

TEAMSTER

VOTE!

THE FUTURE OF AMERICA'S WORKING FAMILIES IS AT STAKE ON NOVEMBER 2



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TEAMSTER

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A MESSAGE FROM THE GENERAL PRESIDENT

Vote!

“

G

et out and Vote!”

The message is simple, but the stakes have never been higher.

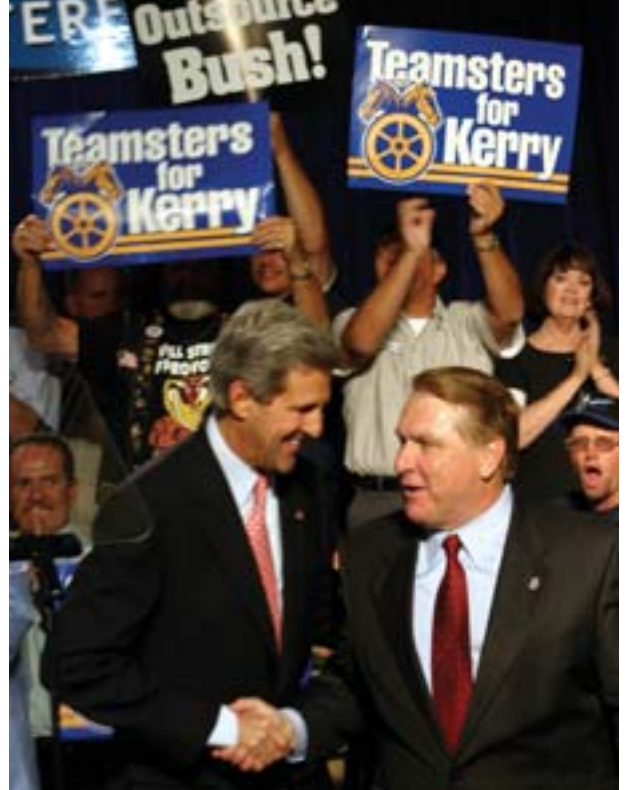
Every working man and woman who cares about their future—the future of their jobs, the future of their health care and retirements, and the very future of our country—should vote for John Kerry and John Edwards on November 2. Not since Franklin Delano Roosevelt ran against Herbert Hoover has there been an election with as much at stake for working Americans.

Let's cut through the spin and campaign rhetoric and simplify the presidential race to what it is really all about. The Bush/Cheney ticket is for corporate interests. Everything the Bush administration has done in the last four years has weakened the rights of working families. Overtime rights are weaker today than they were four years ago. Pensions are threatened. Health care is more expensive and 5 million fewer Americans have insurance than in 2001. The average household income is now \$1,500 less than in 2000 and it is harder to find a job that pays a good wage. During the last presidential campaign, Bush promised 5 million new jobs—he's 6 million jobs behind on that promise.

Keeping Promises

But Bush has kept his promises to his big business supporters as corporations pulled in record profits of more than \$1 trillion last year. There are hundreds more millionaires today as a result of Bush's policies while millions more Americans have fallen into poverty. The middle class is getting squeezed and is starting to disappear.

The Teamsters has spent more than 100 years fighting to build a middle class in this country. Without labor,



there would be no 40-hour week, no weekends off, no minimum wage and no middle class. If Bush had his way, there would be no labor unions. He has already made a grab at our overtime. Wages are dropping, on-the-job benefits such as health care and pensions are disappearing and outsourcing is encouraged. The Bush/Cheney administration has attacked the middle class. If you are a millionaire, Bush is your man. If you are a working American who cares about the future of your job and how you are compensated, John Kerry is the obvious choice.

Don't Be Fooled

John Kerry and John Edwards have always stood with working Americans. They support the right to organize. They have rallied workers on picket lines. John Kerry was once a warehouseman and member of Teamsters Local 25. John Edwards has worked in a mill. Can you imagine Bush or Cheney—both former CEOs—on a picket line? You would also have to be dreaming to think Bush/Cheney would do anything to strengthen workers' rights at the expense of corporate profits. If they would attack overtime in an election year, what would they do to workers after winning the election?

Don't be fooled by wedge issues, comments taken out of context and savvy advertising. The choice is clear. A John Kerry administration would welcome labor as a partner in Washington. Four more years of George Bush could destroy what it has taken 100 years to build. On November 2, stand up for working families and elect public officials like John Kerry who will build our middle class rather than destroy it. And remember, every vote counts.

Fraternally,

James P. Hoffa

Volunteering For Duty

Lost-Timers Play Crucial Role in Election 2004

Jim Ignarsky and Tom Haggerty don't know where they're going, but they do know what to do.

"All we know is that we'll be gone for three weeks and talking issues with any Teamster that will listen," said Haggerty, a 20-year dockworker at Yellow Freight and member of Local 710 in Chicago.

Ignarsky and Haggerty are two of the hundreds of members who are spending October as "lost timers" in the 2004 election campaign. The Teamsters Union is sending nearly 1,000 "lost timers" into battleground states in its effort to elect a pro-worker majority in Congress

and the White House. "Lost timers" take extended leaves of absence from their regular jobs to work solely on union issues.

"I'm leaving my wife and kids for three weeks, because no Teamster should feel disenfranchised and some do," Haggerty said. "I tell the Teamsters we meet what I tell my kids: They can always stand up for what's right in this county and voting is one way to do it."

Intense Training

Ignarsky and Haggerty will be sent out of state to do their campaigning because Illinois isn't considered a swing state. Most likely they'll be meeting with Teamsters in Iowa or Wisconsin.

Both men have been active stewards and volunteers in the local. That's why Pat Flynn, Local 710 Secretary-Treasurer and International Vice President,



thought of them when the International Union put out a call for volunteers.

"I can't think of two better people to talk to Teamsters about the political issues," Flynn said. "So many people think politics is a spectator sport. Jim and Tom remind you that it isn't."

As part of their preparation, Ignarsky and Haggerty traveled to Washington, D.C. for an intense two-day training on voter registration, phone banking, visiting union households and election issues important to union members. Since returning home, the pair registered nearly 100 new voters at eight job sites.

State Races

While Illinois may not be a battleground state, Chicago's Joint Council 25 is still building its political army. Joint Council 25 hired 10 "lost timers" to turn out the Teamster vote in important local races.

"Our decision to place lost time volunteers in the field was a very easy one to make," said John Coli, Joint Council 25 President. "Members know and trust fellow members. We intend to make sure every Chicagoland Teamster understands just how much is at stake in the upcoming elections."



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Washington, DC 20001

Good Health

Locals 630 and 848 Win Outstanding Five-Year Contracts

Approximately 400 Teamsters who work at four Sysco warehouses in California recently ratified a pair of contracts and secured agreements that guarantee full maintenance of health care benefits.

The drivers and warehouse workers at Locals 630 and 848—both Los Angeles-based locals—received a package that, in addition to the health care benefits, included wage and pension increases and stronger language that further protects members in the workplace.

“We have been getting numerous calls from members praising the contract,” said Paul Kenny, Secretary-Treasurer for Local 630. “They are extremely happy that we were able to get full maintenance of health bene-

fits for the life of the contract. We all know how important that is these days.”

“It was a hard-fought battle, but we got what the members needed the most,” said Jim Santangelo, International Vice President, Secretary-Treasurer for Local 848 and President of Joint Council 42.



“These workers are dealing with so many expenses in their daily lives that taking away the worry of paying for health care provides immeasurable relief.”

Hard Work Pays Off

Johnny Valdez, a Sysco driver and shop steward for Local 848, has been a Teamster for 17 years and is proud of the work that led to the contract.

“Everyone involved, from the shop stewards to the business agents and principal officers, worked very hard to get us this contract,” said Valdez. “This is perhaps the best contract I have ever seen in this day and age for the grocery industry.”

“Negotiations went on for

HIGHLIGHTS OF THE CONTRACTS INCLUDE:

- ▶ Maintenance of health care benefits;
- ▶ Wage increases each year;
- ▶ Increased pensions; and
- ▶ Improved contract language.

three days with the team pulling one all-nighter,” said Dennis Glassco, a Local 630 steward and Sysco employee. “They really worked hard to make sure that they got what the members wanted, and they weren’t going to take anything less than what they asked for.”

In The Mix

Local 325 Members Celebrate Area-Wide Redi-Mix Agreement

More than 120 drivers and batch plant workers at five materials companies in Northern Illinois recently ratified an area-wide, five-year Redi-Mix agreement.

The contract covers members of Local 325 in Rockford, Illinois, who work in Winnebago and Boone Counties for Meyer Material, Rogers Ready Mix, Martin Material, Ozinga and Supermix.

“They all pay the same dollars per hour total package,” said Rick Thompson, Secretary-Treasurer of Local 325. “They have an even playing field. The companies like it because the costs are fixed. They’re all under the same obligation financially.”

“I think it’s one of the best contracts I’ve ever been involved with,” said Ed Hobbs, a driver and steward at Martin Materials, and a 20-year Teamster. “We really achieved some great things.”

A Lot of Progress

“It made all of us equals,” said Doug Reeber, a steward and driver at the Rockford plant of Rogers Ready Mix.



“The new leadership at Local 325 is making a lot of progress already in the short time they’ve been in office,” said Jeff Slocum, a steward and driver at Supermix. “I think Rockford’s going to become a strong area again.”

Highlights of the agreement include:

- ▶ \$5.30 per hour increase over the term of the contract;
- ▶ Health and welfare at no cost to employees;
- ▶ Company payments of \$1,700 per employee to cover a change of health care carriers; and
- ▶ Additional holidays.



Big Sky Victory

City Workers Reach Agreement Ending Strike

Members of Local 190, employed by the city of Billings, Montana, recently ratified a new three-year contract and ended an 11-day strike. The vote by the public employees was 265-28 in favor of the agreement.

Three probationary workers

pursuing unfair labor practice charges against the city for terminating an additional 13 seasonal employees who refused to cross picket lines.

“This is a solid contract for our members,” said Joe Dwyer, Secretary-Treasurer of Local 190 in Billings. “We were able to



city workers,” said Dan Bryan, a six-year veteran of the Airport Fire and Rescue team. “That unity is a real achievement given the diversity of our jobs and the different issues involved with all of them.”

City workers celebrated outside their city hall when they learned it was “back to work,” but had no regrets about the strike. The workers had walked off the job on August 7 over disagreements

in base pay, seniority and longevity pay.

“Sometimes it’s tough to strike,” said MetTransit driver Steve Leichner. “But you have to do what’s right.”

“I Was Really Moved”

The road leading to the successful ratification vote was not an easy one for the nearly 350 workers. Several proposals were rejected because the issue over those terminated

“This is a solid contract for our members. We were able to clear up many gray areas that had been in the contracts for years.”

