

TEAMSTER



AMAZING GRACE

Members Rally To Help Victims Of Hurricane Katrina



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A MESSAGE FROM THE GENERAL PRESIDENT

Organizing Our Priorities

Hurricane Katrina has not only ravaged our Gulf Coast, it has exposed the scandal of our nation's poverty. The tragedy in New Orleans was shameful: Needy Americans without adequate food or medicine. Unsanitary living conditions. Underprivileged citizens unable to access medical care. A federal government that was unresponsive to the plight of our nation's poor. And that was *before* the storm hit.

Ever since Ronald Reagan, so-called "big government" has been demonized. Tax cuts for the wealthy and a free ride for corporations are religion in Washington. Workers dealing with disappearing jobs, declining wages, no health insurance and a paycheck-to-paycheck existence get pushed aside because they don't contribute big money to political campaigns.

But those tax cuts are haunting us now. Our nation lacks needed infrastructure. Failure to invest in our ports, bridges and levees has made us more vulnerable to terrorists and natural disasters. Privatization and downsizing have put unqualified workers on the front lines of our nation's homeland security. This is not the America I want for my grandchildren.

In the wake of the worst disaster in our nation's history, some questions need to be asked and answered. Do we want a political system that rewards only the wealthy and neglects the working poor? Is it good for America to have the divide between the upper and lower classes grow greater every year? Why is national health care treated as a budget issue instead of a matter of human dignity?

Standing Together

Teamsters from across the country are driving trucks and delivering supplies as part of the hurricane relief effort. Others are donating food, clothing and volunteering their time. America is at its best when its citizens pull together during times of crisis and despair. And Teamsters have always answered the call when their nation needed them most.

Over the last century, Americans have consistently lifted themselves out of poverty and into the middle class through union membership. By standing together and bargaining collectively, generations of American workers have improved their lives significantly.

The desire for respect and dignity never changes. As long as working people are underpaid, overworked or otherwise mistreated, there will be the need for a union. I believe the dignity of American workers cannot be exported, privatized or downsized. And I don't believe the government should set up barriers to discourage working Americans from joining a union and improving their lives.

What the government and the people of our great country need is to be better organized. Government needs to better organize its priorities—including its emergency management. And working people need organized labor like never before.

James P. Hoffa

Small World

Teamsters Join Union Network International

Teamsters General Secretary-Treasurer Tom Keegel pledged to stand tall with workers around the world, addressing international delegates attending Union Network International's (UNI) Second World Congress.

"Joining UNI is a natural step for us as we try and change the course of the American labor movement," Keegel said. "In a global marketplace, we need to work with our brothers and sisters all around the world, fighting to make sure workers are guaranteed the right to form their own union."

In August, 1,300 delegates from nearly 900 unions representing 140 countries gathered in Chicago to attend the UNI Congress.

A Global Federation

UNI is a global federation that formed in 2000 to respond to

workers' needs in the new millennium. With more than 15.5 million members, UNI is tailoring its organizing strategy to address globalization and help affiliated unions and their members create international networks.

UNI encourages solidarity across borders, raises issues of common concern with employers, governments and international bodies, and promotes trade union rights worldwide.

"UNI challenges us all to imagine a new path to global unionism," said Philip Jennings, UNI General Secretary. "We must rise to the challenge of creating a world that is not just fit for business but for people as well."

The UNI Congress highlighted global organizing efforts in the telecommunications industry, postal sector, and graphical sector, including

a panel about the Teamster organizing campaign at Quebecor World.

Worldwide Campaigns

The Quebecor World panel included Chi Gomez, a proud new Teamster from the recently organized Quebecor plant in Fernley, Nevada. Gomez

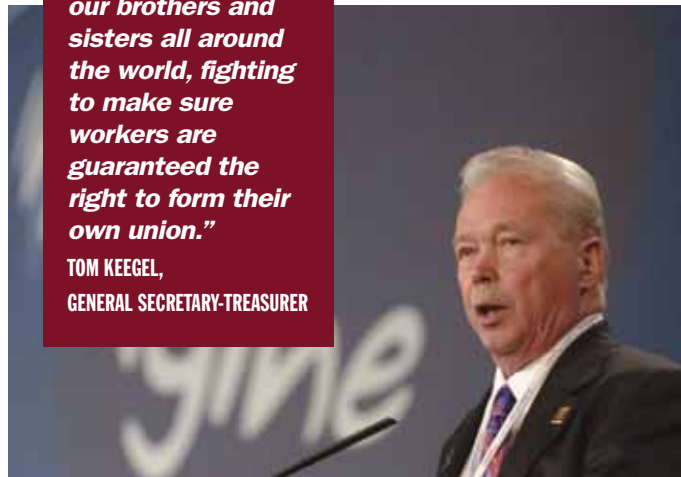
that we were all working together," said Gomez, an ink and roll tender.

"The Quebecor experience was instructive for all of us," Jennings said. "Our combined efforts clearly resulted in increased union membership."

Keegel also restated the Teamsters' ongoing global commitment to organize DHL workers in the United States. Rolf Büttner, the head of ver.di, a union that represents

"In a global marketplace, we need to work with our brothers and sisters all around the world, fighting to make sure workers are guaranteed the right to form their own union."

**TOM KEEGEL,
GENERAL SECRETARY-TREASURER**



thanked the delegates for their international solidarity efforts that let workers in Fernley know that they were not alone.

"It totally pumped me up

DHL workers in Germany, echoed Keegel's comments and outlined a regional DHL organizing plan currently under way in Europe.

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Gas Attack

700 Trucks Participate in Convoy for Justice

In an inspiring show of solidarity, a convoy of more than 700 trucks driven by independent owner-drivers who work as container haulers out of the Port of Miami-Dade descended upon Miami City Hall to call on Congress to pass legislation that would enact mandatory fuel surcharges.

The convoy, which began approximately 20 miles outside the city, was organized to protest the ongoing practice by steamship lines and companies that employ the independent owner-drivers of withholding fuel surcharge payments.

“The price of fuel has more than doubled over the course of just four years,” said Sandro Lerro, who emigrated from Cuba in 1989 and has been working as a container hauler since 1995. “Unfortunately, over that same period of time, the pay we receive for our work has not increased.”

Currently, the payment of fuel surcharges is not mandatory under federal law and the container haulers are forced to absorb the added cost as fuel prices continue to soar.

Time for Change

“We are paid approximately 85 cents per mile and it’s costing 60 cents each mile just to make the run,” said Lerro. “We can’t make a living wage and provide for our families at that rate.”

Drivers and officials from the Teamsters and the International Longshoremen’s Association (ILA) delivered petitions with thousands of signatures to Commissioner Tomas Regalado. Regalado promised the drivers that he would deliver the petitions to the congressional delegation for South Florida and urge them to sponsor mandatory fuel surcharge legislation.

“The current system isn’t fair to these drivers,” said Mike Scott, President of Local 769 in Miami. “But nothing about the way these drivers are treated in this business is fair. It is time for that to change.”



Retiree Programs



For those who retire before reaching age 65 and find themselves in the gap between Medicare eligibility and regular employer sponsored health insurance. This plan provides limited benefits including basic hospital, medical and surgical insurance. For more information, call (800) 808-3239.



A Medicare Supplement program for retirees who also receive Medicare Part A and/or Part B. For more information call (800) 808-3239.



A Medicare Prescription Drug Program for retirees who also receive Medicare Part A and/or Part B, but do not currently receive prescription drug coverage. This plan can be purchased alone or in conjunction with the TEAMStar Retiree Health Insurance Program. For more information, call (866) 524-4173 (TTY/TDD 866-524-4174), or www.teamstarpartd.com

The Union Advantage

Teamsters Lead the Way with New Prescription Drug Program

With the introduction of a new prescription drug program, the Teamsters Union now has a full range of health care programs for retirees.

The new TEAMStar Medicare Prescription Drug Program is the only such program offered by an international union. And its rates and coverage are more than competitive with for-profit commercial insurers.

“Programs like this are going to help our union better

serve our retirees and members in the ever-changing health insurance marketplace,” said Tom Keegel, Teamsters General Secretary-Treasurer.

The new program works in conjunction with two existing programs to provide a full range of health insurance benefits for Teamster retirees and their spouses. The other two programs are the recently launched TEAMStar Early Retiree Health Plan, a program for pre-65 retirees, and the current TEAMStar Retiree Health

Insurance Program, a Medicare (age 65 and up) supplement program in which 13,000 Teamster retirees are already enrolled. The new prescription drug plan can be purchased alone or in conjunction with the TEAMStar Retiree Health Insurance Program, which has been the most successful program of its kind in the labor movement for the past 10 years.

Savings Passed On

The Teamsters initially opposed the Medicare Prescription Drug and Modernization Act but is now taking full advantage of the positive aspects in the legislation that are beneficial to retirees.

“Now that this legislation is in place, we are fully commit-

Thirst For Justice

Chicago Beverage Drivers Win Better Benefits and Wages



Delivery drivers for Union Beverage Company in Chicago recently ratified a new three-year contract that provides higher wages, improved benefits and other improvements. The 60-plus drivers service bar and wholesale distributors and are members of Local 744 in Chicago.

“We started negotiations in February,” said Jim Richmond, a 20-year member of Local 744 in Chicago. “The new contract gives us a raise in pay and it regulates the use of casual workers. Now the employer has to call on mem-

bers who have their commercial drivers license (CDL) first. In the past, the employer could bring in helpers that didn’t have a license.”

“Our local has always gotten us better than average pay and been able to maintain our benefits,” said Tom Singer, a Union Beverage worker. “It’s a growing company. We cover all of northern Illinois. We’re like the mailmen—we are out in the snow and the sleet. I can remember only two days in the past 19 years that the company didn’t send anyone out. That was because the wind chill was 70 degrees below zero.”

Standing Strong

“The company wanted our drivers to pay more for health care coverage,” said Greg McQuitter, President of Local 744. “But we said ‘no.’ We

ted to providing the best coverage at the lowest cost to our retirees,” Keegel said.

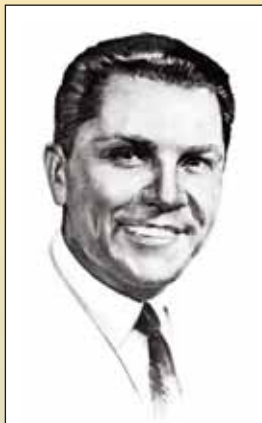
Highlights of the TEAM-Star Medicare Part D Prescription Drug Program include nationwide availability, a comprehensive drug coverage and pharmacy network, no deductible and competitive premiums.

