



# TEAMSTERS FREIGHT NEWS

FALL 2003

INTERNATIONAL  
BROTHERHOOD OF  
TEAMSTERS



25 Louisiana Avenue, NW  
Washington, DC 20001

James P. Hoffa, General President  
Tyson Johnson, Freight Division Director

## Building Freight Power Teamsters "Driving for Respect"

Intent on expanding union presence among over-the-road drivers, the Teamsters Freight Division and the

International's Organizing Department have joined together to launch a major organizing effort this fall under the theme, "Driving for Respect."

The launch follows months of research

and analysis, with extensive communication between the International Union's staff and freight locals across the country.

Staff members working on the organizing initiative have targeted one major trucking company for initial activity, and several others will be pursued in the coming weeks.

### Sweeping the Industry

More than 60 organizers from freight locals and Joint Councils in the South and Central Regions recently attended two-day training sessions in New Orleans and Kansas City. Additional sessions later this year will involve organizers from the

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## Hoffa Appoints Johnson to Lead Freight Division

Teamsters General President Jim Hoffa has appointed Tyson Johnson as Freight Director. Johnson took over the reins on September 15.

"I am pleased to announce that Tyson Johnson, Secretary-Treasurer and Principal Officer of Local 745 in Dallas, has been named National Freight Director," Hoffa said.

"Tyson will replace Phil Young, who will continue to serve our union as an International Vice President and International Representative in the Freight Division. Phil has done an outstanding job as Freight Director, and I'm pleased that he will continue to offer his knowledge, expertise and experience to the division," Hoffa said.

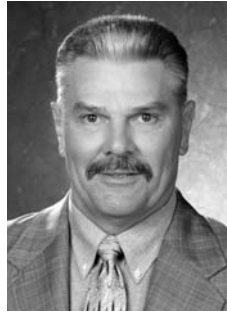
Johnson, an International Vice



President, had served as Assistant Freight Director under Young, and is a 35-year member of Local 745.

"It's a distinct pleasure to receive this appointment," Johnson said. "It was a pleasure serving under Phil Young, who did an outstanding job as Freight Director and is responsible for making the Freight Division so great. I will do all I can to maintain excellence in the division."

# TEAMSTERS FREIGHT NEWS



## Rising to New Challenges

### A Message From Freight Director Tyson Johnson

I am honored to have been named National Freight

Director and I appreciate the confidence that General President Jim Hoffa has placed in me to lead this division.

Phil Young is a tough act to follow. I had the pleasure and privilege of serving as Assistant Director under Phil, and he did an outstanding job leading this division. His efforts were crowned with the strong National Master Freight Agreement that you approved earlier this year by an 86 percent margin.

We will keep the momentum going and build on that success. Each and every one of you will continue to receive the best representation.

We have many challenges ahead, but I am looking forward to taking them head on. One of our first priorities is building this division and this union. I am excited about our new organizing campaign, "Driving for Respect." I am confident that together, we can rise to the challenge of organizing more members and regaining the strength of Teamsters in the freight industry.

Please join me in our efforts. If we work together, no challenge is too big.

## Union Settles Contract With Airborne Express



The Teamsters National Freight Industry Negotiating Committee and Airborne Express Inc. recently reached a contract agreement.

Airborne has agreed to the terms of the 2003-2008 National Master Freight Agreement (NMFA) and applicable supplements with a re-opener on the third year on all provisions—except for wages and health, welfare and pension contribution rate increases.

The contract settlement reached with Airborne also includes the continuation of the Airborne@Home, Ground Service Delivery, and Anti-Harassment Program Agreements.

The re-opener will allow the union to protect the best interests of the members in the wake of DHL Worldwide's purchase of Airborne. In the event that the parties cannot reach agreement during the re-opener negotiations, the union will have the right to all economic recourse to support its positions.

The agreement provides for retroactivity on wage and fringe benefit increases to April 1, 2003.

Meanwhile, flight deck crewmembers with ABX Air, a subsidiary of Airborne, ratified a new contract in mid-August. The five-year contract negotiated by Local 1224 in Wilmington, Ohio and the International Union has many benefits for the nearly 800 Airline members, including higher pay and improved scope language.

