia
Canada V3M 5S1

CENTRAL REGION
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Fort Wayne, IN 46808

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55438

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4501 Emanuel
Clever II Blvd.
Kansas City, MO 64130

EASTERN REGION
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Greensboro, NC 27425

Dan DeSanti
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Suite B
North Brunswick, NJ
08902

John Murphy
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Boston, MA 02127

Richard Volpe
6 Tuxedo Avenue
New Hyde Park, NY
11040

SOUTHERN REGION
Tyson Johnson
1007 Jonelle Street
Dallas, TX 75217

Ken Wood
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WESTERN REGION
J. Allen Hobart
553 John Street
Seattle, WA 98109

Chuck Mack
P.O. Box 2270
Oakland, CA 94621

Jim Santangelo
9960 Baldwin Place
El Monte, CA 91731

TRUSTEES
Frank Gallegos
207 North Sanborn
Road
Salinas, CA 93905

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PART TWO IN A SERIES

National Master Freight Agreement of 1964

Contract Delivers On Middle Class Dream

JANUARY 15, 1964 BECAME A MONUMENTAL DAY IN TEAMSTERS HISTORY WHEN THE FIRST NATIONAL MASTER FREIGHT AGREEMENT WAS SIGNED IN CHICAGO. THIS CONTRACT WOULD PROVIDE SOLID, STANDARDIZED PROTECTION AND BENEFITS TO MORE THAN 450,000 OVER THE ROAD AND LOCAL CARTAGE DRIVERS ACROSS THE COUNTRY.



The NMFA of 1964 brought more workers into the middle class than any other single event in labor history

The contract, which was described as an impossible task by critics and friends of labor alike, was a milestone for labor unions everywhere. James R. Hoffa, architect, chief negotiator, and overall firestorm of energy behind the agreement, considered this the crowning achievement of his tenure with the Teamsters.

Dream Becomes Reality

The NMFA of 1964 brought more workers into the middle class than any other single event in labor history. Hoffa was determined to improve the standard of living for workers, and increase respect for “non-craft” laborers such as over-the-road drivers.

The agreement was the first step in a larger dream to nationalize union contracts. And it revolutionized the way in which goods of all types were moved across the country. Over-the-road and cartage drivers, empowered through economic gains, stability, and a strong Teamster union, became a force in America’s political landscape. Political leaders began to realize the concerns and interests of this group must be recognized,

as they could easily mobilize into a formidable voting block as never imagined before.

Path for the Future

Hoffa believed the only way for workers to maintain standards they had achieved, and for unions to survive would be through master contracts throughout all the trade divisions of the Teamsters. Just as employers are organized on a national level, so must labor consolidate its power—and this was the breakthrough in the NMFA of 1964. The agreement gave the Teamsters power equal and even beyond that of the big trucking companies. In the changing world of economics and trade, this blueprint remains the course all unions must take in order to ensure their hard earned legacy does not diminish or fade away in the future.



“THIS CONTRACT TAKES A GIANT LEAP FORWARD FOR FREIGHT MEMBERS WHILE OTHER UNIONS BATTLE TO STAND IN PLACE.”

—JIM HOFFA, TEAMSTERS GENERAL PRESIDENT

who served as Chairman of the TNFINC. “We maintained our strong health care benefits, protected our pensions and won the highest wage increases in more than a decade.”

Strike Vote Crucial to Victory

In mid-January, as talks seemed to progress, negotiations suddenly broke off over economic issues. The breakdown forced the TNFINC to call for a strike-authorization vote.

That’s where members came through and showed their unity. Strike authorization was approved by more than 95 percent of the freight membership, providing a kick-start to talks. With rank-and-file members united in support of the Teamsters negotiating committee, the employers moved quickly in the direction of the union’s demands to secure a contract.

“We couldn’t have accomplished what we did without our members’ unity,” said Tom Keegel, Teamsters General Secretary-Treasurer. “The members stood with our negotiating team all the way.”

From the beginning of negotiations, rank-and-file involvement was a crucial part of the 2003 Freight Unity campaign.

A Voice at the Table

“Member involvement played a big part in the success of the UPS contract last year,” Young said. “We made sure the freight talks included voices from freight members.”

When key issues were on the table, the TNFINC enlisted the experience of rank-and-file members in achieving the strongest contract possible.

Lannis Shepherd, a 16-year employee



NO MEXICAN SUBCONTRACTING

T rue to its forward-looking vision, the National Master Freight Agreement includes a provision that prohibits employers from subcontracting any work in the United States to a Mexican carrier.

“This is one of the major steps we have taken to enhance job security and protect the work of our freight members,” said Jim Hoffa, Chairman of the Teamsters National Freight Industry Negotiating Committee. “This contract prevents subcontracting to Mexican operators—a major victory in this time of unfair trade.”

Protecting Members and the Public

The language dovetails with the Teamsters Union’s ongoing efforts to protect its ranks despite efforts by carriers and shippers to grant full U.S. highway access to Mexican rigs under the North American Free Trade Agreement.

In January, a federal appeals court ordered the U.S. Department of Transportation to prepare a full Environmental Impact Statement and Clean Air Act conformity determination before it can open the U.S.-Mexican border. The action came after the Teamsters and other members of a broad-based coalition of environmental, labor and consumer groups sued the Bush Administration for unlawfully ignoring the environmental impact of Mexican trucks, which emit more pollution than American trucks.



“THE COMMITTEE MEMBERS WERE GREAT AT LISTENING TO OUR CONCERNS AND LETTING US PARTICIPATE.”

—LANNIS SHEPHERD, LOCAL 745 MEMBER

at Roadway and member of Local 745 in Dallas, told fellow negotiators about the issues that were important to the members back home. Those issues included maintaining strong health, welfare and pension benefits, a solid pay raise, and limits to subcontracting.

“We have the experience of being on the front lines every day, and we constantly

hear about what’s important to our co-workers,” said Shepherd. “The committee members were great at listening to our concerns and letting us participate.”

“The committee wanted to hear what was important to our co-workers,” said Dan Battles, a steward from Local 41 in Kansas City. “There was a sincere effort to make sure that everyone’s voice was heard. I think that’s reflected in the final outcome.”

Supplemental Victories

While the NMFA contains numerous improvements, it only tells part of the success story. In addition to the NMFA, more than two dozen regional contracts known as supplemental agreements were all ratified.

The committees negotiating the supplements for the Western, Central, Southern and Eastern regions met at the same time and same place—a strategy that paid off.

“By meeting together, unlike in past negotiations, the committees were able to



“WE GOT OFF TO A GOOD START BY NEGOTIATING STRONG SUPPLEMENTS, AND THAT CARRIED OVER TO THE NATIONAL TALKS—IT’S A GREAT VICTORY FOR OUR UNION.”

— WALT LYTLE, TNFINC MEMBER AND INTERNATIONAL VICE PRESIDENT

better share information with one another,” said Dan Virtue, Eastern Region Coordinator for the TNFINC. “When the companies tried to get away with something in one committee, members from the other committees were able to help fight that attempt. As a result, we were in a stronger position.”

“The companies couldn’t get away with pulling any fast ones on us,” said Tyson Johnson, Southern Region Coordinator for the TNFINC and an International Vice President. “We were able to stop them in their tracks.”

The supplemental agreements are important because they address issues of concern by region. The Teamsters were

able to win major gains in all four regions after Hoffa set a condition that all of the major issues in the regional supplements needed to be resolved before national negotiations could proceed. Hoffa also stressed that the supplements needed to be settled without any givebacks to the companies.

“The unity within the supplemental committees along with the General President’s leadership really set the tone early on,” said Walt Lytle, a member of TNFINC and International Vice President. “We got off to a good start by negotiating strong supplements, and that carried over to the national talks—it’s a great victory for our union.”



SUPPLEMENTAL AGREEMENT HIGHLIGHTS

The following is a sample list of gains made in some of the supplemental agreements.