Enrollment in the TEAM-Star Medicare Part D Prescription Drug Program begins on November 15 and becomes effective on January 1, 2006. The Teamster retiree health plans are not intended to replace union or employer-sponsored health coverage but to offer access to retiree health insurance where no other reasonable options are available.

stood strong.”

“When we took a strike vote, it added pressure to the negotiations. The company knew we were serious,” McQuitter said. “With the new contract, our members have the opportunity to qualify for benefits if they work at least 11 days each month—that’s a big plus for us. We’ve been representing UBC workers for many years and we weren’t going to let the company get away with anything substandard. Our liquor delivery drivers are among the highest paid in Chicago.”

“Recently the company got the Brown-Forman account which has Jack Daniel’s, Southern Comfort and Canadian Mist products,” Richmond said. “We should have plenty of work.”



Investing In The Future

James R. Hoffa Memorial Scholarship Fund Awards 100 Students

From one end of North America to the other, winners of the James R. Hoffa Memorial Scholarships are one step closer to becoming the leaders of tomorrow.

“This scholarship does so much good for Teamster families,” said Jim Hoffa, Teamsters General Pres-

ident. “It makes me proud that our union has not only so many worthy candidates for this scholarship, but that there are so many Teamsters willing to donate to the scholarship fund to help out the children of their union brothers and sisters.”

Applicants compete in one of the five geographic regions where their Teamster parent or grandparent’s local is located. This school year, 100 scholarships were awarded, with 31 students receiving \$10,000 and 69 receiving one-time grants of \$1,000.

Information on how to support the scholarship program can be found on the Teamster web site at www.teamster.org

\$10,000 Scholarship Winners

Canada

Nikhil Jain, Local 31
Kris Moore, Local 938
Dragana Perusinovic, Local 395
Belinda Raposo, Local 213
Caleb Scott, Local 464

Central Region

Ryan Boyer, Local 600
Mina Farahzad, Local 200
Whitney Grither, Local 600
Zachary Marine, Local 662
Thomas McKenzie, Local 320
Andrew Mehr, Local 346
Heidi Schmidt, Local 710
Mindi Summers, Local 400

Eastern Region

Nicole Dietsche, Local 812
Jeffrey Ditzler, Local 771
Bryan O’Sullivan, Local 111
George Puddister, Local 25
Sean Rogers, Local 445
Stuart Smith, Local 95
Stephen Toth, Local 445

Southern Region

Steven Barber, Local 878
Jennifer Deleon, Local 1110
Trang Ngo, Local 577
Tracy Oates, Local 728
Jessica Ortiz, Local 657

Western Region

Katherine Cain, BLET

Beau Figliola, Local 313
Kelsey Heider, Local 223
Soroya Rowley, Local 315
Brian Suchy, Local 162
Mark Wilcox, Local 492

\$1,000 Scholarship Winners

Canada

Jacqueline Bierwirth, Local 938
Amber Chevarie, Local 938
Rebeca Cudd, Local 647
Samantha Epp, Local 31
Tyler Finley, Local 213
Ambrosia Gilchrist, TCRC
Liam Huber, Local 464
Jessica Klese, Local 938
Kathleen Lefevre, Local 31
Nicole Powers, Local 880
Kailey Smith, TCRC

Central Region

Stephanie Bannos, Local 743
Brittany Benson, Local 406
Tara Bishop, Local 89
Eliza Dy, Local 215
Eric Fairbrother, Local 135
Ryan Gorman, Local 114
Courtney Hall, Local 89
Nicholas Horen, Local 20
Molly Isola, Local 662
Kira Labby, Local 75
Katie Langenfeld, Local 554
Rachel Lowes, Local 600

James McGuire, Local 714
Jacquelyn Oestreich, Local 344
Jennifer Orrico, Local 743
Tiffany Poulette, BLET
Craig Sanford, Local 436
Jason Sleight, Local 486

Eastern Region

Sara Berglund, Local 170
Erica Boles, Local 175
Jessica Castaneda, Local 804
Kevin Cauto, Local 384
Elizabeth Daigle, Local 170
Angelica Daniele, Local 384
Maria Duaima, Local 401
Erin Etzel, Local 639
Jillian Haney, Local 538
Rachel Heron, Local 384
Allison Hulchanski, Local 317
Alyssa Spina, Local 264
Kaitlyn Stratowski, Local 111
Whitney Wade, Local 445
Michael Wenger, Local 102

Southern Region

Amber Anderson, Local 612
Kali Blevins, Local 745
Adrienne Doster, Local 728
Alexandra Federer, Local 745
Brett Folmar, Local 919
Sara Heirs, Local 769
Amanda Holley, Local 728
Rachel Ingram, Local 519
Jordan Kidd, Local 385
Blake Livingston, Local 385
Elizabeth Meserve, Local 745

Western Region

Matthew Carter, Local 166
Jordan Forbes, Local 763
Lisa Green, BLET
Justin Hausauer, BLET
William Hickok, Local 911
Jordon Kolbo, Local 631
Heather Lewis, Local 952
Chelsea Maxwell, Local 848
Andrew Muck, Local 490
Caleb Owen, Local 206
David Shoenhair, Local 517
Adrienne Spakousky, Local 962
Aaron Trickett, Local 206
John Vu, Local 911



Boom Town

Certification Will Help Teamsters in California, Elsewhere

A group of Teamsters from around the country recently spent three days getting certified as practical examiners on large and small hydraulic boom trucks. The training, which was held at the Construction Teamsters Training and Upgrading Fund of Southern California (CTTUFSC), refreshed the certification for two existing trainers and added 18 more to the ranks of available trainers ready to help Teamster construction workers become certified on these pieces of equipment.

“There are only approximately 600 practical examiners for boom trucks in the

country,” said Andy Nichols, lead instructor at CTTUFSC, who was one of the people who completed the three-day training. The CTTUFSC now has six certified practical examiners for boom trucks on staff.

In California, the need for additional practical examiners is particularly pressing. The state implemented new restrictions that went into effect on June 1 requiring certification for all boom truck operators. Nick Nichols, CTTUFSC Training Director, said other unions have been certifying their workers and the Teamsters are trying to take care of their own.



tical exam, during which they demonstrate their skills with the equipment. The recently certified trainers will now be able to conduct the practical examinations.

Ed Mattas, Recording Secretary at Local 36 in San Diego,

Stepping Up

“It’s our job to get the workers caught up,” Nick Nichols said. “Those who aren’t certified aren’t working and we want Teamsters to be able to step up and get those jobs.”

Teamsters who wish to be certified have to go through classroom instruction and pass a written test, and then are put through a prac-

plans on taking his new credentials and putting them to use on behalf of his members.

“The training is going to provide me the opportunity to take care of our members and get them certified for these boom truck jobs,” Mattas said. “I’m trying to do it in-house down here to make it more convenient for members looking for that kind of work.”

TEAMSTER-MADE

Say Cheese!

Local 58 Members Produce Renowned Tillamook Cheddars

On the remote, picturesque coast of Oregon, some very talented Teamsters keep busy producing and delivering some of the finest cheese in the world.

About 250 members of Local 58, based in Vancouver, Washington, work at the Tillamook County Creamery Association plant in Tillamook, Oregon. The Teamsters produce Tillamook sharp, extra sharp and vintage white extra sharp cheese.

Teamsters have worked at the 95-year-old farmer-owned cooperative for about a half-century. The unit consists of drivers, production, warehouse and clerical workers. Tillamook is the second largest brand of natural chunk cheese in the United States.

“This is a very experienced, hardworking group,” said Cary Bertram, a Local 58 business agent.



Quality Workers

Matt Petty, a steward who has worked at the plant for five years, said the Teamsters have negotiated solid contracts over the decades. “It’s one of the best jobs to have in the community,” Petty said. “We have a great pension, health insurance and wages.”

John Silva, Local 58 Secretary-Treasurer, said the Teamster-made Tillamook cheddar cheeses are well known nationwide.

“We have quality workers producing a quality product,” Silva said.

Change For The Better

Tankhaulers Join Union to Protect Benefits

Gary Lenz works nights as a tankhauler for Air Liquide and wants a good life for his wife and two sons. It became increasingly difficult for him and his coworkers to make ends meet when their company was bought by a group that wanted to slash benefits and drastically increase their health insurance copays.

So Lenz and his coworkers brought in the Teamsters. Despite an organizing effort that was opposed with the typical dirty tricks of an anti-union company, the workers came out on top. With a 15-2 vote, workers with Air Liquide America

Corp. in Feura Bush, New York joined Local 294 in Albany. The workers haul bulk liquid nitrogen, oxygen and argon.

Standing Together

“We’re thrilled to have them in our local,” said John Bulgaro, President of Local 294. “They came to us after the company was bought a few months ago and the new owners wanted to drastically change their health and pension benefits. They knew the Teamsters would stand up for them.”

“The new company came in and told us they were going to change our benefits but that

they would be comparable to what we had before,” Lenz said. “That turned out to be completely false. Their new benefits were pretty terrible. The copays were outrageous and the company said they weren’t going to be making pension contributions for a lot of us. They started trying to

nickel-and-dime us to death.”

The day before the election, management told the workers that all nonunion employees would be getting better health coverage, but they rejected the ploy and voted the union in.

“We’re proud of the way these guys stuck together,” Bulgaro said.



HELP

HIGHER EDUCATION LOAN PROGRAM

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Through a partnership with Student Loan Xpress®, a national student loan provider, the International Brotherhood of Teamsters has created the Higher Education Loan Program (HELP)—a one-stop shop for education finance exclusively for Teamsters members and their families.

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- Low monthly payments
- No government application process
- No deadlines, apply any time of the year

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HELPING

Members Rally to Help Victims of Hurricane Katrina

“The one thing this hurricane has taught me is, ‘it’s not what you have, it’s who you have,’” said Dina Benoit, who opened her home to 30 members of her extended family who lost everything in Hurricane Katrina.

“Everybody’s alive, so I’m thankful,” added Benoit, who drives a UPS package car.

