



## Let's Repeat History

The struggle for a strong National Automobile Transporters Agreement is of enormous significance, not only to carhaul Teamsters, but to me personally as well.

The current contract was the first major contract negotiation of my then-three-month-old administration. In it, we achieved significant gains in pension benefits, health care coverage and wages. We took on the naysayers and forced them to admit that the Teamsters were back.

Carhaulers demonstrated their unity and confidence in their leadership team by ratify-

ing the pact by a four-to-one margin. In fact, this was the first agreement in recent memory that scored improvements for our members without a prolonged strike or rejection on a first vote.

A lot has changed since then, and we face many new challenges in this contract cycle. Yet one thing has never changed: the need to be united as we face off with management.

Remember, UNITED WE WIN!

Fraternally,

**"One thing has never changed: the need to be united."**



# Preparations Underway for New Carhaul Contract

## Contract Campaign Seeks Gains During Tough Times

Despite an economic downturn and anti-union blows to the industry, Teamster carhaulers are determined to negotiate a new National Master Automobile Transporters Agreement that meets their needs and lays the groundwork for the future. The current contract expires May 31, 2003.

"We want to keep the contract at least as good as it is," said James DeVore, a member of Local 89 who has worked at Allied Systems in Louisville, Kentucky, for 17 years. "But we've been hearing about how the price of everything is going up, including gas prices. That's kind of gotten some of the members in my shop worried."

With the economy in recession, everyone is tightening their belts. The auto industry is especially sensitive to economic cycles, with ordinary Americans hesitant to take on a new set of car payments. Yet auto transporters must struggle on other fronts as well.

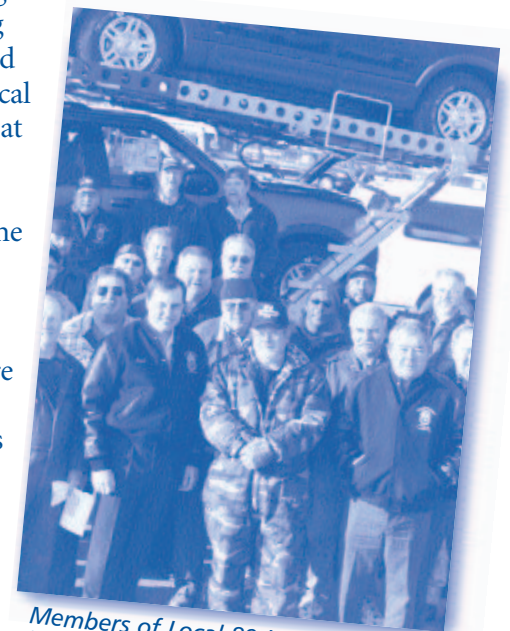
## Retaining Our Work

"Twenty years ago, I would never have dreamed that you'd see anything but Teamsters moving these vehicles," said Tony Brown, a Local 89 union steward at Active Transportation in Louisville, where he has worked for nine years.

"GM, Ford, Chrysler—they are all using nonunion carriers these days, companies like Fleet Car," Brown noted. "They've moved into some of these plants and hurt all of us."

The move by the Big Three automakers and foreign manufacturers to shift much of their transport work to nonunion operators is wreaking havoc in the industry. Complicating matters is the fact that Allied Automotive Group, the single largest carrier, has pulled out of the National Automobile Transporters Association, management's negotiating team. Allied is attempting to negotiate a separate agreement.

All of this volatility has carhaulers worried, even those who work outside of a cab.



*Members of Local 89 in Louisville, KY prepare for negotiations*

### CARHAUL NEGOTIATIONS SCHEDULE

- February 3-5, 2003:** Contract Proposal Screening Meeting  
Ft. Lauderdale, FL
- February 18, 2003:** Contract Proposal Two-Man Review  
Chicago, IL
- March 3, 2003:** Contract Proposal Exchange  
Detroit, MI
- May 31, 2003:** Carhaul Contract Expires

**Contract Talks Begin March 3rd!**

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**A Message from Carhaul Division Director Doc Conder**



# We Will Prevail

As we head into talks for a new National Automobile Transporters Agreement, two things are certain: we must be unified and we must be involved.

**"This is not the time to sit back and let the other guy shoulder the burden."**

Involvement begins at the grassroots level. That is why the Teamsters Carhaul Division has urged local unions to hold proposal meetings with rank-and-file members. We have also sent out questionnaires directly to carhaulers in order to receive the guidance and input that will inform our bargaining efforts.