—JOE DWYER, LOCAL 190, SECRETARY-TREASURER

who were fired for refusing to cross the picket lines have been rehired as part of the agreement process. Local 190 is also

clear up many gray areas that had been in the contracts for years.”

“This process has created a new strength and unity among



'Tis The Season

“Buy Union Week” is November 26 to December 5

With the holidays right around the corner, now is the time to start doing your research on union-made products. Just in time for “Buy Union Week,” the AFL-CIO’s Union Label Department has launched a web site to help identify what products support labor.

The second annual observance of “Buy Union Week” begins on November 26 (the day after Thanksgiving) and runs through December 5. Traditionally, this period is the kickoff of the holiday season and this 10-day period accounts for approximately 60 percent of the typical consumer’s annual shopping activity.

“It’s important that we support our Teamster brothers and sisters year-round and be mindful about supporting our fellow unions,” said Jim Hoffa, Teamsters General President. “Buy Union Week comes at exactly the right time. We all need to be reminded about what products to support—especially when almost all of us will be doing our holiday shopping.”

Tell your family, friends, coworkers and neighbors to give the gift of good jobs by buying union-made gifts and seasonal items and using union services for the Christmas, Chanukah and Kwanzaa holidays.

—“*This process has created a new strength and unity among city workers.*”

—DAN BRYAN, LOCAL 190
AIRPORT FIRE AND RESCUE TEAM

for refusing to cross picket lines remained unresolved. The three probationary employees had been fired when they refused to cross the picket lines and report to work. On August 15, the members of Local 190 declared they would not accept an agreement that did not offer amnesty to those nonunion employees supporting the strike.

“I didn’t want my situation to affect hundreds of other workers,” said Judy Church, a probationary-status clerk in the police department. “But when the members of Local 190 overwhelmingly rejected the agreement over our job status I was really moved.”

On August 17, an agreement was reached stipulating that the three probationary workers would be re-hired. That decision between the negotiating teams brought the strike to an end.

Highlights of the contract include:

- Wage increases of 2.3 percent in the first year, with wage increases in the remaining two years to be based on the Consumer Price Index (CPI);
- Increases in the longevity pay tables; and
- Improved language in seniority-based promotion guidelines.

“Striking is never our first choice for resolving contract disputes,” said Dwyer. “But our members saw a need to take a principled stand for workers’ rights everywhere. It was wonderful to see them in action.”

The Gift Of Education

James R. Hoffa Scholarship Awards 100 Students



From the University of Toronto to Yale and from Notre Dame to Texas A&M, winners of the James R. Hoffa Scholarship are getting help paying for their education from Teamsters like you.

“This scholarship is five years old and it’s getting better each year,” said Jim Hoffa, Teamsters General President. “It’s gratifying to look back and see that this scholarship named after my father has aided hundreds of people to further their education.”

Applicants compete in one of the five geographic regions where the Teamster parent or grandparent’s local is located. This school year, 100 scholarships were awarded, with 31 students receiving \$10,000 and the rest are awarded one-time grants of \$1,000.

Funding for the scholarship program comes from the James R. Hoffa Memorial Scholarship “Drive for Education” Golf Tournament and donations and the sale of Teamster merchandise. Information on how to support the scholarship can be found on the Teamster web site at www.teamster.org.

JAMES R. HOFFA SCHOLARSHIP WINNERS

\$10,000 Scholarship Winners

Canada

Lukhveer K. Gosal, Local 938
Jesse S. Harris, Local 31
Kari R. Jones, Local 213
Jana L. Keogh, Local 213
Justin A. Nadeau, Local 213

Central

Jennifer M. Enright, Local 436
Janelle M. Hoffman, Local 200
Jennifer R. Kolb, Local 662
Heath A. Mamach, Local 749
Laura A. Nygaard, Local 120
Susan A. Richmond, Local 781
Angela M. Spisak, Local 507
Shawn M. Yackly, Local 688

Eastern

Patrick R. Brosnan, Local 443
Jonathan S. Davis, Local 118
Heather J. Favretto, Local 177
Brian M. Fiore, Local 77
Katie L. Jarvis, Local 294
Joseph M. Larese, Local 445
Lori A. Maida, Local 808

Southern

Amy J. Durrett, Local 728
Ashley J. Guillot, Local 568
David G. Jones, Local 523
Rachel W. Spencer, Local 891
Catlin M. Whatley, Local 577

Western

Kasey C. Duff, Local 174
Sara M. Esparza, Local 630
Joseph D. Fanchin, Local 542
Allison R. Fix, Local 206
Christa C. Parmer, Local 278
Kelly C. Pretzer, Local 431

\$1,000 Scholarship Winners

Canada

Colin D. Barracks, Local 938
Tanya P. Caines, Local 938
Sonpal K. Dhillon, Local 31
Peter I. Foltin, Local 938
Vishal Hiralal, Local 213
Louise Kwong, Local 213
Yvanna Lupu, Local 230
Melissa K. Pearce, Local 230
Lori-Ann M. Quon, Local 464
Whitney N. Reid, Local 880
Vikram S. Sidhu, Local 647

Central

Daniel J. Coerper, Local 710
Elise C. Coffey, Local 688
Carolyn L. Echele, Local 682
Vicki H. Foss, Local 471
Kristy M. Heppner, Local 705
Ryan L. Irla, Local 337
Josephine D. Kressner, Local 673
Abigail A. Kressner, Local 673
Andrew P. Miller, Local 120

Peter D. O’Malley, Local 710
Elizabeth D. Reeths, Local 406
Jessica R. Rettmann, Local 75
Shellie A. Steffen, Local 364
Matthew S. Stumpf, Local 301
John D. Varga, Local 510
Sara J. Wenzel, Local 160
Cassie A. Wierenga, Local 710
Sara R. Worsham, Local 164

Eastern

Carolyn B. Abott, Local 814
Kerrilynn Carney, Local 251
James G. Coder, Local 8
Cheryl M. Conklin, Local 808
Paul E. Dwyer, Local 25
Casey R. Graziani, Local 707
Thomas D. Hearington, Local 101
Sarah E. Henderson, Local 341
Michael R. Krusel, Local 550
Michael Messina, Local 384
Amelia L. Potvin, Local 340
Sarah M. Quinn, Local 97
Philip J. Seward, Local 95
Lisa M. Vasfallo, Local 863
Ellen K. Wagner, Local 249

Southern

Christina R. Acey, Local 891
Rachel E. Bingham, Local 480
Rebecca L. Boykin, Local 480

Haley N. Hearne, Local 657
Jillian E. Kenney, Local 769
Tiffany H. Patterson, Local 402
Jessica Rodriguez, Local 769
Nicole D. Salter, Local 991
Cassity M. Schroer, Local 480
Amy M. Teal, Local 480
Hanh N. Tran, Local 577

Western

George G. Brell, Local 959
Breanna L. Calaway, Local 435
Heather M. Dunning, Local 763
Kellie M. Horrocks, Local 853
Jennifer L. Jaworowski, Local 267
Theodore A. Johnson, Local 137
Andrew P. Kositsky, Local 231
Tiffany K. Loo, Local 996
Megan E. May, Local 542
Colin P. McDonnell, Local 117
Juden E. Nako, Local 996
Julia M. Petrucci, Local 631
Rena M. Rykaczewski, Local 959
Troy A. Tisthammer, Local 624



Solar Vision

Local 992 Metal Workers Create Fine Art

Members of Local 992, employed by Maryland Metals Inc., left their routine duties recently to work on a project for the Baltimore and Annapolis Trail Park in Anne Arundel County, Maryland. The experienced metal workers were selected to craft artist Judy Sutton Moore's vision of the sun—a 20-foot steel and acrylic sculpture titled "Spectrum."

"This project allows a finer side of our members' craft to be seen," said Ron Merceruio, a business agent for Local 992. "It's another good example of the union's commitment to community service and local activities."

Three members—Tom Wallace, William Webster and Michael Schetromf—were the main craftsmen who created the piece. Maryland Metal Works Vice President Buck McCoy assisted them on the project.

"In my 26 years at Maryland Metals, this is the most unique project we've been involved with," Webster said. "It was a good joint effort between our members, management and the artist. I am



very proud of the finished product."

Planet Walk

The team spent several months cutting, forming, rolling and welding the heavy stainless steel into its final shape.

"My part of the project was to form and put the rings together," Schetromf said. "Seeing all our efforts put together in the finished piece was amazing. I'm glad that, even with tight budgets, a way was found to continue the project so all can enjoy it."

"Spectrum" will be part of an outdoor sculpture gallery along the B&A Trail called "Planet Walk." When finished,

"Planet Walk" will feature 10 sculptures depicting artistic views of our solar system. The members of Local 992 are slated to work on all 10 of the pieces.

"The project was a lot of hard work, but it was worth it," said Wallace, who completed the fitting, assembling and welding on the sculpture. "Our work will be seen by visitors from all over. It's nice to be part of something that will be appreciated for years to come."

"This project allows a finer side of our members' craft to be seen. It's another good example of the union's commitment to community service and local activities."

— RON MERCERUIO, LOCAL 992 BUSINESS AGENT

Strike Settled In San Diego

Victory for Local 683 Coke Bottlers

Teamsters with Coca-Cola Enterprises (CCE) can tell you that the Brewery and Soft Drink Workers Conference is on the move. Jack Cipriani, Director of the conference, and conference locals rallied national support to settle a strike in San Diego, which was primarily about health care.

The negotiations between Coca-Cola and Local 683 led to a 20-day strike and the Teamsters ultimately emerged victorious. The 300 strikers held their ground against one of the world's largest corporations.

"Over the past several

months it became clear that Coca-Cola's objective was trying to force our members to pay 25 percent of their monthly health care cost," Cipriani said. "We were not going to allow Coke to pass this cost along to our members while lavishing millions on departing executives."

Coca-Cola recently gave a "golden parachute" of nearly \$24 million in severance pay to its departing president after only three years of employment.

Solidarity

"The strike was definitely worth it. Now the company respects us more—they realize

how hard we work," said Eduardo Barajaz, a six-year fleet mechanic at the San Diego facility. "We let the company know we weren't going to go for just anything and now we are getting improved wages and health care."

"We knew we were going to have a real fight with the company," said Rich Page, a 25-year employee at the Coke bottling plant. "There was a lot of solidarity on the picket lines and support from the public. I was a picket line foreman and on only one of the 20 days we were out did I have to bring a lunch. On all of the other days, neighbors and the general public brought food to us. I was really touched by the public support."

Fighting for Health Care

The Teamsters hadn't been on strike at Coca-Cola in San Diego for 45 years and the only reason it happened this time was to protect health care benefits. The Brewery and Soft Drink Workers Conference represents about 15,000 bottlers and warehouse workers at sites across the country. San Diego was the first site where health care costs became a primary issue.

