



# What's on Tap

Anheuser-Busch Teamsters  
Summer 2003



## Training For Victory *Stewards Prepare for Contract Campaign*

Contract campaigns don't happen overnight. Careful planning and training must take place ahead of time so that all Teamsters are on the same page.

The Brewery and Soft Drink Conference is working hard to put that lesson into action at Anheuser-Busch. Though the expiration of the national contract with A-B is more than a year away, training of stewards began late last year.

A-B is not only one of the oldest Teamster organized companies but also one of the most successful. "Our members helped A-B build a strong, profitable company," said Dave Laughton, Assistant Conference Director. "Strong unions make for strong companies and that strength starts with the stewards who provide daily representation for our members. We want our stewards to have all the tools and skills they need to do a good job."



### A Complex Job

Stewards at Local 6 in St. Louis recently took two days away from the brewery floor to attend a training

led by Sally Payne, Associate Director of Communications for the International. Topics included building member solidarity, communication and the history of the union in the brewery.

"The job of a steward is critical to the effectiveness of the union," said Payne. "Brewery Conference Director Jack Cipriani knows this as well as anyone—he started as a shop steward at Miller Brewing and is

## Our Fair Share

### *A-B Reports Rise in Profits, Growth in Market Share*

Once again, Teamsters at Anheuser-Busch are playing a pivotal role in the company's success. The proof is in the numbers.

A-B recently announced that this year's first-quarter profits rose 6.3 percent, and its domestic market share soared to more than 50 percent. With 7,000 Teamsters at the company's 12 U.S. breweries, members can be proud of the company's performance.

"The company's success is due to the hard work and dedication of Teamster workers," said Jack Cipriani, Teamsters Brewery and Soft Drink Conference Director. "As we proceed with contract negotiations, we will constantly be reminding management that none of this success

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## Preparation Is the Key

Go into any contract negotiation and it won't take long to tell which side is better prepared. It's the side that's setting the pace of negotiations and achieving more of their contract goals.

As A-B Teamsters gear up for their 2004 national contract, it is important that we be the side that is better prepared. And the Brewery and Soft Drink Conference is committed to making that happen.

We are bringing members together and building unity. We are training stewards and sharing information. We are hosting a Strategic Planning Meeting at the International headquarters in Washington,

D.C. for A-B coordinators and local union officers. These efforts will help us continue to move forward and present a united front to Augustus Busch.

Hard-working Teamsters are the major reason for the success that A-B continues to enjoy—you deserve to share in that success. Let's not let this be a missed opportunity. Get involved in the campaign. Be prepared—and remember—Unity pays at contract time.



Cipriani

## Giving The Troops A "High-Five"

### A-B Members Collect Donations for the USO



Slapping a buddy's hand in the air to do the "high-five" is a universal sign of support. It says "good job." With thousands of American troops serving in the Persian Gulf and other hotspots

around the globe, Teamster

members at Anheuser-Busch (A-B) wanted to show their full support by giving the troops a high-five – collecting five-dollar donations for the United Service Organizations (USO).

The USO has looked after American troops for years by providing a touch of home and support for men and women serving all over the world. Thousands of dollars earmarked for the USO were collected in communities around the 12 A-B breweries.

"It felt great to come together and collect these donations," said Dwight Rediger, a steward at the Cartersville, Georgia brewery who helped in the collection at Local 1129.

"This unity pays off not just in a time of

need for our country, but for our workforce as we approach bargaining next year."

The USO mission is to provide morale, welfare and recreation-type services to uniformed military personnel. The original intent of Congress—and enduring style of USO delivery—is to represent the American people by extending a "Touch of Home" to their military members.

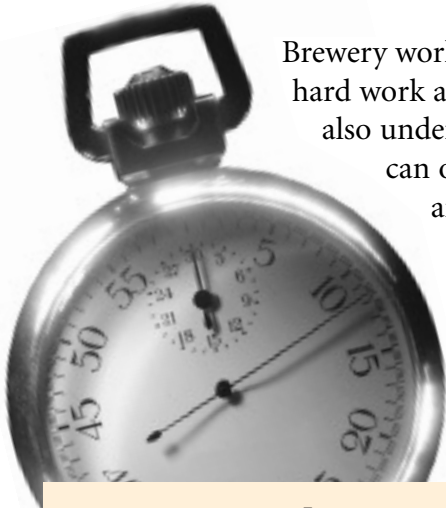
In exchange for the five-dollar donation, contributors received a pin featuring a Teamster flag and a U.S. flag with a yellow ribbon attached. After A-B management heard about the members' efforts on behalf of the USO, the company pledged to match their donations.





