

TEAMSTER



A STRONG LEGACY

A POWERFUL FUTURE





TEAMSTERS 100TH ANNIVERSARY SPECIAL EDITION



2

- 2 **Coming Together:
The Early Years**
- 8 **Building Membership:
Organizing and Negotiating**
- 12 **Legislation and Activism:
Seeking Justice**
- 18 **Adapting to Change:
Broadening the
Teamsters Horizons**
- 28 **The Next 100 Years:
Visions of the Future**



8



24 Local Heroes

18 Teamster Locals Celebrate a Century of Service

TEAMSTER

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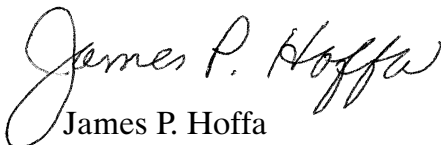
A cardinal rule for the labor movement—and for life in general—is that one must study the past in order to better prepare for the future. That is why we take great pleasure in presenting this inspiring review of the first century in the life of the International Brotherhood of Teamsters.

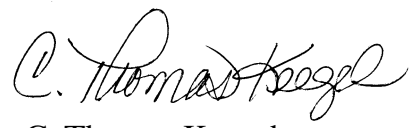
For 100 years, the Teamsters Union has been at the forefront in the struggle for worker rights in North America. As our vast continent became linked by the world's most comprehensive network of highways, the transportation industry experienced explosive growth—as did the need for strong union representation.

The earliest Teamsters were drivers and stablemen. By building on the strength of those workers, today's Teamsters Union is more diverse than ever—encompassing workers in every imaginable occupation. Yet while our professions have evolved, our union maintains its commitment to guaranteeing a safe and fair workplace, a secure retirement and a decent standard of living for every Teamster and their family.

The Teamsters story is the story of the North American worker—a story of struggle and sacrifice, heartbreaking setbacks and enormous accomplishments. As you browse through these pages, we invite you to share in the celebration of our union's heritage—and to join us as we learn from our proud legacy and build a powerful future.

Fraternally,


James P. Hoffa
General President


C. Thomas Keegel
General Secretary-Treasurer



Coming Together: THE EARLY YEARS





From the early days of our nation, the men who drove horse-drawn wagons played an essential role in American commerce. Trade and delivery of goods would have come to a virtual standstill without the hard work and risks undertaken by these team drivers or “teamsters” as they were known. Despite the importance and necessity of their work, life was not easy for them. Jobs were not secure and often scarce in low seasons or difficult economic periods in the country. When a job was available, the workload was heavy and frequently dangerous as decent transportation routes were nonexistent. The men labored 12 to 18 hours per day, seven days a week for an average wage of \$2.00 per day with the cost of any lost or damaged goods deducted from their wages.

By the end of the 19th Century, teamsters were fed up with poor treatment and began to join together to improve their working conditions. In 1898, team drivers in the Midwest organized into 18 local unions.

This activity caught the attention of Samuel Gompers, President of the American Federation of Labor (AFL). He began urging the locals to form a national union and join the AFL. Local unions agreed and in 1899, the Team Drivers International Union (TDIU) was formed with a membership of 1,700.

By 1902, the union had grown to 13,800 members, but there was trouble brewing. Several locals in the Chicago area were unhappy with an increase in the per capita tax paid by the locals to the International Union and they strongly disagreed with the TDIU’s policy of allowing drivers who owned up to five teams to join the union. The Chicago members eventually split from the TDIU and formed their own union—the Teamsters National Union. There were now two unions representing teamsters, one affiliated with the AFL and one independent union.



FIRST CHARTER

For the newly formed International Brotherhood of Teamsters. 1903

GEORGE INNIS

was President of the Team Drivers International Union. He continued in a leadership role with the formation of the International Brotherhood of Teamsters.



ALBERT YOUNG

was President of the Teamsters National Union. c. 1900



DANIEL J. TOBIN
served as General President of the Teamsters for 45 years.



NEWSPAPER DELIVERY
Above: Newspaper delivery workers navigating the streets of New York City faced many challenges. c. 1900

SYMPATHY STRIKERS
in 1905 join with 4,600 Chicago Teamsters against Montgomery Ward. The strike was broken, and the rising discontent helped pave the way for Dan Tobin to win the General Presidency in 1907.



A NEW UNION IS FORMED

Most rank-and-file members quickly realized that two unions were an unnecessary drain on time, energy and resources, and began to debate possible alternatives. Gompers helped foster a solution that led to a unified national membership with an amalgamation convention held in August of 1903 in Niagara Falls, New York.

Delegates were sent from each of the two groups to work out their differences and a new union for the teaming craft—the International Brotherhood of Teamsters—emerged. The new union soon became recognized as a powerful force in American labor.

The first Teamsters were proud of their craft and the leading role they played as part of the backbone of American industry. But they also understood that changing the perception of the “working man” held by business and industry leaders as well as the “polite” middle classes, was no easy task.

Improving wages and working conditions would take enormous effort. There were few laws protecting workers, and companies used anti-trust laws—which were originally aimed at controlling company monopolies—to halt the progress of the rising labor movement.

In 1905, the Teamsters went on strike at the Montgomery Ward Company in Chicago. The strike lasted 100 days and became very violent, resulting in 21 deaths and an estimated \$1 million in fiscal loss to the union. In the end, the company’s cutthroat tactics broke the strike. This defeat led to a change in leadership. At the 1907 convention a new president was chosen, one with strong national support and new ideas for the future. The election of Dan Tobin as General President of the Teamsters brought renewed momentum to the



organization, and started the fledgling group on a path that would change the face of the labor movement.

EXPANDING THE MEMBERSHIP

The Teamsters now entered into a period of aggressive organizing which resulted in a broadening of the membership base as well as increased revenue and recognition. Workers in areas not traditionally associated with team drivers, such as gravel haulers, beer wagon drivers, and deliverymen for bakeries, joined the union. By 1909, new crafts led to a name change that more accurately described the growing membership—the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers.