Members approved the five-year agreement after Coke made significant concessions in their demands for workers to pay nearly 25 percent of their health care costs. The wage increases for workers are retroactive to May 2.



Title Time

JAB Heavyweight McCline to Fight for Championship

Joint Association of Boxers (JAB) member Jameel "Big Time" McCline will fight Chris "Rapid Fire" Byrd for the International Boxing Federation Heavyweight championship on November 13 at Madison Square Garden in New York City. Byrd has a 37-2-1 record with 20 KOs and McCline has a 31-3-3 record with 19 knockouts.

"Not only would it be great to have JAB involved with a heavyweight champion, but also for that champion to be someone who believes in unions and what they stand for," McCline said. "I am among the 5 percent of fighters that can afford their own health care and their own insurance. I can take care of myself. But there are literally hundreds of fighters out there who need the services JAB can provide. This sport needs JAB."

Teamsters interested in purchasing tickets to the event should call Local 202 at 718-328-7000.



Respecting Your Elders

Retirees Are Key Constituency In Election 2004





VERY FOUR YEARS, THE POLITICAL PUNDITS LIKE TO PREDICT THE VOTING BLOC THAT WILL SWING THE PRESIDENTIAL ELECTION. “Soccer moms” were the talk of campaigns in the 1990s and this year the spotlight has turned on a group of voters known as “NASCAR dads.”

Through all these elections, though, one group of voters has consistently turned out on Election Day: Retirees. Even more important, retirees are among the most politically active Teamsters, a reliable volunteer base to help educate and mobilize both retired and active members.

“Seniors are a formidable political force and retirees are going to make the difference in this election,” said Jim Hoffa, Teamsters General President. “Since Teamster retirees are among the most active voting group, they could be the determining factor in choosing the country’s next president.”

“Retired Teamsters are willing to go out and be active politically,” said Hank Thompson, a Teamster retiree who worked as a milkman and beer driver. “Retirees have a special place in the labor movement. They fight a lot of the fights. When you retire, you don’t just set down your lunch pail, climb into the rocking chair and let the kids do it.”

The Important Issues

Many of the same Americans who helped build the might of the union movement over the past six decades now proudly count themselves among our retirees. Although they no longer punch a time clock every morning, they still turn out on Election Day.

“The 2004 Presidential contest represents the most important election in a long time for working families and labor unions,” Hoffa said. “If we give this administration four more years to finish its anti-worker, anti-union agenda, the result will be devastating. The hard-fought labor victories of union leaders who came before us are at risk.”

Between now and November 2, voters will hear about a wide array of issues as the candidates try to appeal to the crucial “swing” vote. However, many retirees will base their vote on which candidate offers the most hope in meeting two major challenges: Ensuring access to affordable, quality health care and protecting pensions and other retirement investments from stock market losses and corporate fraud.

Four More Years?

In both of these areas, the Bush administration’s record is well established. Health care costs have skyrocketed and the only major initiative of this president related to health care is his sham prescription drug benefit. Even the Congressional Budget Office of the Republican-controlled Congress admitted this bill will harm working families, estimating that 3 million seniors—many of them union members—will lose their existing employer-provided prescription drug coverage. These retirees will then be forced into a far inferior plan offered under the new legislation.

“I’m a registered Republican but I’m voting for John Kerry,” said Dick Ringler of the Retired Teamster Fellowship Club of Local 24 in Akron, Ohio. Ringler retired from driving freight trucks in 1988. “From what I can tell, Kerry sounds like the right person for the job.”





“The current occupants of the White House have let retirees fall by the wayside.”

**—EDGAR SCRIBNER,
TEAMSTERS DIRECTOR OF RETIREE AFFAIRS**

What else is at stake on Election Day? Retirement security. A simple run down of the issues makes the choice clear for working families: John Kerry supports protecting retirement pensions by strengthening and enforcing rules to guard the funds from unscrupulous employers. Kerry also supports strengthening Social Security and opposes any privatization plan to hand it over to Wall Street firms. Bush plans to privatize Social Security and make retirement security subject to the whims of Wall Street.

“In terms of supporting labor and other issues with retirees, Kerry is a good candidate,” said Thompson, 67. “President Bush, however, has come out with these sneaky sound bites about how you should own part of your retirement, which is just another way of saying he wants to privatize Social Security. I don’t have those fears with a Kerry-Edwards team.”

The last four years have been devastating for pensioners as Bush’s big business cronies like Enron’s Ken Lay have wreaked havoc on the stock market and retirees. Bush’s jobs record and policies that encourage outsourcing have bankrupted companies and caused anxiety for all working families.

Protecting Pensions

When it comes to protecting pensions, the Bush administration’s record isn’t encouraging. Earlier this year, when Congress was debating legislation to provide temporary relief to pension funds that were hit with heavy losses, the Teamsters lobbied heavily to get a provision in the bill that would have provided meaningful help for

a category of pensions known as “multi-employer.” These funds are common among small businesses, such as construction firms and other companies that are likely to employ union members.

Unfortunately, the Bush administration sent word to Capitol Hill that any meaningful help for multi-employer pensions would result in a veto of the entire bill. These funds—and the 10 million workers who belong to them—were denied any meaningful relief in President Bush’s so-called pension relief bill.

“When it comes to pensions, there’s no doubt we’ll be better off under a President Kerry,” said George Atkinson of the Local 175 Retirees Club in Charleston, West Virginia. Prior to his retirement, Atkinson worked at UPS for 27 years. “We can’t have another situation like Enron where executives are walking away with the retirement future of their employees. That’s just wrong.”

Encouraging Activism

Fortunately, on Election Day voters will have an alternative to the current anti-union, anti-worker, anti-retiree administration. On



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“In a prosperous society such as ours, retirees shouldn’t have to choose between paying rent and buying prescription drugs,”

—JIM HOFFA, TEAMSTERS GENERAL PRESIDENT



both the prescription drug bill and the effort to exclude multi-employer plans from pension relief legislation, the Democratic ticket of John Kerry and John Edwards opposed the Bush administration. More importantly, they have a plan that will actually increase access to affordable, quality health care, as well as strengthen pensions and other retirement funds.

And the Teamsters Union is doing everything it can to promote retiree issues and activism in this election. Hoffa recently appointed a new Director of Retiree Affairs, Ed Scribner. A political activist himself, Mr. Scribner has already revamped the retiree program to encourage more involvement in campaigns and elections.

In addition, the General Executive Board approved a resolution in May that will confer permanent membership status upon all retired Teamsters. In addition to recognizing the tremendous contribution made by our retirees, this move will also allow the union to communicate more effectively with them regarding political matters.

Health Care

Obviously, one of the most important issues to Teamster retirees is health care and, under the Bush administration, the situation has become dismal. The administration’s Medicare legislation actually makes it harder for retirees to buy affordable prescription drugs.

“This election is important for retirees because of health care,” said Tom Krett, a retired member of Local 174 in Seattle. “Whoever is in office has say in who is writing the legislation effecting

Q & A with Edgar Scribner



Teamster magazine recently spoke with

Edgar Scribner, the newly appointed Director of Retiree Affairs for the Teamsters Union.

As the new Director of Retiree Affairs, what are your priorities?

When I was asked to come back from retirement to take this job, Jim Hoffa outlined a full scope of activities that I was charged with. It boils down to some pretty heavy priorities—but number one on the agenda was to help in every way we can to elect a new President of the United States that is going to actually care about retirement issues because the current occupants of the White House have let retirees fall by the wayside.

Why is it important for Teamster retirees to get involved in politics?

Many of the issues facing retirees are dealt with by legislation or in the political realm. If you are not paying attention or if nobody is paying attention for you, you will be left out. America has never been more divided or, as John Edwards would say, there are Two Americas. Retirees have to protect their own economic interests and the Teamsters Union is helping to do that. It is absolutely necessary for us to be involved.

Are Teamster retirees more active than other retirees—politically or otherwise?

Teamster retirees are already especially active whether it comes to knowing what is going on in their city council or electing a president. After a short period of mobilization and organization, Teamster retirees are going to be the most active group of retirees in the country. They have so much going for them—because of good Teamster contracts, they can retire earlier and with more money than most other retirees. This alone keeps them more active than most. As I go around to country and meet with retiree chapters, one thing I keep hearing from retired Teamsters is, “Ed, I still want to be involved.”



Sign Me Up

Teamsters Are Encouraging Coworkers to Register to Vote

When Deb Dahlin, a Seattle Teamster, heard that

the 2000 election results came down to a disputed 537 votes in Florida, she vowed to do something about it. Like a good Teamster, she is keeping her word.

"After that election, I knew I had to do something," said Dahlin, who has worked at The Bon/Macy's in Seattle for 37 years. "I set out to register 538 people. I wanted to cover the 537-vote spread then add one for good measure. As it turned out, I met my goal on September 11, 2004."

Teamsters from coast to coast are doing things on their own time to turn out the vote in this crucial election. Some are doing it by calling attention to certain voting drives and some are signing up their coworkers. Since Dahlin comes in contact with a multitude of people, she has an abundance of prospective voters to register.

"Deb is a perfect example of someone who doesn't like the direction our country has taken, so they have done something about it in a very concrete way," said John Williams, Secretary-Treasurer of Local 117 in Seattle. "More Teamsters should follow Deb's lead and take matters into their own hands."

Other Locals

Members and locals all over the country are getting involved. Nancy Norman of Local 20 in Toledo, Ohio said they are gearing up for a few weeks of intense voter registration drives.

"Local 20 has an active retiree chapter so they are going to be helping out in any way they can," Norman said. "We have done these drives in the past and they have been successful."

In Philadelphia, all it took was sprucing up the voter registration desk to increase participation. Zygmunt Sawosko built a sculpture of Sen. John Kerry and placed it at the voter registration desk at Local 115 in Philadelphia.

"It gets people's attention," Sawosko said.

"The great irony is this is that Zygmunt lost his job of over 20 years last year due to President Bush's policy on trade," said Jim Smith, Secretary-Treasurer of Local 115. "Now he is helping to get Bush out of office. Everyone who comes in here loves it. It draws people's attention right to the table where they register to vote."



health care and appointing the judges who will uphold the laws."

The number of companies providing retiree health coverage has dropped off dramatically in the last 11 years. According to the Employee Benefit Research Institute, 46 percent of companies offered retiree health coverage 11 years ago and now only 28 percent offer it. In 2003 alone, 10 percent of U.S. companies eliminated retiree coverage, according to the Kaiser Foundation.

"In a prosperous society such as ours, retirees shouldn't have to choose between paying rent and buying prescription drugs," Hoffa said. "But that's exactly what is happening. Under a Kerry administration, that will change."