Local 891 member Rob Mauffrey decided to move his family to safer ground as the hurricane headed toward Gulfport, Mississippi. Watching news reports from a motel room with his

wife and two young daughters, he feared the worst. When they returned home, the only thing that was left of their house was a concrete slab.

“All the way home I had a knot in my stomach,” he said. “But once you see it, the fear recedes. You start thinking about what you need to do first.”

Terry Bang, another member of Local 891 in Jackson, Mississippi, had his house blown apart by a fierce tornado that accompanied Katrina, while he, his wife and two college-age children huddled in their downstairs bathroom. In the storm’s aftermath, he waited day after day for an insurance adjuster and a FEMA representative to assess the damage.



HANDS

“It’s frustrating. I can’t begin repairs until I get a damage assessment,” Bang said. “A FEMA rep was right across the street and wouldn’t talk to us because we were not on his list. He told my neighbor he would have to leave if I came over there.”

One group that doesn’t frustrate Bang is his union. He said members of Local 891 found a way to contact him after the storm and brought supplies soon afterwards. He has always been proud to be a Teamster, but now recognizes the true mission of the union.

“It’s brother helping brother against the ills of life,” he said. “These guys are working long hours every day to help us get back on track with little concern for their

own needs. I can’t praise them enough.”

The Teamster Way

Willie Smith, Local 891’s President, has been working nonstop since the hurricane hit to help members like Benoit, Bang and Mauffrey. Smith and Local 891 made contingency plans before the storm and were out locating members as soon as it ended. In the days and weeks after the hurricane, they have been driving the long road to Biloxi and Gulfport daily with food and supplies for members in the region.

Smith has also been working with the Red Cross to coordinate, store and distribute all of the donations of food and

other goods that have been pouring in from Teamster members all over the United States and Canada. Plus, he tries to keep up to date with Local 258, a small local in neighboring Hattiesburg, Mississippi that was also hit hard. Smith doesn’t talk much about his endeavors, but they are definitely noticed by his members.

“You do what needs to be done,” Smith said. “The union is a family. You take care of your family.”

Consumed by Flood

In New Orleans, about two-thirds of Local 270’s 3,000 members were displaced by Hurricane Katrina. Now they are scattered across the United States, some with rela-



tives, others in motels or temporary shelters. Located just above the French Quarter, Local 270's offices were flooded by New Orleans' breached levees.

"People have no addresses, no phones, no mail. Some members were reliant on public transportation and did not get out of the city," said David Negrotto, Local 270 Vice President.

With Local 270 temporarily out of commission, some officers took refuge in Local 5's offices in Baton Rouge. While Negrotto set up shop finding work for displaced members, Local 5 Secretary-Treasurer Keith Partin and Business Agent Reggie Ducote helped coordinate relief efforts with the Red Cross and various city and state officials. Truckloads of food and water were rushed in from Teamster locals around the country.

"We had members coming from Albuquerque, Denver, San Antonio, we had so much stuff we had to put it in a barn at a rodeo arena in Eastern Parish. People here are going to need those supplies for months to come," Partin said.

Local unions and Joint Councils across North America heeded the call for help

within hours of the disaster. Generous donations were pledged to the Teamsters Disaster Relief Fund and truckloads of supplies ranging from food and water to diapers and medicine headed for the Gulf Coast.

Teamster Spirit

"The response by our members has been remarkable," said Jim Hoffa, Teamsters General President. "It really speaks to the Teamster spirit. Reaching out to those who need help is what a union is all about."

One of Hoffa's primary concerns was getting jobs quickly for displaced members. The Carhaul Division, working with Jack Cooper Transport Company, was able to gain offers of employment for Gulf Coast members at some of their terminals in the Midwest, West Coast and Michigan. The Parcel Division reached an agreement with UPS on hiring relocated members. The Freight Division worked closely with companies such as ABE, Yellow and Roadway to provide work for affected freight members. And the Warehouse Division spearheaded an effort where the Teamsters joined forces with Kroger to transport 20

refrigerated trailers to Red Cross stations in Louisiana. In addition, the Central States Pension Fund extended health and welfare coverage and took additional steps to offer relief to members and retirees affected by the storm.

Hoffa also visited members in the affected states in the immediate aftermath of the storm and handed out \$500 debit cards from the Teamsters Disaster Relief Fund. Mark Parkman, a 12-year Teamster, was one of the members who received a debit card.

"This disaster has put the union in a whole different light for me," Parkman said. "I used to see the union only as an insurance policy if you need them down the road. Now I see the union like they care about me and my family. Their response has been tremendous."

Pitching In

Joint Council 25 and Local 743 in Chicago took part in a relief effort that generated truckloads of food and supplies. Starting at 5 a.m., volunteers loaded trucks with donations and by 7 p.m. they had received



“Our members who are in dire need of food, shelter, money and other supplies can count on their Teamster brothers and sisters as they struggle to rebuild their lives.”

—JIM HOFFA, TEAMSTERS GENERAL PRESIDENT

Hoffa Visits Devastated Gulf Region

Pledges Support in Rebuilding, Training

While in the affected Gulf region, Teamsters General President Jim Hoffa pledged continued support and assistance to members whose homes, jobs and lives were devastated by Hurricane Katrina. Hoffa also outlined plans to help the region and its residents recover from the tragedy.

“Our union is at its best when we pull together during times of crisis, because that is the true strength of the Teamsters,” Hoffa said. “Our members who are in dire need of food, shelter, money and other supplies can count on their Teamster brothers and sisters as they struggle to rebuild their lives.”

Hoffa met with UPS Teamsters, recently organized casino workers, freight drivers and other members whose homes and jobs had been destroyed, distributing assistance from the Teamsters Disaster Relief Fund, including \$500 debit cards.



Meeting Members' Needs

The Teamsters Union created a job training program to address the immediate employment needs of displaced workers in the region struggling to get back on their feet. The union also applied for \$19.5 million in emergency training funds from the U.S. Department of Labor to train 3,000 people as commercial vehicle operators.

In addition, the union has sent hundreds of truckloads of food and goods to Mississippi and Louisiana, with drivers coming from across the country, including Los Angeles, Oregon, Chicago, Boston and New York. The Teamsters are helping members find work, maintain their health care coverage and get their pension checks.

“Our next step is to get workers in this area retrained and get these cities and towns rebuilt,” Hoffa said. “The government must work in partnership with organized labor to get this region working again.”



HURRICANE VICTIMS STILL NEED YOUR HELP

Donate to The Teamsters Disaster Relief Fund
Send your tax-deductible donations to:



Teamsters Disaster Relief Fund
25 Louisiana Ave. NW
Washington, D.C. 20001

enough food and other dry goods to fill more than 15 trucks.

“The vehicles were lined up for at least three or four blocks, waiting to drop off donations for the drive,” said Reginald Ford, a Local 743 business agent. “The

community’s generosity to the victims is incredible.”

Local 25 in Boston donated a cargo trailer and a community service trailer from the union’s fleet to transport supplies to Hattiesburg. The Local 25 tractor trailer

Working Overtime

Waste Workers Face Dangerous Streets, Injustice at Work

In Baton Rouge, BFI waste crews who have been fighting to become Teamsters were back at work the day after Katrina hit. City officials in East Baton Rouge Parish estimated that the storm left some 300,000 cubic yards of debris, and waste crews worked overtime to clear the trash and tree limbs.

With the population doubling overnight and a nearly non-existent emergency infrastructure, evening routes in Baton Rouge became dangerous—carjacking and looting were rampant and route drivers brought their trucks in as gunshots sounded against the evening sky.

No Contract

In Mobile, Alabama, fierce winds wrought more destruction than flooding. Larry Baldwin, a leader in the fight to organize the BFI facility in Mobile last December, found himself struggling to put his life back together.

“We lost all our food, power and gas, I’ve never seen gas lines like this,” said Baldwin, who rode out the storm at home with his wife and daughter.

“It’s hard to look at all this—people who lost their homes, their stuff is gone. People who’ve been flooded out, their pictures and everything are set out on the side of the road.”

Baldwin and his coworkers have been working overtime to clear the

streets and bring a sense of normalcy back to their hometown. On his normal route as a boom-truck driver, he picks up two to three loads of debris. Since Katrina hit he averages about five loads a day.

Despite their hard work and dedication, Teamster members at BFI are still working without a first contract. At a time when unity should be the watchword of the day, management relentlessly attempts to divide the workers.

Standing Together

On a recent Friday evening, managers told returning residential drivers they had to go back out to pick up more routes. Anyone who refused would be fired.

“Everyone stuck together. They said, ‘Give me my paycheck. I ran my route and I’m not going back out,’” said Steven Burroughs, a roll-off driver. “And they did, they couldn’t fire everybody.”

Despite BFI’s divisive tactics, the overall tone in Mobile is one of solidarity and brotherhood.

“There’s a lot of prejudice in the South, but now, people are treating people like people. There are no races, everybody is one,” Baldwin said.

Mobile residents are bringing each other food and water and cutting trees out of each others’ yards.

“I hate that it took a hurricane to do this, but it makes you feel good to see people coming together,” Baldwin said.



“This has been one of the greatest humanitarian efforts I’ve seen in a long time—and it was the Teamsters out front once again.”

—TOM KEEGEL, TEAMSTERS GENERAL-SECRETARY TREASURER

was filled with mattresses, bedding, sheets, towels and toiletries.

“It is our duty as Americans to help those who are struggling to survive the aftermath of Katrina,” said Ritchie Rear-don, President of Local 25. “I know that each and every one of our members are willing to donate anything they can—time, money or supplies—to help.”

Teamsters General-Secretary Treasurer Tom Keegel summed up the response by the Teamsters.

“This has been one of the greatest humanitarian efforts I’ve seen in a long time—and it was the Teamsters out front once again,” he said. “It’s no surprise really—that’s the core of our spirit. Every-one knows the Teamsters always deliver.”

Delivering Hope

Joint Council 43 in Detroit put together a transportation team to deliver relief supplies by securing trailers from several local companies. Volunteer drivers headed out just days after the storm with nine truckloads of supplies. Three truckloads were dropped off in Mobile, Alabama and the rest went to Baton Rouge to be distributed to victims in the New Orleans area.

“It was an amazing experience to be

part of a grassroots effort to help those traumatized by the hurricane,” said Mike Martin, a business agent from Local 337 in Detroit.

The volunteer drivers from Detroit saw miles of destruction, hundreds of smashed cars and trucks, houses flattened and even one house with a tree pierced right through it like a pencil through a tomato.