As the Teamsters grew in stature and became more confident in its ability to protect members in the workplace, the success rate of its efforts increased. The union was winning strikes, contracts were becoming standardized and benefits were won that reduced hours and increased pay.

The industrial revolution hit the Teamsters as it did all of the skilled trades and crafts. In 1910, technological progress began to affect the Teamsters at their very heart. Horses—their faithful partners—were being outmoded with the advent of the motorized truck. It would be years before horses were completely retired, but the union was quick to see that the motor truck was the way of the future and acted accordingly.

Efforts were made to organize workers in newly forming motor truck companies. And the Teamsters sought to include truck drivers in contracts with companies that utilized both horses and motorized vehicles. In 1912, Teamsters were involved in the first transcontinental delivery of goods by motor truck. As a result of that event and other similar experiences, the union became a staunch advocate for



ROLLING ALONG
Workers move tree trunks down a trail in the Oregon Mountains. c. 1910



MILK DELIVERY
An early Teamster delivers milk to restaurants. c. 1907



ADAMS EXPRESS COMPANY
An early motor truck and a horse and wagon used by the company represent the transition many companies made as technology evolved. c. 1912



TOBACCO MOTOR TRUCK
Delivery times were shortened with the advent of the motorized truck. c. 1918

LABOR DAY PARADE
Members of Teamsters Local 144 in Terre Haute, Indiana proudly show off their float in the Labor Day Parade.

1918



HOPE FOR THE FUTURE

As the country entered into World War I, the Teamsters had developed a fair amount of political and economic leverage. Union officers, particularly General President Tobin, were recognized as national leaders and were asked to serve on various government advisory committees and international labor conferences. Many rank-and-file members served on service and reform committees in their local areas. The government realized that to establish and sustain the war effort, the full cooperation of the Teamsters would be needed. Union members collected and delivered supplies, attended rallies, purchased war bonds and helped in relief efforts for families of soldiers and war victims overseas.

As union men went abroad as combat soldiers or support personnel, women stepped up to take over the jobs that they left behind. More women than ever entered the workforce and the union was concerned that unscrupulous employers would view these workers as easy targets.

Organizing efforts were increased and Teamster women were given additional training in bargaining tactics and other skills to keep the union running smoothly during the war. Teamsters adopted the national slogan, "Equal pay for equal work," leaving no question that it was strongly supportive of its female members.

The war brought about unavoidable social changes. New inventions and tech-



WOMEN IN THE WORKFORCE
The numbers of women entering the workforce increased greatly with the onset of World War I. They took on many jobs traditionally held by men, such as maintaining vehicles and machinery. c. 1920



nologies included both marvels and horrors, and seemed to emphasize and quicken the pace of the world's move into the "modern age." The Teamsters were determined not to be left behind.

The years following World War I held many ups and downs for the union. Economic forces, increased immigrant labor, changing perceptions of the labor movement and growing differences in practices, values and ideology in the labor movement itself would all play a role in the future of the Teamsters. But for a group that in less than two decades had gone from a fledgling union with only a few thousand members to a powerful voice for the working class, wearing the union pin was not just a habit or requirement but a source of true pride and hope for the future.



TEAMSTERS IN WORLD WAR I
Teamsters were involved in all aspects of war service both at home and abroad.

Top: Samuel Gompers, President of the AFL, pays the doughboys a visit. 1918

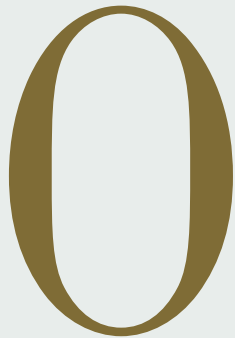
Below: Teamsters had an advantage over their fellow soldiers as they were already familiar with "motor trucks." c. 1917





Building Membership: ORGANIZING AND NEGOTIATING





rganizing is the lifeblood of all unions. And as the labor movement matured in the 20th Century, unions survived or failed based on their ability to achieve critical density in their respective industries. The odds were stacked against union organizers. As industrialization changed the face of a formerly agrarian nation, the new corporate aristocracy and its allies in legislatures and the courts conspired to prevent the growing ranks of wage-earners from gaining a measure of control over their pay and conditions at work. These powerful forces helped to shape the opinions of a public easily frightened by the prospect of a strike.

For Teamsters, the challenge was particularly daunting. With its traditional workforce largely mobile and vulnerable to exploitation, drivers were easy pickings for employers determined to avoid unions.

**OFF THE HOOF,
ON THE ROAD**

By 1912, the gradual rise of motor traffic and the demise of horse-drawn wagons made obvious the need to adjust tactics in a changing industry. General President Dan Tobin launched a campaign to organize operators of the new technology, bringing into the union beer wagon drivers, gravel haulers and deliverymen for bakers and confectioners.

Although World War I sparked an industrial boom that expanded the transportation sector, the Bolshevik Revolution in Russia helped create a Red Scare used by the government as a pretext for savaging unions in the postwar period. Looking toward the future, Tobin in 1920 sponsored a doubling of the per capita assessment charged to locals, making it possible to raise strike benefits. In addition, the Teamsters expanded their jurisdiction by affiliating with the Canadian Trades and Labour Congress.

The catastrophic stock market crash of 1929 triggered a chain reaction of misery and despair in North America. As banks collapsed, the jobless rate jumped from 3 percent to 25 percent. By 1933, Teamster membership rolls hit a Depression-era low of 75,000. And as with all economic downturns before and since, employers saw the crisis as an opportunity to bust unions and drive down wages.

In 1934, after a successful strike in the Minneapolis coal yards, Local 574 set up a committee to organize all the transportation workers in the city. With employers refusing to recognize the union, Local 574 struck the city's trucking operations. Some 35,000 building trades workers showed their solidarity by also striking. Although the strike was settled on May 25, employers delayed honoring their commitments, prompting a resumption of the strike on July 16. On July 20—or "Bloody Friday" as it came to be known—police opened fire on strikers, killing two and wounding 55. The governor declared martial law, and the National Guard occupied the Minneapolis local, arresting some 100 officers and members. Because of the ties that had developed throughout the city between the citizens and the Teamsters, a mass march of 40,000 forced the release of



TURBULENT TIMES

The violence against workers during the Minnesota Strike of 1934 eventually brought most citizens to the side of the Teamsters.

