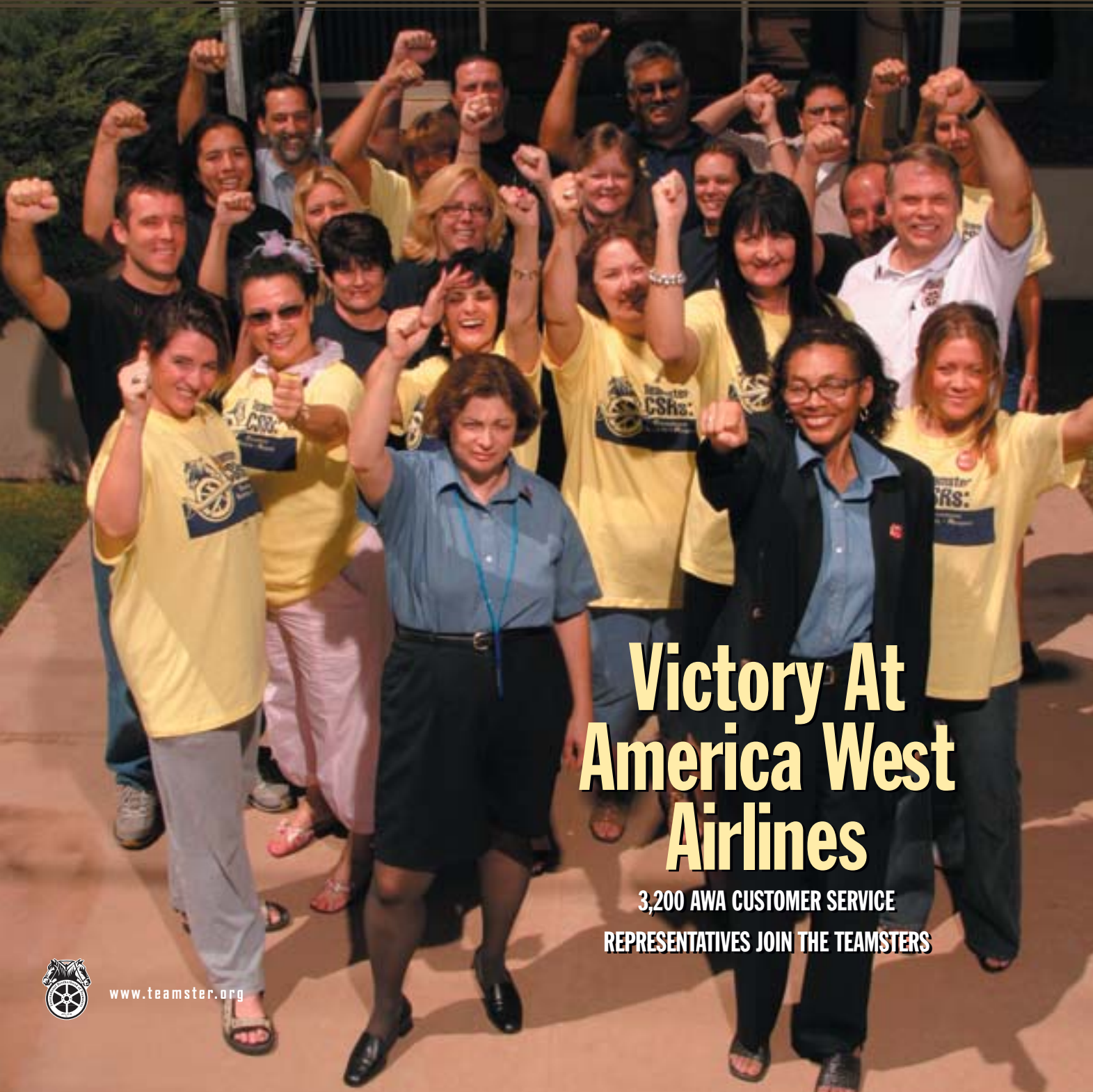


# TEAMSTER



## Victory At America West Airlines

3,200 AWA CUSTOMER SERVICE  
REPRESENTATIVES JOIN THE TEAMSTERS



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A MESSAGE FROM THE GENERAL PRESIDENT

# Honoring Working Families

**O**ur nation celebrated Labor Day on September 6, and paid tribute to the working men and women who devoted their lives to building a stronger nation and a better world. And though this day is special, one day hardly seems adequate to recognize the blood, sweat and tears of our nation's workers.

Labor Day is about more than beach trips and end-of-summer sales, it is about the hundreds of millions of men and women who have created our nation's infrastructure and keep our nation running. Workers toil in our factories to produce our products, work in our stores and service industries to sell and install those products, and work in warehouses and on trucks to transport goods.

We must not forget that it is organized labor that brought us the 8-hour workday, the lunch break and the weekend. It is organized labor that fought for job safety standards, health care and retirement security. Yet there are those who would take it all away. This wealthy nation is on the verge of turning its back on the very workers who made this country what it is today.

## Turning The Tide

Forty-five million of our fellow workers have no health insurance. Over the past four years, more than 1 million jobs have been sent overseas. Good jobs with good wages and benefits have been replaced with fast food, service industry and other lower paying jobs. When workers run out of unemployment, the government quits counting them as jobless—yet they still have no job and no income to feed

their families. Pensions are under attack by the greed of big business, investment bankers and Wall Street.

Overtime is constantly under attack from an uncaring administration and big business lobbyists. They don't want to help workers who get hurt on the job. We must stop the attacks on workers rights and this year's election gives us a chance to turn things around.

Working families must pause for a moment and look at the economic and legislative environment in which they now find themselves. Examine the record of each and every candidate running for office and evaluate their views on the issues that are important to working people.

## A Leg Up

With only one month until Election Day, we must renew our commitment to electing a President who will help workers—not hurt them. A President who will find solutions to the health crisis—not ignore it. A President who will create good jobs in this country—not send them overseas. A President who will give workers a leg up—not a kick in the rear.

This election may be the most important ever for the labor movement. I urge each and every one of you to stand up for working families and dedicate your energy to electing public officials like John Kerry who will build our nation rather than destroy it. The future of all working families is at stake.

Fraternally,



## Fighting For Fighters

### JAB Fights Being Organized, Members Signed Up

**J**oint Association of Boxers (JAB) President Eddie Mustafa Muhammad testified recently in support of Michigan H.R. 4355—the Michigan Boxing Reform Act. The bill, which is now waiting for a vote by Michigan’s Senate Subcommittee for Labor, Economic Development, Small Business and Regulatory Reform, would improve conditions for boxers fighting in Michigan.

Muhammad was invited to testify by Bradley A. Wright, chairman of the Michigan Athletic Board of Control, which regulates boxing in

Michigan. The legislation, which would create a Michigan Boxing Commission, requires boxers, promoters and referees to be licensed. The bill also enacts increases in boxer insurance and requires promoters to post bonds.

“The testimony went great,” Muhammad said. “I talked about implementing JAB and the Senators really loved that. We’re trying to put things together to help the boxers of Michigan.”

Wright said there have been attempts to create such a commission for nearly 20

years, but this is the furthest any attempt has gotten through the legislative process. “What’s different about it this time is that the boxing community is united behind it,” he said.

### Positive Response

Mustafa returned to Michigan on August 31 to serve as an advisor to the Michigan Athletic Board of Control at a hearing to review Courtney Burton’s June 6 victory over Emanuel Augustus in Muskegon, Michigan. The fight, which resulted in a controversial split-decision in favor of Burton, has come under a great deal of fire from within the boxing community and has renewed the call for the establishment of a boxing commission in Michigan.

“We’re at the forefront of boxing reform,” Muhammad said. “Anything and everything that happens in boxing, they call the union.”

JAB has also continued organizing at fights across the country. At an August 3 fight in Baltimore, Muhammad said he collected 31 cards from

boxers interested in joining the union, and he said he heard nothing but positive comments and questions from the boxers at the event.

“I’m on my way back to New York City, then to Florida,” he said. “We’re on top of this thing and boxers can’t wait to hear about this union.”

### Hand in Hand

Hundreds of Teamsters and other boxing fans attended the first-ever unionized boxing match in Nevada on May 17. Heavyweight Heroes, held at Bally’s Event Center in Las Vegas, featured a full card of boxers under contract. This was the second event held under JAB’s auspices—the first was held on April 15 in New York City.

The contract for the event increased wages for the fighters and included disclosure and arbitration clauses—a first-ever in Nevada.

“Every fighter on this card got a raise thanks to the Teamsters,” Muhammad said from the ring. “We have the strongest union in the world walking hand in hand with us.”

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# 70th Anniversary of Minneapolis Strike

## General Secretary-Treasurer Tom Keegel Talks About the Historic Strike of 1934



In 1934, a general strike led by Teamsters in Minneapolis changed the face of labor forever. The level of violence against the workers and the determination of the strikers epitomized the plight of the American working class. In recognition of the 70th anniversary of the 1934 Minneapolis Strike, *Teamster* magazine recently asked General Secretary-Treasurer Tom Keegel, a Minneapolis native, to share his thoughts on the significance of the event.

### What made the 1934 Minneapolis Strike a landmark event?

It began as an action taken by Local 574 involving 2,500 to 3,000 members but quickly grew to over 10,000, and the open support of 35,000 workers from other unions were key elements. Also, the strike lasted well over six months, which was a long time for a strike with such a high level of intensity and violence. These workers also stood out because of the level of dedication they felt to each other and the union. Nothing would make them back down—this was true for every worker on the line as well as their families. They endured incredible acts of violence from thugs hired by the so-called Citizens

Alliance. The police murdered several union members in a very brutal manner.

### What made Minneapolis such a hotbed of labor unrest?

At the time of the strike, workers in the Minneapolis area were some of the lowest paid in the country. Working conditions were poor and the city leaders made it clear they



had no interest in hearing the concerns of the workers. Also, the city had a well-earned reputation for being passionately anti-labor. The merchants and wealthier citizens formed an alliance to crush attempts to organize workers and keep wages low. This mix, on top of the Depression, created a situation that was basically a rebellion waiting to happen.

