

LET'S GET AMERICA WORKING

A MESSAGE FROM GENERAL PRESIDENT JAMES P. HOFFA

The Teamsters have had enough of workers becoming an afterthought in Capitol Hill policy decisions. There needs to be a way to bring a bipartisan coalition of lawmakers together for the good of regular working men and women who are just trying to support their families. And there is one – Infrastructure investment.

A better transportation network would help both truckers and the owners of their cargo more efficiently move goods across the country. It would help workers get to their jobs more quickly. And increasing the flow of energy like oil and natural gas would lower prices for consumers and businesses. Plus, construction work would create good-paying jobs.

Rebuilding America is the key to the nation's future. Whether it's building new roads or fixing old bridges, the idea is a winner not only for workers but the business community. It's rare when Congress can help two constituencies with one plan. This is it.

Now is the time to think big. To ignore the need for such a massive program will result in catastrophe for the



health, safety and welfare of Americans and the U.S. economy. Let's get America working and revive our nation to the shining city on the hill it once was again.

James P. Hoffa

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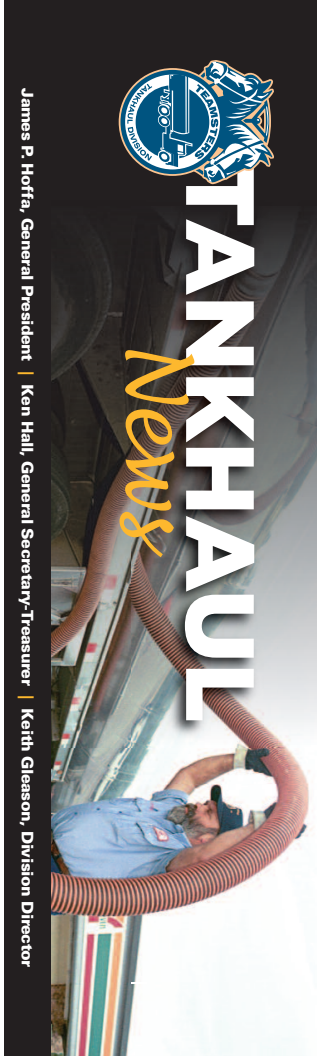
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Before and After a Teamster Tankhaul Contract From First Contract

Airgas Teamsters in Boston got a first-hand lesson in Teamster power after they joined the union last year. Boston's Local 25 organized a group of 17 tankhaul workers who deliver air cylinders to commercial entities in the area. When it was organized, their employer was called Airgas East, but is now called Airgas USA. Another location, in Hingham, Mass., was organized a few years ago. Once other locations saw the difference the union made in the workers' lives, they contacted the union for themselves.

"We joined the Teamsters Union because our jobs were always threatened. They took an 'if you don't like it, there's the door' attitude with us," said Tim Davis, who has worked as an Airgas driver for six years. "It's a lot of hard work and a lot of safety rules."

Davis said more and more things were being taken from workers at Airgas, such as personal time and overtime after eight hours.

First Contract

Since joining Local 25, Davis said things have completely turned around.

"They treat us with more respect now. They actually ask us our opinions on things. There's no more intimidation and threats on our jobs," Davis said.

"With this first contract, the wages of these Teamsters are going up substantially," said Jason Lopes, the business agent for the unit.

In the solid four-year contract, the new Teamsters were able to trim manager's clause rights by two-thirds, they negotiated language that stops subcontracting, and several other improvements, such as:

- Seniority language;
- Supervisors can't do bargaining unit work;
- Time limits on discipline;
- Extra holiday and sick day;
- Increased boot allowance; and
- Weekend guarantees.

Respect

The contract isn't the only thing the new Airgas Teamsters are happy with. In general, the attitude of management has changed since a union was formed at Airgas. As an example, Davis said the company wanted the drivers to sign releases for background checks, which included a credit check. But thanks to their business agent, Lopes, the company backed off.

"It's a more relaxed atmosphere now. People aren't walking on eggshells," Davis said. "And my co-workers are also happy with the union. One of the guys who always wore a 'Vote No' button is now one of our strongest supporters."

Davis also said the company takes safety issues more seriously now, which he attributes to the presence of a strong union.

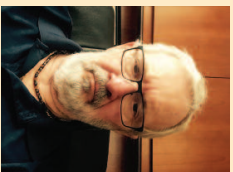
"It's about respect now," Davis said. "And now, as members of Local 25, we get respect."