As for the Bush administration, they have made it abundantly clear that they don't care. After all, if it isn't helping their big business buddies, why bother? The Bush/Cheney administration is happy to let HMOs and pharmaceutical companies set the nation's health care policy just as it allowed energy companies like Enron set the energy policy.

"Right now, retirees have to pay too much to be retired and most of the cost comes from health care in one form or another," said Jim Maher of the Joint Council 43 Retirees Club in Detroit. Maher began his Teamster career with Local 337 as a wholesale grocery driver in 1953. "Another four years of the Bush administration would be especially hard on seniors, retirees and veterans."

Staying Involved

Teamster retirees are truly setting the course for the November election because they know what's at stake.

Retiree chapters from coast to coast are getting involved and

The Bush Medicare Charade

Drug Companies Get Rich and Seniors Foot the Bill

How has George W. Bush decided to embrace American retirees? By stuffing the offshore bank accounts of big drug companies with American tax dollars and preventing seniors from exercising cheaper options when it comes to buying prescription drugs.

During the last three years of the Bush administration, family premiums went up more than \$2,600 and prescription drug prices have risen four times faster than inflation. The Bush administration has constructed the best possible economy for big drug companies to turn huge profits at the expense of retired Americans.

“With rising health care costs and a dragging economy, our seniors and families are squeezed like never before,” John Kerry said. “Seniors are cutting their pills in half, and we’re told the best we can do for them is a Medicare bill that’s riddled with waste and handouts to drug companies. We can do better.”

O Canada

Drug companies will be turning 61 percent of the money in Bush’s new Medicare Prescription Drug Plan directly into corporate profits.

plan on digging in until Election Day. Local 237 in New York City built one of the most active retiree divisions in the nation with more than 7,700 members. The local is mobilizing them to help out in every election—from local government all the way up to the presidential election.

“Retirees want to be meaningfully involved in every aspect of the union, including politically,” said Nancy True, Director of the Retirees Division of the local.

“You retire from the job, not from the union,” said Doris Welch, a newly retired member of Local 237. “When I retired, I was looking for something important to do and the union provided that.”

At Every Step

Teamsters are involved at every step of the political process—from the earliest stages of the primaries right on through Election Day. During the Democratic National Convention, there were many Teamster members among the delegates, including Hoffa, who was acting as a delegate for Michigan.

“It’s vital for labor to be involved in politics,” said Carlos Vasquez, a UPS driver from Local 222 in Salt Lake City who served as a delegate to the convention in Boston. “We need our voice to be heard. Who knows better what the community needs

Seniors are making it clear that they know George W. Bush’s Medicare bill is a sham.

Both Democratic and Republican leaders seem to agree. Politicians as diverse as Trent Lott, John McCain and Ted Kennedy all support reimportation legislation to help seniors get affordable prescription drugs from Canada—which the Bush administration opposes. Prescription drug prices have risen faster than all other health care costs since 1997, including a skyrocketing 11.5 percent in 2003 alone.

“Prescription drugs are such an important issue just because of how expensive they have gotten. I’m one of the lucky ones who can get his drugs from the VA, but there should be other avenues available,” said Joe Jenkins, 67, of the Teamsters Retiree Chapter of Nashville. “This is absolutely the most important election in my lifetime. Labor has been fighting on our behalf for 100 years and this administration is just trying to destroy the labor movement.”

“When John Edwards and I are in the White House, drug companies won’t call the shots.”

During the last three years of the Bush administration, family medical premiums went up more than \$2,600 and prescription drug prices have risen four times faster than inflation.

than the people working in the community?”

As usual, the Teamsters in attendance were well versed in the issues—and retirement security wasn’t the only thing they wanted to talk about.

“I didn’t have a lot of political experience, but I came here wanting to learn,” said Regina Bueno, a 27-year Teamster from Local 710 in Chicago who served as an at-large delegate at the Democratic Convention. “I think if Bush gets elected for another term, we’ll be lucky if any of us have jobs.”

“Four more years of Bush will mean the death of unions,” said Tom Keating, an alternate delegate to the Democratic Convention from Local 878 in Little Rock, Arkansas.

“And we need strong unions to fight the corporate agenda and make sure working people get a fair shake.”

As one Teamster put it, it all comes back to getting involved. Whether you are retired or still actively employed; whether you are actively campaigning for someone or simply casting a vote; whether you have never voted before or have never missed an Election Day, it’s time to get involved.

“People need to get off their butts and participate in the political process,” said Leticia Acosta, Secretary-Treasurer of Local 657 in San Antonio and a Texas delegate. “Whether it’s jobs, health insurance, workers’ rights, pensions, issue after issue—we need to elect John Kerry and one vote can change everything.”

Every Vote Counts

Teamsters in Battleground States Speak Out

The 2000 presidential election was one of the closest in history. The winner was actually decided by the Supreme Court. With most of America sharply divided along partisan lines, the 2004 election might be even closer. In order to avoid a repeat of the fiasco in Florida, everyone who supports a pro-worker voice in the White House must get to the polls on November 2.

Too much is at stake in this election to sit it out. Why let other people decide the fate of our country?

HERE ARE SOME KEY FACTS ABOUT THE BUSH/CHENEY IMPACT ON AMERICA:

► There are now 45 million Americans living without health insurance.

► 35.9 million Americans live in poverty as workers' real wages have fallen, while corporate profits—\$1 trillion in 2003—are now the highest ever recorded in U.S. history.

► Bush will be the first American president since the Great Depression to oversee a net job loss during his term in office. America's manufacturing base has lost almost 3 million jobs.

► The Pension Benefit Guarantee Corporation, which insures

defined benefit plans for 44 million Americans, is now running a record \$10 billion annual deficit, and many of the plans it covers are dangerously underfunded.

► Bush/Cheney turned a multi-trillion dollar surplus into a multi-trillion dollar deficit almost overnight. America now has the largest federal deficit in history.

► Bush's unfulfilled campaign promises in 2000 includes his pledge to support allowing Americans to buy prescription drugs from Canada, a promise that his tax cuts would create

Over the course of the last year, Teamster Magazine has run a series of articles detailing the damage that the Bush/Cheney team has done to America during its term in office. The articles have covered a wide array of issues, including the health care crisis the country is facing because of skyrocketing costs; the dangers facing retirement security and the rapid disappearance of defined benefit pension plans; and the devastating impact the Bush administration has had on American jobs.

millions of new jobs and a vow to end partisan bickering in Washington.

Mission Accomplished?

In this final article before Election Day, *Teamster* magazine interviewed four members around the country who are on the front lines, fighting to elect John Kerry. Pollsters have identified 16 states that are up for grabs. In these states, Bush and Kerry are virtually even—so every vote will make a difference. The four members the magazine spoke with live in four of these so-called “battleground” states—Florida, Michigan, Ohio

and Pennsylvania. Even if you don't live in one of these states, it is still critical to vote.



Kevin Tanski

Brooklyn, Ohio (a suburb of Cleveland)

A member of Local 407, Kevin has driven a truck as a Teamster for 21 years at DHL, UPS, American Freight, Emory Air Freight and the Cleveland School Board. Kevin hails from a union family. His father was a steelworker for 40 years, his mother was a union member for 30 years at GE, his brothers have been union members and his uncle is a former officer of Local 407.

Jobs are on the Line

Tanski has been spending a lot of time lately driving around the area in his van, covered with “Teamsters for Kerry” signs and bumper stickers, talking about the importance of this election. He stops at union halls and job sites. Even when he’s not on the job, just stopping for a bite on the way home or running errands around town, Tanski winds up talking about the election.

Tanski’s involvement is part of a larger program that Local 407 has put together. With help from their members and staff, the local is involved in elections ranging from their own backyard in Cleveland all the way up through the general election.

“The big issue with everyone I talk to is J-O-B-S. Everybody’s job is on the line in this election. Jobs are going overseas. And the new jobs are below average. The middle class and the poor are paying the price for his failed economic policies. And our economy will never recover if the middle class keeps getting squeezed,” Tanski said.

“Bush’s overtime grab is a huge issue right now. While our overtime is protected by our Teamster contracts, we all know that the change in overtime regulations is just the start. Eventually, it could happen to everyone. And we’ve all seen what happens when there’s a give-back at the negotiating table. It’s just about impossible to ever get back what you gave up. But



Bush is against labor on every single issue, that’s why we have tax breaks for companies that export jobs. We need tax breaks that encourage companies to keep jobs here at home.

— Kevin Tanski, Brooklyn, Ohio

here’s the thing. They say that the Bush overtime plan will take away benefits from 6 million Americans. That should be 6 million votes for Kerry right there,” Tanski said.

“Bush doesn’t get it. And he never will. His administration is funded by big corporations. So his policies are designed to protect corporate interests. Bush is against labor on every single issue,” Tanski said. “That’s why we have tax breaks for companies that export jobs. We need tax breaks that encourage companies to keep jobs here at home. That’s why there are 45 million people who don’t have health insurance. We’ve seen what’s happening to pensions with the Enron and WorldCom scandals. And what does Bush do? He refuses to provide aid to multi-employer pension plans—like the Central States Funds.

“No place and no one is safe. We’re all being hurt by Bush’s policies. This is a do-or-die election for labor, for the middle class and for America. We need to get the vote out.

“I have one last message for Bush: You messed with our jobs. Now, we’re gonna mess with yours.”



Woody Wilson

Miami, Florida

Wilson has been a Teamster for 17 years, working as a driver at Roadway Express. Currently, he's working on organizing campaigns with Locals 769 and 390 in southern Florida. Woody has also spent 22 years as a reservist in the Air Force.

Protecting Retirement and Affordable Health Care

By November 2, Woody Wilson may well have met every person in south Florida. He's been going door to door, talking to people about the issues in this election and making sure that



Under Bush, retiree benefits are disappearing and our labor rights are being eroded. We all need to get involved to put our society back in the hands of the people.

**— Woody Wilson,
Miami, Florida**

they are registered to vote.

"I've been to Teamster barns all over the area, encouraging our members to get involved. I even knocked on every single door in the apartment building where I live. I try to spend a lot of time talking to young voters and people who haven't made up their minds yet. Some of them have never voted before and really weren't planning on voting this time," Wilson said.

Wilson is telling everyone he meets to do their homework, learn about the issues, the candidates and their track records. They should make up their own minds. But they need to make sure they get involved and they must vote.

The issues that people care about are the same in south Florida as they are for working families around the country—stopping job losses, making health care affordable for everyone and protecting retirement.

"People need health care. They want to have it, but they just can't afford it. And Bush is not doing anything to make it more affordable. Another thing people realize is that every single child should be able to go to college. But it's out of reach for too many families. You know things are bad when both parents have jobs, some even have two jobs, and they still



can't support their families," Wilson said.