### In what ways did life change for Minneapolis workers following the strike?

This victory led to many changes for workers including improved wages, better working conditions and most importantly the recognition of the union and workers' rights. The workers themselves gained a pride and dignity

granted today were a direct result of the struggles those men and women faced and overcame in 1934.

### Are the events and outcomes of the 1934 strike still relevant to workers today?

Absolutely. Issues of respect, living wages and job security are as important today as in



***“This victory led to many changes for workers including improved wages, better working conditions and most importantly the recognition of the union and workers’ rights”.***

they had never experienced—and that may

have been the biggest life change of all. The knowledge that they could really make a difference changed their view of themselves and the world in ways never dreamed of before. Looking at the larger picture, the strike was the catalyst for labor rights legislation that is still in effect today—such as the National Labor Relations Act. In fact, many of the rights and benefits workers take for

1934—maybe more so, given the trend of outsourcing jobs and increased anti-labor initiatives. Workers need to remember improvements came at great cost and can be lost if they do not remain vigilant in guarding their rights. I had the honor of working with some of those strikers as they reached the end of their careers. And, I can tell you; there are no better role models for living those beliefs than the courageous brothers and sisters from 1934.



## A Raise In The Sun

### Sun Tran Contract Passes with 97 Percent of Vote



Sun Tran workers from Local 104 in Phoenix voted 240-9 on July 31 to ratify a new three-year contract. Drivers will get a raise of 8.7 percent and mechanics will receive a 9 percent wage hike under the terms of the new agreement.

“Wages were an important part of this contract, but there are other positive aspects as well,” said Andy Marshall, Secretary-Treasurer of Local 104. “The company will continue to provide full medical benefits for covered employees at a time when other places are taking away those benefits.”

The workers represented by the local include 337 drivers, 56 mechanics, 22 fleet service attendants and 13 fare-box and facilities technicians and custodians. Sun Tran’s

189 buses and 37 routes in the Tucson area serve more than 52,000 riders daily.

### Increased Contributions

The agreement, ratified shortly before their previous contract expired, is worth \$4.4 million to Teamsters at Sun Tran. The new contract also includes increased contributions to the Teamster pension fund.

“It’s a good contract and we’re happy with it,” said Amy Friauf, a driver at the company for 24 years and chief steward. “We all got a fair amount. We’re also happy we’re still working.”

Sun Tran Teamsters went on strike during their previous contract negotiations in 2001. After 12 days, negotiators met Teamster demands for fair wage increases.

## TEAMSTER-MADE

### Claussen Pickles’ Crunch Says Teamsters!

Americans consume more than 2.5 billion pounds of pickles every year. One of the most popular brands, Claussen, employs hundreds of Teamsters.

“We have over 350 members working at Claussen Pickle Company,” said Mike McMannus, a business agent for Local 738 in Chicago.

When you buy Claussen pickles at the grocery store, you are buying a Teamster-made product. Produced and packaged in the Chicago area for more than 130 years, members of Local 738 make the pickles from cucumbers, prepare them and package them at the Woodstock, Illinois plant.

The Woodstock plant processes over 100 million pounds of pickles annually, including the popular Claussen Kosher Dill Halves, Mini Dills and Hearty Garlic pickles.



# Feelin' Alright

## Local 491 Members Win Arbitration Case Against Hospital

After more than a year of waiting, members of Local 491 in Uniontown, Pennsylvania employed at the city's Uniontown Hospital have cause to celebrate. They recently won a major arbitration victory when the hospital attempted to ignore provisions in their current five-year contract.

"This is a great victory for our members," said Vito Dragone Jr., Secretary-Treasurer of Local 491. "I am very proud of the stewards' hard work in this situation. They really helped keep everyone unified and optimistic during the long wait for the decision."

The 435 workers filed the grievance in response to the hospital's decision to downsize bonus payments that were negotiated into the 2001 contract as a way to equalize the existing wage structure. In doing so, Uniontown Hospital did not honor the terms of the contract and the bonus payments given out were not what they should have been.

The arbitrator ruled for the Teamsters at the hospital and ordered the hospital to pay back bonus wages to all employees at the salary cap level. Bonus payments for the duration of the contract are to follow the stipulations set out in the contract. Hundreds of members will now receive bonus payments totaling more than \$1 million over the life of the contract.



### Union Power

"This just proves why being a union member is so important," said Donna Varva, a steward and veteran hospital employee. "In the past, management would have been able to do what they wanted with no consequences. We had no power to fight them."

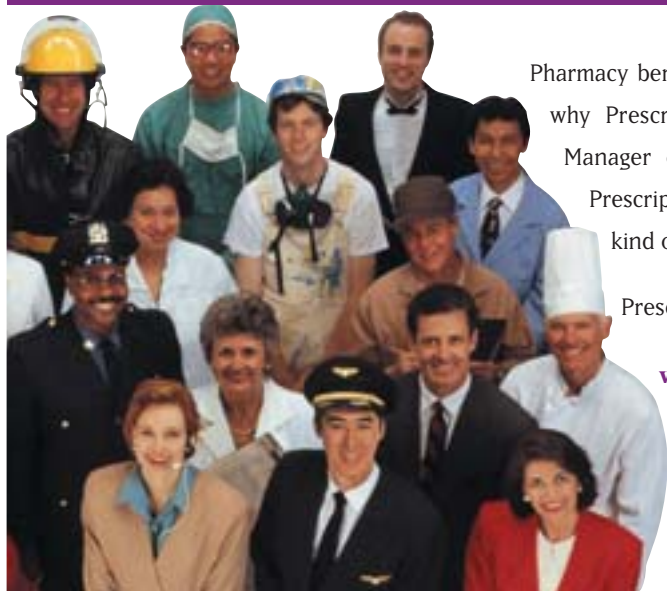
The bonus system allowed longtime employees to receive wage increases when many had often gone years without raises.

"Local 491 helped us gain what is rightfully ours and works hard to make sure we keep it," said Michael Stump, a hospital employee.

"The hospital can continue to play games, but the facts won't change—the language in the contract is straightforward," said Dragone. "This agreement will be honored to the fullest measure."

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## Fast Track To Fairness

### 300 National Express Drivers Join Local 287

**F**or ATC/Vancom paratransit drivers—including Connie Buchanan and Ignacio Beltran—June 30, 2004 is every bit as important as Independence Day. It marks the day nearly 300 of their coworkers banded together to form a union and claim a voice in their workplace.

Now the drivers, dispatchers, lift attendants, fuelers and utility workers in San Jose, California are members of Local 287 and will begin to bargain their first contract with ATC/Vancom—a sub-

***“We’ve worked hard for nearly two years to be able to say to this company, ‘We have rights. We deserve respect. We deserve to be rewarded for the hard work we do in this community.’”***

— CONNIE BUCHANAN, LOCAL 287

siary of London-based National Express (NEX).

“This is a huge victory for us,” said Buchanan. “We’ve worked hard for nearly two years to be able to say to this company, ‘We have rights. We deserve respect. We deserve to be rewarded for the hard work we do in this community.’”

#### Community Support

The victory in San Jose is even more significant because ATC/Vancom took over a Laidlaw contract—administered by the Valley Transportation Authority—in 2002, displacing nearly 300 Laidlaw Teamsters. ATC/Vancom refused to hire a majority of the displaced Teamster drivers.

“We told the company, ‘It’s our work and we’ll fight for

it,’” said Bob Blanchet, President of Local 287 in San Jose. “And we did.”

The local engaged the support of city leaders in their campaign. San Jose City Council member Nora Campos sent letters to ATC/Vancom workers supporting their efforts to form a union in their workplace.

In part, Campos’ letter said: “Good jobs are the foundation of secure families. And they are the foundation of a vibrant, healthy community. As your campaign to build a union at ATC/Vancom continues, I urge you to help raise the standard of living in our community by uniting with your coworkers and standing up for fairness and justice in the workplace.”

#### A Larger Movement

Local 287 members are part of a larger Teamsters movement to build union strength in NEX subsidiaries throughout the country. NEX operates paratransit, public transportation and school bus services from coast to coast.

Local 287 has joined with about a dozen Teamsters locals to form a communications network, share information about the company and build common strategies to organize and win contracts at NEX subsidiaries including ATC/Vancom and Durham School Services.





# Coffee With Cream

## Starbucks Distribution Drivers Receive Strong First Contract

Starbucks Coffee distribution drivers from Local 630 in Los Angeles got some cream with their coffee when they ratified their first contract. Members at HPR-Link Logistics are the exclusive distributor to Starbucks Coffee locations on the West Coast.

“I’ve been around for more than 20 years, and this is the best first contract I have ever seen,” said Paul A. Kenny, Secretary-Treasurer of Local 630. “The Western Conference of Teamsters Pension Plan will help these members secure their future. It is a very good contract that the members are happy with.”

“There was a lot of favoritism and a lot of pressure in the job before the union,” said Victor Rivera, a driver for HPR-Link Logistics. “There was no respect from management. That was when people started to talk about bringing in the Teamsters.”

Local 630 President Sylvia Garza and Kenny were involved in every facet of the

negotiation process and high on the list of what the 135 workers wanted was a 40-hour guarantee and a meaningful grievance procedure.

### Significant Gains

The five-year agreement includes wage increases of \$2 per hour over the life of the contract; health and welfare benefits that include vision coverage; a generous vacation and holiday package; paid sick leave; and inclusion in the Western Conference of Teamsters Pension Plan.

The contract also establishes language that gives the workers security they never had before joining the Teamsters. For years, these workers had to put up with inconsistent policy decisions by management.

Kenny was also able to include accretion language in the contract that allows the Teamsters to organize two new HPR-Link Logistics warehouse locations without any interference from the company.