“We saw all that yet we didn’t get within 20 miles of New Orleans where, by all accounts, the destruction was worse,” Martin said. “Seeing that hell our fellow mem-bers were forced to deal with strengthened our resolve to come back again.”

Heavy Losses

Casino workers in Biloxi and Gulfport recently organized by the Teamsters suffered some of the heaviest losses. With most of the casinos completely destroyed, jobs are almost nonexistent and many lost their homes and cars as well. The Teamsters have been working with organizers and representatives from UNITE HERE and Harrah’s Casino to bring some relief to these newly union-ized workers. The workers are grateful for the help from the union.

“The help from the Teamsters proves

we made a good choice when we decided to organize,” said LaWanda Powell, a reservations clerk at Harrah’s. “The Teamsters are showing us a lot of love.”

And despite the environment of destruction and devastation, hope is in the air.

“Nobody is walking around with their heads down,” said Sidney Lawe, a bell-man at the Grand Casino in Gulfport. “It’s just a matter of time before we’re back on our feet. We’ll be bigger and bet-ter than before.”

Choked Up

International Representatives Bill Moore and John Clancy have also worked long hours assisting the relief efforts.

“The devastation was unbelievable, block after block of ruins, whole condo parks wiped out,” Moore said. “I thought I was tough and I thought the Teamsters with me were tough-skinned too. But meeting these members and their fam-ilies who were left with nothing choked us all up.”

During one of the long days, Clancy took a ride along the Gulf Coast. What he saw was 30 miles of utter destruction.

“I thought, ‘this looks like a war zone, but it’s America,’” he said. “How can you not help after seeing that?”



Positive Developments At USF

Gains of Card-Check, Neutrality are a Big Win for Workers



The Teamsters Freight Division has won a major agreement with USF Corporation that is resulting in jobs for laid-off Teamsters and union members at USF Dugan, as well as improved organizing opportunities at the company's Holland, Bestway and Reddaway subsidiaries.

"This is great news for our freight members," said Jim Hoffa, Teamsters General President. "This agreement is providing jobs and will lead to more workers having a more secure future."

"This agreement is an effort by USF Corporation to create a better working relationship with the Teamsters," said Tyson Johnson, National Freight Director. "We hope this is just the beginning."

The agreement means hundreds of new Teamster jobs and a brighter future for workers like Joey Basco and his coworkers, who recently won recognition as Teamsters at USF Bestway in Shreveport, Louisiana.

"It's nice to have a human voice to talk to now," Basco said. "As Teamsters, somebody with our best interests in mind is available for us."

When Bestway took over Dugan in early July, workers were poised to lose some paid holidays and sick days. However, when the Teamsters won recognition, they got those benefits back.

Pension benefits have been boosted under the Teamsters, Basco said. Prior to becoming a Teamster, Basco said he was being forced to work on the docks when he arrived at the terminal in Jackson, Mississippi.

"The Teamsters resolved that issue right away, so that's no longer happening," Basco said. "Becoming a Teamster has been positive in so many ways."

Expedited Process

The agreement, finalized in late July, called for USF to open three new USF Holland terminals in Missouri—in Kansas City, Springfield and in Joplin. Any laid-off Teamster who had worked at companies under the National Master Freight Agreement (NMFA)—such as Consolidated Freightways—will have first dibs on the new jobs. Newly organized workers at USF Dugan—which USF recently closed—will then be considered.

"All the Dugan workers who voted to become Teamsters should be able to get a job with USF Holland or Bestway," Johnson said.

In fact, many members who had organized while working at Dugan are now working at Holland and Bestway. The expanded operations of the Holland and Bestway terminals have resulted in more than 200 new Teamster jobs.

In the expedited election process, the union presents the company with the majority of cards and within two weeks the non-NLRB election is held. After the union presents a majority of the cards, the company cannot talk to the employees about the campaign or wage an anti-union campaign.

Under the National Master Freight Agreement (NMFA), the expedited election process was created for Holland office and clerical workers, which recently resulted in 18 new Teamster office workers in Nashville represented by Local 480.

"In Nashville, the election went very smoothly, and there were no intimidation tactics by the employer," said David Mottern, Local 480 President.

Bestway Card-Check

Also under the agreement, card-check that exists in the Teamster USF Bestway contract covering Texas will be expanded throughout the Bestway system, which covers Southern, Southwestern and some Western states. The parties also recently negotiated a neutrality provision that will also apply throughout the Bestway system.

So far, the union has secured recognition for about 100 former Dugan workers at newly organized Bestway terminals. The terminals are in Oklahoma City, Ardmore and Tulsa, all in Oklahoma; Ft. Smith and Little Rock in Arkansas; and Shreveport and Baton Rouge, in Louisiana.

In addition, another 100 workers who had worked at Dugan are now working at other locations that had already been represented by the Teamsters. The net result is 200 more Teamster freight members at Bestway alone.

There's the potential that 500 additional workers will have a better chance of becoming Teamsters at Bestway. Card-check recognition allows locals to bypass

the typical election process, and neutrality prevents employers from waging anti-worker, anti-union campaigns.

Another important development involves health insurance. About 300 to 400 former Dugan workers who are now Bestway Teamsters were not required to wait three months to receive health insurance, as is standard, when they switched jobs. Instead, the union fought for these workers to receive health insurance right away.

The union also fought hard with USF and won so that the Teamster-organized Dugan workers are being rehired in order of seniority.

Reddaway Contract

Meanwhile, at Reddaway, freight Teamsters at that USF subsidiary ratified a new four-year contract recently that raises wages and benefits, boosts job security and contains other improvements. The contract was ratified by a 2-1 margin.

"In addition to providing increased wages and benefits, the contract calls for an expedited election process with neutrality for the unorganized terminals at USF Reddaway," Hoffa said. "This will help more USF Reddaway workers get a strong voice at work. It will benefit all the Teamsters who work at Reddaway."

"Our 650 members at USF Reddaway will benefit greatly from this contract," Johnson said.

There is a potential of more than 2,000 additional Reddaway workers joining the Teamsters.

Some Highlights

Reddaway contract highlights include:

- Full maintenance of benefits for employees without any cost to workers;
- A pay raise of 40 cents per hour in each of the four years of the contract;
- Increased job security;
- An expedited election process with neutrality for unorganized workers;
- Language that will guarantee more work for union employees; and
- The company will increase contributions to the OTEC/Washington union pension plans.

WORKING TOWARDS TOMORROW

>>> *Members Get Involved to Protect Pensions*

Three Teamsters, all at different points in their career at UPS, have different reasons for getting involved in the fight to save pensions. But they share a common goal: helping protect the pension system in the United States.

"I'm set to retire next year," said Glenn Goins, a Local 355 Teamster from Baltimore who has been working for UPS for 30 years. "I got involved to make sure Congress does its job of protecting our hard won pensions."

Goins and two of his coworkers recently met with their congressional representative in Washington, D.C. to discuss pension security in what is a growing trend in the Teamsters Union.

Members are getting involved and taking action in the fight to save defined benefit pension plans.

"I'm involved because Congress needs to give our pension funds the tools to deal with the impact of a bad stock market and low interest rates," said Janet Genovese, another Local 355 member with UPS in Baltimore. "Think what kind of results we would see if all our Teamster brothers and sisters worked together on this."

The Teamsters Union is providing many avenues for members to participate in the fight to protect pensions, whether it is visiting a member of Congress, attending meetings or simply signing a petition. Pension protection is needed now more than ever. And the more mem-

bers that get involved, the more successful the effort will be.

Pension Crisis

The impact of the nation's pension crisis on America's working families has been sweeping. Just ask pilots for United Airlines and US Airways, whose monthly pension benefits were cut in half when the airlines dumped their plans onto the federal government's Pension Benefit Guaranty Corporation (PBGC).

The pilots have no legal recourse to fight for the full pensions they were promised. Unfortunately, they are not alone. A staggering number of pension plans are defaulting, breaking the retirement dreams of workers across the country.

"I got involved to make sure Congress does its job of protecting our hard won pensions."

—GLENN GOINS



"I'm going to be working at UPS for 22-25 more years. I need my pension to be stable."

—MARC STEPHEN CRAIG

Sign Up!

Tens of thousands of Teamsters have signed petitions urging Congress to act now on pension protection legislation. The petition is available from shop stewards and local officers, and online at:



<http://www.teamster.org/action/political/pension.asp>

The PBGC estimates that traditional pension plans, called defined benefit plans because they provide a set, monthly payment for life, are under-funded by \$450 billion. The PBGC itself is facing major financial shortfalls, raising alarm about a future government bailout.

To confront this troubled retirement landscape, Teamsters across the country are mobilizing for pension protection legislation, demanding that Congress act to safeguard the retirement security of America's working families.

"When we fight together, we win together. And politicians in Washington cannot afford to ignore a united Teamsters Union," said Jim Hoffa, Teamsters General President. "We must remind lawmakers that retirement security doesn't begin and end with Social Security."

Meeting on the Hill

Recently, Marc Stephen Craig, a UPS combo driver with Local 355 in Baltimore, joined Goins and Genovese to talk with Rep. C.A. Dutch Ruppertsberger (D-MD) on Capitol Hill.

"I'm 27 and for the last few years, I've been hearing about how Social Security is going downhill," Craig told Rep. Ruppertsberger. "I'm going to be working at UPS for 22-25 more years. I need my pension to be stable."

Rep. Ruppertsberger commended the visiting Teamster members for coming to his office to talk about pension reform.

"You all are the front line in this fight," Rep. Ruppertsberger said. "So many of the decisions we make on this issue are going to affect future generations. Many people aren't even thinking about the pension issue right now and it's important that you are."

"I am the only person in my family that gets a pension and I have several years to go before I retire," Genovese said. "I follow the pension situation because it's better to be aware of what is going on than to be caught off guard like so many others."

"Taking a personal interest in this issue is incredibly important and, if other Teamsters don't think this issue affects them, they should think again," Goins said.

Legislation and Partners

The Teamsters Union has been working with a pension coalition that includes other unions, allies in Congress, employers and others. The coalition is working on Capitol Hill to make sure Congress passes favorable legislation that will provide relief to multi-employer pension plans and fend off the efforts of those who wish to undermine the defined benefit pension system.