"This is the first time I've ever been so involved in a political campaign. So many issues that affect working families are at stake. Government is supposed to support the people. Under Bush, corporations are taking charge of our society. Retiree benefits are disappearing, attacks on unions happen all the time, and our labor rights are being eroded. We all need to get involved to put our society back in the hands of the people. I was in Florida in 2000. I saw the election get taken out of the people's hands and put in the hands of the Supreme Court. We can't let that happen again," Wilson said.

"This election will be a crucial test. After 2000, I know how important it is to make sure everyone is registered to vote. I've been signing up hundreds of people all over the area. And I'll be out there all day and all night on Election Day, helping people get to the polls. They're not going to take away our right to vote again," Wilson said.

Turning the Tide

Local 20 Strengthens Ohio's Democratic Party

Ohio is one of the most important swing states in the upcoming election—it may be the deciding factor on November 2. One of the most important areas in the state is Lucas County—which includes Toledo—and could tip Ohio one way or the other.

When Local 20 realized that their county's Democratic Party was straying too far from labor issues and endorsing candidates without much input, they decided to take matters into their own hands.

"Paula Ross, the chair of the Lucas County Democratic Party, figured she had enough financial support and didn't need the Teamsters," said Bill Lichtenwald, President of Local 20 in Toledo. "So we got together with some other unions and put together a program to solicit our members to run for precinct captains in their areas."

Through talking with members at work sites and membership meetings, they found enough people to run as precinct captains. Then they made their move in early May.

According to the May 4 issue of the Toledo Blade, the area's newspaper, "A renegade group of Lucas County Democrats ousted party Chairman Paula Ross...replacing her with Sandy Isenberg and ending the reign of a faction of the party that had controlled the top leadership post for decades."



Joe Lamonica

Philadelphia, Pennsylvania

Lamonica has been a Teamster for 31 years. He started out on the docks, working as a driver for Trans American as a member of Local 107. Later, he became a driver at Local 500, working for Food Fair/Pantry Pride and Acme markets. He retired in 1997 and has since become active in the Local 500 Retiree Chapter.

The Future of Labor is at Stake

Some people spend their retirements relaxing. They move to warmer climates. They go fishing. And then there's Joe Lamonica. Because he's a Teamster, he's still standing up for what he believes in—still fighting for working families.

These days, if you want to find Lamonica, you need to act fast.

He's been traveling all around the Philadelphia area, talking to members, retirees and anyone else he meets about the election. Lamonica has been talking with Teamsters during their lunch breaks about the election and making sure that their family members are all registered to vote.

"I'm very fortunate. I have a Teamster pension and I get my Social Security check in the mail every month. Without them, I don't know how I'd survive. I can't imagine how families today will be able to do it. Good jobs are really hard to find. Wages are going down. How are you going to raise a family on \$9 an hour? I sent my kids to college, but I don't think I could afford it today," Lamonica said.

"Bush is destroying good jobs. He's trying to shut down working people. He should be taking care of America. Instead, he's draining Social Security—he'll probably try to privatize it if he gets four more years—and exporting millions of good jobs.

"I've been involved with every political campaign that has



Helping Working Families

The "renegade" group was the Coalition of Concerned Democrats, made up of Local 20 and other unions in the area. They mounted a grassroots campaign that ousted the old chairman and elected a new one who promised to


work to unify the party.

Nancy

Norman, special assistant to the President of Local 20, is not only an employee of the local but was elected treasurer of the Lucas County Democratic Party. She was an active member of the Coalition of Concerned Democrats.

"So much has changed since the Teamsters and other building trades unions got involved," Norman said. "The new chair has already raised so much money for candidates and labor is much more involved in the process now."

"This was something we needed to do and I'm real happy with how our efforts paid off," Lichtenwald said. "The local party is much more friendly to organized labor now and that's going to help all working families."



Good jobs are really hard to find. Wages are going down. I sent my kids to college, but I don't think I could afford it today.
— Joe Lamonica, Philadelphia, Pennsylvania

affected Local 500 since 1970. This might be the most important election I've seen. Our livelihoods are at stake. Every union in the country is at stake. That's why I'm spending so much time on this campaign. I'm excited to visit every local in the area between now and November 2. Every day left is important. We've got the issues on our side, but it's going to take a lot of hard work to win this election. I'm really enjoying going to meetings and talking with Teamsters about the issues. But our work won't be over until every member of the Teamster family votes on November 2," Lamonica concluded as he left for yet another trip to spread the word about the November election.

Vote Teamster!

Teamsters are Running on November 2

Teamster members are running for public office on November 2. Every one of them is working to shape a government that is concerned about everyday working Americans.

It is time to put individuals that support working families in public office—from school boards and sheriff departments to State legislatures and Congress.

Clint Zweifel is one Teamster that knows the value of bringing the voice of working people into the political arena. Zweifel, a member of Local 688 in St. Louis, has served as a Missouri State Representative for the 78th District for the past two years. Zweifel is running for reelection on November 2.

Better Lives

“Who better to represent our values than union members,” said Zweifel. “You play an active leadership role for working people in the state to address issues that they care about.”

Donald Johnson is a retired member of Local 407 in Cleveland. He is running for State Representative in the 65th District and will serve as an advocate for working families in Ohio.



Carlos Vasquez

Look for Teamsters on the Ballot in November

Iowa

Sam Hartman, Local 147, Webster County Sheriff

Michigan

Mike Powers, Local 214 (Retired), State Representative, 85th District

Gary McDowell, Local 328 (Retired), State Representative, 107th District

Ohio

Donald Johnson, Local 407, State Representative, 65th District

Missouri

Bobby Davidson, Local 955 (Retired), Cass County North Commissioner

Clint Zweifel, Local 688, State Representative, 78th District

Tim Meadows, Local 600, State Representative, 101st District

Lloyd Becker, Local 688 (Retired), State Representative, 21st District

Utah

Carlos Vasquez, Local 222, State Auditor



Clint Zweifel

office he is currently running for.

“I really think that it is important to have someone in the auditor’s position that knows the burden of taxation on the average working family,” said Vasquez. “The hardships that face working men and women today need to be addressed.”

It is time to put working families first, so when you go to the polls on November 2, make sure to vote for the candidate that will fight for working families. If you are running for a public office and are interested in learning how the Teamsters can help you with your campaign, please contact the Government Affairs Department at 202-624-8741 and ask about the Driving for America’s Future program.

“It is the working people of America who pay the taxes and carry the load, yet it seems that nobody in government is listening to us,” said Johnson. “We don’t ask for much. All we want is a good life for ourselves and a better life for our children.”

Shared Values

Carlos Vasquez, a Local 222 member in Salt Lake City, shares the same values and experiences that every union member possesses. It is the lessons that he has learned as a Teamster that he feels will help him as State Auditor—an



Marian Novak

Detroit, Michigan

Novak has been a Teamster for 28 years. She started out as an auditor in a Sears warehouse as a member of Local 243. Over the years, she moved around and eventually became a driver at the warehouse. When she applied for the job, the company said women couldn't be drivers. But her business agent fought for her rights and got her a chance to show she could do the job. After winning that fight, Novak became a union activist. She was a shop steward in the warehouse and later a business agent for Local 332. Currently, she is working for Joint Council 43, assisting upstate Michigan locals with organizing.

Saving the Middle Class

"I've never been this involved in a campaign before. But it's so important that we get Bush out of office. We need to save the middle class," Novak said.

"To really fight back against Bush, we need to start at the grass-roots level. Everyone needs to get involved. The big corporations may have the money, but we have the numbers to take back our country. We've been doing a lot of great work with the Teamsters' DRIVE program to get Teamster members involved in this election.

"I've been making house calls and passing out pins and literature everywhere I go. Most people I talk to agree. I think working families understand the choice we are facing. They see the damage that Bush has done.

"Here in Michigan, we've lost thousands and thousands of jobs.

Manufacturing jobs were hit really hard. That affects everyone. People who never thought they would be hit are getting hit. America needs to start creating jobs. That means the government should make investments in things like transportation and roads. We need tax incentives to help create jobs, not to ship them overseas. Our trade deals should be fair and protect workers," Novak said.



Everyone needs to get involved. The big corporations may have the money, but we have the numbers to take back our country.

***– Marian Novak,
Detroit, Michigan***

"We all hear about job losses and bad trade deals. But there's a lot of other stuff Bush is doing that's just as harmful to working families. The Bush administration has been chipping away at our labor laws. If he's re-elected, voluntary recognition, card check elections, could become illegal. They're trying to make it easier for employers to decertify unions. Organizing is always a tough battle, but it's getting even tougher under Bush. The people he has appointed to the National Labor Relations Board and all of its regional offices are pro-employer. We used to get a fair shake at the Board. Not anymore.

"I read a statistic that said if we had better labor laws, 44 percent of the population would be in unions. But people are afraid of their bosses and afraid to lose their jobs. We need to fix our labor laws. Can you imagine if 44 percent of the people were in unions? Think of what we could accomplish and how much better our society would be. Bush is a threat to labor and to the middle class," Novak said.



Taking Out The Trash

Workers Win Organizing Campaign, Get Strong Contract

For 19 years, Wilbert Richard “Dick” Harkins has kept the St. Louis community clean by hauling trash from residences.

But it’s the garbage—in the form of the company’s unfair treatment toward workers—that bothered him most over the years.

Harkins did something about it. He helped lead a successful organizing drive at his company, Onyx.

After a recent court battle over the campaign’s result, Harkins and his coworkers won the representation they

needed. They now belong to Local 682 in St. Louis. The court victory was followed up by another needed win: A strong first contract.

The 96 Teamsters at Onyx ratified the agreement by a 2-1 margin earlier this year.

Strong Protections

“This agreement increases wages and creates a seniority system, but most importantly it provides for a grievance procedure,” said Terry Madden, a Local 682 business agent. “Before then, the company could fire people if they didn’t like them. Now they can’t do that. I want to thank everyone involved in the campaign, including Local 682 President Tom Wright, who was instrumental in the victory for the members.”

Harkins, a 19-year employ-

ee of the company who is 61, plans to only work another two years or so. But he’s glad that his coworkers will have a stronger, more stable future at the company.

“I’m a union man, so I know the benefits of being in a union. A lot of the guys were skeptical of the union. They don’t realize that you don’t have any protections without the union. That’s what I’ve been telling them. It’s not just about the money, it’s about the protections you get,” Harkins said.

“For 19 years, with three different owners and three different company names, workers could be fired for anything. They had no way to challenge the discipline. Now, we have a grievance procedure and a strong voice in the workplace. It’s been a long, hard battle but the results are worth it.”

“It’s been a long, hard battle but the results are worth it.”

— RICHARD HARKINS, LOCAL 682



[LOCAL 36](#)

Associated Ready Mix, Cemak Inc.