## A Healthy Relationship

### Teamster Nurses Join Forces With SEIU Nurses in New York

In July, 440 Teamster nurses, pharmacists, social workers and methadone counselors at St. Luke’s Cornwall Hospital in Newburgh, New York ratified a four-year contract with wage gains averaging over 30 percent. The agreement also had significant pension and health improvements.

“This agreement is a testament to the power of inter-union cooperation,” said Fred Smit, President of Local 445.

The cooperation between the Teamsters and the Service Employees International Union (SEIU) was made necessary by a merger of two hospitals. Nurses and professionals at one of the hospitals had been represented exclusively by Local 445 until November 2003, when an election was held in which they, along with their nonunion counterparts at a merged partner hospital, voted to be jointly represented by the Teamsters and SEIU Local 1199.

### Working Together

SEIU Local 1199 had recently organized the hospital’s 850 service, technical, maintenance and clerical workers at the hospital’s two campuses. Both units faced a hostile hospital management that employed a union-busting attorney first to try to defeat the organizing drives and subsequently to stonewall negotiations. But they ultimately faced a losing battle with SEIU and Teamsters working together to wage a corporate and community campaign to force the employer to bargain in good faith.

“All of St. Luke’s Cornwall employees—from both units—stood united and we coordinated bargaining to win big gains for everyone,” Smit said. “The professional contract maintains the best of what had been achieved in prior Teamster contracts and brings wages and benefits up to area standards achieved by nurses at neighboring hospitals. Furthermore, SEIU’s experience bargaining for health care professional language was helpful to Local 445 members in making significant gains in these areas as well.”

**Solidarity**  
With America West CSRs



“Now that we’re Teamsters, management is going to have to respect us... We won’t have to live in constant fear of being fired. Being a Teamster is absolutely wonderful.”  
—Vanessa Rosa, America West CSR



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# WEST

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# WING

## 3,200 America West CSRs Join the Teamsters

**A**NNETTE STRUZEN FOLLOWED IN HER FATHER'S FOOTSTEPS when she became an airline customer service representative. The differences in their working lives were miles apart, though.

"My dad did the same job I do now," she said. "He was able to raise a family of five, own a home and all of our needs were met. It's just a different world now."

But things are starting to change for the better for Struzen and her colleagues now that approximately 3,200 customer service representatives (CSRs) at America West Airlines have joined the Teamsters Union. On August 17, the thousands of CSRs at 50 airports and two reservation call centers with the Phoenix-based airline voted for representation by the strongest union in North America.

"I knew something had to be done when I realized that after eight years on the job, my two teenagers were making more money than me," Struzen said from her home in Seattle. "I feel like I'm a fantastic employee with a lot of knowledge and I don't get properly compensated or the respect I deserve. That's why I wanted the Teamsters."

America West is the country's eighth-largest airline, making this a huge win for the company's workers. The CSRs join the airline's mechanics who have been Teamsters for several years.

"This is a milestone in the airline industry," said Jim Hoffa, Teamsters General President. "The customer service representatives at America West were the only group of employees at the airline that were not represented by a union. We welcome them into the Teamster family and look forward to bargaining with the company on behalf of these dedicated employees."





The 3,200-member victory is part of the Hoffa administration's "Organizing To Grow" program that has made organizing the unorganized a top priority. Because more members equal a stronger union and increased power during bargaining and in statehouses—every Teamster benefits when new members join the union.

### **"Finally!"**

Word of the victory spread like wildfire through each America West station throughout the country, but the celebration in Phoenix was euphoric. Most of the company's CSRs work in Phoenix.

"People were dancing around the reservation center when we heard. It was great," said Brad Ravish, a CSR in Phoenix who was on the job when word came down that the Teamsters won the election. Ravish, a seven-year employee, has been trying to organize the workers at America West for more than two years.

"It feels great to be a Teamster," Ravish added. "This win was absolutely worth the effort. And it will improve the performance of America West."

"Finally!" said Shaleeyah Hatcher, a Phoenix-based CSR, upon learning she was a Teamster. "It's been a long, hard road but now we have our union and the chance to make the changes we need. I'm so proud and excited that we've stuck together—through the good and the bad—to make this happen."

"The vote count today gave me goose bumps," said Vanessa Rosa, an America West CSR for three years. "Now that we're Teamsters, management is going to have to respect us more. We won't have to put up with any more run-arounds and we won't have to live in constant fear of being fired. Being a Teamster is absolutely wonderful."

### **Dignity and Respect**

No worker should have to put up with an employer that doesn't respect them. The America West CSRs had to deal with disrespect for years, but by choosing the Teamsters as their representative, they sent a strong message to the company: We will be respected. The past problems are going to be addressed when contract negotiations begin—and there are many problems to address.

“What happens is that because they don’t have enough staff, you get mando’ed—especially in the evenings,” said Donna Cronenwett, a CSR in Phoenix for more than four years. “Mando’ed” is what CSRs call it when the airline makes them work mandatory overtime. In some stations, it happens often.

“One time they told me five minutes before I was supposed to leave that they were mando’ing me,” she said. “Some people have to pick kids up from daycare. Some people have rides coming to pick them up. How can you do that?”

In a survey taken of CSRs early in the campaign, workers raised many issues they had with company management, including mandatory overtime, the need for fair scheduling, constant turnover, changing work rules and many other issues. The biggest issue was wages.

## Horrific Wages

America West has some of the lowest pay scales in the airline industry even though they are one of the few airlines to return to profitability after September 11, 2001.

“People at other airlines can’t believe how little we make. They’re horrified,” said Leah Shafer, who has worked for America West for 14 years and has gotten to know many of her counterparts at other airlines inside the Portland, Oregon airport.

“There are a lot of single mothers working here,” said Rebecca Palush, a former CSR in Reno, Nevada. “Many people have to get one or two extra jobs just to get by.”

While the CSRs were suffering to make the airline profitable, they were being promised meager raises while watching the CEO get huge bonuses. The CSRs were promised a 3 percent annual increase over the next three years at the same time CEO Douglas Parker received a \$1 million bonus.

“We are the face of America West and, because of that, we have helped make this company a success,” Hatcher said. “We deserve to be treated with dignity, respect and equality. As a union, we can now implement policies that will reflect those qualities.”

“I see my coworkers suffer every day because of how little we make,” Struzen said. “They can’t pay their bills or get their

car fixed or feed their children. I have the luxury of having a husband who makes good money but not many people do.”

“During my time with America West, I have become disappointed with the way the airline ignored our request for higher wages, shorter hours and better benefits,” said Tracy Biles, a CSR at Dulles International Airport in Virginia. “As a CSR, we are a front-line voice of the airline and the face of the airline. The company has taken us for granted for too long and now that will have to change.”

What keeps him at his job is the same thing that keeps many others there. They love the work and they love the people they work with.

## Organizing Challenges

The organizing campaign faced considerable challenges. The nature of organizing airlines presents many obstacles that other efforts don’t face. To organize airline workers, you can’t win victories one base at a time. It has to be everyone in the particular job category throughout the whole system at the same time.

Under the Railway-Labor Act, the vote isn’t a standard “yes” or “no” question and to win, you can’t just have a simple majority of those voting. This election was held with telephone voting over a three-week period. For the Teamsters to win, 50 percent plus one of all the workers had to call in and vote yes.

Through it all, the workers stuck together and communicated with each other and with the Teamster organizers. They made it happen because they wanted a union badly.

“These workers built their union from the ground up,” said Jeff Farmer, Director of Organizing for the Teamsters. “They formed committees at all of the stations and built a solid organization.”

In addition to solid communication among the workers, a community coalition was founded to help out the CSRs in any way they could. Other unions also pitched in and lent their support. Officials and members from the Association of Flight Attendants, Transport Workers Union, Air Line Pilots Association, National Air Traffic Controllers Association and others encouraged the CSRs in their struggle.



## Q & A with Debra Ewing

**D**ebra Ewing, a Phoenix-based customer service representative, was an active member of the America West Organizing Committee. The group was made up of volunteer organizers and activists that played a key role in the organizing victory. *Teamster* magazine recently spoke with Ewing about the campaign.

### When did you get involved in this campaign and why?

I didn’t get involved until about two months before the election. I was so involved in the last campaign and then I was diagnosed with breast cancer shortly afterward. After that, I promised my family I wouldn’t get involved in the next one because I was so consumed with it the first time. When the Teamsters came back and I realized how different this campaign was going to be, I couldn’t stay away. I knew I’d have to be involved and now I regret not getting involved sooner.

### How was this campaign different from the last?

The campaign was more organized this time and everyone knew what we were up against. I can’t put my finger on what it was, but this campaign just had a different feel. There were so many good worker bees going out and spreading the message, covering their bases. The committee members were absolutely amazing this time around. We had a sense that this was going to be a big victory for us.

### As a member of the Organizing Committee, what did you do?

My main job as a committee member was talking to my coworkers about the Teamsters and how having a union would help us. I can talk about this better than some because I’ve been in a union before and I know how it can help. After we won, people who I talked to during the election thanked me and I had to say, ‘Don’t thank me. I did this for me. Thank yourself for voting for the union because it’s going to benefit you.’ Having the Teamsters is going to make a difference in so many lives clear across the country.

**“There is still a lot to do—we need to keep working. It’s nice to know that we have 1.4 million brothers and sisters on our side now.”**  
– Brad Ravish,  
Phoenix CSR

### **The Last Attempt**

A few years ago, the CSRs attempted to form a union with the Teamsters but missed the needed number of votes in the election. Management had done a good job of making false promises and intimidating enough of their employees into not voting.

“During this campaign, we’ve been a lot more involved with the Teamsters. We have faces to put on the union,” said Rebecca Stewart, a CSR who has been with America West in San Diego, California for four years. “Last time, people had unanswered

questions or misinformation that may have scared them away from voting. There were people willing to believe that the company would make good on their promises. This time, we realize things aren’t going to change unless we have representation.”

“There’s someone in each station to answer questions about the union now,” Shafer said. “This time, it went in our favor and we have our union.”