A MESSAGE FROM DIVISION
DIRECTOR KEITH GLEASON

BUILDING TEAMSTER POWER

As Director of the Tankhaul Division and President of Local 627 in Peoria, Ill., I

know how important it is to provide the best representation possible to our tankhaul members.



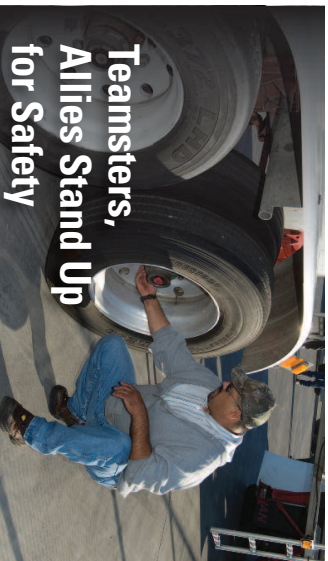
Workers need to know the union is fighting to protect their livelihoods every day by making sure the employers are following the contracts. This also means that we must educate our members so that they too can fight to defend their rights at work.

We will continue to make representation a priority within the Tankhaul Division and we will make sure all the tankhaul local unions have the resources to do this.

We have recently taken yet another big step in this direction with the ratification of the Master Tankhaul Agreement.

Organizing and building Teamster power is front and center in the Tankhaul Division right now. When we organize, all our members benefit. When we build density in an industry, we are in a better position with the employers to negotiate the strongest contracts. When we negotiate a strong contract and enforce it, it's good for everyone in our industry.

We cannot do it alone. We need all the local unions, Joint Councils and you—our members—to help out when we call for help. Together is the only way we will succeed.



Teamsters, Allies Stand Up for Safety

Outrage Expressed at Attempts
to Gut Truck Safety Laws

In May, the Teamsters joined forces with safety advocates, crash victims and law enforcement allies for a press event on Capitol Hill to speak out against proposed rollbacks of major truck safety regulations.



The event was held as the Appropriations Committee considers the House Transportation, Housing and Urban Development (THUD) Appropriations Bill for 2016, which includes "riders" that will force truck drivers to work longer hours and drive larger, heavier trucks.

"I join with other safety-minded groups and these brave families who have suffered such personal loss, to lend the Teamsters' voice in denouncing the roll back of critical safety measures through the actions of the House Appropriations Committee and call upon the Senate to not go down this same dangerous path," said LaMont Byrd, Director of the Teamsters Safety and Health Department.

Others who spoke at the event included Jackie Gillan, president of the Advocates for Highway and Auto Safety; Capt. Robert Kneer, a New Jersey police officer whose colleague was killed in a truck accident; former NHTSA Administrator Joan Claybrook; and Lisa Strum, whose mother and step-father lost their lives in a crash involving a FedEx double trailer truck.

This is no time for Congress to be loosening safety rules for trucks. With truck crash fatalities up 17 percent and injuries up 28 percent in last four years, Congress is contemplating changes to make a bad situation worse. Trucking industry profits might be served by these deadly changes, but workers and the driving public are not.



CHANGES TO MASTER TANKHAUL AGREEMENT RATIFIED

CONTRACT MAINTAINS WAGES AND BENEFITS

In late 2003, a National Master Agreement was reached for tankhaul drivers for the first time in history. Recently, members working under the agreement ratified a three-year deal maintaining benefits at their current levels.

The contract, covering hundreds of Teamsters who drive tanker trucks and work for Slay Transportation and others, was ratified by members in November.

"I'm glad we kept the National Master Agreement in place for these hardworking tankhaul Teamsters," said Keith Gleason, Director of the union's Tankhaul Division. "As this industry struggles, it's important that our members maintained their health and welfare and other benefits."

Rick Bauer, President of Local 697 in Wheeling, W. Va., said his local represents about 80 tankhaul Teamsters covered under the master contract.

"We got pretty much everything we wanted from the companies," said Bauer, who was also part of the negotiating team.

Pensions and Health Care

The tanker truck industry isn't in great shape, said Bauer, and it's getting more and more difficult to maintain benefits.

That's why it was so impressive that the Master Tankhaul Agreement maintained good Teamster pensions and health care benefits.

Wages for these tankhaul Teamsters are not negotiated under the master agreement. They are negotiated in riders and supplements to the contract, and Gleason said wages were largely maintained.

"This master agreement is a good contract for these workers," Bauer said.

"The more members we have under the Master Tankhaul Agreement, the more power those members have and the better chance we have at negotiating an even better contract the next time around," Gleason said. "This benefits everyone in the Tankhaul Division."



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