# Teamsters to Continue to Monitor Yellow-Roadway Merger

## As Developments Occur, Members Will Stay Informed

When 18-year Roadway veteran Ed Thompson first heard that the Yellow Corporation was buying Roadway, he and his co-workers at the Carlisle, Pennsylvania terminal were worried about their futures.

But that worry has subsided. Thompson said he's pleased with how Teamster leaders have stepped up to the plate to closely monitor the sale.

"When we first heard the news, we all felt sold out by the company, especially after winning such a great contract," said Thompson, a member of Local 776 in Harrisburg, Pennsylvania. "But then General President Hoffa and Tyson Johnson met with company management and asked pointed questions. That really reassured everyone that the union was staying on top of the situation. We feel a lot more comfortable now that we know the union is looking out for our interests."

The Teamsters Union continues to keep a close watch on Yellow's planned \$966 million purchase of Roadway.

"Our number one concern is members' jobs," said Tyson Johnson, Freight Division Director. "Our staff will be closely watching the sale unfold and we will make sure our members' futures are protected."

### Deal to Close Soon

In early October, Yellow's General Counsel Dan Churay said the two companies plan a joint shareholders meeting in early December to vote on Yellow's offer for Roadway.

Churay said he expects the Department of Justice will complete its antitrust review by the end of the year, probably before the shareholder's meeting.

This past summer, Hoffa met with Yellow CEO Bill Zollars and Roadway CEO Jim Staley.

During the meeting, company offi-

*"Our staff will be closely watching the sale unfold and we will make sure our members' futures are protected."*

—Tyson Johnson, IBT Freight Director



cialists indicated the following:

- ▶ The companies expect minimal impact on the workers and both companies will continue to compete against each other;
- ▶ There are no anticipated job losses;
- ▶ There will be no impact on Roadway subsidiaries New Penn and Reimer; and
- ▶ They hope to conclude the proposed merger by the end of the year.

Despite the companies' promises, Hoffa pointed out that the proposed merger will potentially impact more than 35,000 Teamster members.

The acquisition could add Teamster jobs in some areas, noted Mike Conyngham, the International Union's Director of Research.

"Yellow's purchase of Roadway would allow the separate companies to better compete with non-union carriers," Conyngham said. "The companies would have the capital and resources to invest and be in a better position to move into regional markets. This could ultimately increase Teamster jobs because it could help the companies get into new markets such as

## Building Freight Power continued from page 1



Eastern and Western Regions.

"I'm really excited to be in on the beginning of this campaign," said Bob Smith, a project organizer at Local 41 in Kansas City. "The Freight Division and the Organizing Department have worked together on a strategy to sweep through freight companies over the next few years. It's going to change the face of the industry."

"To be successful in building Teamster power, we need to focus on the freight industry," said Tyson Johnson, Teamsters Freight Director. "We need to reverse the declines we have experienced in recent years. I am excited about this initiative, and we are committed to making it successful."

## Michigan Freight Workers Say “Yes”

### Joint Effort Signs Up Nearly 70 Drivers



*“I’ve wanted to be a Teamster my whole life. They care about their drivers.”*

—Derek Moore

Derek Moore has only been a Teamster since late August, but he has already seen the benefits.

“We haven’t gotten a contract yet, but already the guys from the local are standing behind us 100 percent whenever we need them,” said Moore, who started the organizing drive at ProLogistics, a freight company in Romulus, Michigan. Moore spearheaded the drive to sign up members who now belong to Local 299 in Detroit.

“I’ve wanted to be a Teamster my

whole life. They care about their drivers,” Moore said.

Moore and other workers from the company, which hauls freight for the Ford Motor Company, contacted Local 299 in July. Two Local 299 business agents—Terry Sell and Ken Kwapisz—contacted organizers.

Joint Council 43 Organizer Jim Parrinello and International Organizer Mike McElmury then went to work. The pair worked with Moore to sign up 63 of the 68 drivers.

### Coordinated Effort

Organizers brought the cards to Dennis Hands, who is Joint Council 43’s Director of Organizing. Hands then worked with the company to secure a recognition agreement, which was signed on August 29.

At press time, contract negotiations were under way.