Opposite:

HISTORIC UPS STRIKE

Teamsters at UPS electrified the nation and provided a shot in the arm to the entire labor movement with their victorious strike. 1997

STRIKE DUTY

Local 237 President William Lewis with members at a 1966 strike.





“I organized more than 200 of my fellow co-workers at the Pen Paper and Stock Company in 1948. Each contract that we ratified was better than the previous one. That’s what the Teamsters are all about—improving the lives of workers everywhere.”

—Eula Cleveland, Washington, D.C.
Local 730 member from 1948 to 1994



WINNING TEAM
The efforts of this Teamster organizing group brought in 1,044 truck drivers and equipment operators employed by the city of Detroit. 1967

the Teamsters and on August 22 the strike was won. “The winning of this strike marks the greatest victory in the annals of the local trade union movement,” said the Minneapolis Labor Review of August 24, 1934. “It has changed Minneapolis from being known as a scab’s paradise to being a city of hope for those who toil.”

The Depression also spurred the union to redouble its efforts to organize the over-the-road trucking industry. The keystone of this organizing approach was the control of truck terminals, from which over-the-road truckers could be organized. By 1935, Teamsters membership stood at 146,000.

WAR AND PEACE

During World War II, the Teamsters, like most of organized labor, pledged to refrain from all work stoppages for the duration of the war. Tobin fully subscribed to this policy, maintaining that, “A man who quits work now without the consent and approval of his union—which he cannot get—is and should be and will be classed as an enemy of our nation and of our government.”

Following the war, the union made sure that Teamster veterans kept their seniority when they returned to work. By 1949, membership topped one million thanks to organizing in booming post-war industries, including the automotive trades, food processing and dairy industries.

Congressional passage of the anti-union Taft-Hartley Act in the summer of 1947 boosted management’s efforts to reduce labor’s influence. In the years immediately following the act, unions saw their right to picket constantly eroded by a succession of court rulings. Yet the International continued to perfect its strategy of creating multi-state bargaining units, area-wide negotiations and control of the trucking terminals.

FOR THE DURATION
Teamsters aid in promoting strike talks and the idea of “no strikes for the duration” of the war. Thomas Flynn, Local 364 and International staff member talks with Albert Taylor of Local 135. 1942





TEAMSTERS 100TH ANNIVERSARY

Aggressive organizing efforts helped to bolster leverage at the bargaining table, resulting in average hourly wage increases far exceeding those of other unionized transportation and manufacturing workers. The late 1950s also saw considerable progress in the warehouse industry, with company-paid health insurance and pensions on the bargaining table.

THE WORLD'S LARGEST UNION

By 1957, the Teamsters had become the largest union in the world by leading the labor movement in organizing wins. At the same time, the Teamsters developed a legislative and political action component that fought anti-union legislation.

In 1964, the National Master Freight Agreement—the first-ever national agreement in trucking—was the crowning achievement of legendary General President James R. Hoffa. Hoffa strategically worked to establish concurrent expiration dates on all freight agreements so the nationwide unit of drivers could leverage their collective strength to achieve this historical agreement. It covered 400,000 members employed by some 16,000 trucking companies and spawned similar bargaining in other Teamsters trades and crafts. Drivers who had once been at the bottom of the economic ladder saw their strength and power soar as a united group.

Organizing fights in the 1960s were essential in raising standards for all workers, union and non-union alike. An obscure strike by 125 workers at J.M. Blythe Motor Lines in Florida was emblematic of the need to maintain union standards for all 100,000 drivers of refrigerated rigs, including those in the right-to-work South. Other developments included expansion of the Anheuser-Busch jurisdiction and a national contract in the linen industry.

Despite a severe recession resulting in

part from a huge Vietnam War-derived federal debt, the Teamsters made many advances in the 1970s. In 1976, Teamsters membership topped the two million mark.

But in the 1980s, as the Reagan administration gave the green light to a new deluge of union-busting, the Teamsters faced a unique challenge as trucking deregulation caused a steady decline in membership rolls for the first time since the Depression. And with each passing year, big business lobbyists eroded labor law and took the teeth out of its enforcement.

Much of this pattern continued into the 1990s, despite an economic turnaround during the Clinton years. The union was plagued by financial mismanagement and shrinking resources throughout the 1990s. With morale at an all-time low, major changes were in store that would result in strong contracts and a renewed spirit.



REASON TO SMILE
The National Master Freight Agreement of 1964 brought more workers into the middle class than any other single event in labor history.



CARHAUL VICTORY
Carhaul workers after ratifying their new national master agreement in 1999—the first national contract won by newly-elected General President James P. Hoffa



Whether through legislation or activism, Teamsters have a rich history of improving conditions for working men and women. Throughout its 100 years, the Teamsters Union has stood up for the rights of all workers through actions in the community, in the workplace and in the halls of Congress.



LABOR REFORM
Members of Local 25 in Boston show their support for Roosevelt and labor reform. c. 1944

Since its inception in 1903, the Teamsters has been a political union but it wasn't until later in the century that it found its balance between politics and activism. When the union first began organizing, there were few laws to protect workers' rights. Companies were allowed to use workers as a commodity and referred to them as "employees at will." Organizing in that environment took a special kind of courage. As brave Teamsters fought in the streets against powerful companies, they quickly realized that the government almost always sided with the employer.

For that reason, political action was as necessary to the growth of the union as organizing and bargaining.

Although the Teamsters realized the necessity of strong political unity, its first real visibility in Washington took place during Franklin Delano Roosevelt's administration. The union embraced FDR as he fought for working families and won the passage of legislative initiatives to pull the country out of the Depression. And he relied heavily on labor leaders, especially General President Tobin, to make his case.