- ▶ Increased road bids;
- ▶ Improved seniority rights;
- ▶ Liberalized time off;
- ▶ Tougher protections against subcontracting;
- ▶ Shortened trigger for casuals;
- ▶ Extension of city radius;
- ▶ Improvements for qualifying for holiday pay for laid-off workers;
- ▶ Limiting the number of closeout shifts;
- ▶ Sleeper team mileage premium increases;
- ▶ Improvements in banking sick leave, vacation and holidays;
- ▶ Limits on 10-hour days;
- ▶ Paid time for fuel stops;
- ▶ Pay for road delays—increase in meal allowances;
- ▶ Improvements for being paid for delay time;
- ▶ Improved choice of work within local classifications;
- ▶ A new overtime formula to return laid-off workers to active status in city, clerical and garage positions;
- ▶ Stronger language addressing time off and paid-time issues, as well as qualifying for holidays, banking sick leave and payment for delay time;
- ▶ Superior bidding procedures for road drivers and choice of work within local classifications; and
- ▶ Elimination of company bunkhouses.



AFTER AN EPIC BATTLE with one of city's oldest institutions, steel workers from Local 714 in Chicago showed they are as tough as the metal they work with.

Workers at Ryerson Tull, a steel processor and distributor, endured stalling tactics, court battles and more than 100 contract negotiation sessions, but are finally getting what they deserve—their first contract in the company's 175-year history.

"A lot of the people I work with have never had union representation so all of this is new to them," said John Jeziorski who has worked in maintenance at Ryerson Tull for 13 years. "They realize now



MEN OF STEEL

LOCAL 714 WINS FIRST CONTRACT IN COMPANY'S 175-YEAR HISTORY

that there is a fair playing field because we have a contract and a grievance procedure. Everyone is elated."

Proving Their Mettle

The new three-year contract includes:

- Wage and pension increases;
- A workable grievance procedure;
- Health and welfare improvements; and
- A voice with dignity.

"It has been a long struggle for these workers but they stuck with it," said Robert Hogan, Secretary-Treasurer of Local 714. "We're proud to finally get these workers the contract they deserve."

The company tried to demoralize workers while negotiations dragged on and wanted the employees to decertify the Teamsters. But the anti-union tactics only strengthened the resolve of the workers, who proved their mettle by ratifying their contract by a four-to-one margin.

Steely Resolve

"We all worked together as a group to make sure we went all the way with this," Jeziorski said. "There were ups and downs and we knew it would be a battle, but we had Joint Council 25 behind us the whole time. When people would get frustrated the locals would



come in and show that we weren't alone."

To organize the group, Local 714 joined forces with the Steelworkers Union and received co-recognition to represent the workers. There are 588 workers in the entire unit and Local 714 represents nearly 350 of them.

"The company tried to wear us down but we only got stronger," said Dan Dilallo, a business agent for Local 714. "Ryerson Tull has a long history here in Chicago and they have been a non-union company for 175 years. This is quite a victory."

NG DAY

equipping line stewards with the background and information they need to be an effective voice for the union.”

The stewards went to Capitol Hill to lobby congressional representatives and their staff on issues important to flight attendants, such as flight attendant certification and new proposals to amend the Railway Labor Act that change the way contracts are negotiated with carriers.

“I’ve taken on more of an interest in the Teamsters organization itself because I want to learn how our members can better utilize the resources that the International has to offer us,” said Gross, of Minneapolis, who has worked as a flight attendant for five years. “I was at the training to learn our contract better so I can assist members out on the line. The training was great but the highlight for me was touring Capitol Hill and meeting with legislative staff.”

Teamster Leadership Academy

The Advanced Line Stewards Training isn’t the only way Local 2000 is assisting their members.

Two base representatives from Local 2000 also attended a recent Teamster Leadership Academy to learn about what it takes to investigate and resolve issues impacting their flight attendant members.

“I attended to learn how to win arbitrations and it was very informative,” said Cedo, a base representative for Local 2000 in Detroit. “We expect a rough road in airlines in the years to come and it’s important that we equip our representatives with everything they need to be effective advocates for their members.”

Cedo attended the Teamster Leadership Academy with Maureen McGovern, a Local 2000 base representative from Seattle.



“Our contract is complicated because we have so many work rules and safety issues...It’s becoming more important every day that we have the Teamsters protecting us”

— AMY GROSS, LOCAL 2000

“Our line of work may seem easy from a passenger perspective but it’s not. Our contract is complicated because we have so many work rules and safety issues. Programs like this are important so everyone can have a better understanding of the contract,” Gross said. “It’s becoming more important every day that we have the Teamsters protecting us.”





1

for the

KIDS

**Strike at
Head Start in
Washington
State Ends
in Victory**



— — — — —
“The children also won—they get back in the classroom with the most experienced, most qualified teachers.”

— BOB HAWKS, SECRETARY-TREASURER LOCAL 839

For Local 839’s Jenny Diaz, the 17-week strike against Head Start was grueling—but well worth it.

“It was a sisterhood,” said Diaz, a 10-year lead teacher/family advocate at the Benton Franklin Head Start in Washington’s Tri-Cities. “It was like getting together with your neighbors for a big block party—in the extreme cold.”

The unity was strong among the 48 striking teachers, aides and support employees—who had earlier been fired by Head Start. The strike ended earlier this year when the employees reclaimed their jobs after Head Start offered them reinstatement with full back pay and benefits, and an unconditional return to work.

“It was like winning a very long race, like winning a marathon,” said Diaz, who served as the strike coordinator.

Children Win Too

In the end, it wasn’t just the employees who won by getting a strong contract. Head Start serves the developmental needs of preschool children (birth through age five) and their low-income families.

“The children also won,” said Bob Hawks, Secretary-Treasurer of Local 839 in Pasco, Washington. “They get back in the classroom with the most experienced, most qualified teachers.”

Diaz and another lead teacher/family advocate, Jennifer WhiteCrane, agree. The turnover rate for Head Start teachers is relatively high. Settling the strike and getting a good contract will help to retain experienced staff.

“It’s going to keep the teachers here, which is huge. To retain quality teachers that know what they’re doing is very important,” WhiteCrane said.

Teachers/family advocates spend half their time with kids on lessons, activities and special training, such as teaching them how to brush their teeth properly. Other time is spent working with families, including five home visits per year.

A Boost From The Courts

The striking workers got a boost late last year when the National Labor Relations Board in Seattle told the employer that it would seek a court injunction to require reinstatement of the workers it fired; to begin bargaining in good faith with Local 839; and to withdraw all of its negative unilateral changes in working conditions.

If Head Start took those steps, the NLRB noted that it would then sit down with them to discuss unfair labor practice charges filed by the local. Local 839 charged that Head Start illegally declared an impasse after only three meetings with the union and illegally implemented a last, best and final contract offer.

Then, two days before a hearing was scheduled on the charges, the company reinstated the workers.

Local 839 will be seeking more than \$400,000 in back wages and benefits to cover the strike, and Hawks is optimistic Head Start will pay the full amount owed to the workers.

It’s Unanimous

There was more good news when the workers unanimously ratified a three-year contract.

- Among other things, the contract:
- Strengthens workers’ rights on picket lines;
 - Allows past practices to continue, and requires that past practices cannot be changed without the employer bargaining with the union;
 - Allows workers to voluntarily contribute to DRIVE;
 - Increases amount of vacation/personal time that’s accrued and banked; and
 - Allows for time sharing—if a co-worker becomes disabled, employees may donate personal time to that co-worker.

“I think we accomplished a lot, especially compared to our first contract,” Diaz said.

“We had members, other unions and friends out walking the picket line with us,” Hawks said. “The community support was outstanding during the strike.”

Disaster Relief Fund Helps Guam Typhoon Victims

DAMAGE CONTROL



During what some describe as the worst typhoon to ever hit Guam, Steve Martinez was in the hallway of his home watching the window frames bend in from the force of the wind.

“I’ve lived in Guam for 20 years and it was the strongest storm I’ve ever been through. Every home and business in Guam was affected by it,” said Martinez, a shop steward from Local 986 who lives and works on the island. “I sat in the hall-

way in the dark for three hours. The wind was extremely loud—it sounded like a big, rumbling train right outside my house.”

The typhoon couldn’t be measured accurately—it was so strong it knocked out every instrument on the island used to record the strength of the wind. Cars were overturned and power lines snapped like twigs. One hundred percent of the island was without power for almost three weeks.