### **Negotiations Beginning**

Now that the election is over, another

## **A Helping Hand**

### **CSRs Aided By Other Unions, Community Groups**

**F**rom the beginning of their campaign to have the Teamsters as their union, the CSRs at America West enlisted the support of anyone who could help in their struggle for fairness. That meant other unions—local and international—and various community groups.

Community delegations were organized at the key America West bases all over the country and, whenever something was needed, those delegations were there to help. At a rally at the Phoenix airport, many other union members and community groups attended—including Arizona State Representative Meg Burton Cahill.

“The women and men who work as customer service representatives at America West Airlines are in danger of falling through the cracks,” Cahill said. “This entire group of workers is facing low pay and poor benefits because they do not have a voice at work.”

### **Other Unions**

The support of the entire labor movement was important in the victory because it showed the CSRs they were not alone. Most of their coworkers at the airline already belong to unions and members of those unions stepped forward to encourage the CSRs to stay strong.

“As fellow employees, you have endured a long struggle and deserve our support to better your working conditions,” wrote the leadership of Council 66 of the Association of Flight Attendants (AFA)—the local union representing America West’s flight attendants. “The work you do every day has contributed to the America West success story and by voting for the Teamsters, you’ll ensure that the company will recognize your value.”

The support of the flight attendants went all the way to its top leadership. Patricia Friend, President of the AFA, also wrote a letter of support to the CSRs.

“These are chaotic times for airlines,” Friend wrote. “Now more than ever, both airborne and ground-based employees need a strong union voice to ensure that their rights are protected.”



### **Fellow Teamsters**

Fellow Teamsters at the airline also stepped forward and encouraged their future brothers and sisters to go union.

“We’ve won important victories because we have our union with the Teamsters,” said Lisa Greco, an America West composite technician and Teamster member of Local 104 in Phoenix. “When we’re joined by our CSRs, all of us will have even more power at the bargaining table.”

“With more America West employees in the union with us, all of us will be able to accomplish a lot more,” said Jeff James, an America West mechanic and Teamster in Phoenix.

Members of Teamster locals showed up at rallies and lent their support whenever they could. Joseph Rhein, President of Local 104, spoke at one of the Phoenix events.

“This workforce wants America West to be a successful airline,” Rhein said. “They have worked hard to build this hometown company into something they—and the whole community—can be proud of. But they deserve the rewards of good pay and benefits, and a voice on the job. The Teamsters will help them reap those rewards.”

struggle begins: Contract negotiations.

“We are calling on America West to do the right thing—to sit down with the CSRs and negotiate a good, solid contract,” Farmer said at the headquarters of the National Mediation Board after learning the results of the election. “They have a bargaining relationship with all the other employees in the America West system and now it’s the CSRs’ turn.”

The goals for the upcoming election will be set by the workers, which not only include CSRs but reservations agents, tour sales agents, baggage service agents and customer relations employees.

“On the road to respect and dignity there are two huge landmarks,” Farmer said. “One is winning the election for representation and the second is winning the contract. Because of the way the America West employees won the election, it sets the stage for winning a strong contract.”

A strong contract would guarantee the CSRs the same protections as their Teamster brothers and sisters at Local 104 in Phoenix who maintain the airline’s aircrafts. America West mechanics and stock clerks already have a strong Teamster contract with the company.

### Teamster Family

Now that the thousands of CSRs and related employees at America West have a union, they have much to look forward to.

“My husband is a Teamster who works for Golden State Foods, so we’re going to be a complete Teamster family now,” said Jennifer Haffner, a CSR who has worked in Phoenix for seven years. “This victory was long overdue and now we are going to reap the rewards of being Teamsters.”

The Teamsters have vast experience in the airline industry and have negotiated dozens, if not hundreds, of contracts for airline workers.

“There is still a lot to do—we need to keep working,” Ravish said. “It’s nice to know that we have 1.4 million brothers and sisters on our side now.”

“I do this job because I love it,” said Struzen of Seattle. “From here, it’s only going to get better.”



A man wearing a blue long-sleeved shirt, a dark baseball cap, and dark pants is working in a garden. He is leaning over a large black bucket filled with green plants, possibly preparing them for planting. The background shows a bright blue sky with scattered white clouds and some green foliage. The overall scene is outdoors and well-lit.

# Cultivating

**M**ore than 1,000 workers at landscaping companies in the Chicago area have joined the Teamsters, and an organizing campaign is underway to give thousands more a chance for a strong voice at work.

After creating a cooperative organizing agreement with the Operating Engineers' Local 150, the Teamsters won a major campaign in mid-May when nearly 600 Chicago-area workers in the landscaping industry voted to join the two unions.

"This victory was made possible by the coalition set up by Joint Council 25 President John Coli," said Tom Stiede, Secretary-Treasurer of Local 703 in Chicago. "Rather than compete with the International Union of Operating Engineers, we worked together to provide these workers with a strong voice."

During the initial stages of the campaign, Joint Council 25's locals sent business agents and organizers out on a two-day card blitz. These volunteers spread throughout the Chicagoland area to collect cards at nearly 50 different worksites. The effort over the next six months culminated in the election victory in May.

## **Just the Beginning**

The Teamsters and the Operating Engineers will split representation of the 581 new union members, who work for an association of 14 different landscaping companies. The victory was a partnership between Joint Council 25 and Local 703.

"This is just the beginning," noted Mike DiGrazia, Joint Council 25's Organizing Director. "We now represent workers at about 35 landscaping companies in the Chicago area and in Northern Illinois,



# SECURITY

## Chicago-Area Landscapers Join Teamsters

but there are 400 companies out there. We will keep organizing until all the workers have strong representation.”

Currently, the workers receive low wages and no medical insurance or pension benefits, said Frank Zebell, a Joint Council 25 organizer. “We will get them covered under a master contract that will address those problems. They will get decent wages and benefits for their hard work.”

### Changing Lives

The organizing victories have changed the lives of hundreds of workers, many of whom are Latino immigrants.

“We are extremely happy to have the Teamsters represent us,” said Esequiel Ruiz, who works at Midlands Landscaping. “I’ve been here eight years and never received more than a nickel or dime raise.

Now we have gone from \$8 an hour to \$13.25 plus benefits. This means more ‘living’ and less ‘getting by’ for my family.”

“I had experience in the union before and knew how important unified strength was,” added Gonzalo Hernandez, a worker for Fisher-Burton Landscaping. “I made it my mission to get people together to learn about the union. People were amazed at what a difference membership would make in their lives.”

### Working Together

The coalition’s victory was followed by three others. In late May, a group of 50 more landscapers became Teamsters when workers at Dance Winger Landscaping in Rockford, Illinois voted to join Local 703. Dance Winger is a non-association company.

Then, in early June, 47 workers at



Edmund Hayden Landscaping and at Beary Landscaping voted to join Local 703. The vote was 19-1 at Edmund Hayden and 18-2 at Beary.

“Successful organizing hinges on comprehensive planning and cooperation,” Coli said. “We worked together to achieve a common goal of improving the lives of working people. I hope we can extend this practice beyond the landscaping industry.”



**“I’ve been here eight years and never received more than a nickel or dime raise. Now we have gone from \$8 an hour to \$13.25 plus benefits. This means more ‘living’ and less ‘getting by’ for my family.”**

— ESEQUIEL RUIZ, LOCAL 703

# Bush II: A National **NIGHTMARE**



# We Must Prevent

## Four More Years Of Bush/Cheney Could Erase A Generation Of Progress

In the last three and a half years, the Bush administration has launched an all-out attack on the middle class. Bush and his Republican allies in Congress and throughout the nation have fundamentally changed our nation's policies and institutions, making them tools of the rich and powerful. Their mission to expand and protect the rights and interests of the corporate elite is now the driving force behind our nation's policies.

Labor laws, workers' rights, education, health care, pensions, jobs, tax policy, civil rights, the environment and international relations have all been thrown out and trampled on. Decades of progress are being erased overnight.

Another four years under Bush/Cheney could be catastrophic. Here's a sampling of what Americans can expect if George W. Bush is given four more years to implement his pro-corporate, anti-worker agenda.

### **Labor Rights?—Kiss 'Em Goodbye!**

One of President Bush's first acts upon taking office in 2001 was to rescind an executive order, effectively barring project labor agreements from federal construction projects. Since that opening salvo, he has continued to target labor unions and their members.

Bush plans to privatize 850,000 civil service jobs and is removing bargaining rights from hundreds of thousands of other public workers. That's over 1 million public servants who could lose their union rights and protections. In a second term, Defense Department workers and many others will be at risk.

The Bush administration has also tar-

geted other sectors where workers are organized and unions are strong. He is the first president in 35 years to use his powers to block strikes by airline employees, and he brought in military personnel to break a strike by West Coast dockworkers.

In August, the Bush administration's changes to overtime regulations went into effect. These changes will exempt over 6 million Americans from much-needed overtime pay. While out on the campaign trail, Bush has recently been talking about the need for flex time—another way to take away overtime pay—as well as allowing workers to invest part of their Social Security payroll taxes in personal retirement accounts, providing tax breaks for the purchase of health insurance and expanding job-training programs at community colleges. All of these changes are designed to let government and businesses off the hook, while placing more costs and responsibilities on workers' backs.

The first major piece of legislation Bush signed while in office repealed workplace ergonomics standards. His cuts to OSHA's budget have slashed the number of worksite safety inspections and safety training programs. As a result, worksite injuries are on the rise.

Under Bush, the National Labor Relations Board has become a one-sided tool of anti-union corporate interests. The Board has ruled that nonunion workers do not have Weingarten Rights; that is they are not entitled to bring a colleague with them to a disciplinary meeting. The NLRB is now exploring ways to make card check elections for union representation illegal. The Board recently expanded the number of people not covered by federal

labor law protections—32 million overall—by overturning previous rulings and prohibiting graduate students from joining unions.

Imagine what they will do with four more years. Repealing Davis-Bacon prevailing wage regulations. Passing a national right to work law. Mandating even more stringent, cumbersome reporting requirements for unions. Making 40-hour workweeks and weekends a thing of the past. All of the gains the labor movement has made in the last 50 years are in jeopardy.