Opposite:
FIGHTING FOR FAIRNESS
Teamster wives from North and South Carolina picket the White House in protest of actions affecting union jobs. c. 1961



SERVICE TO THE NATION
Many Teamsters volunteered for military service after Pearl Harbor. 1942



Legislation and Activism: SEEKING JUSTICE





DRIVE GOES TO WASHINGTON

Teamster political activists came to Washington to lobby against anti-labor legislation such as the Taft-Hartley Act. 1965

MEETING WITH DR. KING
Joseph Konowe, Director of the Teamsters Industrial Trades Division, talks to Martin Luther King Jr. at a civil rights luncheon held by Governor Nelson Rockefeller in New York. 1964



DRIVE TO WASHINGTON

In 1959, the Teamsters launched DRIVE, or Democrat, Republican, Independent Voter Education—the political action and legislative arm of the International Brotherhood of Teamsters. DRIVE was born in the aftermath of anti-union legislation such as the Taft-Hartley Act and Landrum-Griffin Act when it became clear that political and legislative action was required for the survival and prosperity of the union.

Josephine Hoffa, wife of the General President, was the guiding force that initiated the DRIVE program. The October 1963 issue of the Teamster magazine had this to say about Mrs. Hoffa: “To the Teamsters movement, she symbolizes the woman in politics to protect economic gains her husband has won at the bargaining table and on the picket line... Jo Hoffa symbolizes the wife of the working man who stepped forward to meet the political challenge of the times and to put DRIVE into ACTION.”

Thanks largely to the vision of Josephine Hoffa, DRIVE became America’s largest PAC shortly after its inception.

FIGHT FOR EQUALITY

Dignity in the workplace does not only come from good contracts. It comes from equality—something the Teamsters have fought for from the beginning.

Women’s rights. Civil rights. The rights of migrant workers. Child labor. Retiree’s rights. These are just a few of the causes taken up in the name of fairness. Through legislation, donations and activism, the Teamsters Union has made more of a difference in these areas than perhaps any union or single organization in North America. Wherever working men and women marched for jobs, civil rights or justice, the Teamsters were on the front lines.



Under the headline, “No Color Line in Teamsters Union,” the December 1942 issue of the Teamster magazine had this to say: “There is no line, insofar as race is concerned, in our organization.”

And the Teamsters practiced what they preached. In a 1906 issue of the Teamsters magazine, there was an impassioned plea for all local unions to organize African-American workers.

“By making an effort to organize them, showing them what organization will do for them, there can be no question but that the colored teamsters of the South will become as much of a power in their locality as the drivers in all other cities where they are organized,” the article reads.

The International Brotherhood of Teamsters also championed the cause of women’s rights early on. The following was printed in the July 1917 issue of the Teamsters Journal: “Equal pay for equal work should become a constant, vigorous slogan among all employees in all crafts.

ANTI-LABOR LEGISLATION

Despite the objections of labor, anti-union sentiment prompted congress to pass the Taft-Hartley Act. Under the Act, secondary boycotts, work stoppages over jurisdictional disputes and the “closed shop” were all outlawed. c. 1947

NEW PERSPECTIVES

Clara Day of Chicago’s Local 743 became one of the most prominent women leaders in the union. Here, Day greets civil rights leader Ralph Abernathy. 1968





“The Teamsters provided me and my family with security. You’re always secure in knowing you have a solid income. My wife had breast cancer for nine years and the Teamsters paid for all of her medical costs. The union supported me throughout the ordeal. I am forever grateful for the Teamsters.”

—Frank Fosco, Chicago

Local 705 member from 1962 to 1998

ANTI-NAFTA RALLY

Teamsters gather at a rally in Dallas. 2001

TEAMSTERS TAKE ACTION

The New England Conference of Teamsters sponsored rallies against anti-labor measures. c. 1952





The strength and brains of women and girls are exploited the world over and especially so in the United States. All working men and women should become actively, and, if necessary, drastically interested in fighting for equal pay for duties performed by either sex. The standard of living in every workingman's home is lowered by sexual inequality of pay and both sexes should band together and swat the curse from all parts of the earth where it exists."

In 1917, the Teamsters won a clause in a contract for women laundry workers that workers would be paid the same regardless of race.

SOCIAL JUSTICE

The 1960s brought a new era of activism—especially involving social justice. But the Teamsters' involvement in social causes was not without consequences. In addition to participating in the historic civil rights event—March to Freedom on August 28, 1963—the Teamsters also adopted a civil rights resolution to contribute money to Dr. Martin Luther King Jr.'s Southern Christian Leadership Conference in 1965. The morning after this resolution and with a heavy heart, General President Hoffa offered a \$5,000 reward for the capture and conviction of those who murdered the wife of a business agent from Detroit's Local 247.

Viola Liuzzo had been among Teamsters participating in a civil rights march in Alabama. The night of the march, on a stretch of Interstate 80 between Montgomery and Selma, Liuzzo was shot dead by a segregationist. Three years later, King was similarly struck down by an assassin's bullet.

The union continues to strive for political and social justice. The Teamsters have many different caucuses keeping an eye on inequality in the workplace and in Washington. The International's Human Rights Commission with delegates from three caucuses—the Team-

sters National Black Caucus, the Teamsters Hispanic Caucus and the Teamsters Women's Caucus—are all hard at work to support Teamster diversity.

In words and action, the Teamsters have long sought equality for workers regardless of race, sex or age.



PROMOTING CIVIL RIGHTS
Members of Local 239 in Little Neck, New York travel to Montgomery, Alabama to join civil rights marchers. They drove 22 hours non-stop to be on time for the rally and march. 1965



SOLIDARITY DAY
New York Teamsters show their support for labor issues. 1991



Adapting to Change: BROADENING THE TEAMSTERS HORIZONS





Although the Teamsters began as an organization of team drivers, it has changed and expanded over time to address the needs of its members and workers. In the process, the union has attracted new members from industries far outside its original ranks. Over the last century, the union has proven itself extremely adaptable. Teamsters have seen the very fabric of their lives altered by technology. These changes necessitated the emergence of energetic, imaginative leaders to guide the union with a solid vision for the future and skill at keeping pace with advances in every field of labor.

The first major adjustment for the Teamsters came early in the life of the union. Just a few years after the formation of the International Brotherhood of Teamsters, use of the motorized vehicle began creeping into everyday life. This one-time curiosity and toy of the rich suddenly threatened the livelihood of members employed to haul and deliver goods by horse and wagon.

