



TEAMSTERS FREIGHT NEWS

WINTER 2004

INTERNATIONAL
BROTHERHOOD OF
TEAMSTERS



25 Louisiana Avenue, NW
Washington, DC 20001

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

Celebrating The Birth Of The NMFA

Landmark Agreement Turns 40

The Teamsters recently celebrated their 100th anniversary, but the most significant event in Teamsters history occurred just 40 years ago.

On January 15, 1964, General President James R. Hoffa signed the National Master Freight Agreement (NMFA)—the first-ever national agreement in trucking. This action lifted more working class families into the middle class than any other event in labor history. Truck drivers who had been at the bottom of the economic ladder saw their ability to gain better wages and benefits soar as a united group.

“I remember the day clearly,” said Leo Deaner, Special Assistant to General President James P. Hoffa.



General President James R. Hoffa holds part of the National Master Freight Agreement which was signed in February, 1964

“My father called us all together around the kitchen table to share the news. It was a very emotional moment for him and many others. It

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Driving For Respect!



Tim Tully

USF Dugan, Bestway Campaign Kicks Into High Gear

The organizing campaign at USF Dugan and USF Bestway is in high gear, with Teamster freight members standing in solidarity by wearing buttons, filling out petitions and providing words of encouragement.

Two election filings have taken place and more will follow at the two freight lines. The Teamsters hope to organize about 2,500 workers, providing them with a voice on the job now enjoyed by the nearly 10,000 Teamster members at USF Red Star, USF Reddaway, USF Holland and USF Bestway.

Teamster Freight members at the various USF lines have been wearing, “One Company, One Union” pins in support of their nonunion brothers and sisters. In addition, stewards have been meeting with their terminal managers to criticize the company for spending money on anti-union activities.

“We’re all wearing the pins in our terminal,” said Tim Tully, who has worked at USF Red Star in Baltimore for 13 years. “I’ve also been talking to the

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TEAMSTERS FREIGHT NEWS



More Members, Increased Clout

A Message From Freight Director Tyson Johnson

The “Driving for Respect” organizing campaign—a cooperative effort between the Freight Division and the Organizing Department—is shifting into high gear.

I’m excited about the prospects of 2,500 workers at USF Dugan and Bestway joining the Teamster family. And while our organizers are working extremely hard on this campaign, all freight members can lend a hand.

Whether you work at a USF freight line or not, you can play a key role. When you meet a nonunion worker at

USF Dugan or Bestway, tell them about the benefits of belonging to the best labor union in North America—the Teamsters. Tell them that you’re behind them 100 percent in their efforts to join the Teamsters.

Since the days of the horse and carriage, the Teamsters Union has raised the standard of living for freight workers throughout North America. In order to continue doing so, and to increase our bargaining power, we must reverse the decline in membership. We must grow. A simple word of encouragement to our nonunion brothers and sisters can go a long way to fulfill that mission.

Celebrating The Birth Of The NMFA

changed our lives.”

“I was able to buy a home and a car,” said Carl Gentile, a member of Local 170 in Worcester, Massachusetts since 1960. I never dreamed that was possible.”

A Dream Realized

The agreement was the first step in a larger dream to nationalize all union contracts. Hoffa had been determined to improve the standard of living for all workers and increase respect for “non-craft” laborers such as over-the-road drivers. After years of planning and achieving regional agreements for drivers, Hoffa strategically established concurrent expiration dates on all freight agreements. This allowed drivers nationwide to use their collective strength to achieve the historical agreement.

“When the agreement went into

effect we started getting raises of 25 to 40 cents an hour,” said John McBride, a member of Local 25 in Boston since 1950. “That was unheard of before then.”

The 1964 NMFA covered more than 450,000 members employed by 16,000 trucking companies and led to similar agreements in other Teamster trades and crafts. The contract—seen as an impossible task by critics and friends of labor alike—became a milestone for other labor unions as well.

“My father was able to persuade local Teamster leaders to support the plan although many were worried about losing their own authority,” said James P. Hoffa. “He convinced them it was the right thing to do.”

Blueprint for Economic Justice

The agreement also revolution-

Fighting for Pension Relief

Senate Proposal Would Help Deal With Fund Losses

The Teamsters Union, led by General President Jim Hoffa, is fighting to win passage of legislation in Washington that will help protect members' retirement security by providing some financial relief to the current pension crisis.

The legislative bill, passed in the U.S. Senate and pending in Conference Committee, would give temporary relief to multi-employer pension plans so they would have more time to recover from the losses suffered during the recent stock market collapse. The bill would make a simple change to the interest rate used in pension calculations. The interest rate federal law requires for pension calculations—the 30-year Treasury Bond, is artificially low, critics argue. Under the bill, the 30-year Treasury bond rate would be replaced with the rate on an index of high-quality corporate bonds, providing temporary relief to pension funds.

These multi-employer plans cover more than one million Teamster members and retirees.