## Fighting A Costly Provision

### Congress Considers Replacing Overtime with Comp Time



Brewery workers know all about hard work and dedication. They also understand that long hours can often be exhaustive and chaotic.

Thankfully, workers know that federal laws and a good union contract always ensure that they get paid for

the hours they work.

But if Republican leaders in Congress have their way, a bill currently in committee would make changes in federal overtime rules eliminating overtime pay for some workers and replacing it with 'comp time' as payment. This bill would, in effect, erode the 40-hour work week and deny overtime pay to millions of America's workers who are not in unions.

H.R. 1191 was scheduled for consideration in the House of Representatives during the week of May 12, but the voice of Teamsters across the country has stalled the measure thus far. It seems that the House Republican leadership is not sure they have the necessary votes to pass the bill.

### Our Fair Share *continued from page 1*

would be possible without hardworking Teamsters."

For the period ending March 31, 2003, A-B's profit was \$485 million compared with \$456 million a year ago. Over the same period, net sales grew to \$3.28 billion from \$3.14 billion, while first-quarter per-share earnings of 57 cents is 11.8 percent higher than last year's 51 cents per share.

### Dominating Market Share

Meanwhile, the company's share of the domestic market rose to 52.1 percent from 49.5 percent a year ago. The strong financial showing comes at a time when many of A-B's rivals are seeing softer earnings and smaller market share.

A-B's new products, including Bacardi Silver and its low-carbohydrate beer Michelob Ultra, are helping propel its market share.

"As A-B continues to grow and introduce new products, union negotiators will fight for our members' interests during negotiations in each year of the contract," Cipriani said. "We will make sure our members share in the success."

### Pick Up The Phone

"Teamsters involved in the brewery and soft drink industry must pick up the phone and call their representative or send a letter recommending defeat of this anti-worker legislation," said Jack Cipriani, Brewery and Soft Drink Conference Director. "If passed, this legislation will have little affect on workers with collective bargaining agreements but it will add another obstacle for those workers who want to become Teamster members but have artificial barriers in their way."

Supporters of this bill will argue that it doesn't affect all workers, just those making more than \$22,000 a year. But in today's economy, \$22,000 simply cannot support a family in many cities. Teamster members must fight against these attempts to limit working people's earning potential. Call your representatives and tell them to defeat H.R. 1191 because a day's work deserves a day's pay.





**A MESSAGE FROM  
GENERAL  
PRESIDENT JIM  
HOFFA**

# Winning Strong National Contracts

During the past year, the Teamsters have achieved extraordinary national contracts.

We took on a very profitable company at UPS and won our members' fair share. Despite freight volume being slightly down, we maintained our members' healthcare and pensions with the National Master Freight Agreement. And our carhaul contract is a tremendous victory during these difficult days in the auto transport industry. All three contracts were milestones and provided working Americans with a shot in the arm during these tough economic times.

As great as those contracts are, they didn't just happen. We won our fair share because management knew that we were prepared and unified—and willing to

strike if necessary.

Next year's Anheuser-Busch negotiations will be no different.

A-B is enjoying record profits and increased market share in a soft economy thanks to the hard work of Teamster members. Now is the time to prepare. Now is the time to achieve our fair share.

Remember, United We Win!

Fraternally,

***"A-B is enjoying record profits and increased market share in a soft economy thanks to the hard work of Teamster members...now is the time to achieve our fair share."***



***"Strong unions make for strong companies and that strength starts with the stewards."***

— Dave Loughton,  
Assistant Conference  
Director

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aware of the valuable daily representation that stewards provide."

"Our stewards learned both representational and organizational skills," said Ken Lange, Local 6 Secretary-Treasurer. "The topics we covered will help them do their jobs better and will unify us as we prepare for the contract campaign. They came away from the meeting with a true understanding of unity during organizing."

The training in St. Louis is available to other A-B locals who request it. To schedule a training, contact Bud Benack with the Brewery and Soft Drink Conference.

**visit [www.teamster.org](http://www.teamster.org)**