General President Tobin recognized that the “motor truck” was the wave of the future for transporting goods. He knew ignoring the situation would weaken the union and leave workers vulnerable and unprepared to cope with the rapidly changing world. He created an aggressive plan to organize workers at the fledgling motor truck companies and worked hard with companies that were shifting from horses to motor power to ensure the transitions were gradual enough to allow workers to adjust and learn new skills.

DRIVING INTO A NEW ERA

In 1912, Teamsters from the Charles W. Young Company in Philadelphia drove

off on a mission that would not only change the very basis of the union, but would earn a place in the industrial history of the United States.

The Teamsters drivers set out from Philadelphia with three tons of Parrot Brand Olive Oil Soap, and headed for Petaluma, California. By the time they reached their destination they had caught the attention of the country and set a historic precedent. This first transcontinental delivery by motor truck would serve as the inauguration of a new era in the transportation of merchandise.

This was an exciting time—full of possibilities for the future—with one regrettable downside for Teamsters. The horses, or “teams” that had been the faithful and trusted companion of the drivers, came to the end of their road. The Teamsters would show an ability to adapt to numerous changes over the coming decades, but through an almost unspoken agreement amongst the ranks, one thing would never change. The horse would always be a proud and lasting symbol for the members, honoring the heritage and traditions that gave rise to a great union.



ALL IN A DAY'S WORK
A Teamsters driver waits to move on as “residents” of the area cross the road. c. 1930s



THE UNION SERVICE CARD
Proudly carried and displayed by members at a wide variety of shops and businesses, this card shows the 1940 official name change to include Warehousemen in the title.

Opposite:
MOVING UP
Tony Maiton, a 38-year Teamster veteran, worked as an aisle ranger at the Star Market. c. 1980s



“Thanks to the Teamsters, I was able to receive good wages, health and welfare benefits and a beautiful pension plan as a UPS driver. Being a member has helped me educate my children—twin sons—and now we’re working on the next generation—my grandson Aaron.”

—Leon Cooper, Detroit

Local 243 member from 1967 to 2001

**A TURNING POINT
FOR LABOR**

Tensions had begun to rise in Minnesota as strikers and police faced off in 1934.



VENDING MACHINES

This industry experienced major growth during the 50s and 60s and added thousands of members to the Teamsters. 1967





A PIVOTAL TIME

After World War I, numerous advances in technology quickened the pace of America's move into the "modern age." These changes affected workers in almost every industry. As companies expanded, their markets expanded beyond city boundaries. Drivers were increasingly needed for what came to be known as "over-the-road" or long distance deliveries. At the time, "over-the-road" drivers were considered unskilled and were forced to work for low wages in poor conditions. They were not protected by the benefits of a union and, in fact, most unions were wary of taking these workers on as members.

These new drivers, many located in cities such as Detroit and Minneapolis, were becoming increasingly frustrated with their situation and began tentative attempts to organize and become part of a union. Their attempts were not very successful. Conditions in Minneapolis reached a point where angry workers were forced to take action. Encouraged by pro-labor provisions in Roosevelt's National Recovery Act, the truckers decided in the spring of 1934 to challenge the city's anti-labor stance.

At the same time, Teamster leaders in the region realized that the union needed to organize "over-the-road" drivers in order to maintain their strength in the labor movement. Tobin and the other leaders at the International, after much debate, offered some assistance to Local 574 members in Minneapolis who—acting on behalf of the workers—demanded improved working conditions and recognition of the union as their bargaining agent. The negative response of the city's employers and government officials led to a trucker's strike that shut down the city.

The Minneapolis strike of 1934 is widely seen as a pivotal moment for the Teamsters and the labor movement. For the Teamsters, its membership increased as the barriers against "non-craft" workers were eased, and the union's stature as a powerful force in the labor movement



increased. The outcome of the strike also led to the enactment of legislation acknowledging the rights of workers to organize and bargain.

EARLY CARHAULER

South Bend, Indiana. Local 364. 1939

A CHANGING WORLD

Jurisdictional disputes among various unions in the years immediately following World War I also brought changes to the membership. In 1922, after many debates, the Teamsters were given jurisdiction over materials unloaded from trucks at docks and waterfront storage areas with long-shoremen maintaining control over goods loaded and unloaded off of ships. In a separate decision the same year, the Teamsters were granted control over materials unloaded manually at construction sites. Several years later, in 1928, the Teamsters affiliated with the Building Materials Division of the AFL, creating the Building Material and Construction Trades Division.

The number of warehouse-related employees had been growing steadily over the years just as the use of stables had passed. In 1940, the Teamsters officially became known as the International Brotherhood of Teamsters, Chauffeurs, Warehousemen, and Helpers of America to reflect the changing nature of the members' jobs

KANSAS CITY RIVERFRONT

Teamsters load trucks with goods taken off rail cars. 1954





CREAM OF THE CROP
The area of food processing had grown considerably by the 1950s. Here, Local 471 workers complete the packaging of Land O'Lakes butter. 1954



AIRLINE MECHANIC
These workers became part of the Teamsters in the early 1960s.

Growth of the membership dropped during the Depression years due to industry hardships and subsequent unemployment, but the Teamsters did not lose their motivation for organizing new members. The concept of Joint Councils and area conferences was introduced during this time, and these innovations helped strengthen the organizing capability of the union. The onset of World War II placed membership on the upswing again with a significant number of women becoming Teamsters as men were sent overseas to fight. The Teamsters also fought to allow African-American workers to take jobs traditionally held by whites.

Innovative technologies and changes in lifestyle during and after World War II created new industries and new opportunities to organize. Food processing, cannery and vending machine trades would all experience great growth in mid-century and swell the ranks of the union even further.

The Freight Division—always the backbone of the Teamsters—continued to grow, but faced challenges after the war. The amount of freight handled by Teamsters had grown so rapidly that a decision was reached to divide it into smaller, more manageable units. Sections of the freight industry split into separate divisions within the union and were named after the primary products being hauled. The new divisions—Tankhaul, Carhaul and the Parcel and Small Packages Division—allowed for

a more specialized form of bargaining and representation. The Freight Division was also the catalyst for organizing efforts in support industries such as garage and service station employees.