Thirty-one workers at Associated Ready Mix and Cemak Incorporated voted to join Local 36 in San Diego. Eight of the workers are belly dump drivers for Cemak, a material hauling company, and 23 of the workers are mixer drivers, mechanics, yard personnel or loader-operators for Associated Ready Mix.

“The workers showed a great deal of interest right away,” said Erik Madsen, the Local 36 business agent who organized the group. “I was able to stay in daily contact with the guys. I had some real good leaders in there.”

Madsen recently helped the workers organize a negotiating committee made up of members of both units. A proposal was held recently, and negotiations were under way at press time.

[LOCAL 320](#)

Steele County Corrections

In a unanimous decision, six Steele County Corrections Sergeants voted to join Local 320 in Minneapolis after management had threatened to unilaterally change terms and conditions of employment.

“The sergeants were looking for a law enforcement union that had the reputation of negotiating strong contracts, and they came to the Teamsters,” said Mike Rasmussen, Local 320 organizer.

Local 320 represents public employees throughout the state of Minnesota and has recently formed the Minnesota Teamsters Law Enforcement League (MNTLEL). The local recently gathered contract proposals and, at press time, was preparing to negotiate the first con-

tract for their newest members.

[LOCAL 252](#)

North Coast Express, Inc.

Twenty-five drivers, sorters and package handlers at North Coast Express, Inc. voted 20-3 to join Local 252 in Centralia, Washington.

Contract negotiations began recently for the new Teamsters, who work for the DHL independent contractor in Olympia.

“The workers are seeking more job security and improved benefits,” said Mike Werner, a Local 252 business agent. “We have begun contract negotiations, and we will address those concerns.”

[LOCALS 390, 986](#)

DHL-Gateway

Nearly 200 employees of DHL-Gateway in Miami voted to join Local 390, despite management’s attempts to sway workers.

“They pulled out everything from their bag of tricks,” said Don Marr, Secretary-Treasurer and business agent at Local 390 in Miami. “But the workers stuck together and voted for the Teamsters Union.”

The freight drivers are part of a unit of DHL that has traditionally been nonunion and, because of that, management was especially keen on keeping the union out. Marr said this should send a message that other DHL-Gateway workers are ready to be organized as well.

“The number one issue for these workers is job security and they know it takes a union to get that,” Marr said.

The DHL-Gateway win in Florida comes on the heels of a string of important victories for the Teamsters Organizing Department, including another DHL victory. In mid-July,

150 ramp workers and weights and measures operators at DHL at Los Angeles International Airport voted to join Local 986 in South El Monte, California.

“Job security was one of the most important issues,” said Don Thornsburg, Local 986’s Director of Organizing, who also serves as an International Union organizer.

“Three years ago, the workers took a 5 percent cut in pay and lost flight privileges. Then the company laid off 3,600 workers prior to DHL’s acquisition of Airborne Express,” Thornsburg said. “That devastated the morale.”

Thornsburg said he was successful getting the workers information by directing them to the Teamsters web site, which included updates on DHL’s acquisition of Airborne Express. There was also a solid organizing committee.

“We also had meetings every Saturday at a park across from the airport,” Thornsburg said.

International Union Organizer Manny Valenzuela assisted with the campaign.

[LOCAL 283](#)

Ferrellgas

Driver at Ferrellgas in Chesterfield, Michigan voted 5-1 recently to join Local 283 in Wyandotte, Michigan.

The six new Teamsters deliver propane for the company, which is the nation’s leading supplier of propane to residential, industrial/commercial and agricultural customers nationwide.

“The workers are concerned about pay disparity. Some earn much less than others,” said Todd Lince, an organizer with Local 283. “The workers are also concerned about the high cost of their health insurance,

and they want to be treated with respect.”

Joint Council 43 Organizers Jim Parrinello and Al Young assisted in the organizing campaign.

[LOCAL 350](#)

Allied Waste/BFI

About 30 workers at Allied Waste/BFI in San Carlos, California voted to join Local 350.

The equipment operators, scale masters and sorters at the company’s transfer station in San Carlos voted to join the local, based in Daly City.

“The workers want improved wages and improved benefits, including retirement and health and welfare benefits,” said Robert Morales, Local 350 Secretary-Treasurer.

“We’re optimistic that we can deliver for these workers because we have won strong contracts for our other Allied Waste/BFI workers,” Morales said.

[LOCAL 391](#)

Pine Hall Brick

Twenty-five delivery drivers for Pine Hall Brick in Madison, North Carolina voted to receive strong representation from Local 391 in Greensboro.

“Local 391 Organizer Randy Conrad ran the campaign, and workers told Randy they were fed up with company rules and policies changing from day to day,” said Steve Jones, Local 391’s Organizing Director. “The workers also want a seniority system and an end to favoritism.”

“The company ran a vicious anti-worker campaign, but the workers were persistent and consistent in their fight for a strong voice,” Jones said. “Contract negotiations are under way.”

YES

NO

Freedom to

CHOOSE

With Card-Check Neutrality Agreements,
Workers Win



THE INTERNATIONAL UNION'S ORGANIZING DEPARTMENT IS WORKING WITH LOCAL UNIONS TO ACHIEVE MORE CARD-CHECK NEUTRALITY AGREEMENTS, AND THE EFFORT IS PAYING OFF.

In recent months, numerous locals have achieved card-check neutrality agreements, preventing employers from waging anti-worker, anti-union campaigns in the employers' attempt to prevent workers from having a strong voice on the job.

"By winning card-check neutrality agreements, workers and the union avoid the drawn-out process of typical NLRB (National Labor Relations Board) elections," said Jeff Farmer, Teamsters Organizing Director. "The agreements keep the employer from beating up on workers in an effort to defeat the union's organizing campaigns."

Union elections are unlike any other kind of elections. Management holds an inherent coercive power over employees—the power to deprive employees of their livelihood and to control their pay, hours and working conditions. According to a survey of 400 NLRB election campaigns in 1998 and 1999, 36 percent of workers who vote against union representation *explain their vote as a response to employer pressure*. Management often harasses, intimidates, threatens and fires workers who exercise their legal right to join a union.

"Companies can voluntarily agree to recognize their workers' rights through a process of card-check and neutrality," said Jim Hoffa, Teamsters General President. "Card-check and neutrality laws have worked in Canada. It can work here. But American companies regularly refuse to do the right thing. They ignore the 1935 National Labor Relations Act and they are

getting away with it."

Despite the problems faced by American workers, the Organizing Department is urging locals to pursue card-check neutrality agreements when possible. "Locals are in a better position to pursue the agreements at companies where they already represent workers, where they can leverage existing Teamster members," Farmer said.

A Winning Bet

Local 995 in Las Vegas secured a card-check agreement recently at Caesars Palace, allowing 129 workers at the hotel/casino on the Las Vegas Strip to join the local and to work toward gaining the job security they are seeking.

Local 995 Secretary-Treasurer Mike Magnani said they were able to secure card-check recognition because the union has a good relationship with Caesars' parent company, Park Place Entertainment. It also helped that the local already represented 115 other workers at Caesars—valet parkers, laborers, gardeners, warehouse workers/receivers and truck and limousine drivers. The unit that was just organized includes front-desk clerks, room-reservation clerks, PBX (phone) operators and employees of the VIP check-in area.

"This is a unit that the local has tried to organize four times before, going back to 1966," Magnani said. At press time, contract negotiations were under way.

"There has been a very high turnover among these workers. Their number one issue is job security," said Local 995 Organizer Jason Gateley, who directed the campaign. "We will address job security in contract negotiations."

Isabel Tapia, a telecommunications worker at Caesars, said she is thrilled to be a Teamster. A 12-year employee, Tapia called Local 995 to inquire about unionization because she's concerned about rising health insurance costs that are passed

on to workers, and she wants more retirement security. Workers are also being directed to do more tasks.

"We need defined job descriptions," Tapia said. "The corporation says Caesars Palace is their flagship property, but they need to treat us like flagship employees."

Tapia and her coworkers endured two organizing campaigns in the past where the company fought the unionization effort. "The card-check campaign was much more democratic because it allowed workers to make a choice without feeling like there would be negative repercussions," she said.

Another Caesars Win

Shortly after the Las Vegas victory, Local 89 in Louisville, Kentucky secured a card-check agreement at the Caesars Indiana Riverboat Casino & Hotel in Elizabeth, Indiana, giving 198 workers a united voice at work.

With help from the International Union's Organizing Department, Local 89 secured the card-check agreement along with two other unions—the Hotel Employees and Restaurant Employees Union and the International Union of Operating Engineers—which will represent hundreds of additional workers between those two unions.

"Prior to getting the cards counted, we were able to secure an access agreement and a neutrality agreement," said International Representative Veronica Stephenson, who guided the campaign. "That allowed the organizers to have access to the various work areas, and the company agreed to stay neutral."

Local 89 Organizer Kevin Evans said the card-check agreement leveled the playing field.

"The agreements give employees a fair chance to exercise their federal right to join a union," he said.



Winning at Winco

Local 386 in Ceres, California recently secured a card-check agreement with Winco Foods for workers at the Ceres distribution center. The victory brings more than 200 new members into the union, employed primarily as warehouse workers and drivers.

Among the workers at this brand new facility are a group of Teamsters who transferred down to California from Local 324 in Salem, Oregon. These members were instrumental in securing the agreement. They spent time educating their fellow workers of the employee-owned company on the benefits of union membership, and they gathered the authorization cards.

“I talked to my coworkers about the benefits we had as Teamsters up in Oregon,” said Rob Wolf, a warehouse worker who worked at Winco’s center in Woodburn, Oregon. “We were successful up in Oregon and we will be in California as well.”

Wolf, who has worked at Winco for nearly two years, said a Teamster contract means higher pay and benefits and more security. “We had the union on our side if things weren’t right,” he said.

J.D. Fowler, who started working at Winco last June when the Ceres center opened, said he already feels more secure being a Teamster. “We’ll have even more security with a Teamster contract,” he said.

“With the Teamsters and your union steward, you can’t just get punished by your supervisor for no reason. You have some backing,” Fowler said.

“The agreements give employees a fair chance to exercise their federal right to join a union.”

— KEVIN EVANS, LOCAL 89 ORGANIZER

“It gives you a sense of security.”

Local 386 Secretary-Treasurer John Souza said the Winco center is the largest single center the local has organized in decades.

“It’s a neat experience to walk in and begin bargaining a contract with voluntary recognition,” Souza said. “I want to thank all the workers who had been members in Oregon and I thank Local 324’s former Secretary-Treasurer Darel Aker for contacting me about Winco’s plan to open a center here. Darel put me in contact with Winco’s CEO and President Bill Long.”