Supertyphoon Pongsona

The typhoon that hit Guam, a U.S. territory in the Pacific about 4,000 miles southwest of Hawaii, was described by many as the worst natural disaster ever to strike the island. The eye of the storm passed directly over Guam, an island with an area of only 225 square miles (compared with Rhode Island at 1,212 square miles). The Guam Pacific Daily News reported damages in excess of \$73 million.

“The problem with the storm wasn’t even so much the storm itself as the aftermath,” said Larry Horst, a Local 986 member who works in satellite operations and maintenance at the Air Force base in Guam. “During the storm, fuel tanks at the port caught on fire. All the utilities were out. There was no gasoline available for cars or generators.”

The storm, named Supertyphoon Pongsona, left the island without electricity, water or phone service for weeks. It destroyed many homes and was declared a federal disaster area the day it hit, paving the way for assistance to residents.

The typhoon may have destroyed homes and left the island without power, but it didn’t take representation away from Teamster workers and many of them have been helped because of it. Fortunately, the Teamsters Disaster Relief Fund was there to help members affected by the typhoon.

Relief Fund Is There

“After the storm, the Teamsters Disaster Relief Fund was there for any Teamster in need and we’ll continue to help out when tragedy strikes our members, whether it’s ice storms and flooding in Kentucky, tornadoes in Oklahoma or typhoons in Guam,” said Cheryl Johnson, Director of the Teamster Human Rights Commission.

The Teamsters Disaster Relief fund is a charity that was created in 1991 to assist Teamster members who have suffered a loss from a disaster long after the media has forgotten. The fund receives donations from local unions and members.

“I urge all the Teamster affiliates and members to consider making a donation to the Teamsters Disaster Relief Fund to assist our brothers and sisters in Guam,” Johnson said.

How To Help

If you would like to donate to the Teamsters Disaster Relief Fund, tax-deductible contributions can be made by check payable to “Disaster Relief Fund”. Please send contributions to:

Disaster Relief Fund
c/o International Brotherhood of Teamsters
25 Louisiana Avenue NW
Washington, DC 20001

Step Into The Arena



Toronto Strike Leads to Three-Year Contract



For one long week, members of Local 847 in Toronto, Canada marched in the wind and snow. But the more than 1,000 part-time workers at the Air Canada Centre who walked off the job and into the bitter cold returned to work with a warm feeling—thanks to a new three-year agreement.

At issue in the strike were wages and benefits. Gilbert Davis, Secretary-Treasurer of Local 847, said the union had been negotiating with arena management for months, and at the last minute, the company presented what he called an unacceptably low offer on wage increases. But when the buzzer sounded on the strike, the new contract included substantial raises, more workers on the benefit plan and a crucial agreement where workers can keep tips given to them by arena patrons. Before the contract was ratified, workers were required to put tips in a till that went to management.

No Justice, No Beer

The arena—home to the Toronto Maple



Leafs hockey team and Toronto Raptors basketball team—hired 300 scabs to run the center’s concessions and other services during the strike, but they were not able to keep the facility running at anywhere near its usual level.

“We blocked the ramps and made sure no deliveries could get in,” said Ed Kazakeviciuf, chief steward at the arena. “They were out of beer and running low on food.”

“It was an empowering experience,” said Tara Stratton, a bartender and 10-year Local 847 member. “We realized just how vital we really are, which you sometimes forget.”

Stratton, who is a shop steward at the arena, said she thought the strikers got what they wanted from the effort, but more importantly, were able to bring the workers together in solidarity.

“We made a statement, gelled our people together and educated ourselves,” she said. “We went from 300 to more than 1000 people in a three-year span of time, so it’s amazing that we were able to

educate that many people.”

A Big Win

At the strike’s helm was Joelle Spadacini, Local 847’s Vice President and business agent for the workers, with whom she has worked for nearly 10 years.

“Joelle did a great job mobilizing our union into action, and also getting the support of other unions in this area through the Ontario Labour Council,” Davis said. “She’s a motivating force and was out there 20 hours a day.”

And Spadacini said she’s pleased with the results of her members’ efforts.

“It was a tough strike and a huge protest,” Spadacini said. “The people are happy to be back to work—there’s no doubt about it. And the company is definitely taking this personally. It was definitely a win for us.”

International Support

As part of the effort to support the strikers, Local 847 put out a call to other Teamster locals for support when teams

from Toronto visited their cities. Local 500 in Philadelphia answered the call by planning an informational picket and a Teamster caravan of members in cars parading around the perimeter of their local arena, blowing horns and letting the public know that their Teamster brothers and sisters in Toronto were getting a raw deal.

“That scared the hell out of [the Philadelphia arena owners],” Davis said. “They called our management and put pressure on them to settle the strike. They didn’t want to be involved in this labor problem.”

Davis said he also talked to several other locals that pledged their support.

“This was the first time in my knowledge, in 43 years as a Teamster here in Canada, that I have seen this kind of cooperation—the brotherly and fraternal cooperation—of American Teamsters with the Canadians up here,” Davis said. “The Americans stepped up for us, as evidenced by Local 500. It was really a gratifying thing for us and our members.”

REPORT 72 TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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

DATED: March 17, 2003

I. INTRODUCTION

This is the Independent Review Board's ("IRB") Seventy-second Report to you on its activities conducted pursuant to the Consent Order. In this Report, we will discuss matters that have currently come before us, including two new Investigative Reports and the current status of pending charges about which we have previously informed you.

II. NEW INVESTIGATIVE REPORTS

A. LOCAL 522 - Jamaica, New York

On January 27, 2003, the IRB issued an Investigative Report to General President Hoffa recommending that Local 522 be placed in trusteeship. The Report alleges that the Local is not being conducted for the benefit of its members. Between January 1996 and October 2002, Local 522 received a total of at least \$1,478,849 directly and indirectly in improper payments from the Local's five affiliated Benefit Funds.

In January 1996, a third party administrator was retained to administer each of the five Benefit Funds. After that time, the Local received \$1,291,548 directly in payments from the Funds for alleged administrative services. During this same time, the Benefit Funds paid directly to the third party administrator approximately \$1,541,935 for complete administrative services. There were no records showing that the Local employees performed administrative services for the Benefit Funds.

In addition to the direct payments from the Benefit Funds to the Local, the Benefit Funds also improperly paid a portion of the Local's rent, telephone expenses and building expenses, thereby reducing the Local's expenses. From February 1996 through January 2002 these payments totaled \$187,301.

Furthermore, there was no written cost sharing agreement between the Local and the Benefit Funds describing any administrative services Local employees performed. Despite receiving at least two communications from the IBT headquarters cautioning that cost sharing agreements with Benefit Funds must be well documented, the Local continued to receive the alleged administrative ser-

vices payments without any time records to support the payments. In 1987, prior to the Benefit Funds retaining the third party administrator, the United States Department of Labor found that the Trustees of the Local 522 Pension Fund had breached their fiduciary duties and violated ERISA provisions by improperly reimbursing the Local for administrative services. To resolve the matter, Local 522 agreed to repay the Benefit Funds \$279,000.

Lastly, as further evidence that the payments from the Benefit Funds were improper, in July 2002 when the IRB sought to question Michael Ianniello, then the Local's principal officer and a Trustee of each of the five Benefit Funds, about these payments, without explanation he failed to appear for his sworn examination. He allegedly knew that as a result of not cooperating with the IRB he would be barred from the IBT. He had previously appeared for two IRB sworn examinations. Based upon IRB-recommended charges, on September 30, 2002, Mr. Ianniello was permanently barred from the IBT.

On March 6, 2003, Mr. Hoffa notified the IRB that he appointed Daniel J. Kane, Sr., as Temporary Trustee over the affairs of Local 522, effective March 10, 2003.