### **A New Endangered Species: Good American Jobs**

Bush policies have had a devastating impact on American jobs. Bush will be the first president since Herbert Hoover served during the Great Depression to end his term with fewer jobs than when he started it. Think about that.

Under Bush's watch, 1.8 million private sector jobs and an additional 2.7 million manufacturing jobs disappeared. These jobs helped create a strong middle class in America. They were union jobs and came with good wages and benefits. Now, firms are shipping these jobs overseas. The American manufacturing base has been decimated, weakening the country.

What about the new jobs? They are vastly inferior to the ones they are replacing. They pay an average of 25 percent less than the old ones. Nearly two-thirds of them are in low- and minimum-wage industries. These are jobs that don't come with health coverage or a pension, and they are in nonunion sectors.

As for the workers who have lost their jobs, Bush has no sympathy. His chief

economist even said that exporting jobs is good for America. Meanwhile, other Bush officials tried to reclassify burger-flipping fast food jobs as manufacturing jobs to offset the obscene job loss in that sector. A Bush-Cheney campaign aide even offered this prescription for workers unhappy in low-paying jobs: Take a Prozac!

Policy-wise, Bush has cut funding for retraining workers and refused to extend unemployment benefits for those in need. As a result, the number of unemployed people who have given up looking for new jobs has increased by 4.4 million since June of 2000.

The Bush tax program grants \$60 billion in tax breaks to companies that lay off workers and move their jobs overseas. That will only get worse with another term. How many more jobs can we lose? How can our middle class survive with a majority of the workforce in minimum wage, service sector jobs with no industrial base?

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**As a result of Bush's tax cuts for the rich and loss of income from good paying jobs, America now has the largest federal deficit in history. Bush entered office with a \$5 trillion surplus. His policies have turned that into a \$5 trillion deficit.**

### **Healthcare for the Rich**

Making things even harder for working families is the skyrocketing cost of health insurance. The number of full-time employees with job-related health coverage dropped from 80 percent in 1990 to only 56 percent in 2003, according to the Kaiser Family Foundation. 20 percent of employers reduced health benefits or eliminated them entirely in the last three years.

As a result, most Americans are left to fend for themselves to find ways to pay for

their health care. With rising benefit costs eroding any wage gains that workers are making, many Americans are being forced to gamble with their lives and are going without insurance. Since 2001, 9 million fewer Americans have health insurance, bringing the total to a mind-boggling 44 million. During at least some part of 2002 and 2003, nearly 82 million Americans between the ages of 18 and 65 did without health insurance at some point.

For retirees, the situation is dire. Bush's Medicare legislation makes it harder for them to buy less expensive prescription drugs. And retiree health coverage is quickly becoming a thing of the past. Eleven years ago, 46 percent of large U.S. companies provided retiree health coverage. Now, only 28 percent do, according to the Employee Benefit Research Institute. In 2003 alone, 10 percent of U.S. companies eliminated retiree coverage, according to the Kaiser Foundation. For retirees living on fixed incomes, the cost of their needed medications is forcing them to choose between paying rent, buying food and buying medicine.

And Bush doesn't care. He is happy to let HMOs and pharmaceutical companies set the nation's health care policy. His Medicare bill gave away \$46 billion to HMOs and billions more to drug companies at the expense of seniors and taxpayers. As a result of his policies, 70 percent of jobs in shrinking industries offer health insurance while only 55 percent of jobs in growing industries do. At this rate, only the rich will be able to afford decent health care for themselves and their families. For the rest of America, health coverage will simply be unaffordable.

### **Shooting Craps: Gambling Away Retirement Security in the Stock Market**

With Republicans cutting tax revenues and slashing funding for federal, state and local programs, many state governments are turning to legalized gambling as a revenue source. Casinos and slot machines are our new tax collectors.

Bush and his cronies seem to like the idea of gambling as a replacement for government services. If Bush wins a second term, it will not be long before he priva-

tizes Social Security. No longer will Americans pay into the system over the course of their careers and then get a guaranteed monthly check during their golden years. Bush wants to invest your Social Security in the stock market with no guaranteed benefit. The retirement security of individuals will be subject to the ups and downs of the market and the performance of individual investments. If these changes go through, workers who are 37 or older today will see their benefits shrink by 17 percent when they retire, according to the Center on Budget and Policy Priorities. For younger workers, it's even worse.

On top of gambling away our Social Security, private pensions are also in trouble. The majority of Americans don't even have a pension. Just over 44 percent have an employer-sponsored pension of some sort. Most of those now rely on 401(k)s or other defined contribution plans. Ask the former employees of Enron if that's a good idea. The rest, over 70 million, rely completely on their savings and Social Security to survive their retirement, according to the U.S. Department of Labor.

In 1974, 44 percent of the private sector workforce was enrolled in traditional defined benefit plans like those most Teamsters have. Today, that number is down to 17 percent. With Bush's policies favoring those who would like to privatize Social Security and gamble away pensions, defined benefit plans are now having problems. 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. As of June, these plans had a shortfall of \$278.6 billion—up dramatically from \$18.4 billion only five years ago.

For Americans lucky enough to still have jobs, Bush's policies are making retirement almost impossible. People will not be able to afford to stop working.

### **Robin Hood with a Twist: Robbing the Poor to Help the Rich**

The tax policies of the Bush administration make his objectives very clear. Under the Bush tax cuts, millionaires received an average tax break of \$136,398. The middle

20 percent of taxpayers got \$652, according to the Center on Budget and Policy Priorities. Fifty percent of the tax cuts went to the richest 1 percent of Americans, those who earn over \$1 million a year. In Bush's America, public school teachers pay a higher tax rate on their work than millionaire stockbrokers pay on their unearned wealth.

As a result of Bush's tax cuts for the rich and loss of income from good paying jobs, America now has the largest federal deficit in history. Bush entered office with a \$5 trillion surplus. His policies have turned that into a \$5 trillion deficit. This is not only leading to federal program cuts, but it is also causing state and local budget deficits across the country. Many communities can no longer afford to pay for school improvements, to put enough police and firefighters on the streets and to make needed road and infrastructure repairs.

While wages stagnate and jobs disappear, the costs of health care, gas and tuition are on the rise. If that wasn't enough, now middle class communities can no longer afford to provide basic services.

For the rich, life is very different. Bush has lowered their tax share. He has removed many regulations designed to protect the rest of America—environmental, corporate responsibility, labor—in order to increase big business' profit margins. His trade policies reward companies for outsourcing jobs and create incentives to lay waste to the environment and workers. Income disparity is at an all-time high in this country. America may not be able to endure four more years of these economic policies.

### The American Dream Hangs in the Balance

It's hard to believe that Bush has only been in office for one term. The impacts of his policies will be felt for generations. He has undone decades of struggle for labor rights, civil rights, environmental protections and global alliances. Bush is denying needed funds to the public education system that once offered all Americans a chance to learn, to get the skills needed for a good job and a way to earn a decent living.

If Bush has his way, much of the federal government and the services and protections it provides for citizens will no longer exist in four years. He is already well on his way toward bankrupting it.

Just as Bush is privatizing much of the government, he is doing the same to the military. Donald Rumsfeld wanted a slimmed down military, so we now have an armed forces reliant on outside contractors. While this benefits corporations like Halliburton, it places our soldiers in danger. At the same time, Bush is cutting funds for police and first responders, not training airline security personnel, and not investing in infrastructure or port security.

On top of all this, with four more years, Bush will very likely have the opportunity to stack the Supreme Court and further attack the U.S. Constitution.

With jobs disappearing or leaving for other countries, wages stagnating and the cost of everything else going up, Ameri-

cans need the public safety net more than ever. But Bush is pulling the net away and leaving those in need to crash land.

On the other hand, Bush's policies are providing golden parachutes for the richest Americans. His policies are designed to remove all restrictions on wealth for those already wealthy, while consigning the rest of America to a life of poverty. He is actually telling most Americans that the only way to achieve the American Dream is win the lottery. No longer are all men and women created equal. No longer are life, liberty and the pursuit of happiness unalienable rights for all Americans.

Ask yourself, are we better off now than we were four years ago? On Tuesday, November 2, Teamsters and all Americans will be able to wake from this nightmare and start a new day. The consequences of re-electing Bush are hard to grasp because they are so far-reaching. But they will undoubtedly be devastating.

## Corporate Profits Grow While Workers' Wages Stagnate

Percentage Change: 2001-1Q 2004

Wages **.3%**  
(Inflation-adjusted hourly)

Corporate Profits **28.4%**  
(Real annualized after-tax)

Source: Council of Economic Advisors

## America's New Jobs Pay 25% Less than the Old Ones - And They Don't Come with Health Care Coverage

	Average Salary*	Percent with Employer-Provided Health Coverage
Shrinking Industries	\$ 45,356	67.9%
Growing Industries	\$ 33,941	54.8%

(\*Average annual wages, March 2001 - March 2004) Source: Economic Policy Institute

## Under Bush America is Hemorrhaging Manufacturing Jobs

Manufacturing Jobs

January 2001 17,093,000  
June 2004 **14,378,000**

Source: US Department of Labor, Bureau of Labor Statistics

# Double Scoop of Justice

## Local 61 Organizes Two Land-O-Sun/PET Dairies

Joe Loggins was growing tired of deceptive managers and the way they threatened workers at Land-O-Sun Dairies in Lenoir, North Carolina.

So, Loggins and his coworkers voted in July, by a 2-1 margin, to join Local 61 in Asheville, North Carolina to gain respect on the job.

“We’re looking forward to a strong contract. But any contract would be a major improvement,” said Loggins, who has worked at the dairy, also known as PET Dairy, for about three years.

The Lenoir dairy was the first of two to vote to join Local 61. In late August, workers at the Land-O-Sun/PET Dairy in Shelby, North Carolina followed suit, voting by a 4-1 margin to join

the Teamsters. The votes mean that 35 dairy workers will have a strong voice at on the job.