TEAMSTERS A-TO-Z

The Teamsters began organizing the airline industry in the early 1960s, with the Airline Division being officially established in 1961. At the same time, the Bakery, Brewery and Soft Drink divisions were becoming firmly established while the Dairy, Industrial Trades and Canadian Conference of Teamsters developed in the ensuing decades. By the end of its first century, the Teamsters had become a truly multifaceted, diverse organization. A Teamster can honestly boast that their union has members in every field of endeavor, running the gamut from airline mechanics to zookeepers.

The Teamsters has not only survived changes in technology but also learned to use it to its advantage. Recognizing the power of television, the Teamsters took a chance and broadcast their 16th Annual Convention in 1952 so more members could participate in the event and their union. That same spirit is still in place today. The development of the Internet has been a major revolution in communications technology and the union is determined to use it well. The Internet is currently being used to provide up-to-date information to the membership on health and safety issues, government regulations and legislation, contract campaigns, important union news and events, as well as serving as a valuable organizing and educational tool.

The labor movement will keep experiencing growing pains with industrial and technological advances into the 21st Century, but the Teamsters will continue to keep abreast of progress while working for the best interests of working men and women everywhere.



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LOCAL HEROES

18 Teamster Locals Celebrate A Century Of Service



**TEAM DRIVERS INTERNATIONAL
UNION LOCAL 25**

*Early Teamsters pose in front
of their union hall in Boston.*

1899

In 1903, Teddy Roosevelt was in the White House, Boston beat Pittsburgh in the first World Series and the Wright Brothers brought the sky a little closer.



This was also the same year that the International Brotherhood of Teamsters was formed. Today, the Teamsters Union has more than 500 locals but only 18 of the original group remain. The 18 100-year old locals are a diverse bunch, but the one thing they share is a dedicated, powerful membership.

“Simply put, the members keep this local going,” said Van Beane, Secretary-Treasurer of Local 85 in San Francisco. “Their dedication to the Teamsters and to the labor movement has been steadfast.”

“We attribute our longevity to the diversity of our membership. If a particular industry is down, while it does impact us, we represent people in many other walks of life whose lives are not affected by downturns in industries or the economy,” said Bill Lichtenwald, President of Local 20 in Toledo, Ohio.

“Local 179 has done well because of the hard work and dedication of our members,” said Robert White, President of Local 179 in Joliet, Illinois.

“We’ve been blessed with a good, solid membership,” said John Bulgaro, President of Local 294 in Albany, New York. “There are lots of good union people in this area.”

STRONG LEADERS

Other locals attribute their endurance to organizing and strong leadership. Boston’s Local 25 has not only had strong leader-

ship over the years, it has provided the International Brotherhood of Teamsters with two General Presidents, including Dan Tobin from 1907 to 1952 and William McCarthy from 1988 to 1992.

“A good local really starts with good leadership,” said Steve Sullivan, Director of Education and Training for Local 25. “The handful of people that have run this union take the membership seriously.”

“Local 710 is as strong as it is because my predecessors were great leaders,” said Frank Wsol, Secretary-Treasurer of Local 710 in Chicago.

THE TEST OF TIME

Top: Local 229’s union hall was located on a mining site in 1925.

Below: The current Local 229 offices in 1980.



TOLEDO'S FINEST
Local 20 members in 2003 and 1958.



CHANGING MEMBERSHIP

One hundred years ago, the International Brotherhood of Teamsters was a union for team drivers and stablemen—workers who loaded and hauled goods in horse-drawn wagons. Through the years, the membership has changed dramatically.

One way to see the change is to compare what workers did for the oldest locals 100 years ago and what they are doing for the same locals today.

Local 25 in Boston hauled coal and milk. Today, it represents workers at UPS, in freight, motion picture, carhaul, the public sector and other industries.

Local 221 in Minneapolis went from being a coal and ice-hauling local to one of the few all-construction locals in the Teamsters Union.

“One hundred years ago, our local was primarily in the dairy and trucking industries,” said Bob Weber, Secretary-Treasurer of Local 229 in Scranton, Pennsylvania. “We’re really varied now. We represent a lot of workers under the National Master Freight Agreement as well as UPS, warehouse, the public sector and brewery workers.”

Local 710 in Chicago started out as a meat drivers union and a large part of their membership still works in the food industry. But Chicago’s Local 734 is an

exception to the rule of a changing membership over the last 100 years.

“Our local strictly handles bakery—nothing else. It’s always been that way,” said Brian Meidel, President of Local 734.

IMPROVING THE COMMUNITY

Wherever there is a Teamster local, there is a surrounding community that can say it is better off for having the local in the area. With scholarships, apprentice programs, participation in countless local, state and national charities, the Teamsters is not only making life at work better, it is making life in its communities better as well.

Education is an important part of community involvement for these locals, and many offer scholarships to Teamster family members.

Local 42 gives out five scholarships each year to Teamster children and grandchildren. Local 641 has a similar scholarship fund for member dependents. And Local 221 has found an innovative way to



PHOTOGRAPHY BY KATHLEEN MARKIS

Q&A: Steve Sullivan Local 25

Teamster magazine recently discussed the benefits and challenges of preserving Teamster history with Steve Sullivan, Director of Education and Training at Local 25 in Boston. Over the past several years, Sullivan has dedicated thousands of hours into archiving the history of Local 25.

Why is it important to preserve the union’s history?

It benefits our membership to remember the past. Many of our new members don’t realize what our predecessors went through to make the Teamsters such a strong union. It’s very important that we take a proactive role in sharing our history with the general public, because if we don’t offer our own version of the union’s history, our enemies will.

What types of materials did you include in the archiving process?

I looked for old photos of members, buttons, pins, uniforms, political placards, dues books, correspondence, etc. I also appealed for help from our retirees in asking for old photos and other memorabilia and the material came in droves.

How did you decide on what materials to display?