B. ROBERT MOORE, ROBERT DELOATCH AND ALBERT OLIN - Local 522, Jamaica, New York

On March 11, 2003, the IRB issued an Investigative Report to General President Hoffa concerning Robert Moore, Robert DeLoatch and Albert Olin, who were the Trustees of the Local 522 Benefit Funds. The Report recommended that each be charged with bringing reproach upon the IBT and violating his duties as a fiduciary of the IBT-affiliated Benefit Funds by allowing the Local 522 affiliated Benefit Funds to pay large, unsupported administrative and other expenses to the Local. By their actions each caused the Benefit Funds to pay unreasonable administrative expenses to Local 522 which were not necessary for the establishment or operation of the Benefit Funds. In addition, each caused the Benefit Funds to pay unreasonable rent expenses, building expenses and telephone expenses on behalf of Local 522. These expenses also were not necessary for the establishment or operation of the Benefit Funds.

As fiduciaries of the Benefit Funds, Trustees Moore, DeLoatch and Olin were required to ensure that the Benefit Funds paid only reasonable administrative and other expenses. Nevertheless, the Trustees did not know how the payments from the Benefit Funds to the Local were calculated; however, they did know that an outside contractor administered each of the Benefit Funds.

On March 12, 2003, the IBT notified the IRB that it would file and process the charges.

III. STATUS OF PREVIOUS IRB CHARGES

A. ANTHONY RUMORE - Joint Council 16, New York City

We have previously informed you that Joint Council 16 President Anthony Rumore allegedly brought reproach upon the IBT by failing to investigate whether Barry Feinstein, the former President of Local 237 and Joint Council 16, was a prohibited person. Mr. Feinstein was a prohibited person who pursuant to an agreement permanently resigned from the IBT to settle charges he embezzled approximately \$391,246 from Local 237.

Charges were filed against Mr. Rumore and a hearing was held by a hearing panel appointed by Mr. Keegel. On December 13, 2002, the General Executive Board found Mr. Rumore guilty of the charge and ordered that he serve a two-month suspension from all IBT-affiliated union officer or employee positions and provide a letter to all officers of Joint Council 16 and the principal officers of all constituent locals that corrects mistaken information provided in a prior legal opinion letter.

In response to Mr. Rumore's January 7, 2003 letter, the IRB notified him that if he wished he could appeal the December 13, 2002 decision. On January 23, 2003, Mr. Rumore submitted a letter to the IRB asking that the sanction imposed upon him be reduced. On March 13, 2003, the IRB notified General Secretary-Treasurer Keegel that the decision and the suspension are not inadequate. However, the IRB recommended that Mr. Rumore be required to reimburse Joint Council 16 for the cost of the legal opinion obtained in an attempt to support him personally.

B. WAYNE TRAGNI - Local 813, Long Island City, New York

In past issues of the *Teamster* magazine we informed you that Local 813 member Wayne Tragni allegedly brought reproach upon the IBT by failing to appear for his scheduled sworn in-person examination. Before the charge was filed and a hearing date was set by Local 813, Mr. Tragni requested and was granted a rescheduling of his examination, which was held on October 28, 2002.

On January 7, 2003, Local 813 President Needham notified the IRB that a panel would hold a hearing on the charge against Mr. Tragni. On February 13, 2003, a hearing was held. The panel found Mr. Tragni guilty as charged and notified the IRB that Mr. Tragni was suspended from the IBT for one month. The IRB has the matter under review.

C. LOCAL 901 - San Juan, Puerto Rico

In past issues of the *Teamster* magazine we informed you that over a number of years Local 901 allegedly engaged in a pattern of conduct in violation of the IBT Constitution and which prevented the members from obtaining information and exercising their rights. The

Local allegedly made unauthorized and questionable expenditures of Local funds, had inadequate financial controls, and has never operated under approved Bylaws. Further, the Local's Executive Board allegedly engaged in a pattern of approving expenditures for Board members' benefit which Local members did not approve as required in the absence of effective Bylaws.

The IBT conducted meetings in IBT headquarters in Washington, D.C., with the officers of Local 901, discussed the changes that must be made to the Bylaws and the procedures for their approval by the membership, planned monitoring activities at Local 901 headquarters, and determined that the initial action would be supervision of the upcoming election. Mr. Szymanski informed the IRB that newly elected officers are in place, former FBI Agent Angelo Class was investigating various issues identified in our report and the Bylaws for the Local are in the final stages of revision.

IV. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received approximately 95 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.

V. 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

Sister, Sister

Gender No Barrier to Teamster Women



“By being part of a union, we get more of the opportunities, recognition and the respect that we work so hard for—especially as Teamsters.”

— Joanie Burba, Local 89 shop steward, Louisville, Kentucky



WITHIN THE TEAMSTERS UNION AND THROUGHOUT THE NATION, WOMEN AND PEOPLE FROM DIVERSE BACKGROUNDS ARE MEETING CHALLENGES EVERY DAY AND TAKING ON AN INCREASING ROLE IN WORKING AMERICA.

That spirit and energy was evident during the annual Teamster Women’s and Human Rights Conference held in Baltimore, Maryland. More than 550 Teamster sisters and brothers from across the United States and Canada attended the four-day event.

“It is so great being a woman in this day and age,” said Joanie Burba, a 16-year Teamster and shop steward from Local 89 in Louisville, Kentucky. “By being part of a union, we get more of the opportunities, recognition and the respect that we work so hard for—especially as Teamsters.”

Taking The Lead



Maxine Simmons
Local 631, Las Vegas

“I was a single mom with an eight-year-old daughter and a house payment. I thought to myself, ‘Why not drive a truck and become a Teamster?’ Being a Teamster, I have been allowed to make more money than I made previously.”

As part of the conference, attendees traveled from Baltimore to the nation’s capital to tour the Teamsters International Headquarters, U.S. Capitol, Union Station and the U.S. Botanical Garden, where some of them met with First Lady Laura Bush.

Ever Increasing Role

Contrary to popular wisdom, the increasing role of women in the workplace is not a recent phenomenon. The number of female workers has continued to grow—both in hard numbers and as a proportion

of the workforce—for more than a century.

According to federal government data, the number of working women grew from 5.3 million in 1900 to 18.4 million in 1950, and to 66 million in 2001. They comprised 18.3 percent of the labor force in 1900, 29.6 percent in 1950 and 46.6 percent in 2001.

“Teamster women tend to be leaders and are interested in pursuing leadership roles,” said Cheryl L. Johnson, the International Union’s Human Rights Commission Director. “I think this was the best conference we’ve had, really high

energy and great opportunities for networking.”

Union Advantage

It will come as no surprise to Teamster women that wages for unionized women are higher than for their non-union sisters—30 percent more in 2001. And union women share in the advantage that all organized workers enjoy: a greater likelihood of receiving health and pension benefits.

After meeting with an organizer following a grueling 17-hour workday,

Teamster magazine recently discussed the changing roles of women in the labor movement with two prominent Teamsters. Sue Mauren is Secretary-Treasurer of Local 320 in Minneapolis, Minnesota and Central Region Director of the Public Services Division. Colleen Brady is Special Projects Coordinator for Local 25 in Boston, Massachusetts. Last year she was appointed Trustee, the first woman to hold the position in the century-long history of the local.

Teamster: How does the role of women in the workforce differ from that of years past?

Mauren: There was a time when women were forced to quit their jobs when they became pregnant. Women were not allowed to even apply for men’s jobs. I believe with each generation, acceptance for women as equals in the workforce has grown. While some stereotypes remain, there certainly are greater opportunities for women in every area of employment than ever before.

Brady: Women have gained more positions of respect and power. There are so many factors that have contributed to this — but unions have certainly provided a major impetus.



What are the practical benefits for all members, male and female alike, to have women in positions of union leadership?

Brady: Because I am in a leadership position, there is a comfort level for other women members to step forward and participate in their union. As women become more involved, they participate in more activities, such as contract negotiating and organizing, which help all union members. And unionism is based on the principle of what benefits the collective interest.

Mauren: There were hundreds of activists at the Women's Conference with a common goal of coming together as Teamsters to learn, share ideas and find ways we can work together to build a better union. Our union can only benefit from the energy and enthusiasm that Teamster women have to offer.



Why should male workers care about equal pay for women?

Brady: I'm reminded of the adage, 'A rising tide lifts all boats.'

Mauren: We know as Teamsters that being united in the workplace builds stronger unions and better contracts. Union members know that regardless of gender, we need to stand together and fight for our rights. It is an unbeatable combination when men and women workers stand together and face the employers.