### Increased Clout

“Dairy is a core industry of ours and the more workers we represent the more bargaining clout we have as we renegotiate a regional contract we have with Land-O-Sun and PET Dairy,” said Johnny Sawyer, Local 61 Secretary-Treasurer. “We look forward to addressing these workers’ concerns by winning a strong regional contract. They deserve nothing less. I want to thank all the employees who stuck it through a tough company anti-union campaign and believed in standing up for better treatment, pay, benefits and dignity on the job.”



The new members work as milk and ice cream route drivers, distribution/route supervisors, shipping department and office clerical workers.

Local 61 also represents other Land-O-Sun/PET Dairy workers in Asheville and Sylva. Locals 28, 509, 549, 592 and

spent long hours on the local’s winning campaign. “We were successful in the recent victories because we were able to show the workers the wages and benefits contained in the existing regional contract.”

Matthew Green, who works in the dairy’s shipping depart-

**“I want to thank all the employees who stuck it through a tough company anti-union campaign and believed in standing up for better treatment, pay, benefits and dignity on the job.”**

— JOHNNY SAWYER, LOCAL 61 SECRETARY-TREASURER

822 represent workers at the company in South Carolina, Tennessee, Georgia and Virginia. All are covered by the regional contract.

### Addressing the Issues

“The workers are concerned about improved wages and benefits,” said Brian Ball, a Local 61 business agent, who

ment in Shelby, said he wants equity issues addressed in the new regional contract.

“Many of us work six days in Shelby but don’t get paid for the sixth day. We also want better commission pay that other PET Dairy workers receive. I feel really good about joining the Teamsters. They will fight for us,” Green said.



## [BLET](#)

### **L & I Railroad**

The Brotherhood of Locomotive Engineers and Trainmen (BLET) achieved another shortline organizing victory recently as 89.5 percent of eligible voters at the Louisville & Indiana Railroad (L&I) selected the union as their collective bargaining representative.

"I welcome these new members to the BLET," said Don M. Hahs, BLET National President. "We will now begin the process of negotiating a contract that will ensure the levels of pay, protection, dignity and respect our new L&I brothers and sisters deserve."

## [LOCAL 991](#)

### **BFI/Allied Waste**

Sixty-four workers at Allied Waste/BFI in Pensacola/Fort Walton Beach, Florida, voted to join Local 991. The unit consists of residential drivers, roll-off drivers, front-end drivers, forklift operators, welders, equipment operators and painters.

"We are proud to be members of Local 991 and look forward to having a strong voice at work, affordable health insurance and seniority rights," said Neal Zam, a residential driver.

The Teamsters are conducting a national organizing campaign for the waste industry. The new members in Pensacola and Fort Walton join other new members in Atlanta and the Bay Area in California.

## [LOCAL 791](#)

### **Rochester Transit**

Local 791 in Rochester, New York recently welcomed new members from the

Rochester Transit Service.

The 26 workers at Rochester Transit include road supervisors, radio controllers, garage foremen and dispatchers. The workers direct all of the daily operations of Rochester's transportation system.

"After talking with other unions, this group made an overwhelming decision to go with Teamsters Local 791," said Paul Markwitz, President of the local. "These professional employees were seeking answers, protection and representation in all areas of employment. They did extensive research and ultimately chose to become Teamsters."

## [LOCAL 85](#)

### **Progress Foundation**

Eighty counselors at the Progress Foundation, a mental health service provider for the city and county of San Francisco, overwhelmingly chose representation by Local 85 in San Francisco.

These part-time "relief" counselors provide mental health services in a residential setting.

## [LOCAL 703](#)

### **Mexicali Food Products**

Route drivers and warehouse workers at Mexicali Food Products, Inc. voted to join Local 703 in Chicago by a 2-1 margin.

"The workers are on a modest salary, and they often work long days and late into the night and don't get any overtime at all," said Rick Becerra, an organizer with Joint Council 25 in Chicago. "They also don't receive any pensions or benefits."

Local 703 Business Agent

Tony Carioscia assisted in the organizing victory.

## [LOCAL 287](#)

### **Fre-Mac Industries**

Thirty workers at Fre-Mac Industries recently demanded a voice on the job and turned to Local 287 for representation. The workers, who unload cars and trucks from rail cars at the Milpitas, California facility, voted 25-3 in favor of joining the union.

The company, which had operated without a union for 32 years, pulled out all the stops to bust the union. They replaced the management and brought in an out-of-state lawyer and union buster. The workers were subjected to captive audience meetings, one-on-one meetings, threats and promises of change.

"They stayed strong through it all," said Douglas O'Neal, Secretary-Treasurer of Local 287, based in San Jose. "We're proud to welcome them to the Teamster family."

"We just had to stick together and know what we wanted to do," said John Avina, a Fre-Mac worker and one of the newest Teamsters.

## [LOCAL 431](#)

### **Alhambra, Sierra Waters**

Workers at Alhambra Waters and Sierra Waters voted in favor of joining Local 431 in Fresno, California. The 30 workers deliver bottled water to businesses and homes in the San Joaquin Valley.

Recently, the two companies—which are subsidiaries of DS Waters, a national bottled water company—merged into one company. As a result of

this merger, the company cut the Alhambra workers' \$18 hourly pay to that of the Sierra workers—a reduction of approximately \$5 per hour.

"That insult from the company caused the workers to enlist the help of the Teamsters to restore their dignity and earn the wages they work so hard for," said International Organizer Dan Sullivan.

"Besides higher wages, our newest members are also seeking better benefits and a Teamster pension plan."

Local 431 Business Agent Mike Tempesta and Joint Council 38 Organizer John Aguirre were also very instrumental in the success of the organizing campaign.

"Since we had this great victory, workers at other San Joaquin-area locations have also expressed an interest in joining the Teamsters," Aguirre said.

## [LOCAL 337](#)

### **Great Lakes Downs**

Starting gate employees at the Great Lakes Downs race-track in Muskegon, Michigan have voted unanimously to join Local 337 in Detroit.

The workers voted 12-0 to have a strong voice at work. The Michigan Employment Relations Commission conducted the election.

Joint Council 43 Organizer Dan Dengel and Local 337's Race Track Coordinator Tom Lenhard directed the campaign.

"Local 337 already represents the tellers at the Hazel Park and Northville race-tracks," said Jim Parrinello, another Joint Council 43 organizer. "We hope to organize workers at other Michigan racetracks."



# ORGANIZING AT

## UNION RESPONDS TO COMPANY'S INVESTMENT WITH STRATEGIC CAMPAIGN

**DHL** is investing \$1.2 billion in the United States to better compete against UPS and other package-delivery companies, and the Teamsters Union is countering with a national strategic campaign to organize more DHL workers and employees of companies that contract with DHL.

The Teamsters represent about 9,000 DHL employees who previously worked at Airborne, which DHL acquired last year for \$1.05 billion. This number includes approximately 8,000 drivers, dockworkers and clerical workers under the National Master Freight Agreement and white paper contracts.

“We want to organize DHL workers at the hundreds of independent contractors that deliver packages,” said Tyson Johnson, Director of the Teamsters Freight Division.

The Teamsters Organizing Department is providing local unions with a game plan to organize the independent contractors.

“We are using the strength of the union to create a coordinated, cooperative campaign to get the job done so that these workers get the pay and benefits they deserve.”

### Building on Success

“We will ensure that both DHL and UPS workers receive the pay and benefits they

***“We will ensure that both DHL and UPS workers receive the pay and benefits they deserve.”***

— **KEN HALL, DIRECTOR, TEAMSTERS PARCEL AND SMALL PACKAGE DIVISION**

deserve,” added Ken Hall, Director of the Teamsters Parcel and Small Package Division.

The Teamsters have already had success. For example, 176 ramp workers at DHL at the Los Angeles International Airport voted recently to join Local 986 in





Los Angeles. A few weeks later, 200 drivers at DHL-Gateway in Miami voted to join Local 390. Workers at several DHL sub-contractors, including companies in New York City; Olympia, Washington; Virginia Beach, Virginia; and San Diego, recently joined the Teamsters.

“We will build on that success,” Hall said.

An organizing strategy session was held at the International Union’s headquarters in early August, and more strategy meetings are planned. In the meantime, the International Union will work with local unions to better coordinate the organizing campaigns from coast to coast.



## Victory in Miami

### DHL Workers Say ‘Yes’ to Teamsters

**W**hile the Teamsters national strategic organizing campaign gets under way at DHL, local unions working with the International’s Organizing Department are already winning elections across the country.

Nearly 200 employees of DHL-Gateway in Miami voted to join Local 390 in July, 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.”

#### **Sending a Message**

The freight drivers are part of a unit of DHL that has traditionally been nonunion. Management was especially intent 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.

Another victory in Olympia, Washington involved 25 drivers, sorters and package handlers at North Coast Express, Inc., an independent contractor.

Contract negotiations began recently for the new members of Local 252 in Centralia, Washington.

#### **More Security**

“The workers are seeking more job security and improved benefits,” said Mike Werner, a Local 252 business agent. “They work hard delivering DHL’s packages. They deserve to know that their jobs will be safe.”

The DHL-Gateway win in Florida came on the heels of a string of important victories for the Teamsters Organizing Department, including other DHL victories. On July 14, 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. Similar DHL victories occurred in New York City, San Diego, Detroit and in Virginia Beach, Virginia.

# Central Park

## LOCAL 272 DOMINATES THE NEW YORK PARKING INDUSTRY

**A**cie Green used to work in a used car lot. He parked and polished cars and fixed flat tires.

“One day, I told the boss I wanted to join the union,” Green said. “I felt like I could be making more money if I was a Teamster.”

That was in 1953 and Green has been a Teamster ever since. Now 77 years old, Green has been in the parking industry in New York City for 41 years and he believes joining Local 272 was one of the best decisions he has ever made.