The union is pressing for federal laws that would enable multi-employer plans such as those operated by the Teamsters to extend the time to make adjustments to pension fund balances. Such changes would give plans time to adjust to the effects of wide swings in the market.

"Legislation is being considered right now in the House and the Senate," said Mike Mathis, Director of Teamsters Government Affairs Department. "The Teamsters Union has not endorsed these pension bills because they fall short of the protections and the relief needed for multi-employer plans."

Mathis said the legislation is, in general,



"I'm involved because Congress needs to give our pension funds the tools to deal with the impact of a bad stock market and low interest rates."

—JANET GENOVESE





IRS Grants Relief

The federal government is taking action to help protect the Central States Southeast and Southwest Areas Pension Fund from the pension crisis affecting plans across the country.

The IRS has accepted Central State's application for actuarial methodology changes that will help the fund achieve financial stability. The decision was based in large part on recent actions by Teamsters, trustees and some employers to reallocate funds, which the IRS noted dealt responsibly with the funding problem.

"This is a major achievement for the pension fund because the amortization extension should allow Central States to meet the government's minimum funding standards into the foreseeable future," said Tom Nyhan, Executive Director of Central States.

The IRS is allowing the plan to extend the period for amortization by 10 years. The reallocation of previously negotiated fringe benefit contribution increases for 2004 and 2005 resulted in an additional \$200 million per year for the fund.

"In exercising its discretion to grant the fund's request, the IRS recognized the significance of actions already taken by Teamsters, the trustees and various contributing employers to deal responsibly with the funding problem," Nyhan said. "Without such actions it is unlikely that the IRS would have granted the requested relief."

a positive sign that Congress finally appears to be willing to address the problems facing multi-employer plans.

"We've had Teamster officials at the International and local level involved in this fight, but getting the rank and file to talk with their representatives at the state and national level has been highly effective," Mathis said. "Getting members involved in lobbying has been incredibly helpful in getting members of Congress to see this issue through the eyes of their constituents."

Members Turn Out

While many Teamsters are covered by a multi-employer pension fund, the majority of working Americans don't even have a pension. Only 44 percent have an employer-sponsored pension, while more than 70 million Americans rely completely on their savings and Social Security checks for their retirement income.

Teamster locals across the country have organized pension meetings, educating and informing members about the national crisis and uniting them behind the massive effort to fight for real retirement security and pension protection.

Thousands of members have turned out in Louisville, Kentucky; Memphis, Tennessee; Toledo, Ohio; and other locations to get the facts about the crisis that is affecting



thousands of plans in all industries. More pension meetings are planned this fall.

Some locals have unanimously adopted a resolution supporting the push for pension protection legislation in Congress. Teamsters are demanding that lawmakers step in and provide additional financial tools and funding flexibility to help pensions recover from the stock market slump of the past few years.

Hoffa and Teamsters from across the country have been meeting with key members of Congress, both Democrat and Republican, to devise a strategy for moving positive legislation forward.

Many influential politicians are already on board with the Teamster plan. Rep. George Miller (D-CA) is the leading Democrat on pension issues in the House of Representatives. He has stated that the multi-employer pension provision “gives employers and employees in multi-employer plans the tools to strengthen and protect the financial integrity of their plans” and that “the multi-employer provisions were the result of a carefully considered compromise by labor and employer groups affected by its provisions.”

Helping Out

At every level, rank-and-file Teamsters are mobilizing and the effects are being felt from coast to coast.

“The Teamsters have a tradition of taking action on important issues for the past

hundred years. One of the biggest issues facing working Americans right now is pensions,” said Terry McBurney, a retired Teamster in Salina, Kansas. “I’m thrilled to have been given the opportunity to get involved.”

McBurney is one of more than 100,000 people to have signed a Teamster petition asking Congress to protect multi-employer pensions.

“We can’t just expect the union to do everything. We have to help out,” said Floyd Phelps, a Yellow Roadway driver in Jackson, Mississippi.

“I’ve been working hard my entire life and I have been keeping track of my pension the entire time,” said Jim Figgs, a UPS driver in Topeka, Kansas. “All my hard work can’t be for nothing. When I read in the newspaper or on the Teamster web site that politicians are helping some pension plans but not others, I get mad. Everyone deserves dignity and respect on the job but we also deserve dignity and respect in our retirement.”

“It is not enough for just our union to be involved. Rank-and-file members like me have to join in,” said Regina Goodwin, a Local 891 member in Jackson, Mississippi who works for Yellow Freight. “A union’s strength comes from its members and if we don’t speak up on an issue as important as pension reform then we can’t complain when politicians let the system erode.”

Coalition Partners

The Teamsters Union has been working with a broad coalition in Congress to protect Teamster pensions. This group, called the Multi-Employer Pension Protection Coalition, includes more than a dozen other unions, trade associations and employers, including:

- Laborers International Union of North America
- United Food and Commercial Workers Union
- International Union of Operating Engineers
- United Brotherhood of Carpenters and Joiners of America
- Sheet Metal Workers International Association
- International Association of Iron Workers
- United Associated of Plumbers and Pipefitters
- American Federation of Musicians
- American Federation of Television and Radio Artists
- Building and Construction Trades Department, AFL-CIO
- National Coordinating Committee for Multi-Employer Pensions
- Recording Industry Association of North America
- United Parcel Service
- Motion Picture Association of America
- Sheet Metal and Air Conditioning Contractors’ National Association
- National Electrical Contractors Association
- Food Marketing Institute
- American Trucking Association
- Yellow Roadway Corporation
- Bechtel Construction Company

'Enough is Enough'

Mrs. Baird's Workers Seek Guarantees in Writing

After the company repeatedly took away benefits without giving them any say, employees of Mrs. Baird's bread plant in Abilene, Texas said "enough is enough."

"It was just one thing after another," said Justin Gregory, a shipping department employee. "We finally had enough."

Gregory and his 39 coworkers

stood up to Mrs. Baird's management by voting to join Local 745 in Dallas.

"We're tired of all the changes the company has made that affect our lives," said Pat Copeland, a driver who has worked at the plant since 1992. "Now we'll have a say."

For example, Gregory said, the company used to pay for their uniforms, but no longer.

Last Straw

"The final straw for the workers was when the company ended the pension plan and replaced it with a 401(k) plan,"

said Kris Taylor, an organizer and business agent for Local 745. "Their main goal is to have a contract so that their rights are in writing. They know what it is to have things taken away year after year."

"I'm looking to have things in writing so we can protect our retirement, get fair pay and better job security," Copeland said. "We also need to stop favoritism. Right now, supervisors favor their friends over other workers."

Mrs. Baird's was founded nearly a century ago in Fort Worth as a small home busi-

ness. It is now a unit of Bimbo Bakeries USA Inc. Since Bimbo took over, conditions have gotten more difficult for workers, Taylor said.

A Big Difference

This past spring, the company successfully delayed the representation election on the eve of the election date. That could have demoralized workers and caused some to give up. But Taylor said this group was far different.

"These workers remained united and they persevered," Taylor said of the successful follow-up election.

Gregory, who has worked at Mrs. Baird's for six years, said he's looking forward to big changes at the plant. "Right now the company's attitude is, 'if you don't like it, you can quit.'"

"With our union, we will have a say about the company's policies. It's going to make a big difference," he said.

"These workers remained united and they persevered."

KRIS TAYLOR, LOCAL 745



"With our union, we will have a say about the company's policies. It's going to make a big difference,"

JUSTIN GREGORY, LOCAL 745

[LOCAL 673](#)

Abitibi-Consolidated

Seven front-end loader drivers at Abitibi-Consolidated in Saint Charles, Illinois voted 6-1 to join Local 673.

“Driver Joseph Gleason was one of the key forces in this organizing campaign,” said Santiago Perez Jr., an organizer for Local 673 in West Chicago. “He was very outspoken in the company’s anti-union meetings and kept the group together with his motivating words.”

The workers are part of the Chicago team for the company’s paper retriever program, which serves schools, churches and nonprofit organizations in the metro area.

[GCC/IBT LOCAL 582M](#)

Standard Register

Workers at Standard Register in Salisbury, Maryland voted to join GCC/IBT Local 582M in Baltimore. The 118 workers print business forms for a variety of financial institutions and companies, including UPS.

Frustrated by empty promises from the company and proposed changes to their benefits, the workers approached the union this past spring. Promises of raises had fallen by the wayside, and any “merit” increases given were based on favoritism. Also, Standard Register had provided no solid informa-

tion on the pension plan and was talking of raising health care costs.

[LOCAL 117](#)

First Student

Local 117 in Seattle welcomed 21 new members when school bus drivers in Steilacoom, Washington voted to join the union.

The drivers, employed by First Student Inc., approached Local 117 after becoming increasingly frustrated with the lack of respect and unfair policies from the company.

Once the three-month organizing drive began, a core group of workers—led by veteran driver Maria Sparks—met weekly for updates on the progress of the campaign and to discuss their concerns. The drivers felt the union would give them the strength needed to get improved benefits, fair treatment and a voice in the workplace.

[GCC/IBT LOCAL 432M](#)

San Diego Union-Tribune

Packaging department workers at the *San Diego Union-Tribune* voted to join Local 432M of the Graphics Communications Conference, also located in San Diego. More than 175 workers participated in the election, which was supervised by the National Labor Relations Board.

This was the second election for the unit. The NLRB

invalidated an election held last August after charges were made claiming workers had been intimidated into voting against the union. The workers are pleased with the outcome of the election and look forward to the benefits of union membership.

The packaging workers are the second unit to choose representation by the GCC/IBT at the newspaper, joining 145 members who work in the *Union-Tribune*’s pressroom.

[LOCAL 170](#)

Aggregate Industries

Despite the best efforts of their redi-mix concrete employer, a majority of 18 drivers at Aggregate Industries in Littleton, Massachusetts recently voted to join Local 170.

Jim Fiori, a business agent at the Worcester, Massachusetts local, held a two-and-a-half-hour meeting with the drivers a few months before the election, and a couple of weeks later, the drivers signed cards to indicate they wanted to become Teamsters.

“The company tried real hard to discourage the group by holding the usual anti-union meetings,” Fiori said.

[LOCAL 179](#)

T&W Trucking

Ten truck drivers for T&W Trucking in Naperville, Illinois unanimously voted to join Local 179.

Although the company’s owners tried to disrupt the organizing process through anti-union activities, the workers held their ground in their pursuit to become Teamsters.