Connie Slayback fought for Teamster representation at Comair. Her absolute refusal to give up was rewarded with an industry-leading contract—one that others look to as an example. When she began her six-year struggle, there were 50 flight attendants at Comair. Today, there are 800.

"Thanks to the Teamsters, we're finally reaping the benefits of the company we worked to build," said Slayback, a member of Local 513 in Florence, Kentucky.

The Great Equalizer

In the United States, 99 out of every 100 women will work for pay at some point in their lives, but unfortunately, women are only paid 75 cents for every dollar men receive. And with women still suffering from wage discrimination, union representation is even more critical.

"At the Teamsters, we realize that no matter what a person's race, religion, gender or sexual orientation, organizing and collective bargaining are the great equalizers for all workers," said Sally



Terry Stewart

Local 237, Brooklyn, New York

"Sometimes I have to fight people. It's not what women do every day. You know, women are supposed to work in places that are protected. Well, I do the protection. I believe this kind of work makes you stronger as a woman."



Brenda Cornwell
Local 480, Nashville

“It used to be that there was no such thing as a woman truck driver. Now we have a lot of them. In the time I’ve worked, conditions for working women have gotten a lot better.”



Payne, Associate Director of the Teamsters Communications Department. “Our future depends on the job we do in building union membership.”

The Human Rights Commission and the International plan to make diversity education and training a top priority in the coming years, developing educational materials to be used in diversity training workshops at national, regional, local and trade division meetings.

Embracing Diversity

One of the great strengths of the labor

movement is its inclusiveness. And being at the forefront of civil and human rights movements will always be part of the Teamster agenda. And the Teamsters recognize the right to organize and to bargain collectively as human rights, and unions as the only institutions that give workers a true voice.

The International and the Human Rights Commission encourage and support members to embrace diversity and will conduct training sessions to encourage the full participation of all

members regardless of race, gender or cultural background. And the International will create a National Diversity Committee to establish specific goals and objectives for achieving the full participation of the union’s diverse membership.

“Human rights issues are Teamster issues. That’s why these conferences are so important,” said Johnson. “We will continue to work with our sisters and brothers to advance the human rights of all our members. That’s what the labor movement is all about.”

House Majority Leader De-Lays an Egg

Letter From Anti-Union Group Criticizes Labor

Teamsters General President Jim Hoffa blasted U.S. House Majority Leader Tom Delay for signing an anti-union fund-raising letter that accused “big labor bosses” of seeking to expand their power at the expense of national security.

The letter sought to raise money for the National Right to Work Legal Defense and Education Foundation, a staunch anti-union organization. The letter criticized “the union bosses’ drive to use the national emergencies we face today to grab more power,” citing several union strikes as unpatriotic acts.

Hoffa chastised Delay in a letter.

“While I take umbrage to any statement that questions the patriotism of myself and the members of this union, I consider such an accusation a particular affront to our Teamster Brothers and Sisters who are called to active duty. Almost every day, I hear about another Teamster who is leaving his or her home and family to defend our great country.”

Hoffa called on Delay to retract his statements, and to apologize to union members.

After receiving Hoffa’s rebuke, Delay disavowed the letter, claiming he never saw it. A Delay spokesman said one of the congressman’s assistants had made a mistake in approving the letter and attaching Delay’s signature stamp.



A Great Recovery

Teamsters Win Second Largest Securities Fraud Recovery Ever

Investors in Lucent Technologies won a historic victory as a settlement was reached in an accounting fraud class action lawsuit led by Teamsters West Virginia Pension Trust Funds. More than \$600 million dollars will be repaid to investors as part of the settlement.

“The Teamsters take our responsibility to our members’ pensions very seriously,” said Ken Hall, President of Teamsters Local 175 in Charleston, West Virginia. “These lost investments will

be restored to Teamster pensions and we will continue our battle to hold corporations accountable for their actions.”

Pension Trust Funds at Local 175 and Local 505 were the court-appointed lead plaintiffs in the lawsuit that resulted in the second-largest securities fraud recovery ever. All purchasers of Lucent Technologies stock during the class period, including other Teamster pension funds, are eligible to file claims in the settlement.



“Our efforts to protect our members’ retirement savings and to punish corporate fraud and malfeasance are clearly working,” said James P. Hoffa, Teamsters General President. “We will continue to protect our investments and fulfill our fiduciary duties to our membership.”



THE CURRENT NMFA REVERSES A DECADE-LONG TREND OF THE PRIOR UNION ADMINISTRATION NEGOTIATING CONCESSIONARY FREIGHT AGREEMENTS. THE TOTAL VALUE OF THE NMFA IS \$1.7 BILLION—COMPARED TO ABOUT \$1 BILLION IN 1998. MOST NOTABLY, THE CONTRACT RESTORES THE UNION’S RIGHT-TO-STRIKE OVER DEADLOCKED GRIEVANCES THAT WAS GIVEN AWAY IN 1994.

Teamsters Win Historic FREIGHT CONTRACT RECORD 86 PERCENT VOTE IN FAVOR OF RATIFICATION

After nearly a decade, it’s “hammer time” once again. The Teamsters made history when 86 percent of those voting said “yes” to a new five-year National Master Freight Agreement (NMFA). The overwhelming vote in favor of ratification was the highest margin ever.

In addition to providing significant wage increases and maintaining strong health care benefits without premium co-pays, the contract restored “The Hammer”—the Teamsters’ right-to-strike over deadlocked grievances.

“We got the power back, we got the hammer back,” said Jim Hoffa, Teamsters General President. “By approving this agreement, our freight members now have five years of security for themselves and their families. We have truly achieved an historic contract.”

“It’s the best contract we’ve had in years,” said Robert Eckert, a member of Local 100 in Cincinnati and a 30-year employee of Roadway Express. “Keeping co-pays at zero is a great accomplishment because companies want their workers to pay more. Holding it to zero is great.”

The NMFA covers about 65,000 Teamsters at Roadway, Yellow, ABF Freight System and USF Holland. Another 20,000 Teamsters who work for smaller companies are covered by “me-too” and “white paper” agreements. The current NMFA reverses a decade-long trend of the prior union administration negotiating concessionary freight agreements. The total value of the NMFA is \$1.7 billion—compared to about \$1 billion in 1998. Most notably, the contract restores the union’s right-to-strike over deadlocked grievances that was given away in 1994.



ILLUSTRATION BY ROBERT PEREIDA





This fulfills a pledge that Hoffa made at the beginning of negotiations and restores the crown jewel of the NMFA negotiated under his father, James R. Hoffa (see page 32). In 1964, the first NMFA shifted bargaining power from the regional to national level, revolutionized the way America moved its goods and brought a whole new generation of workers into the middle class.

A Giant Leap Forward

“I’m pleased that our members ratified this contract, because it is the most improved master freight agreement I’ve ever been involved with,” said Phil Young, Co-Chairman of the Teamsters National Freight Industry Negotiating Committee (TNFINC), who has participated in freight negotiations for more than two decades. “Beyond the solid wage and benefit increases, there is language that improves our members’ daily conditions on the job.”

In early February, after the TNFINC unanimously recommended approval of the tentative contract, Hoffa announced in Chicago that the union and employers had reached tentative agreement on a new NMFA.