Local 386 Business Agent Dave Parks, who was negotiating a contract at press time, said the card-check agreement allowed a smooth transition to contract talks. “The agreement allowed us to begin negotiations without having to answer anti-union propaganda,” he said.

Local 386 expects to gain even more members at the warehouse in the future, as the company continues to open more stores in California. The Ceres facility is designed to employ up to 600 workers.

Caregivers Receive Care

Sixty-nine Certified Nursing Assistants (CNAs) joined Local 769 in Miami after securing a card-check agreement with Palm Gardens, a nursing home in Aventura, Florida.

The CNAs at Palm Gardens were concerned about many issues, including seniority, pension and job security, and sought out the Teamsters Union for representation.

“We were able to convince the employer to reach a neutrality card-check agreement,” said Mike Scott, Local 769 President. “It is a major win for workers, who won’t have to endure a bitter campaign.”



Palm Gardens is one of 14 nursing home facilities in Florida owned by Cypress Health Systems.

“The company signed a neutrality agreement, which opens the door to more card-check agreements,” said Daisy Gonzalez, a Local 769 business agent. “We hope to continue the winning momentum.”

Building on Victory

In October 2002, Local 186 in Ventura, California organized about 80 drivers at Berner Food Services, Inc. in Oxnard.

When it came time to organize 80 warehouse workers at Berner, Local 186 was in a stronger position.

“Leveraging the workers we already represented was the whole key,” said John Gonzalez, Vice President and business agent at Local 186. That helped us secure a card-check agreement for the warehouse

workers. The employer saw the writing on the wall.”

“Securing the card-check agreement allows you to focus on the next step—winning a strong contract,” Gonzalez said.

Jerod Warnock, an organizer with Joint Council 69 in Indianapolis, said he has worked on four successful card-check campaigns during the past 18 months. The most recent involved 9-1-1 dispatchers for the city of Mishawaka.

“A key to our success is good communication between the locals and Joint Councils within the union. Sharing knowledge has helped us,” Warnock said.

Another key is to not get discouraged, Warnock said. “A lot of people write off the opportunity for a card-check agreement. No matter how many times you get turned down, there’s still an opportunity there,” he said.

John Kerry Supports The Employee Free Choice Act

Presidential candidate John Kerry supports the Employee Free Choice Act, which ensures that when a majority of employees in a workplace decide to form a union, they can do so without the debilitating obstacles employers now use to block the workers’ free choice.

President Bush opposes the act.

Some 42 million U.S. workers say they would join a union if they could. But when workers try to get a voice on the job by forming a union, employers respond with intimidation, harassment and retaliation. And federal law doesn’t address this injustice.

Working for Reform

Working families are mobilizing to reform the nation’s labor laws. More than 240 members of Congress are sponsoring the unprecedented legislation to give workers who want to join unions a fair chance to do so.

The Employee Free Choice Act, S. 1925 and H.R. 3619, is sponsored by Sen. Edward Kennedy (D-MA) and Rep. George Miller (D-CA). More than 32 senators and 207 House members are co-sponsoring the bills, introduced in Congress in November 2003.

The Employee Free Choice Act will:

- Allow employees to freely choose whether to form unions by signing cards authorizing union representation;
- Provide mediation and arbitration for first contract disputes; and
- Establish stronger penalties for violation of employee rights when workers seek to form a union and during first contract negotiations.

For more information, visit www.aflcio.org/aboutunions/voiceatwork/efca.cfm or www.americanrightsatwork.org.

What Is Card-Check Neutrality?

A neutrality agreement is one in which an employer agrees not to indicate support or opposition to the efforts of their employees to organize for union representation. The employer agrees to not hold mandatory meetings, issue campaign literature, hire consultants or in any way interfere with the workers’ right to choose a union.

Card-check neutrality agreements include the provision that the employer will recognize the union without a costly and time consuming election if the majority of workers sign a petition or authorization cards indicating their support of the union.

Through card count, the employer agrees to recognize the union as the official bargaining agent of the employees once a third party verifies that a majority of the entire group of employees has signed union membership cards. The employer then agrees to begin negotiating for a first contract as soon as it recognizes the union, avoiding prolonged legal delays.

Wouldn’t an Election be more Democratic?

The card check is an election, and union authorization cards are the “ballots.” Employees elect to have the union represent them by signing a representation agreement—the same way people usually appoint their representatives, such as attorneys.

It might seem that a National Labor Relations Board-sponsored election would be the most democratic means of deciding the question of unionization. But these elections for union representation,

characterized by intense anti-union campaigns, are not like other types of elections because of the inherent coercive power an employer holds over an employee, i.e., the power to deprive a person of his or her livelihood.

As a result, union density in the United States is declining.

This imbalance of power is unparalleled in any other type of election in our society. Even if the employer does not expressly threaten employees with adverse consequences if they support the union, employees can’t help but be aware of this possibility any time an employer makes known his opposition to unionization.

Canadian Law

In Canada, the law in nine of the 10 provinces and laws governing federal labor relations not only permits but requires this card-check recognition. As a result, union density in Canada is much higher than in the United States.



Seeking Justice

500 Sears Workers in Puerto Rico Turn to Local 901

Heriberto Zayas was tired of Sears treating its workers in Puerto Rico unfairly, and he was upset with the company cutting employee medical benefits.

The problems didn't stop there. The company also discontinued its pension plan.

"One problem led to another," Zayas said of the build-up in worker discontent.

Recently, Zayas and his coworkers had enough and overwhelmingly voted to join Local 901 in San Juan.

"It's like belonging to a new family," Zayas said of the decision to join Local 901. "I'm looking forward to meeting people who fight for justice so we can continue the great legacy of the union here in Puerto Rico."

Decisive Vote

Nearly 500 promotion/sales workers, technicians and others at Sears in Puerto Rico voted to have a strong voice on the job. The vote was 2-1 in favor of the union at

the company's four locations.

"The pension issue is the workers' main concern—they want to get pension benefits back," said Jose Ayala, Local 901 President. "But they also are seeking higher wages and better working conditions."

The technicians install and repair refrigerators, stoves, air conditioners and other appliances. The promotion/sales workers are the people who call residents' homes offering extended warranties on the systems and appliances.

"This is a very good victory for all these hardworking men and women," said German Vazquez, Local 901 Secretary-Treasurer. "We will soon begin negotiating a strong contract that will address the workers' concerns."

Cuts Hurt Families

Zayas, who works in the receiving department, has worked at Sears for nearly 14 years. The cuts in medical coverage have made it difficult for him, his wife, and the couple's two children, 5 and 3.

"They keep on cutting our benefits. If they keep this up, we'll be working for nothing," Zayas said.

Zayas would also like Sears to implement a fairer scheduling system. Under the company's "full-time flex" schedule, some employees work for 36 hours per week for 36 weeks a year. During the other 16 weeks, workers receive fewer hours.

Santiago Rosado-Rueda, a sales employee who has worked at Sears for about 10 years, is happy to be a Teamster. "It's the best move I've made," he said. "We need more job security, better health benefits, better pay and we need to get the pension plan back."

"I look forward to a strong Teamster contract so that our lives can be improved," he said.

In the past, Sears workers have tried to form a union, but the company resisted, Zayas said. "I want to honor those who tried before to join a union. Their efforts opened the doors for us today," he said.

PENSKE

STANDING TOGETHER

Locals Join Forces to Save More Than 150 Teamster Jobs

In their continued fight against the erosion of good jobs and benefits, members of Local 332 and other Teamster locals recently led a successful assault against substandard area wages and benefit packages at companies providing trucking services to suppliers of General Motors.

The cooperative effort involving informational picketing by members from Local 332 in Flint, Michigan, Joint Council 43 and nine other Teamster locals resulted in saving more than 150 Teamster jobs. In addition to the jobs that were saved, Penske recently announced that it was hiring 41 more Teamster drivers.

"I fully support the efforts by the local unions and Joint Council, and I congratulate them for a job well done," said Jim Hoffa, Teamsters General President. "Their hard work and perseverance has paid off by saving more than 150 Teamster jobs."

It all began around 7:30 one morning when the Teamsters conducted informational picketing at the GM Truck and Bus plant in Flint, and two adjacent GM plants.

Honoring the Line

"As a result of the community's support and Teamster drivers not crossing the line, the plant ran out of parts and had to shut down," said Rod Eaton, Local 332 Secretary-Treasurer.

The affected parties contacted Local 332 and asked union leaders how they could rectify the situation and get the plant back up and running.

"In good faith, we pulled down the picket lines shortly before noon that day after we got a commitment of a face-to-face meeting, which did occur," Eaton said. "As a result of the discussions, a new agreement was reached with Penske Logistics in Local 332's area that resulted in saving Teamster jobs and wages for the Flint area at Penske."

Penske officials claimed they were not making enough money doing the job. GM, through a logistics contractor, had



re-bid the work, which was headed toward another company. Then the Teamsters united and saved the work.

Teamster Pride

"I'm really impressed—I'm proud of my fellow Teamsters," said Larry "Woody" Wood, a shop steward at Penske and four-year employee of the company. "When Teamsters need help, we stick together. It's one small battle we've won. We've got to stop the downward spiral of good-paying jobs and benefits."

Dennis Hands, who serves as Freight Coordinator for Joint Council 43, thanked all the Teamsters from across Michigan.

"If it wasn't for the support of the local unions and their principal officers through-

out Michigan, this would never have happened," Hands said.

Workers at the target of the protests became interested in the Teamsters because of the picketing.

"We received calls from numerous workers at the company who are interested in joining the Teamsters," Hands said. "They really appreciated our efforts raising awareness of the substandard wages and benefits."

In addition to Local 332 and members from locals 7, 243, 247, 299, 339, 406, 486, 580 and 1038, organizing staff from Joint Council 43 and International Union representatives from Chicago and St. Louis participated in the picketing.



Just What The Doctor Ordered

1,000 Ohio Hospital Workers Win Three-Year Contract

FOR MIKE BENTON, A MAINTENANCE CARPENTER at St. Elizabeth's Hospital, ratifying a new three-year contract wasn't just about getting more money. It was also about workers being recognized for quality patient care, and being treated with the same level of respect as peers at other hospitals around the region.

"We thought it was time for the hospital to put as much energy into creating a contract that meets our needs as we put in to making sure the hospital is able to meet the needs of our patients," said Benton. "We were determined to make it happen."

The determination and united front of the 1,000 members of Local 377 in Youngstown, Ohio who work at the hospital is what made it happen in the form of a strong new contract. The agreement, which was ratified by a 3-1 margin, covers non-professional employees.

A Major Victory

The workers see it as a major victory because, unlike past contracts, it addresses their issues in a fair manner and helps ease the long-time wage disparity between St. Elizabeth's workers and similar employees at other area hospitals.