I chose themes based on the material I had accumulated. I felt it was important to highlight the evolution of the trucks that our members drove, working condi-

100-YEAR LOCALS



HONORING THE PAST

Local 25 retiree Gene Todd and archivist Steve Sullivan point to a 1964 photo of Todd as a driver for Beacon Fast Freight.

tions, contract language, the legislative prowess of the local and photos of our members at work throughout the previous 100 years.

Where did the funding come from for the project?

We received funding from two different organizations. The Massachusetts Foundation for the Humanities gave us \$2,500 and the Documentary Heritage Grant Program of the Massachusetts Historical Records Advisory Board provided \$4,900. I had heard there was funding for this type of preservation project and I aggressively pursued it.

Do you recommend that other locals undertake this kind of project?

All local unions should be proud of their history. It's very important that the leadership of our local unions make historic preservation and archiving a top priority. A project like this brings officers, members and retirees together in a powerful way.

assist members of the community with its apprenticeship program.

"It's one of the most successful apprenticeship programs around," said George Vojta Jr., Secretary-Treasurer of Local 221. "After training people who wouldn't otherwise get guidance in particular fields, the local helps place them in jobs."

RAISING THE BAR

The 18 locals all help their surrounding communities by raising the standards of employment in their area.

"Local 90 is very diversified so it touches many areas of the community," said Robert Jackson, Secretary-Treasurer of Local 90 in Des Moines, Iowa. "Our local is helping to lay down the industry standard for many jobs."

"Local 162 has been successful in raising the standard for our members through successful negotiations," said Roger Niedermeyer, Secretary-Treasurer of Local 162 in Portland, Oregon. "As a result, we have an effect not only on other unionized employees but the people who are outside the union umbrella as well."

Local 705 works with many local, state and national charities to help the homeless and religious organizations. Local 705 even lets some local churches use their union hall as a place for meetings.

"We think this is a nice community and we work to keep it that way," said Gerald Zero, Secretary-Treasurer of Local 705.

Local 20 supports the United Way, local charities, the annual Labor Day parade, youth sports teams and many other activities members and their children participate in.

STRONGER THAN EVER

Each local is an integral piece of the International Brotherhood of Teamsters. And while these locals have hit an impressive milestone, they show no signs of slowing down and acting their age. In fact, they are contributing more to the labor movement than ever before.

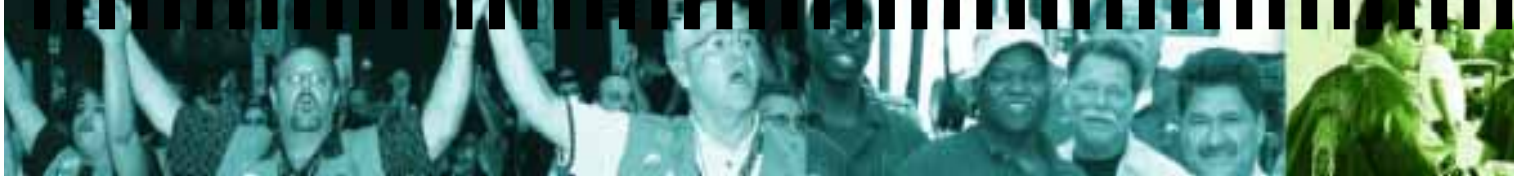
"These locals have built such proud histories by improving the lives of generations of workers and their families," said Tom Keegel, Teamsters General Secretary-Treasurer and President of Local 120 in St. Paul, Minnesota—another 100-year-old local. "There is a reason these locals survived and prospered. Their success is a testament to the strength of their members."

As one Teamster Century ends and a new one begins, these locals will all honor their past while keeping their sights fixed on a promising future.

"We have a family atmosphere," said Alice T. Riley-King, President of Local 42 in Lynn, Massachusetts. "And we never forget where we came from."

FULL PARTICIPATION
Local 162 members attend a membership meeting. 1957





The Next 100 Years: VISIONS OF THE FUTURE



The world in 1903 looked very different than it does now. Many of the rights and protections that workers take for granted today were just a dream at the turn of the last century. Standards governing hours of work barely existed. Workplace safety regulations were weak where they existed at all.

Child labor laws were nonexistent.

Yet despite the unprecedented pace of change that characterized the 20th Century, Teamsters of today have the same aspirations as Teamsters of old: A fair day's pay for a fair day's work; job security; a safe workplace; good health-care; a secure retirement; and time to spend with family and friends.

With the challenges to workers' aspirations as formidable as ever, the Teamsters Union has embarked on a wide range of innovative policies and programs aimed at securing another century of growth and prosperity for working men and women.

CHANGING TO GROW

By committing massive resources to new, innovative organizing initiatives, the Teamsters Union is leading the North American labor movement in its drive to organize the unorganized.

During an historic Special Convention in 2002, delegates nearly unanimously approved a revamped dues structure that earmarked millions of dollars every year

to an Organizing Fund. And in 2003, the union's first-ever conference devoted solely to recruiting new members ratified the program of its newly reconstituted Organizing Department to strategically organize in Teamsters core industries, target member-rich industries and increase the union's organizing capacity.

The union's emphasis on strategic organizing campaigns has begun to bear fruit. Its impact is felt in such diverse yet traditional Teamsters strongholds as United Parcel Service, where partnerships with local unions in right-to-work states are bringing in more part-time workers; in the waste industry, by targeting nationwide giants Waste Management and BFI; at beverage companies, taking aim at Coca-Cola and Pepsi merchandisers; in food distribution warehouses; and in freight, carhaul and tankhaul.

POLITICAL STRENGTH

Today's Teamsters Union has regained its reputation as the most influential



NO TO WTO
More than 3,000 Teamsters converged on Seattle to demonstrate against the World Trade Organization. 1999



CHANGING TO GROW
The Teamsters Union has committed massive resources to new organizing initiatives in order to grow the union. 2003

“The Teamsters meant everything in my life. My daddy was a mule farmer, so we never had a lot. I was lucky to become a Teamster and have a decent living for my family. I know there are millions of stories just like mine.”