“This victory is important because the company is very anti-union,” said Rich Gierut, Organizer for Local 179 in Joliet, Illinois. “These drivers really stood up to the company owner’s anti-union messages.”

[LOCAL 179](#)

TSC Container Freight

Twelve spotter loaders at the TSC Container Freight facility in Elwood, Illinois overwhelmingly voted to join Local 179. The workers bring trailers into the loading site, load the trailers with bulk agricultural products, and haul the products to a shipping facility. The products are then shipped overseas.

“Currently, these employees don’t have a pension, and that is a huge concern for them,” said Rich Gierut, an organizer for Local 179 in Joliet, Illinois.

Affordable health insurance is another big issue for the spotter loaders.

“The company offered them health insurance, but the costs were so expensive that it would literally take an employee’s entire paycheck to cover it,” Gierut said. “We hope to get the drivers a good contract that will give them the affordable health and welfare benefits that they deserve.”

Concrete





Gains

LOCAL 282 MEMBERS STRIKE FOR BETTER ECONOMIC PACKAGES



Matt Richardson, a 21-year Teamster driver and Local 282 member, has been through strikes before. There's never a good time to be walking a picket line, but this summer he was facing a life-changing event: Richardson's wife was pregnant with their second child and approaching her due date.

Richardson has spent his entire career at Seville Central Mix, and as negotiations went on he hoped for an agreement on the economic issues standing in the way of a good contract. It soon became clear that agreement was not to be reached.

"It was kind of disappointing," Richardson said. "We didn't think we were going to be on strike, and then all of a sudden, there we were."

After failing to reach an agreement,

approximately 1,200 members of Local 282 in Lake Success, New York walked off the job. Earlier that day, the members—600 redi-mix drivers who work for the New York City Concrete Producers in Manhattan, 500 excavators who work for the Long Island Contractor's Association, and 100 excavators who work for employers in the Nassau and Suffolk County, New York, redi-mix, sand and gravel industry—gathered in three separate meetings at the union hall. In each of the meetings, the respective workers voted unanimously to go on strike if the negotiating committees couldn't come to terms on their contracts.

At the end of the day, the Local 282 Executive Board exercised its right to strike and the workers manned the

picket lines. Richardson said he was prepared to receive a call at any time on the picket line telling him his wife was giving birth to the baby.

"I told my wife we were going to name the baby 'Strike,'" he said. "That didn't go over so well."

Standing Together

The 600 drivers in Manhattan successfully returned to work after four days. The 500 excavators on Long Island reached a contract agreement after two weeks. And the final group, the 100 excavators in Nassau and Suffolk Counties, remained on strike for four weeks before reaching a strong agreement.

Phil Bekmessian, a 15-year Teamster redi-mix driver and steward at Empire



Fueling Solidarity

Local 553 Members Also Walk Picket Lines

As Local 282's members walked the line in the New York region, Teamsters at Allied Aviation Services also spent 33 days on strike. The Local 553 members, who refuel airplanes and work in fuel maintenance at John F. Kennedy International Airport (JFK), walked off the job and overwhelmingly ratified a strong new three-year agreement a month later.

"We were able to protect our members from paying high medical and dental premiums," said Demos Demopoulos, Secretary-Treasurer of Local 533 in New York City. "And we obtained the largest wage increase we've had in the last 15 years, in addition to a pension increase."

A Great Contract

"To have accepted the company's unreasonable contract offer would have been like paying Allied to keep our jobs," said Frank Friday, a 28-year Teamster. "We couldn't have afforded a decent living with the pay cuts we'd have had to take."

Gary LaBarbera, who also serves as President of Joint Council 16 in New York, praised Demopoulos and his members for their endurance during the strike and the successful outcome.

"Demos did a great job," LaBarbera said. "His members stood strong and they got a great contract."

Transit Mix, served on the negotiation committee that met with the company. He said over the course of several meetings, the two sides could not reach an agreement.

"Everybody just stood firm together," Bekmessian said. "They were battling back and forth, and it just got to the point where it was obvious it wasn't going to be settled."

Gary LaBarbera, Local 282 President, said he and the negotiation committees refused to back down on the economic issues.

"New York is very expensive," he said. "You have to make good wages to live a middle class life. We want our members to live the American dream and we didn't want to let them down."

No Givebacks or Concessions

Dominick Marrocco, a Local 282 business agent, said the negotiating committees worked seven days a week to get back to the negotiating table and hammer out good agreements once the strike was under way. The agreements that brought the members back to work included no givebacks or concessions.

LaBarbera called the agreement with the New York City Concrete Producers Association "a home run." Highlights included:

- Wage increases of \$5.50 per hour over the course of the three-year contract; and
- Guaranteed eight-hour pension and welfare contributions if the member

works at all in a given workday.

LaBarbera said the New York City Building Trades provided great support to the strikers in Manhattan and the strike essentially shut down the construction industry in the city. That led to the swiftest agreement of the three.

"There's concrete in every building in Manhattan," LaBarbera said. "All that concrete was delivered by Teamsters. They put every inch down."

Success Story

Although the other two agreements took longer to achieve, the members and leadership were equally happy with them. All three of the agreements were passed nearly unanimously. The agreement with the Long Island Contractor's Association included the following highlights:

- Wage increases of \$6.88 per hour over the course of the three-year contract;
- An increase to a 25 percent night pay differential from a 5 percent differential; and

“You have to make good wages to live a middle class life. We want our members to live the American dream and we didn’t want to let them down.”

— GARY LABARBERA, LOCAL 282 PRESIDENT



■ A total economic package (including overtime and the night pay differential) of more than \$60 per hour.

The employers in Nassau and Suffolk Counties adopted the same agreement adopted by the New York City Concrete Producers Association.

“It’s a success story,” LaBarbera said. “Our members work hard and deserve every penny of it.”

100 Percent Solidarity

Many of the workers had experienced a strike before. In 1993, Local 282 members in the redi-mix and heavy construction industry struck for anywhere between a week and nine weeks, depending on which contract covered them.

“This was a lot tougher financially and mentally,” Richardson said. “It was a little tense at times.”

“It’s a tough thing to go on strike,” Bekmessian said. “It’s easy to go out, but coming back is hard. We all knew we couldn’t give back anything that they were

asking for, and we weren’t asking for anything crazy.”

Briggs Houston, a 14-year Teamster driver who is a steward at Asplundh Construction, said the membership realized a strike was the only tool they had to achieve success, even if there were difficult days along the way.

“When it was all done and over with, it was obvious it was the only way we could get what we were looking for,” Houston said. “The solidarity was great this time. The membership stuck together.”

“Everyone was 100 percent behind each other,” Bekmessian said. “It takes a lot to go out on strike when you have a mortgage payment. It was nice to see every man showing up on the picket lines.”

Great Support

The local’s leadership stood behind the members.

“If you’re willing to strike, we’ll back

you up,” Marrocco said. “They know that now more than ever.”

LaBarbera said the members of the local union’s executive board spent significant amounts of time on the picket lines, walking alongside the members to show solidarity.

“When the members and the leadership of a local union work together, there’s success,” LaBarbera said. “At the contract ratification meetings, the members showed great support for the leadership, including the negotiating committee members.”

“The leadership of the local was excellent,” Richardson said. “All the business agents and the Executive Board members, they all found work for the guys when they needed it. And I can’t say enough about Gary [LaBarbera]—he’s a tough negotiator. He knows how to bargain and he did a great job. I’ve been on the negotiating committee for three or four contracts and he’s the best I’ve ever seen.”

ATTENTION ALL TEAMSTERS!

Article VII, Section 10 of the *Rules for the 2005-2006 IBT International Union Delegate and Officer Election* (the “2006 Rules”) permits accredited candidates for International office to have campaign literature of their choice published in the *Teamster* magazine. The purpose of this rule is to promote fair, honest and open union elections.

To have material published in this issue of the *Teamster*, a candidate had to submit petitions to the Office of the Election Supervisor, and receive accreditation by September 30, 2005. The *2006 Rules* specifies the amount of space allotted to each International officer candidate.

To become an accredited candidate for International office, an otherwise eligible member must obtain signatures on petitions of at least 2.5% of the IBT membership eligible to vote for that office. On June 15, 2005, the Election Supervisor announced that a candidate for union-wide International office would need a minimum of 35,802 signatures to become an accredited candidate (this notice, and an Advisory on the Accreditation process, are available from www.ibtvote.org). As of September 30, 2005, two candidates have submitted petitions and been certified by the Election Supervisor as accredited candidates for union-wide International office. Candidates may still submit accreditation petitions, and the Election Supervisor may accredit candidates through December 15, 2005. Accredited candidates have the right to publish campaign literature in the February 2006 *Teamster* in addition to this issue. Nominated candidates have the right to publish campaign literature in the August 2006, September 2006, and October 2006 *Teamster* magazine.

The ideas expressed in these materials are solely those of the accredited candidates. They do not reflect, in any way, the views of the IBT, any affiliated Unions, or the Election Supervisor. Nor did the IBT or the Election Supervisor alter any of these candidate materials. They come directly from the accredited candidates to the *Teamster* membership.

Richard W. Mark
Election Supervisor



Dear Fellow Teamsters:

For the past six years, you have entrusted the Hoffa-Keegel team with the honor of leading your Union. We have done so with the utmost respect for each of our union's 1.4 million members.

We have made significant progress in meeting our goals of negotiating stronger contracts, organizing new members, building Teamsters' strength and power, and creating a better nation for all working families.

Our determination to restore the financial strength of the union – including the creation of a real Strike and Defense Fund and a powerful Organizing Fund – has brought our union's assets to more than \$120 million.

Our commitment to growing the union has brought three International Unions into our ranks – the Brotherhood of Locomotive Engineers, the Brotherhood of Maintenance of Way Employees and the Graphic Communications International Union. Further, our dedicated Organizing Fund has allowed us to grow our capacity and organize on a scale never seen before in our union with major campaigns at DHL, CINTAS, law enforcement, the waste industry and the school bus industry, among others.

And this is just the beginning. We are leading the reform of the labor movement. By leaving the AFL-CIO and forming the Change to Win Coalition, we are leading the way in stopping labor's years of decline.

And no one is fighting harder to defend your wages, benefits and jobs from the anti-union forces in Washington, D.C. and corporate boardrooms.