“This contract takes a giant leap forward for freight members while other unions battle to stand in place,” said Hoffa,

CONTRACT HIGHLIGHTS

- ▶ **Wage increases** of \$2.25 per hour over the life of the agreement (.50, .40, .40, .45, .50) compared to \$1.40 per hour in the 1998 agreement;
- ▶ Highest **health and welfare increases** ever of \$3.10 per hour (.60, .60, .60, .70) compared to \$2.10 per hour in the 1998 agreement;
- ▶ An **open-ended grievance procedure** with the right to strike over deadlocked grievances;
- ▶ **A real COLA** of \$.01 per hour for every .2 increase in the CPI after 3 percent;
- ▶ **Employers prohibited from subcontracting** any work in the United States to a Mexican carrier;

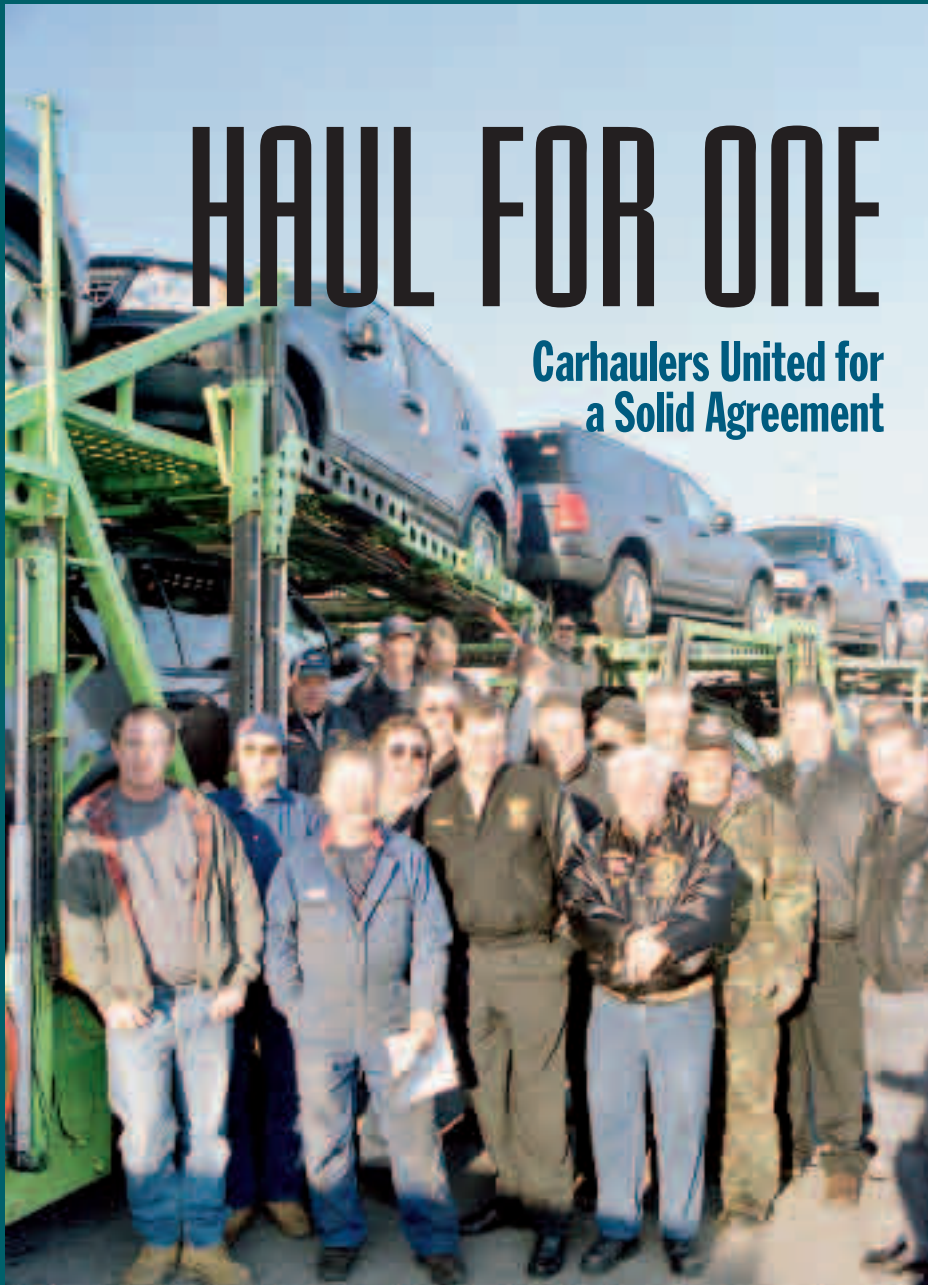


- ▶ **Health and welfare insurance paid for military leave increased** from 12 to 18 months;
- ▶ **One additional week vacation**—from five to six weeks—after 30 years of service;
- ▶ **Air conditioning** for all city equipment purchased after 4/1/03;

- ▶ **Walk-in sleeper cabs** for all sleepers purchased after 4/1/03;
- ▶ Expanded **employment opportunities** to laid off NMFA workers;
- ▶ **Higher minimum-speed standards** on all road equipment, both new and existing;
- ▶ Establishment of **pay premiums** for sleeper teams and premium service; and
- ▶ **Extension of jury duty time** from 10 to 15 days.

HAUL FOR ONE

Carhaulers United for a Solid Agreement



“Nonetheless, we will not accept an agreement that fails to address the needs of our members.”

— JIM HOFFA, CHAIRMAN, CARHAUL NEGOTIATING COMMITTEE

INFORMATION AND UPDATES

For up-to-date information on the Carhaul Unity 2003 Campaign visit: www.teamster.org/carhaulunity03.htm or call 866-TEAMSTR



Meeting in Detroit, the hometown of the Big Three automakers, the Teamsters Union formally exchanged with management proposals for the 2003 National Master Automobile Transporters Agreement.

“Much has changed in four years, and we know that industry conditions are different today in carhaul,” said Jim Hoffa, Chairman of the Carhaul Negotiating Committee. “Nonetheless, we will not accept an agreement that fails to address the needs of our members.”

The Motor City was chosen as the kick-off location to show the manufacturers the importance of these negotiations to Teamster carhaul members and the entire industry.

Transporters Topics

The proposed contract changes were taken from those submitted by locals and rank-and-file members that had been assessed at an earlier meeting of carhaul negotiators. Issues that took prominence were:

- ▶ Seniority;
- ▶ Dispute Resolution;
- ▶ Leave;
- ▶ Health Coverage;
- ▶ Safety;
- ▶ Holidays;
- ▶ Local riders;
- ▶ Discipline; and
- ▶ Sale of rigs to non-Teamster entities.

The Challenges Ahead

The Teamsters Union has mobilized for this spring’s contract talks in the face of unprecedented challenges affecting the industry.

“A lot of what used to be Teamster work has been going to non-union operations and owner-operators,” said Ted Neely, a Local 223 shop steward who has driven for Allied Systems in Portland, Oregon, for 25 years. “We need a solid contract so we can bring these drivers into the union fold.”

“It is important that we maintain the integrity of the contract,” agreed C.B. “Doc” Condor, Director of the Carhaul Division and Co-Chairman of the National Negotiating Committee. “I am confident that we will prevail.”

Breaking The Mold

Port Huron Workers Make a Change for the Better

The plastic parts that Loretta Tenbrink makes go into cars and trucks that keep America rolling. But when management at Port Huron Molded Products kept breaking its promises to workers, morale at the Michigan company ran out of gas.

“We got tired of rules not being followed,” said Tenbrink, who has worked as a press operator for 10 years. “Company policies changed whenever it was convenient for them. Managers would say, ‘You do this, or it’s out the door.’”

“These workers haven’t had a decent raise in wages or insurance for over six years,” said Jim Parrinello, a Joint Council 43 organizer that assisted Local 339 in the

campaign. “They’re ecstatic to be Teamsters.”

Tenbrink and 245 of her fellow workers decided to break the mold of lousy working conditions and no respect on the job when they voted to join Local 339 in Port Huron, Michigan.

Filling a Need

The main issues for the bargaining unit—which includes machine operators, sorters, packagers and shipping and receiving clerks—were safety, seniority and recognition.

“This was about respect, about the way we were being treated,” said Tenbrink. “We needed a strong union—we needed the Teamsters.”

“The company would say, ‘Give us another chance,’ and

workers did,” recalled Ron Hreha, President of Local 339. “But there were a lot of long-time employees who had been through it before, and knew that nothing would change.”

A Constant Presence

“We wanted to get the union involved because we didn’t think that management was



going to give us a fair deal,” said Brandon Pickelhaupt, a machine operator. “So when I discovered that the Teamsters were getting involved, I supported it.”

Local 339, working in conjunction with Joint



Council 43, opened up their union hall for the employees to meet and were a constant presence at the jobsite with informational handbills and flyers. The Teamsters told the workers what they would try to accomplish and their upfront approach paid off, proving that there is no substitute for old-fashioned organizing.