—Joe Jenkins, Nashville, Local 480 member from 1959 to 1991





“The Teamsters have provided me with a very good living, very good health and welfare benefits and a secure retirement. I’m comforted to know that if something happened to me, my Teamster retirement would take care of my wife.”

—Dan Sullivan, Seattle

Local 174 member from 1950 to 1989

and politically powerful labor organization in the United States.

In recent years, the Teamsters political program and DRIVE—the union’s political action committee—have scored major victories in the union’s efforts to elect a bipartisan Teamster majority. The Teamsters political program is based on members’ interests, closely following legislative and regulatory issues that impact Teamsters and their families.

In Washington, Ottawa, and state and provincial capitals throughout North America, Teamsters lobbyists ensure that the rank-and-file voice is heard loud and clear. Current legislative priorities include union self-governance; extended unemployment and health care benefits for displaced workers; opposition to trade agreements where labor and environmental standards are not included or enforced; highway safety improvements; safe transportation of hazardous materials; immigrant worker rights; prescription drug coverage; worker health and safety; improvement of labor standards; strengthened worker rights and protections; a Patients’ Bill of Rights; and strengthened Social Security and Medicare.

PUBLIC SERVANTS
Canadian Teamsters stand on the front lines in the fight for public safety.
2000



STRONG REPRESENTATION

The real test of a union’s worth is found in the value of the contracts it negotiates. The Teamsters is legendary for its ability to win strong contracts, and it continues to win the best agreements in the labor movement regardless of prevailing economic conditions.

Despite a stagnant economy, union negotiators in recent years have won major national master agreements in core industries, including carhaul, where contract victories in 1999 and 2003 preserved health care, boosted pensions and achieved wage gains and job security provisions; freight, where a \$1.7 billion National Master Freight Agreement in 2003 provided the best monetary package ever for more than 65,000 members, improving on the previous agreement by some \$700 million; and United Parcel Service, where the \$10 billion 2002 national master agreement secured the best wage

A HOUSE IN ORDER

In 2002, democratically elected Special Convention delegates approved a new funding structure that will provide financial stability to the union for decades to come. Their work built upon a report by the Blue Ribbon Commission on Union Finances, which was appointed by the General Executive Board to review the Teamsters general treasury and Strike Fund, and to explore ideas and options to best solve the union’s fiscal challenges.



and benefit package in company history, and provided more than 200,000 Teamsters with the industry's strongest job protections.

Under the union's revamped dues structure, a dedicated Strike and Defense Fund provides members forced to strike with out-of-work benefits of 10 times the hourly rate. The fund has been an important lever for extracting gains at the bargaining table.

RUNNING A CLEAN UNION

Even before taking office, current General President James P. Hoffa pledged to maintain a union culture that is intolerant of organized crime, and to establish and enforce legitimate, reasonable standards of conduct to safeguard the union and its members against corruption.

To implement the plan, the General Executive Board formed Project RISE (Respect, Integrity, Strength, Ethics) to establish a clear, concise and practical program for members and officers based upon fundamental trade union values and applicable legal requirements. One goal of RISE is to educate officers and members about these values and requirements and to identify any remaining organized crime influences within the union.

In RISE's exhaustive 526-page report, "The Teamsters: Perception and Reality: An Investigative Study of Organized Crime Influence in the Union," a team of advisors that included FBI investigators, government officials, professors and prosecutors determined that the days of domination and significant infiltration of the Teamsters Union by organized crime were over.

Although the Teamsters have come a

long way in rooting out corruption, union leaders realize it is important to operate internal systems that will sustain a commitment to protecting the members and the union.

ONE-MEMBER, ONE-VOTE

Perhaps the most important step in protecting the members' voice in the union occurred at the 2001 International Convention. The Teamsters initiated a new era of union democracy by passing a Hoffa administration resolution to enshrine the principle of one-Teamster, one-vote, as a permanent component of the union's constitution.

This unique direct election of International officers in North America's largest union provided for a secret ballot vote by mail on candidates nominated in open convention by member-elected delegates. At the same time, this landmark action firmly established beyond reasonable doubt that the members are both capable and determined to govern themselves in accordance with the highest principles of democratic trade unionism, whereby the union's power resides entirely with the rank-and-file.

UPS SOLIDARITY

UPS workers rallied to achieve a strong, \$10 billion contract. 2002

FINANCIAL STRENGTH

General Secretary-Treasurer C. Thomas Keegel led efforts to restructure the union's finances to prepare for the future. 2002





UNIONS UNITE

General President Jim Hoffa and UNITE President Bruce Raynor kick off a joint organizing campaign. 2003

A HOUSE UNITED

By setting its sights on rebuilding the union, the Teamsters have undertaken major changes that have reinvigorated the union and brought its members together as a tight-knit family extending across North America.

Once divided by corrosive internal politics that threatened to tear the union apart, today's Teamsters Union is a house united, focused on pursuing a better future for North America's working families. And as the global economy delivers ever-greater power to an increasingly concentrated group of multinational corporations, today's Teamsters

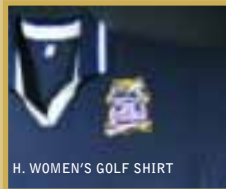
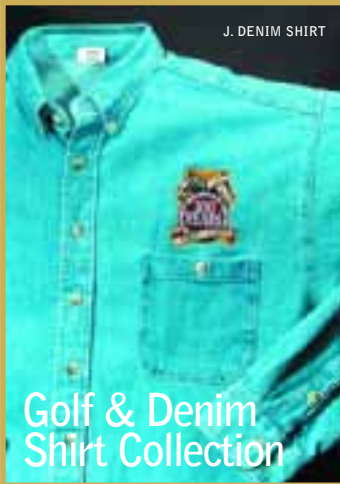
are reaching out to brothers and sisters in every nation to build solidarity and counter common adversaries.

Recent changes and changes yet to come harken back to the early beginnings of the union and to its vision of unity, pride and strength. Yet while members continue to struggle for workplace justice as they did 100 years ago, their odds of achieving success are much greater now. Standing on a legacy of high ideals and great sacrifice, today's Teamster looks forward to a future full of promise—the promise of attaining and wielding the means to demand justice and dignity for North America's working men and women.

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