"We had a smarter, more organized approach for this contract," said Doug Broderick, chief steward at St. Elizabeth's. "The committee made sure everyone was aware of the issues under discussion and we set goals that tried to meet everyone's needs. And we stuck together—that made the difference."

“We care about improving the lives of patients just as much as any doctor,” said Benton. “We want to be recognized for playing our part in a larger team effort. Our jobs may not be glamorous, but they are necessary. This contract recognizes that fact.”

Whatever it Takes

A large rally, several newspaper ads promoting the workers position and letters of support from 20 community leaders helped create a strong bargaining position for the negotiating team.

“This is proof that a strategic campaign, backed by worker unity, can get the results members deserve,” said Ken Norris, a business agent and Recording Secretary for Local 377. “Management quickly realized we were prepared to do whatever it took to meet our goals. It was still a tough process, but this time we had strength that wasn’t there before.”

The negotiating committee realized strong communication among the workers would be a key element to winning a solid contract. Developing a newsletter was one method employed to keep all the workers informed about the progress of the negotiations, outline important issues and create a sense of unity.

Bobbie Jo Terwilliger, a secretary at the hospital, knew that a lack of information about the bargaining process had weakened their position in the past and wanted to make sure it did not happen again. She also knew they had to get started quickly if the newsletter was to be effective—so she took the initiative and got the ball rolling.

A Cohesive Team

“I wanted everyone to understand the issues and start to feel like a cohesive team,” said Terwilliger. “I also thought the newsletter and related activities could help keep people motivated and communicating with each other after negotiations ended.”

“It’s amazing what a difference a simple thing like a newsletter can make,” said Broderick. “Members feel like they know each other and are more united because of our efforts. So we are committed to keeping everyone informed and geared up for future contracts.”

The new three-year contract includes:

- 10 percent wage increases for lower grade workers;
- One-step wage increases for all remaining employees;
- Health care cost protections; and
- Many significant language improvements.

“It has been a difficult summer dealing with large companies that come into negotiations trying to demand concessions,” said Bob Bernat, Secretary-Treasurer of Local 377. “It’s the members’ perseverance that led to this victory.”

A Contract With Some Pop

Local 377 Members Ratify Agreement with Pepsi

When new contract negotiations started at the Pepsi Distribution Plant in Youngstown, Ohio, the 70 members of Local 377 had an agenda in mind that went beyond typical wage increases or language improvements. They wanted to provide some security for long-time workers who were finishing out their careers with the company—and they were willing to walk out to get it.

Recently, the members won an agreement that provides security—and much more. The new three-year contract creates a new seniority system that is based on the bargaining unit rather than by department. It also provides for wage increases and changes in commission percentages that make transferring to a less demanding job a realistic option.

The previous seniority system left workers with little chance of bidding on good jobs in less demanding departments. If they did transfer they were often forced to take pay cuts that significantly altered the quality of life for their families.

Protecting Teamsters

“Getting those changes into the contract and protecting the older guys was something we were all behind 100 percent,” said Terry Pealer, chief Pepsi steward for Local 377. “Being able to finish out your career with a little less stress and body aches after years of service is not a lot to ask.”

“We put in some long hours but this contract addresses our major concerns,” said Chris Colello, President of Local 377. “The company knew we weren’t leaving until we got what we needed.”

The new contract is also significant to the members because gives the group a better position in the contract bargaining cycle with Pepsi America. Local 377 members had been one of the last groups in the new contract negotiating cycle, often leaving them little choice but to accept contracts similar to those signed earlier in the process. The new agreement places Local 377 members first in the contract cycle.



More Freedom

“We feel like this will give us more freedom to concentrate on the issues that affect our members,” said Pealer. “The company has less strength to pressure us into accepting the same contracts as others.”

Other highlights of the new contract include:

- Raises for hourly workers including pre-sell and tell-sell drivers;
- Wage improvements for full service employees;
- Limits on forced overtime;
- Improvements in seniority, on-call and vacation language;
- Negotiation requirements for distribution changes; and
- Cessation of product return charges.

REPORT 81 TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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

DATED: September 13, 2004

I. INTRODUCTION

This is the Independent Review Board's ("IRB") Eighty-first 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 progress on the IRB website setup, the approval of Agreements, two new Investigative Reports and the status of pending charges about which we have previously informed you.

II. PROGRESS ON SETUP OF IRB WEBSITE

The IRB is making the results of its investigations publicly available on a website. The use of the website is an additional way of informing union members and the public of persons or entities who are or have been the subject of disciplinary action, and/or who have been identified as members or associates of La Cosa Nostra.

For use by members, attorneys, courts, writers, researchers and others, the IBT is assisting the IRB in presenting IRB cases in a database file. When completed, anyone can call up the site, www.irbcases.org which can be accessed and searched for individuals, IBT entities, and types of disciplinary actions. The website will be particularly helpful to union members to identify individuals who were the subject of disciplinary actions and with whom association is prohibited.

Periodically, as new IRB cases are completed or the status of older cases has changed, the database will be updated.

III. MEMBERS ACTION PRIOR TO IRB PROPOSED CHARGES

We have previously informed you that before formal charges could be recommended by the IRB to the IBT, Frank Lunati, Louis Lunati and Samuel Picone, members of Local 813, while not admitting or denying wrongdoing, agreed to permanently resign from the IBT and Local 813. The IRB found the Agreements served to resolve the matter. United States District Judge Preska has approved the Agreements.

IV. NEW INVESTIGATIVE REPORTS

A. SCOTT DOYLE - Local 456, Elmsford, New York

On September 13, 2004, the IRB issued an Investigative Report to Local 456 Trustee Dan Kane, Sr., concerning Member Scott Doyle. The Report recommended that Mr. Doyle be charged with failing to cooperate with the IRB by refusing to answer approximately thirty questions during his in-person sworn examination. Trustee Kane was given 90 days to file the charges, hold a hearing and forward a final written report to the IRB.

B. JOSEPH VITTA - Local 812, Scarsdale, New York

On August 23, 2004, the IRB issued an Investigative Report to the Members of Joint Council 16 concerning Local 812 Recording Secretary Joseph Vitta. The Report recommended that Mr. Vitta be charged with bringing reproach upon the IBT and interfering with the performance of the Union's legal obligations when he discussed ongoing contract negotiations with Anthony Rumore, a prohibited person at the time. The Report recommended further that Mr. Vitta be charged with failure to cooperate with the IRB during his September 26, 2003, sworn examination when he testified falsely about his contacts with Mr. Rumore during his suspension by stating that no union business was ever discussed. The Joint Council 16 President notified the IRB that charges were filed against Mr. Vitta and a hearing is scheduled for October 19, 2004.

V. STATUS OF PREVIOUS IRB CHARGES

A. MARCO MINICHINO - Local 408, Union, New Jersey

We have previously informed you that the IRB issued an Investigative Report to members of the Local 408 Executive Board recommending that member Marco Minichino be charged with bringing reproach upon the IBT by refusing to appear for his scheduled in-person sworn examination. Local 408 filed the charges, held a hearing and found that the charges were proved. The Local 408 Executive Board's decision of August 12, 2004, was returned by the IRB for clarification of the penalty. The Local submitted to the IRB proposed clarifying language to which the IRB had no objection. The IRB awaits the Local's revised decision.

B. ANTHONY RUMORE - Local 812, Scarsdale, New York

We have previously informed you that General President Hoffa filed charges against Local 812 President Anthony Rumore. Mr. Rumore allegedly embezzled and converted Local assets to his own use and the use of others

by engaging in a longstanding practice of directing Local 812 officers, business agents and employees to perform personal services for him and his family. Secondly, Mr. Rumore allegedly violated the March 14, 1989 Consent Order and disrupted and interfered with the Local's legal obligations to comply with the Consent Order when he caused officers and business agents to have contact with his father, Louis Rumore, a prohibited person as defined in Paragraph E(10) of the Consent Order. Lastly, he allegedly ordered members' arbitration hearings to be canceled because he was dissatisfied with the contributions Local employees had collected from members for the Anthony Rumore Legal Expense Trust.

An Article XIX hearing panel held a hearing and found that the charges against Mr. Rumore were proved. On July 28, 2004, Mr. Hoffa notified Mr. Rumore and the IRB that Mr. Rumore was expelled from membership in the IBT and permanently barred from participating in the affairs of the IBT. On September 10, 2004, the IRB notified Mr. Hoffa that his 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. In its September 9, 2004 decision, the IRB found the evidence established that Mr. Crawley brought reproach upon the IBT, violated the IBT Constitution and the Consent Decree by embezzlements involving the telephone installation at the union hall and purchases of t-shirts and stickers. On charges of embezzlements by

Mr. Crawley and Mr. Bankhead involving the barbecue pits, aiding and abetting Ms. Espinosa to embezzle money from the union, and by the payment of legal fees for Ms. Espinosa, the charges were not proved by a preponderance of the evidence.

On the charges which were proved, Mr. Crawley was permanently barred from holding membership in or any position with the IBT or any IBT-affiliated entity and may not hereafter obtain employment, consulting or other work, directly or indirectly, with the IBT or any IBT-affiliated entity. The decision has been forwarded to United States District Judge Preska for a ruling.

VI. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received approximately 40 calls reporting alleged improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

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

Please continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, D.C., dial 434-8085. The IRB facsimile number is 202-434-8084.

VII. 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

A Perfect Record

Teamster has 46 Years of Perfect Attendance



Cal Ripken was known as “Iron Man” because he didn’t miss playing in a baseball game from 1982 to 1998. So what does that make Louis Gagliotto, a sanitation worker in New York City who hasn’t missed a day of work since 1957?

It makes him a Teamster.

Gagliotto, a Teamster with Local 831 in New York, has never called in sick during his 46 years on the job and the 76-year-old doesn’t plan on slowing down any time soon.

“I’ll be staying on until I’ve been here for 50 years,” he said. “When you work, you should work hard. That’s how I see it.”

A Job Well Done

His drive to continue working recently earned him a perfect attendance award presented by New York Mayor Michael Bloomberg and Sanitation Commissioner John Doherty.

“He works hard and does his job well. He’s what every Teamster should be—dedicated, responsible and committed,” said Harry Nespoli, President of Local 831. “He doesn’t just work hard on his job, he’s also one of my best shop stewards.”

“Local 831 is a fantastic union,” Gagliotto said. “They do whatever they can for you.”

Staying Active

Gagliotto attributes his longevity to several things, including not smoking, saying his prayers every day and taking it easy when he’s not at work. When he gets home, he likes to just take a shower, watch TV and talk with his wife. All that doesn’t mean he’s never been sick—just that he still goes to work.

“I went in to work when I had a fever of 104 degrees,” he said. “My wife thought I was crazy. When you stay home, though, you just get sicker. I have to stay active.”

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