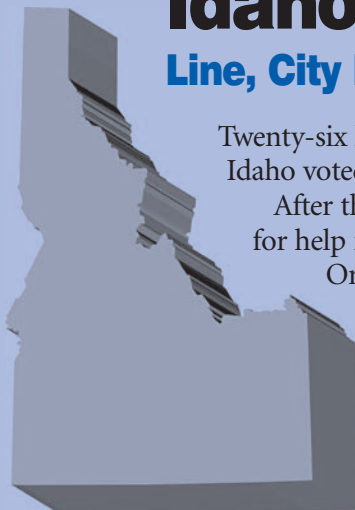
Moore said he and his coworkers are looking forward to a strong Teamsters contract.

“I’m looking forward to an agreement that provides higher wages and better benefits so that I can take care of my family,” Moore said.

## Idahoans Say Yes to Team Line, City Drivers Join Local 483

Twenty-six line and city drivers at Oak Harbor Freight in Boise, Idaho voted 16-9 in late September to join Local 483.

After the local asked the Teamsters Organizing Department for help in what looked to be a close election, International Organizer Dean Modecker, along with International Representative Ed Bagwell and Local Organizer Mark Briggs, conducted an intensive house call campaign during the final week. Workers responded with enthusiasm, signing organizing petitions and participating in activities that led to a strong majority voting “yes” for the Teamsters.



# Working Families Victorious On Overtime

## Congress Defeats Administration Plan Twice

The Teamsters helped secure a convincing victory for working families throughout the country as Republicans joined Democrats to defeat legislation that would have limited paid overtime to millions of workers.

On March 27, the Department of Labor published a proposal to change regulations defining exemptions from the Fair Labor Standards Act (FLSA). Although presented as an attempt to “modernize” work rules for “white-collar” employees, the measure is actually a money-grab for businesses and effectively closes the door to overtime pay for nearly eight million blue-collar workers nationwide.

The Fair Labor Standards Act was passed to create a 40-hour workweek, discourage excessive overtime and ensure that workers are paid fairly for overtime work. In essence, the Administration believes we can heal the American economy by making fewer workers toil longer for less pay.

“Millions of workers depend on overtime to make ends meet and to pay their bills for housing, food and health care,” said Jim Hoffa, Teamsters President. “Imagine for a moment, you’re a working class mother and suddenly the government says we’re going to remove a mechanism that provides nearly one-quarter of your income—would you call that modernization?”

### Hoffa Lauds Block of Debilitating Legislation

The Senate defeated the measure by a vote of 54-45. In July, an identical House amendment had failed by three votes. The Teamsters applauded Senate members — Democrat and Republican — who saw through the overtime charade.

Special thanks goes out for the courageous votes of Senators Lincoln Chafee (RI), Ben Nighthorse Campbell



(CO), Ted Stevens (AK), Arlen Specter (PA), Olympia Snowe (ME) and Lisa Murkowski (AK) for voting to protect their constituents’ economic interests.

### Committee Switches Gears, Protects Overtime

After Teamster members sent letters and placed even more calls to congressional offices in Washington, D.C. and local districts nationwide, legislators on Capitol Hill approached October’s House-Senate Conference Committee meeting on overtime legislation cautiously.

On one side stood big business’ attempts to weaken a key provision of the Fair Labor Standards Act. On the other side were millions of working families who stood to be severely affected by the legislation. The families won, as the measure was approved on a 221-203 vote. The amendment

instructed House-Senate conference members on the Labor/Health and Human Services appropriations committee to retain an amendment authored by Senator Tom Harkin (D-Iowa). The amendment blocks the Department of Labor from implementing new rules that would deprive the right to overtime pay.

“This stunning turnaround shows that elected officials know that we will hold them accountable for taking actions that would harm working families,” said Hoffa.



# Teamsters

Dennis Wolfgram, a line driver who has worked at Oak Harbor for one year, is excited to be a Teamster.

“The company has tried to pull things with the workers that it shouldn’t be doing. The Teamsters will provide us with a strong voice and dignity in the workplace,” Wolfgram said.

Larry Davidson, a 10-year line driver with the company, noted that most of his co-workers at other terminals are already Teamsters.

“It was time to get on board. We are ecstatic to join the rest of our brothers,” he said.

“This victory is a good example of how, by coordinating efforts at all levels of our union, we are making great strides in organizing freight workers,” said Ralph Taurone, Western Region Freight Director.

## Union Pacific Divests Ownership in Overnite

### Teamsters View Move as Positive in Long Run

Union Pacific Corporation has to divested its ownership in Overnite Corporation through an initial public offering, and Teamsters working for Overnite now have the opportunity to invest in the company.