Now we are approaching our union's next democratic election of officers. Again, we ask for your support in our continuing fight to grow and strengthen the Teamsters Union.

Together we can build a greater future for our members and generations to come.

Fraternally,

James P. Hoffa,
General President

C. Thomas Keegel,
General Secretary-Treasurer

For more information on our campaign and how you can get involved, go to www.hoffa2006.com.



HOFFA 2006

SUPPORT THE HOFFA 2006 TEAM



I want to help re-elect the Hoffa 2006 team!

Name _____

Address _____

City _____ State _____ Zip _____

Local _____ Phone _____

Send me campaign updates at my email address: _____

***Go to www.Hoffa2006.com to learn
more about how you can help.***

Mail to: Hoffa-Keegel 2006, PO Box 77131, Washington, DC 20013-7131



CUT HERE

REPORT 89 TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: Independent Review Board

Benjamin R. Civiletti

Joseph E. diGenova

William H. Webster

DATED: September 6, 2005

I. INTRODUCTION

This is the Independent Review Board's ("IRB") Eighty-ninth Report to you on its activities conducted pursuant to the Consent Order. In this Report, we will discuss matters that have currently come before us, including a new Investigative Report and the status of pending charges about which we have previously informed you. We will also discuss the status of two Information Reports which do not contain charges but were issued to the IBT as a means of providing information on irregularities requiring action by the IBT.

II. NEW INVESTIGATIVE REPORT

SERGIO SALCEDO—LOCAL 714, BERWYN, ILLINOIS

On August 10, 2005, the IRB issued an Investigative Report to the Local 714 Executive Board concerning member Sergio Salcedo. The Report recommended that Mr. Salcedo be charged with failing to appear for his scheduled in-person sworn examination. Counsel to Local 714 notified the IRB that the charge would be filed and a hearing would be scheduled.

III. STATUS OF PREVIOUS IRB CHARGES

A. JOHN KIKES—LOCAL 78, HAYWARD, CALIFORNIA

In the last issue of the *Teamster* magazine we informed you that on July 14, 2005, the IRB issued an Investigative Report to General President Hoffa concerning International Representative and Local 78 President John Kikes. The Report recommended that Mr. Kikes be charged with bringing reproach upon the IBT when, subsequent to William T. Hogan, Jr.'s permanent bar from the IBT, he had knowing and purposeful contact with him. On July 29, 2005, Mr. Hoffa decided to accept and file the charges against Mr. Kikes. He then appointed a hearing panel and scheduled a hearing for September 15 and 16, 2005.

B. JOSEPH L. BERNSTEIN—LOCAL 781, DES PLAINES, ILLINOIS

We have previously informed you that Local 781 Presi-

dent and Joint Council 25 Vice President Joseph L. Bernstein allegedly brought reproach upon the IBT and violated his membership oath when, subsequent to William T. Hogan, Jr.'s permanent bar from the IBT, he had knowing and purposeful contact with him. The IBT hearing panel found Mr. Bernstein guilty as charged. General President Hoffa adopted the hearing panel's recommendation and prohibited Mr. Bernstein from ever reclaiming membership in the IBT or participating in the affairs of any IBT affiliates but he was not prohibited from contact and association with IBT officers, members, employees, representatives and agents with respect to matters that do not involve union business.

The IRB notified Mr. Hoffa that given Mr. Bernstein's conduct the IRB found the sanction imposed upon him inadequate. Mr. Hoffa's response was that he was standing by his original decision. The matter is with the IRB for a decision.

IV. INFORMATION REPORTS

A. LOCAL 445 ALLOCATION OF EXPENSES TO BENEFIT FUNDS

We have previously informed you that in April 2004 the IRB issued a non-charge Report to IBT General Counsel Patrick Szymanski concerning the allocation of Local expenses to the Local's Benefit Funds. For years, despite the IBT's directives that cost sharing agreements be well documented, the Union Trustees, who are Local officers and employees, permitted the Benefit Funds to reimburse the Local for expenses that were unsubstantiated by any written documentation. The evidence indicated that the Trustees breached their fiduciary duties to the Funds in permitting unjustified payments to the Local.

Local 445 implemented a revised cost-sharing agreement which is being administered by an independent accountant. The issue remaining to be resolved concerns the amount of the reimbursements from Local 445 to the various trust funds.

B. LOCAL 727 ALLOCATION OF EXPENSES TO BENEFIT FUNDS

In the last issue of the *Teamster* magazine we informed you that the IRB issued a non-charge Report to IBT General Counsel Szymanski concerning the cost sharing arrangement among the Local and the three Benefit Funds. As part of this arrangement, the Local received approximately \$4.1 million from the three Funds between January 2001 and December 2004. There was insufficient reliable evidence that these transfers from the Funds to the Local were justified by services the Local and its employees performed on behalf of the Funds.

Local 727 agreed to implement a new cost-sharing procedure that will be drafted by the IBT and will include the

requirement that accurate records of the actual time spent on work performed for the various Local 727 funds be completed periodically and that the process be administered by a completely independent accountant.

V. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received approximately 80 calls reporting alleged improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

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

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

VI. CONCLUSION

As always, our task is to ensure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities. If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above, you may use the IRB facsimile number 202-434-8084, or you may write to either the IRB Chief Investigator or the IRB office:

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

Independent Review Board
444 North Capitol Street, N.W.
Suite 528
Washington, DC 20001

UNITED STATES DISTRICT COURT SOUTHERN DISTRICT OF NEW YORK

88 CIV. 4486 (LAP)

MEMORANDUM AND ORDER

UNITED STATES OF AMERICA,
Plaintiff,

—v.—

INTERNATIONAL BROTHERHOOD OF TEAMSTERS,
APPLICATION 113: Carlow Scalf
Defendant.

LORETTA A. PRESKA, United States District Judge:

By Application 113, the Independent Review Board (“IRB”) submitted a compromise agreement reached between the IRB and International Brotherhood of Teamsters (“IBT”) member Carlow Scalf, then serving as Executive Assistant to General President Hoffa of the IBT. Application 113 disclosed that after various records had been required from Scalf concerning housing and car allowances for IBT employees and after the IRB learned that Scalf from about March 2001 through January 2004 caused the IBT to pay over \$65,000 in housing expenses on his behalf when he did not have a principal place of residence out of state as the General Executive Board approval for his housing expenses required, Scalf reimbursed \$69,500 to the IBT. It also disclosed that after the IRB informed Scalf that it planned to recommend a charge against him for providing inaccurate or incomplete information on residence forms he submitted to the IBT, Scalf signed the compromise agreement resolving the matter principally by the repayment and a 60-day suspension from the IBT.

By letter dated January 14, 2005, Teamsters for a Democratic Union (“TDU”) objected to the compromise agreement, raising various procedural issues and arguing on the merits that a more severe sanction was required. By letter dated March 11, 2005, the IBT informed the IRB that General President Hoffa had rescinded Scalf’s appointment as his Executive Assistant, and, accordingly, Mr. Scalf’s employment with the IBT terminated effective March 12, 2005. Mr. Scalf, the IBT and the Government have also submitted letter briefs with respect to Application 113.

First, the TDU lacks standing to object to Application 113. TDU is “a caucus of rank-and-file IBT members concerned about corruption, lack of leadership, accountability to the membership, undemocratic procedures, unfair, ineffective and even ill-intentional bargaining and grievance adjustment strategies within the Union.” *United*

States v. IBT (TDU/TRF), 968 F.2d 1506, 1508 (2d Cir. 1992) (internal quotations omitted). As a nonparty to the Consent Decree and nonparty to the IRB's disciplinary proceeding against Scalf, TDU lacks standing to object to a disciplinary application of the IRB. *See, e.g., United States v. IBT*, 138 F.2d 50, 51 (S.D.N.Y. 1991).

Second, even if TDU had standing to object to Application 113, there is no procedural impediment to the Application. Nothing in the IRB Rules precludes the IRB from entering into compromise agreements before an investigation is completed or requires the IRB to recommend formal charges to the IBT before submitting a compromise agreement to the Court for approval. Indeed, under the IRB Rules, the IRB is obligated to prepare an Investigative Report only “[u]pon completion of an investigation.” IRB Rules ¶1(1). If, as TDU argues, a report were required whenever the IRB had merely commenced an investigation, the IRB would be required to prepare a full report, regardless of whether or not an investigation uncovered any misconduct—a grossly inefficient waste of resources. There is nothing in the IRB Rules that precludes presentation of a compromise agreement at this stage of the proceedings.

Finally, there is no merit to TDU's argument that Application 113 should be rejected because the sanction is too lenient. “[I]t is well established that sanctions given in other cases are not relevant to the Court's inquiry as to whether a particular sanction is unwarranted or without justification.” *United States v. IBT (Bane)*, 2002 WL 654128, at *16 (S.D.N.Y. Apr. 18, 2002), *aff'd*, (2d Cir. Mar. 13, 2003); *accord United States v. IBT (“Giacumbo”)*, 170 F.3d 136, 144 (2d Cir. 1999) (“Uneven application of sanctions does not normally render the sanction imposed in a particular case arbitrary or capricious.”); *United States v. IBT (Sansone)*, 981 F.2d 1362, 1371-72 (2d Cir. 1992) (“The apparent discrepancy between the penalty imposed here and those imposed in other cases does not inexorably compel the conclusion that the Independent Administrator acted arbitrarily or capriciously.”). Similarly, that 1) Scalf was, at the time the compromise agreement was entered into, a high ranking official of the IBT, 2) the sanction agreed to was a relatively lenient one, and 3) the IRB did not expressly articulate that it took Scalf's position into account in fashioning a sanction does not cast doubt on the agreement. As the Court recognized in a related context, “the IRB's failure expressly to discuss a particular factor in its decision does not necessarily mean that the IRB failed to consider that factor. *See* Transcript of Proceedings, *United States v. IBT (Crawley)*, 88 Civ. 4486, at 7 (S.D.N.Y. Jan. 13, 2005) (“In sum, I disagree with Mr. Crawley's legal argument that evidence not discussed by the IRB must be found not to have been considered by the IRB.”) In this case, the IRB's application, on its face, plainly

identifies Scalf as “the Executive Assistant to the IBT General President in Washington, DC.” It may well be that, in the IRB's view, its decision to impose any sanction at all—rather than simply close its investigation without charges—reflected a desire to hold Scalf accountable precisely because he is a high-level official of the Union. For present purposes, it is sufficient that TDU has not established that the IRB failed to take Scalf's high-level position into account when considering its choice of sanction.