“Local 339 put forth a lot of effort and showed us the kind of commitment they were willing to make,” Pickelhaupt said. “They’ve done a good job since they’ve been here and they’re a cool bunch of guys.”



“This was about respect... We needed a strong union—we needed the Teamsters.”

— LORETTA TENBRINK, LOCAL 339

LOCAL 618

Able Lift Company

Forklift maintenance/mechanic workers with Able Lift Company voted unanimously for representation by Local 618 in St. Louis.

Gerald Kappauff, an organizer/business agent for Local 618, was pleased that the drive went so well.

“We started the organizing in mid-September, and they were very receptive to what we could do for them,” Kappauff said.

“This is keeping with Local 618’s goal of organizing the unorganized, and securing good benefits and wages of those in this industry,” said Local 618 Secretary-Treasurer John Guerra, Jr.

LOCAL 379

Jet-A-Way

Rubbish haulers at Jet-A-Way in Roxbury, Massachusetts voted recently by a two-to-one margin to join Local 379. Paul Walsh, International Representative for the Building Material and Construction Trade Division (BM&CTD) said the 15 drivers have met with representatives from the local and started reviewing contract proposals.

Walsh, who is also Secretary-Treasurer of Local 379, said there is a standard rubbish contract that is in place at other companies in the greater Boston area, and the workers see that contract language as a starting point for their negotiations.

“Hopefully that contract language will prevail,” Walsh said. “These workers were receiving comparable pay rates to union wages before they joined the Teamsters, but they

had a 401K instead of a pension. Our rubbish people have the top pension in the region.”

LOCAL 769

McArthur Dairies

By a 2-1 margin, workers at two McArthur Dairy locations voted to join Local 769 in Miami, becoming the second and third unionized dairies in Florida.

“We are on a roll,” said Daisy Gonzalez, a Local 769 business representative, referring to her local’s victories and that of Local 385, which organized the T.G. Lee Dairy in Central Florida earlier this year.

Before Local 385’s successful organizing drive, T.G. Lee, which is the largest dairy in Florida, had been non-union throughout its entire 75-year history.

At McArthur Dairy in West Palm Beach, 26 route sales drivers, swing men and dockworkers voted to join Local 769. On the same day, transport drivers at the dairy’s Miami location, also voted to become members of Local 769.

LOCAL 283

Coparts

Twenty-five drivers and dispatchers at the Brownstown, Michigan facility of Coparts, a national auto salvage company, voted 22-3 to join Local 283 in Wyandotte, Michigan.

This was the first successful organizing campaign at Coparts, which has more than 100 other facilities nationwide.

“This will serve as a lead for other organizers across the country,” said Dan Dengel, a Joint Council 43 organizer. “It’s important that we try and pick up new carhaul members at

these non-union companies.”

Local 283 and Joint Council 43 plan on continuing their carhaul organizing with recognition of the yard employees at the Brownstown branch of Coparts as well as a new campaign at Auto One, another national auto salvage company.

LOCAL 856

Public Employees

Twenty police officers in Lindsay, California, the olive capital of the world, voted unanimously to join Local 856 in San Bruno, California.

In addition to the police unit, 56 unit clerks at Marin General Hospital voted by a 3-1 margin to join Local 856. The local already represents some 250 technical and non-technical employees at the hospital, and has done so since 1970.

“We’ve been very active on the organizing front,” said Mike McLaughlin, Local 856 Secretary Treasurer. “Workers are responding to our level of service and representation.”

McLaughlin added that Local 856 is working on other campaigns as well, including police officers at San Francisco Community College and the institutional police employed by the City and County of San Francisco.

TEAMSTERS CANADA

TNT Logistics

Contract negotiations have begun between local unions in Canada and TNT Logistics after a recent organizing campaign added more than 250 workers to the locals’ ranks.

The drivers work at five centers in Canada and will be represented by Local 931 in

Montreal, Quebec; Local 141 in London, Ontario; Local 362 in Calgary, Alberta; Local 31 in Vancouver, British Columbia; and Local 979 in Winnipeg, Manitoba.

“This is a great move for the Teamsters—Michelin produces tires in Eastern Canada and these new members will transport the tires across Canada,” said Robert Bouvier, President of Teamsters Canada. “We will have 250 drivers, but that number could increase to 400 in the future.”

The campaign is part of an ongoing effort by the Teamsters Organizing Department to foster a cooperative labor relations approach with TNT Logistics America. As part of this same campaign, the Teamsters also organized a TNT subassembly warehouse in Flint, Michigan under a card-check agreement negotiated by the Organizing Department with TNT management.

LOCAL 631

DynCorp

Base operations workers at DynCorp voted by more than a 7-1 margin to join Local 631 in Las Vegas. The employees work at the Indian Springs and Tonopah locations on the Nevada Test Range.

“These workers like the medical plan and back service credits that we offer,” said Ray Isner, Local 631’s organizing director who led the campaign with John Milner, a Local 631 organizer. “There are a lot of ex-military people out there who like the idea of a Teamster pension to go along with their military pension.”

Local 631 has not lost an election at the Test Site or Test Range in more than two years.

Northwest Stewards Become Effective Advocates for Local 2000

TRAINING

Ann Marie Frace loves seeing Paris and the mountains of Alaska. Darin Lutwin just got back from Osaka, Japan. In the last five years, Amy Gross has seen Beijing, Tokyo, Frankfurt, London, Oslo, Amsterdam and other cities. Alyssa Cedo enjoys exploring smaller cities in the American Midwest.

These workers have also met people from all over the world and bonded with other Local 2000 Northwest flight attendants. They have something else in common, though. Each one of them dedicates a good bit of their own time to making sure that other Northwest Airlines Teamsters are protected on the job.

And to help make sure these union activists are as educated and informed as possible, Local 2000 recently held their first Advanced Line Stewards Training at Teamster Headquarters in Washington, D.C.

“The training was fabulous. It was great learning how all the different departments work together for us,” said Frace, of Minnetonka, Minnesota, who has worked as a flight attendant for more than 10 years. “I wanted to take this training because I don’t want to see anyone I work with give the company the best years of their life and walk away with nothing. I want to work within the framework of what we have to help my coworkers. I want to be a good liaison between the union and my coworkers.”

The Local 2000 flight attendants are getting more involved in every aspect of their jobs—everything from preventing accidents to having a say in legislation affecting them.

“I went to the training because I’ve been trying to find a way to get more involved,” said Lutwin, who has worked as a Detroit-based flight attendant for four years.

Assisting the Members

This program follows six representational trainings designed and conducted by the Education Department in Minneapolis, Detroit and Los Angeles. Three Advanced Line Stewards Trainings took place at Teamster Headquarters.

“The addition of line stewards to Local 2000’s structure will increase visibility for the local and provide rank-and-file flight attendants with a union advocate on their flights,” said Mollie Reiley, Local 2000 Trustee. “Training is the first step in



Going Back For Seconds

Food Processing Leaders Look to Increase Membership

Tens of thousands of Teamsters work in food processing, and the organizing potential in this industry is even greater.

That's the message several dozen union leaders and activists heard during the Food Processing Policy Committee's Western Area Organizing meeting at Local 439 in Stockton, California. The committee holds organizing workshops every three months.

"The recent dues increase has generated funds to organize and we have built a partnership with local unions to recruit new members," said Fred Gegare, International Vice President and Dairy Conference Director. "This is a

new day for workers in Food Processing."

Organizing For The Future

The Teamsters General Executive Board recently adopted a resolution that requires all food processing contracts be submitted to the Regional Director for approval prior to ratification. This will help ensure the integrity of contracts across the nation.

Attending the meeting were Al Hobart, International Vice President and President of Joint Council 28 in Seattle; Manny Valenzuela, Director of Organizing for the Western Region; John Souza, International Representative and Western Region Director for the Food Processing Policy

"We are on the front lines in the battle to organize in food processing. The International has committed the resources—we must protect our contracts and organize to grow."

— AL HOBART, INTERNATIONAL VICE PRESIDENT AND PRESIDENT JOINT COUNCIL 28

Committee; and many others.

"A program has been developed within each Joint Council to organize," Valenzuela said.