If you have a car in New York City, chances are, a Teamster has parked it. A Teamster with health insurance for his or her family. A Teamster that can't be fired if their boss simply doesn't like them. A Teamster that performs a skilled job that is much more difficult than it looks. A Teamster in a local that has dramatically transformed itself into an organizing powerhouse in the last 10 years.

“Our members are the best in the business,” said Jose Rojas, a business agent at Local 272. “The reason we get great contracts is because they are great at their jobs.”

### Member Approval

“Local 272 has been very good to me,” said Carlos Florez, a 23-year Teamster parking worker in Manhattan. “I've been a Teamster ever since I got into this line of work and the local is always fighting for us and getting us good contracts.”

After 23 years as a Teamster, Florez said he has a great pension, but that's not the main reason he thinks it's important to be union in the parking industry.



“First and foremost, you have health insurance for you and your family,” he said.

“Being a Teamster means that I have insurance and benefits—something that the nonunion shops don’t have,” said Graciela Vanegas, who has worked in the parking industry in Manhattan for three years.

### Organizing Success

Since being elected in 1994, the officers of the local have orchestrated an amazing comeback.

“The local hasn’t always been like this,” said Eddie Allers, Secretary-Treasurer of Local 272. “When we came in, there was \$24 in the treasury. Now, we’re more than just solvent—we’re doing great.”

With nearly 7,000 members, Local 272 has more than tripled its membership in the last few years to become the largest parking local in the Teamsters Union. They have workers at more than 1,500 locations in Manhattan. Of all the unionized garages in Manhattan, Local 272 represents approximately 93 percent of the workers.

“We only handle workers in the parking industry and all of our officers came from the parking industry, so we know this business inside and out,” said Fred Alston, President of the local.

Rojas, born in Colombia, South America, said 85 percent of their members are Hispanic and many of them are also from Colombia. Communication and trust have been the two most essential tools in their organizing success.

### New Construction

The foundation of their organizing success has been targeting new construction.

“If we know a building with a parking garage is being built, we just go to the owner, introduce ourselves and say we represent more parking workers than anyone else and we want to represent who you hire for your garage,” Rojas said. “A lot of times, they say ‘sure.’ It all depends on the company.”

The local has good relationships with the owners of most of the garages in the Manhattan so there isn’t usually a fight when it comes to representing new members. For the local to have good relationships with the parking company owners, the Teamsters in the garages have to have good relationships with the customers.

### Customer Service

The rewards of the job are hard won. It’s a tougher job than it looks. The workers are constantly on the go; they deal with exhaust and pollution all day and are

essentially exposed to the elements; the skill involved is overwhelming as they maneuver everything from huge SUVs to luxury cars at high speeds through tight spaces all day.

“There’s a lot of wear and tear on the body,” said John Camidge, a 23-year Teamster at a parking garage in Manhattan. “Then there’s the added stress of having to accommodate everyone’s individual needs at all times.”

It’s a 24/7 business because the city never sleeps. Some garages hold up to 1,000 cars and they never stop coming in or out.

As the 77-year-old Green can tell you, customer service is an important part of the job. He has been at the same garage so long and has gotten to know his clients so well that they treat him like family. When one of his customers died a few years ago, he was surprised to learn that, in her will, she left Green her car. The first thing he did was put a Local 272 sticker in the window.



# HOLLYWOOD



When more than 1,500 Local 399 members filed into their meeting hall on July 11, they expected bad news—no agreement had been reached with the producers, and the studio drivers were heading out on strike. Few anticipated that the news would inspire a standing ovation.

Instead of the anticipated strike—the movie industry had expected for months—the Teamsters had won a three-year contract. The agreement, which was overwhelmingly approved by the members, included increases in wages and retirement benefits and a strong healthcare package—and most importantly, no concessions.

Jack Fisher, a Local 399 shop steward, has been at countless membership meetings in his 13 years as a Teamster and couldn't recall any other as charged with emotion.

## Like the Super Bowl

"The activity at this meeting was like nothing I had ever seen," said Fisher. "It was like the Super Bowl. There were IATSE mem-

bers at the meeting showing their support. They were amazed at the energy and enthusiasm at the meeting. We showed them how a union should be run."

Local 399 had entered contract negotiations with a major problem. The International Alliance of Theatrical Stage Employees (IATSE) had negotiated a three-year contract with the Alliance of Motion Picture & Television Producers (AMPTP) in 2003 that made significant concessions that amounted to nearly a 25 percent pay cut.

However, these concessions hinged on an unusual clause—the Teamsters would have to agree to the same cuts in their contract or the wage adjustments would lapse later this year. IATSE contends that the agreement with AMPTP was made to help stem the tide of runaway production, the practice of studios sending production of television and motion picture projects abroad to countries that have lower wage demands.

Leo T. Reed, Local 399 Secretary-Treasurer and Director of the International's

Motion Picture Division, did not share IATSE's view on the impact of wage cuts on runaway production. Reed was adamant that his members should not suffer because of another union's poor decision.

"Some of our members would be taking a five dollar-an-hour cut in pay," said Reed, who led the Teamsters negotiating committee. "Our negotiation philosophy is different from other unions. We don't believe this is a race to the bottom."

## National Strategy

Reed was faced with the task of forming a successful strategy that would ensure that management could not leverage his members into an inferior contract.

"We had the support of our members," said Reed. "Although many were apprehensive, all were determined to strike if necessary to achieve a fair contract. When concessions are demanded by an industry that makes billions of dollars, it's simply not fair."

Reed expanded his support network,

# ENDING



sending letters and making phone calls to all the movie locals across the nation securing their pledge to honor Local 399 picket lines if negotiations broke down and his members were forced to strike.

With the help of International Vice President and Joint Council 42 President Jim Santangelo and International Vice President Randy Cammack, a resolution was introduced and passed pledging the support of the 150,000-member Joint Council to Local 399's cause.

Teamsters General President Jim Hoffa then pledged that the entire union would honor Local 399 picket lines across the nation. If necessary, they would bring the motion picture industry to a standstill.

"We had never had this kind of support before, from the Joint Council all the way up to the International," said Nick Davis, a studio driver for Local 399. "That scared the producers. They knew that if we were forced to strike, they were dead in the water. The entire motion picture industry would have been shut down."

## Taking a Stand

Armed with the support of the entire union, Reed and the bargaining committee made a stand at the negotiating table. They would not agree to any concessions in the new contract.

"Leo's single-minded determination to not compromise was inspiring," said Cammack. "He said that the price was too high, and he was not going to do something that damaging to the industry and to those that follow him."

The bargaining committee, led by Reed, met with representatives from AMPTP in June and early July with the hope that they would be able to iron out a deal with the producers before the current contract expired on July 31.

After another fruitless session that extended well into the early hours of the morning, Reed returned home with the impression that a strike was inevitable. However, a call later that morning validated Reed's strategy of not compromising—AMPTP backed off and the studio drivers had their contract.

"Leo was incredible," said Santangelo. "The producers knew that the studio drivers had the support of President Hoffa and the entire union, so they had to stand down."

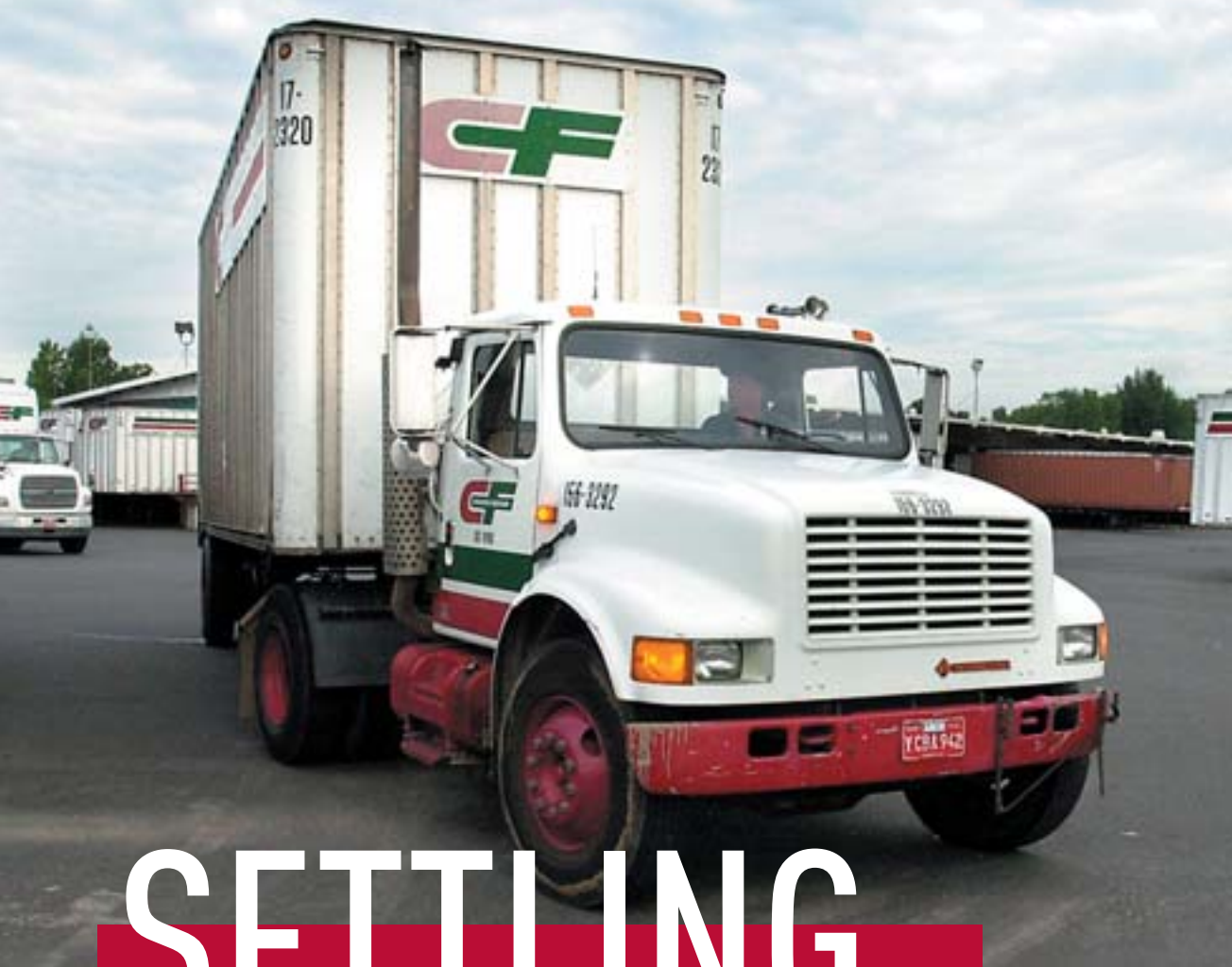
## A Meeting to Remember

When Reed stepped in front of the standing-room-only audience of more than 1,500 people, his message was simple, straightforward and well received:

"We have a contract."