Moving to the merits, the Court recognizes its obligation to consider the application in a “careful, thorough and probing” manner. 170 F.3d 143 (citing *Ward v. Brown*, 22 F.3d 516, 521 (2d Cir. 1994)). In reviewing whether the sanction imposed here serves the remedial purposes of the Consent Decree, the Court nevertheless applies a deferential standard of review: “The IRB has ‘wide discretion’ in imposing sanctions.” *United States v. IBT (O'Donnell)*, 29 Fed. Appx. 685, 688 (2d Cir. Feb. 12, 2002) (quoting *Giacumbo*, 170 F.3d at 144). In reviewing IRB sanctions, the Court asks only whether a sanction imposed represents an “allowable judgment” in the choice of a remedy. *United States v. IBT (Wilson, Dickens, Weber)*, 978 F.2d 68, 73 (2d Cir. 1992) (citation omitted). “[T]he reviewing court should not overturn the... choice of sanctions unless it finds the penalty unwarranted in law or without justification in fact.” *Simpson*, 120 F.3d at 348 (citing *Wilson, Dickens, Weber*, 978 F.2d at 73).

Applying these recognized standards, the sanction reflected in Application 113 serves the remedial purposes of the Consent Decree. The Court also notes that, as set forth above, since the compromise agreement reflected in Application 113 was reached, Mr. Scalf's employment at the IBT has also been terminated. Accordingly, he has suffered an additional punishment on account of the conduct reflected in Application 113.

CONCLUSION

Application 113 is granted.

SO ORDERED.

Dated: New York, New York
July 8, 2005



LORETTA A. PRESKA, U.S.D.J.



Horse Power

**MISSOURI TEAMSTER
PAYS HOMAGE TO
TEAMSTERS OF OLD**

Shawn Gordon represents the Teamsters Union of the past and the present.

As a Roadway Express Driver out of Local 245 in Springfield, Missouri, Gordon represents the union in its present form. But as a driver of a team of horses in area parades, Gordon proudly represents Teamsters of a bygone era.

“My wife and I have had horses for years and recently started getting into draft horses,” Gordon said. “We started a small carriage company here in Springfield and started doing local parades and events to represent the Teamsters.”

Early Teamsters drove not motorized vehicles but teams of horses hitched to wagons to transport goods. Gordon has been driving a team of horses in Labor Day parades in Missouri for years and, in 2004, was in the Kansas City Royal Parade.

This year, Gordon took part in the Labor Day parade in Omaha, Nebraska.

“I don’t just want to do these events on Labor Day, though,” Gordon said. “I feel that the more positive exposure we get, the better. There are so many events nationwide worth attending in order to raise the profile of the Teamsters Union.”

Proud History

Gordon isn’t just interested in raising the profile of the union, though he said so many people comment on how much they enjoy seeing him in parades and at other events. He is also interested in the union’s history.

“I’ve only been in the union for 11 years but I’m from a union family,” he said. “My great grandfather was one of the original Teamsters. He would take his

wagon full of coal to the steam boats in New York City.”

He got interested in draft horses in Teamster history on a tour of the Anheuser-Busch plant—also a Teamster stronghold. “After that, my wife and I got a draft horse,” he said. “Now, we have six.”

Gordon’s vision is to establish a traveling draft horse hitch to represent the Teamsters Union and reflect the heritage of the union.

“I would like to use the past to influence the future,” he said. “I feel that by promoting our union in a positive manner like this, it will draw the attention of people that normally would not notice one of the Teamster trucks. And, obviously, it represents the heritage of everyone in the union.”

For more information, visit teamstershitch.com

ELECTION SUPERVISOR'S REPORT

LOCAL UNIONS SUBMIT PLANS FOR DELEGATE ELECTIONS IN 2006

REMINDER ABOUT NOMINATION PROCEDURES

ELECTION SUPERVISOR CERTIFIES TWO ACCREDITED CANDIDATES

ELECTION SUPERVISOR OUTREACH TO IBT GRAPHIC COMMUNICATIONS CONFERENCE AND IBT RAIL CONFERENCE

Local Union Plans Teamster local unions have submitted local union plans for the nomination of delegates and alternate delegates to the 27th International Convention in June 2006. The Office of the Election Supervisor has approved more than 200 plans to date, and the process will continue until every IBT Local Union, System Federation, and General Committee of Adjustment has an election plan in place. A list of approved delegate elections is posted at www.ibtvote.org. The list is organized by local union number and shows the date, time and place of nomination meetings, the ballot mailing date and the date time and place of ballot counting for every delegate election. The list is updated as plans are approved.

Check the schedule so you can know when to expect to receive the nomination notice for your local in the mail. If you want to attend the meeting, the nomination notice will state the date and location of your local's nomination meeting. That information will also be available on the master schedule posted on the Election Supervisor's website. The master schedule on the Election Supervisor's website will also state, after each nomination meeting happens, whether your local will have a contested election for delegate. The regular period for delegate elections ends on April 30, 2006. If you have not received a notice of a nomination meeting by mid-February, contact your local union.

Reminder – Written Nominations The *2006 Rules* freely allow IBT members to submit written nominations, written seconds, and acceptances for delegate or alternate delegate candidates without any requirement to attend the nomination meeting. Read Article II, § 5 of the *2006 Rules* for specific instructions on the information you must include on the written nomination or second, and on the procedures a candidate must follow to accept a nomination in writing.

Read your nomination meeting notice to find out the deadline for submitting written nominations and seconds. In general, a written nomination or second must be received by the local union's secretary-treasurer "no later than 5 p.m. of the day immediately prior to the day of the relevant nomination meeting." *2006 Rules*, Article III, § 5(f). A candidate's written acceptance must be presented at the nomination meeting "no later than the time the member is nominated." *2006 Rules*, Article III, § 5(g). A written nomination, second or acceptance can be delivered in person, by mail, by express delivery service, or by fax transmission. It is the responsibility of the nominator, seconder, or candidate to be sure that the document is received by the local secretary treasurer in advance of the prescribed deadline.

Certification of Accredited Candidates On September 13, 2005, the Office of the Election Supervisor certified James P. Hoffa as an accredited candidate for the union-wide office of IBT General President, and certified C. Thomas Keegel as an accredited candidate for the union-wide office of IBT General Secretary-Treasurer. Under Article VII, § 10 of the *2006 Rules*, an eligible member seeking accreditation as a candidate for union-wide office was required to submit to the Office of the Election Supervisor a minimum of 35,802 valid petition signatures. The Election Supervisor determined that petitions submitted for Mr. Hoffa and Mr. Keegel contained more than the required minimum number of valid signatures.

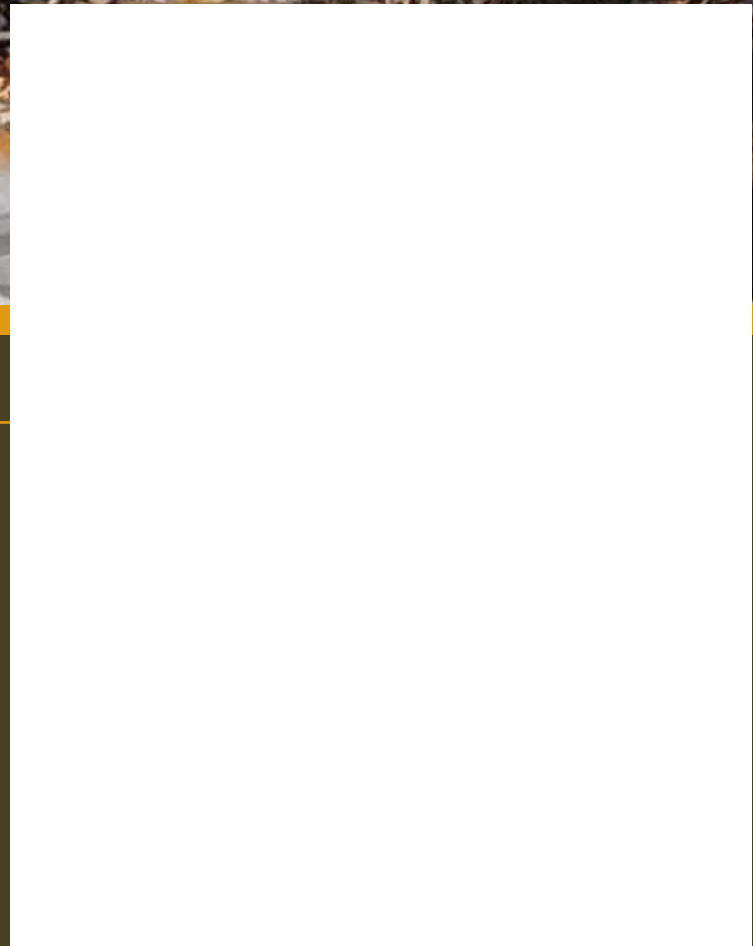
Training Sessions for the GCC and the Rail Conference IBT members in the Graphic Communication Conference and the Rail Conference are participating in the delegate election process for the first time. The Election Supervisor has conducted training to teach officers of Local Unions, System Federations, and General Committees of Adjustment about conducting delegate elections, and has adapted some provisions of the plan for electing IBT convention delegates and alternate delegates to the unique organization of these new IBT conferences. All eligible IBT members can participate in the delegate election, including running for delegate or alternate delegate candidates and nominating, seconding and voting for candidates. All Local Unions, System Federations, and General Committees of Adjustment are required by the IBT Constitution to elect delegates on to the 27th IBT International Convention. The Election Supervisor's office is committed to ensuring that each of these entities conducts a delegate election that complies with all the requirements of the *2006 Rules*. The Regional Directors are available to answer questions about the process, to assist in the formulation of election plans, and to address any special circumstances particular Local Unions, System Federations, and General Committees of Adjustment may have.

Up-to-date contact information for both Election Supervisor headquarters and the Regional Directors may be found at www.ibtvote.org.

Richard W. Mark
Election Supervisor



When Tragedy Hits



Give to the Teamsters Disaster Relief Fund



Send your tax-deductible
donations to:
Disaster Relief Fund
c/o International
Brotherhood of Teamsters
25 Louisiana Ave. N.W.
Washington, D.C. 20001