"We are on the front lines in the battle to organize in food processing," Hobart said of the organizers in attendance. "The International has committed the resources—we must protect our contracts and organize to grow."



Local 251 Assists Nightclub Victims

Teamsters and Family Members Among Those Injured, Lost

Local 251 in East Providence, Rhode Island has set up a special fund to assist the victims of the nightclub fire at The Station in West Warwick. The fire, which engulfed the club on Feb. 20 during a Great White concert, severely burned two members of Local 251 and killed many family members of Teamsters.

The blaze killed at least 98 people with many still in the hospital from injuries sustained in the fire.

"During this very tragic and heart wrenching time, we wanted to do whatever we could to help our Teamster brothers and sisters and their families," said Stuart Mundy, Secretary-Treasurer of Local 251. "Our deepest condolences go out to those who lost loved ones and to the injured."

Donations to The Station Nightclub Fire Victims Fund will go toward helping all families affected by the tragedy.

For more information on The Station Nightclub Fire Victims Fund or to contribute, contact Susan Folan at (401) 434-0454 ext. 221.





“We help labor’s cause when we educate non-union workers about who we are and what we do. Teamsters are in a unique position because we work in all professions.”

— GREG DEMINT, LOCAL 639 MEMBER

Speaking Truth To Power

UPS Members Educate Congressional Staffers

Mike Hicks and Greg DeMint work for United Parcel Service in the Washington, D.C. area and have nearly 20 years of experience as union members. The two Local 639 members recently addressed a symposium of congressional staffers, economists and other union members on Capitol Hill to provide insight into the world of organized labor.

“It was a pleasure and an honor to visit Capitol Hill and speak before these staff members,” DeMint said. “We help labor’s cause when we educate non-union workers about who we are and what we do. Teamsters are in a unique position because we work in all professions.”

“Many of these staffers will now advise their bosses on

legislation affecting our livelihoods,” Hicks said. “Presentations like these drive home the point that union members are everyday working people and that our rights and way of life should be protected and preserved.”

Unions led by the Teamsters and the AFL-CIO are involved in a nationwide effort to educate people on the economic needs of working families.

“There has been a movement in this country to mislead the American public into believing tax cuts are the best way to empower workers economically,” said Jim Hoffa, Teamsters President. “The true way to empower workers is not through tax cut gimmicks but by actually helping them earn more money and have better benefits.”

Defending the Right to Vote

Union Safeguards Separate Ballots at UPS

Teamsters General President Jim Hoffa and Parcel and Small Package Division Director Ken Hall have successfully preserved their members’ right to vote on both the National Master United Parcel Service Agreement and the supplemental agreements.

Shortly after members approved the national contract and supplements last summer, UPS filed a complaint with the National Labor Relations Board (NLRB) challenging the casting of separate votes for the national contract and the supplements, arguing that there should only be one vote.

Hoffa worked with Hall to make sure that didn’t happen.

“These are separate agreements, and our UPS members deserve to vote on each separately,” Hoffa said. “We will not surrender our voting rights.”

Justice Prevails

Hall aggressively defended the Teamsters’ right to vote, arguing that the supplements contain language specific to different geographic regions of the country, and address specific issues important to members.

The company later withdrew its complaint.

“This was an issue that resonated with the members across the country. We will continue to fight for justice



[The Teamsters’ right to vote is] an issue that resonated with the members across the country. We will continue to fight for justice and safeguard members’ rights.”

— KEN HALL, PRESIDENT OF LOCAL 175

and safeguard members’ rights,” said Hall, who also serves as President of Local 175 in Charleston, West Virginia.

“The union leadership did a great job defending our right to vote separately on the agreements,” said Dan Scarano, a package car driver and member of Local 639 in Washington, D.C. “It’s nice to know the union will stick up for us on these important issues.”

Carter's Country

New Book Details Life of a True Teamster Patriot

After being shot six times, Staff Sgt. Edward A. Carter Jr., a former Teamster, killed six Nazis and took two others prisoner in a single World War II battle.

While he won the admiration of his fellow soldiers, the Army kept a secret dossier on Carter's suspected Communist ties from the time he enlisted in 1941—ties which proved to be completely false.

In 1997, President Clinton awarded a posthumous Medal of Honor to Carter's son to honor his father who died in 1963. Edward Carter III is also a Teamster—he is a driver for Yellow Freight in Gardena, California, and is a steward at Local 692.

In 1999, the Army declared what Carter's son and daughter-in-law, Allene Carter, knew all along—that the Army's suspicions were all false. In a solemn Pentagon ceremony, the Army said that their long investigation proved there was no evidence of disloyalty. Army officials said the injustice arose from the fervent anti-communism views that existed at the time.



Honoring Sergeant Carter

Now Allene Carter has captured her father-in-law's life story in the book titled, "Honoring Sergeant Carter" (Amistad Books, \$23.95, available in book stores; visit www.honoringsergeantcarter.com).



"They blame suspected communist ties, but the family believes that racism played a major role," Allene Carter said. "When he tried to reenlist in the Army in 1949, the Army refused, and it broke his heart. He went to his grave without ever know-

ing what he did wrong."

Carter later worked as a Teamster at tire factories in Washington state and Los Angeles.

"Sergeant Carter was a true American hero, but he suffered injustices. Fortunately,

amends to the family by naming an ammunition ship after Carter, the M/V SSG Edward A. Carter Jr., which is presently serving U.S. forces in the Persian Gulf.

At the ceremony in 1997, Carter was one of seven black World War II veterans who were awarded the Medal of Honor, the nation's highest award for bravery.

But his family didn't want to stop there. They pushed ahead to clear his name. In the summer of 1999, Clinton



wrote to Carter's widow, Mildred, to express his regret for the way Carter was treated.

"Had I known when I presented this Medal of Honor two years ago, I would have personally apologized to you and your family," Clinton said.

he was able to find justice when he joined the Teamsters," said Jim Hoffa, Teamsters General President.

"My father was very proud to be a Teamster," Edward Carter III said.

A Proud Legacy

The military has tried to make



Teamster Retiree Wins a Fortune

Kevin Smith Hits Jackpot on “Who Wants to Be a Millionaire”

Building your knowledge is a good idea for everyone. But for Teamster retiree Kevin Smith, it also proved very profitable.

When Smith worked as a Teamster truck driver, he got a device that enabled him to pick up the audio from TV stations as he rolled along the nation’s highways. In an effort to improve his intellect, he spent countless hours tuned into documentaries, network news and news magazine shows such as “60 Minutes.”

“Sometimes I could pick up all three of the major network news broadcasts in an area because they were on at different times. I used my time behind the wheel to become less stupid,” said Smith, 52, a Teamster truck driver from 1976 till the mid-1990s, when he retired.

All that high-speed cramming paid off when Smith won \$1 million on the syndi-

cated TV show “Who Wants to Be a Millionaire,” fulfilling his dream of winning a fortune on a game show that he has spent 45 years pursuing. He credits his on-the-road listening with helping him win the money.

Family First

But don’t expect this newly acquired wealth to change Smith, who was a longtime member of Local 63 in Rialto, California. Rather than spend the money on lavish items, or take an extravagant vacation, Smith plans to put nearly all of the money into a trust for his mother and two sisters to live on. One of his lifetime goals was to have enough money to be able to provide for his parents. His father is deceased.

Smith will continue living the simple life, taking the bus around the Los Angeles area rather than drive—he doesn’t

own a car and doesn’t plan on getting one.

Proud Teamster

Smith worked for a handful of trucking companies and also worked at United Parcel Service as a feeder driver. With the help of his Teamster pension, he retired early and began pursuing full-time his goal of winning a fortune by visiting the library daily.

“I’ve been a union guy since 1968,” Smith said. “I enjoyed being a Teamster – it’s

top notch. I couldn’t have asked for a better experience.”

Smith said he knew most of the answers to the 15 multiple-choice questions, but guessed on a few. For the final, \$1,000,000 question, he instantly knew the answer to the following question: “U.S. icon Uncle Sam was based on Samuel Wilson, who worked during the War of 1812 as an A) meat inspector; B) mail deliverer; C) historian; D) weapons mechanic.” (The correct answer is A.)



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