To say the members' reaction was favorable would be an understatement. Standing ovations were the order of the day as the raucous crowd reacted to the unexpected news.

"That meeting was the best one I had ever been involved in," said Tony Borella, a studio driver with Local 399 and life-long Teamster. "The enthusiasm and pride could be felt throughout the entire room. Leo Reed, Randy Cammack, Jim Santangelo, Tom Keegel and Jim Hoffa deserved all the applause they got. Those guys are working for us."



# SETTLING ACCOUNTS

FORMER CF TEAMSTERS WIN  
\$40 MILLION TENTATIVE SETTLEMENT

**D**ANA ARCHER WILL NEVER FORGET LABOR DAY 2002.

“A company manager called me that day and said ‘don’t come in to work tomorrow,’” Archer said. “It was devastating.”

While there’s still pain from losing his 34-year job that day as a general clerk when Consolidated Freightways (CF) went bankrupt, Archer and thousands of other ex-CF employees got some good news recently when the Teamsters announced it had won a settlement.

Teamsters who lost their full-time jobs when CF went bankrupt and didn’t give the workers proper notice will receive about \$3,100 in wages and benefits under the tentative \$40 million-plus settlement.

## **A ‘Major Victory’**

“I think the settlement is great,” said Archer, a member of Local 776 in Harrisburg, Pennsylvania. “It’s worth paying your union dues because the union watches out for us and works hard for us. This settlement is an example of that.”



## Keeping Drivers Safe

### Teamsters Applaud 'Hours of Service' Decision

The Teamsters applauded a decision in federal court in mid-July throwing out a set of truck safety regulations that went into effect in January 2004. The U.S. Court of Appeals for the District of Columbia Circuit held that the U.S. Department of Transportation (DOT) rules on hours of service (HOS) in the trucking industry are no longer enforceable. These rules affect approximately 250,000 Teamster truck drivers.

"This is a victory for all truck drivers," said Jim Hoffa, Teamsters General President. "Working behind the wheel of a truck is hard, and our concern with this set of rules was that they would increase driver fatigue. We know fatigue creates danger on the highways."

The regulations, which were issued in April 2003 and went into effect on January 4, 2004, increased the hours of service that govern actual driving time to 11 hours from 10 hours. The Teamsters opposed the implemented regulations because of the approach that put them into effect.

### Preserving Safety

In November 2002, several groups filed a lawsuit in the U.S. Court of Appeals for the D.C. Circuit to direct the DOT to issue final rules on a number of outstanding issues, including hours of service rules. In February 2003, the DOT settled the suit by agreeing to issue the series of rules (including HOS) within the next year and a half, beginning with a rule on drivers' hours of service.

"While the Teamsters always agreed that the DOT was long overdue on issuing new safety rules, the government's approach resulted in rules that hurt, rather than helped, Teamster members," said Mike Mathis, Teamsters Government Affairs Director. "In light of this decision, we hope to have the opportunity to work with the DOT to establish new rules that will allow them to do their jobs while preserving highway safety."

Bill Davies, another Local 776 member, who now works as a switcher for Roadway, called the settlement fantastic. "We didn't expect to get anything. I was elated, and so was my wife."

"This is a major victory in our ongoing battle to recoup wages and benefits for our members who were unfairly terminated without warning when CF closed its doors in 2002," said Jim Hoffa, Teamsters General President.

### WARN Act

CF failed to meet the requirements of the Worker Adjustment and Retraining Act (WARN Act) that required the company to provide workers with 60 days notice prior to closing its doors. The union has actively pursued this claim in bankruptcy proceedings since day one.

The settlement is for the WARN Act claims only and is in addition to other wages and benefits recovered by the union for CF Teamsters.

The settlement is large, comparable to the Preston trucking case in 1999-2001.

Each full-time worker regardless of terminal is guaranteed an equal share, and part-time or casual workers are guaranteed a one-third share. The settlement share is \$3,076, with about \$2,100 going to wages, the rest in benefits. In addition, the settlement helps preserve the union's health and welfare plans for the future.

### 13,000 Teamsters

The settlement papers were filed with the court in early August, and the court was to consider whether to approve the settlement at a hearing in late August.

The financial numbers are estimates and are subject to change, and do not represent a guarantee of recovery.

More than 13,000 Teamsters are affected by the settlement, which is in excess of \$40.25 million.

If the court approves the settlement, the priority payments are expected to be made in December 2004.

The union's web site, [www.teamster.org](http://www.teamster.org) will continue to report any updates.

## REPORT 80 TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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

DATED: August 17, 2004

### I. INTRODUCTION

This is the Independent Review Board's ("IRB") Eightieth 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 the status of the Agreements obtained prior to IRB proposed charges and the status of pending charges about which we have previously informed you.

### II. MEMBERS ACTION PRIOR TO IRB PROPOSED CHARGES

In the last issue of the *Teamster* magazine we 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 in Long Island City, New York, submitted Agreements to the IRB. In the Agreements, while not admitting or denying wrongdoing, each agreed to permanently resign from the IBT and Local 813. The IRB found the Agreements served to resolve the matter. The Agreements remain with United States District Judge Preska for review.

### III. STATUS OF PREVIOUS IRB CHARGES

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

In the last issue of the *Teamster* magazine we reported 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 against Mr. Minichino were proved. On August 12, 2004, Local 408 notified Mr. Minichino and the IRB that Mr. Minichino was permanently barred from Local 408 and the IBT. The IRB has the matter under consideration.

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

In the last issue of the *Teamster* magazine we informed you that we issued an Investigative Report to General President Hoffa recommending that Anthony Rumore be

charged with bringing reproach upon the IBT, violating his fiduciary duties to the Local and its members, and embezzling and converting 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, we recommended that Mr. Rumore be charged with violating the March 14, 1989 Consent Order and disrupting and interfering 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, we recommended that he be charged with bringing reproach upon the IBT by ordering 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. This Fund was established to pay his legal bills.

Charges were filed and an Article XIX hearing panel held a hearing on the charges brought against Mr. Rumore. The hearing panel 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. The IRB has the matter under consideration.

#### C. LOCAL 901 - San Juan, Puerto Rico

We have previously informed you that the IRB recommended that General President Hoffa place Local 901 in Trusteeship because, over a number of years, Local 901 allegedly engaged in a pattern of conduct in violation of the IBT Constitution and which prevented the members from obtaining information and exercising their rights. The IBT requested additional time to conduct an investigation to which the IRB agreed. The IRB has not been informed of the results of the investigation; therefore, the IRB has requested that the IBT inform it of the action if any the IBT will take and when it will take it.

#### D. 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. Post-hearing briefs have been issued and IRB's decision is being prepared.

#### IV. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received approximately 45 calls reporting alleged improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

Please continue to use the toll-free hotline to report

improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, D.C., dial 434-8085. The IRB facsimile number is 202-434-8084.

#### V. CONCLUSION

As always, our task is to insure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities. If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above or you may write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator  
17 Battery Place, Suite 331  
New York, NY 10004

Independent Review Board  
444 North Capitol Street, NW  
Suite 528  
Washington, DC 20001

# Back in Time

UPS Workers on Michigan Island Work Like the Original Teamsters



the island that you don't have to worry about when you're in a truck. Like when it rains, you have to cover everything with a tarp because it's in the back of the buggy or a bicycle."

Mackinac (pronounced Mackinaw) Island only has a population of approximately 500 permanent residents. There

are scores of summer residents, though, and that's when things pick up for the UPS Teamsters on the island.

The island was picked by *National Geographic* as one of the 10 finest islands in America. More than 80 percent of Mackinac Island is designated as a national park and there is very little development there. In 1872, the federal government designated Yellowstone as America's first nation-



**D**uring the early years of the Teamsters Union, being a Teamster meant you delivered goods by a horse-drawn carriage. In at least one part of the country, there are Teamsters who carry on that tradition.

Mackinac Island, located between Michigan's peninsulas, is an island where no cars or motorized vehicles are allowed. This presents a unique challenge for the island's UPS drivers, represented by Local 486 in Saginaw.

The Local 486 members who work at UPS on the island use company-issued bicycles, or horses that pull a flatbed dray, which they lease from a local company.

Rob Horn has been working for UPS for eight years and he's no

stranger to Mackinac Island—he grew up there.

"Delivering on a bike isn't as hard as it sounds because you're on level ground," he said. "What's more of a challenge is that we have a small delivery window—only about five hours after we sort the packages."

## Hard Work, But Fun

Glenn Arnold has been working for UPS for three years and, like Horn, he also delivers in areas where the delivery trucks are not allowed.

"Needless to say, there is a huge difference between delivering on Mackinac Island and other places," he said. "It's a lot of hard work but it's fun. There are things you have to take into account on

al park. Only three years after that, portions of Mackinac Island were given similar protections.

"It's a beautiful place and, in the summer, there are always lots of people enjoying the scenery," Arnold said. "On an average day in the summer, I'll have my picture taken 25 times a day. People just get a kick out of seeing a UPS driver doing their job this way."

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