As part of the plan, Overnite awarded full-time workers with 20 shares of common stock. Part-time workers who have been with Overnite for at least one year have received 10 shares.

“Because our members will own

part of the company, this move is welcomed because it could improve the Teamsters’ position and interests in the future,” said Tyson Johnson, Teamsters Freight Director.

In October 2002, the Teamsters ended a three-year unfair labor practice strike against Overnite, the trucking subsidiary of Union Pacific.

Teamsters at Overnite will also have the chance to buy additional shares of stock—at a discount—through payroll deduction.

## UPDATE: SMOKING AND HEALTH QUESTIONNAIRE

A study on the health of Teamsters in the trucking industry by scientists from Harvard Medical School is under way. The study is being done with the help of the Teamsters Union and the Motor Freight Carriers Association.

In some trucking terminals throughout the United States, measurements of air quality are being made, and some of you may have seen our investigators in your workplace. And a randomly selected group of Teamster employees have received a short health questionnaire in the mail. The researchers would like to thank those of you who have returned the survey and it is not too late to send them in.

Your cooperation and comments are helping to complete this important research and are greatly appreciated. More information on the status of the study will be available soon.



# Government Grant to Train HAZMAT Workers

## Classes Developed for Teamsters in Many Industries

The International Brotherhood of Teamsters received a grant to train workers on new regulations regarding hazardous materials.

The Teamsters received funding from the National Institute of Environmental Health Sciences to develop and operate the IBT Hazardous Waste (EPA) and Department of Energy (DOE) Worker Training Programs. These training programs provide Teamster members with the knowledge and skills to work safely in the highly hazardous environments present on hazardous waste sites, DOE sites, warehouses and construction sites contaminated with hazardous materials.

Utilizing federal funds, the Teamsters developed training courses that are tailored to meet the needs of Teamster members who transport and handle hazardous materials, hazardous waste and radiological materials.

“With all the new regulations about hazardous materials, it’s important that our members are up-to-date on all of them,” said LaMont Byrd, Director of the Teamsters Safety and Health Department. “These courses are taught by qualified Teamster instructors and will provide the skills and knowledge essential to work safely.”

Courses are designed for Teamsters who are hazardous waste workers; drivers, dock and warehouse workers who handle hazardous materials; construction workers; and radiological workers.

The courses comply with the specific training requirements of OSHA, DOT and DOE. The Teamster courses include classroom lecture, hands-on activities and dress-out activities. Teamsters will use real personal protective equipment in hands-on and dress-out activities on simulated hazardous waste sites. Once successfully completed, the student will receive written certification that the course has been completed.

To find out when and where courses are scheduled, or to request a course for 12 or more workers at your Local Union or work site, please contact the Teamsters Training Center nearest you:

- ▶ Teamsters Local 839 in Pasco, Washington—509-547-7513;
- ▶ Teamsters Local 89 in Louisville, Kentucky—502-375-0585;
- ▶ Teamsters Local 251 in Providence, Rhode Island—401-434-4740;
- ▶ Teamsters Local 631 in Las Vegas, Nevada—702-651-0344;
- ▶ Teamsters Joint Council 7 in San Francisco, California—510-568-5278; or
- ▶ Construction Teamsters Training and Upgrading Fund of



## Message from General President James P. Hoffa



# Teamsters Honor History, Look Ahead

This year marks the 100-year anniversary of our great union. And while we have much to be proud of, there are many challenges that lie ahead.

We just celebrated our centennial with a wonderful event in Washington, D.C. Now we must look ahead and focus our attention on organizing more Freight members. I am excited about our new organizing campaign, "Driving For Respect." Freight is the backbone of this great

union and I want to reverse the job losses we have suffered during the past 30 years. The Teamsters can only be strong if the Freight

Division is strong.

The Teamsters have spent 100 years fighting for justice for North American workers and their families. And during our century of struggle we have built the most powerful union this country has ever known. Let's use that power to gain new members in the Freight Division.

Remember, United We Win!

Fraternally,

Send your comments or suggestions to: *Freight News*, c/o Communications Department, 25 Louisiana Avenue, NW, Washington, D.C. 20001. Visit our website at [www.teamster.org](http://www.teamster.org)

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