This is not the time to sit back and let the other guy shoulder the burden. Every one of us has a solemn responsibility to pitch in and give our negotiating team the support and creative ideas they need to win an acceptable contract.

With the economy on the skids and the automakers inviting nonunion operators, we certainly have our work cut out for us. But I am certain that with Teamster unity and strength, we will prevail.

## Organizing the East Region's Locals Map Organizing Plans



The ranks of organized carhaulers have been significantly threatened in recent years. But the Teamsters Union refuses to take incursions by nonunion carriers and independent owner-operators lying down. On the East Coast, carhaul leaders held an intensive series of meetings last year to devise strategies for reversing the encroachment on traditionally Teamster work.

"It is imperative that we protect our members' jobs and organize the nonunion carhaul companies in the East," said Joe Bairos, Joint Council 10 Carhaul Director.

Pulling together the full resources of the International Union, including the Organizing, Research, Communications and Strategic Initiatives departments, union officers and representatives devised a comprehensive plan, approved by General President Jim Hoffa and Carhaul Director Doc Conder, that already has resulted in organizing efforts at Swift Transportation and other carriers.

"Our union is determined to restore Teamster power to carhaul throughout the region," said Louis Malizia, Assistant Director of Strategic Initiatives.

### CONTRACT ISSUES

Although contract proposals are still evolving, Teamsters Carhaul Director Doc Conder has indicated that these issues must be on the table for the 2003 National Automobile Transporters Agreement:

- Preservation of the multi-employer agreement;
- Maintenance of health care benefits;
- Protect strong pensions;
- Enhanced job security by strengthening the agreement's subcontracting and follow-the-work provisions; and,
- Increased wages.

## Carhaul Talks continued from page 1



Roy Kozak, Local 89

"That's one of our biggest things," said Jeff Thompson, a steward who with 160 fellow Teamsters works at Auto Resources Group, a yard operator in Louisville. "A lot of the work has been going under white-paper agreements lately. We're all concerned about staying under the national contract."

### The Strength of a Contract

To prepare for the upcoming talks and ensure a grassroots contract campaign, carhaul locals throughout the nation have held meetings to discuss proposals for a new national agreement and its associated supplements. Locals have then forwarded members' priorities and recommendations to the Teamsters Carhaul Division.

**"Twenty years ago, I would never have dreamed that you'd see anything but Teamsters moving these vehicles."**

—Tony Brown, Local 89 shop steward

The division has sent survey questionnaires to carhaul members, seeking their input. While returns are still com-

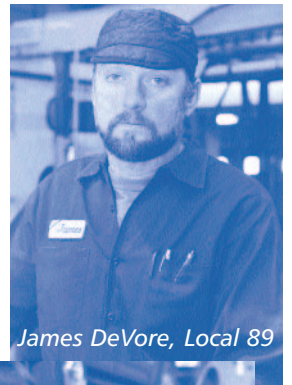
ing in, it is clear that health and welfare are among the top concerns.

"Drivers feel that we shouldn't have to pay a percentage of the premiums for healthcare insurance," Brown said. "We've been hearing that the companies want that. Protection of our pensions is important too."

Sure, these are tough times. Yet it is precisely when the challenges are greatest that the value of Teamster membership is most evident.

"Today, I wouldn't be doing this job unless I was under a Teamster contract," Brown said. "Nonunion workers have lower pay and benefits. They're liable for damages. If they have retirement savings, it's a 401(k) that they have to pay for. I don't know of any drivers who can cover all of these expenses."

Thompson agreed. "You have contract language that safeguards you, that allows you to follow your work. It lets you stay on if another company comes in and takes over. Without it, they can bring in all-new people—and you'd be out of luck."



James DeVore, Local 89



Jeff Thompson, Steward, Local 89

## Teamsters Win Lawsuit to Keep Mexican Trucks Off U.S. Highways

In a major victory for Teamster members, the Ninth Circuit Court ruled on January 15 that the U.S. Department of Transportation must prepare a full Environmental Impact Statement and Clean Air Act conformity determination before opening all American highways to Mexican trucks.

"In a rush to open the border, the administration failed to pay attention to the health concerns of U.S. citizens," said Jim Hoffa, Teamsters General President. "We are pleased that the court recognized the inherent dangers of the department's policy and is enforcing our nation's laws."