Top Priority

“Protecting our members' retirement security is a top priority,” Hoffa said. “This pending legislation is an important

first step.”

“This legislation is critical to help protect our members who earn retirement benefits under these plans, and to the companies that contribute to multi-employer pension plans,” added Tom Keegel, Teamsters General Secretary-Treasurer.

The unprecedented decline of the U.S. stock market during 2000-2002 has had a devastating effect on defined benefit pension plans. An estimated 30 percent or more of all multi-employer defined benefit plans could encounter minimum funding problems over the next decade, with many occurring in the next few years.

The legislation before Congress would help multi-employer pension plans by providing an optional three-year suspension in the amortization of recent investment losses.

“Multi-employer plans need temporary relief to allow time to find long-term solutions to their funding problems,” Hoffa wrote in a letter to Senators urging them to pass the legislation. “The temporary multi-employer funding relief proposal will help many plans, large and small, continue to operate and provide stable retirement benefits to plan participants.”

Continued from page 1

ized the way goods of all types were moved across the country. Over-the-road drivers, empowered with economic stability and strengthened through organization, became a force on America's political landscape. Political leaders realized the interests of this group must be heard, as they could now be mobilized into a formidable voting block that had never been imagined before.

Over the years, the NMFA has served as a powerful tool in providing economic justice for working families. This blueprint of creating national agreements remains the course all unions must follow to ensure their legacy does not diminish or simply fade over time.

Striking Emery/Menlo Workers Win Tentative Agreement



Pact Protects Jobs, Offers Generous Severance to Others

In December, Teamsters on strike at Emery/Menlo Worldwide in San Jose, California voted 48-10 to ratify a contract that restores jobs to many of the company's fired workers and provides sizeable severance benefits to those who don't return.

The workers at the air freight company set up picket lines in November after the company fired about 40 workers and announced the San Jose center would close. The company then shifted the work to nonunion companies. The company's move violated the contract, which is in effect through March 2005.

Under the tentative agreement, many of the fired workers will get their jobs back. Those who choose to leave will share a \$1.7 million severance package.

“This agreement protects many of the jobs, which was our goal all along,” said Chuck Mack, a Teamsters Western Region Vice President, who negotiated the agreement. “Plus it offers some security to the workers who choose to leave the company.”

A tentative agreement was reached December 12 after the Teamsters announced that they would extend pickets to the Los Angeles area and at Emery/Menlo centers across the country.

Under the agreement, the current contract is extended 18 months to October 2006. The agreement also clarifies route areas in the Union City and Gilroy areas

Kentucky Truck Drivers, Mechanics Join Local 89

Workers Prevail Despite Company's Anti-Union Campaign

The 28 drivers and mechanics at Loudon County Trucking in Morgantown, Kentucky recently voted to join Teamsters Local 89 in Louisville.

“Like any other campaign, the company used fear, intimidation, and most notably used owner operators and favoritism in its anti-union campaign,” said Kevin Evans, Local 89’s Organizing Director.

“However, the antics used by the company backfired and helped us keep our unity among the members,” added Fred Zuckerman, Local 89 President. “The workers need and want the benefits of a Teamster contract and their vote reflected that.”

Loudon County Trucking hauls



melted aluminum and other metals. Local 89 Organizer Herman

Veltman made sure the workers were updated and informed throughout the campaign. Veltman also filed several unfair labor practice charges during the campaign to ensure a fair election.

Driving For Respect *continued from page 1*

terminal manager about USF spending money on anti-union activities and how we want that to stop. We will do anything to support our brothers and sisters at USF Dugan and Bestway.”

Petition Drive

Freight members have been signing petitions that are being sent to USF headquarters demanding that the company respect the USF Dugan and Bestway workers’ desire to form a union. The petitions also demand the company to stop any and all firings, subcontracting of routes and all other anti-union activities, and to agree to a card check/neutrality agreement with the Teamsters.

“It is important for the drivers, dockworkers and office staff at USF

Dugan and Bestway to know the Teamster Freight members are behind them, and our members are showing that through their actions,” said Mike Murphy, Teamsters Assistant Director of Organizing. “We encourage all members to spread a positive message and tell the nonunion workers that you’re behind them. Please tell them the benefits of being a Teamster and how you’re looking forward to having them join us in the fight for respect, dignity and justice in the workplace.”

“All our drivers and staff in the office and shop have signed the petitions,” Tully said. “We want the USF Dugan and Bestway workers to enjoy the same benefits we receive by being Teamsters. We’re proud to be Teamsters.”

Teamsters to Protect DHL/Airborne Workers' Rights

If Company Merges Air Hubs, Union Will Have a Say



If and when DHL decides to merge its operations with those of newly-acquired Airborne's, the Teamsters will make sure members' jobs and seniority are protected.

"Any changes in operations will need to go before the Multi-Region Change of Operations Committee," said Tyson Johnson, Teamsters Freight Director. "We are represented on that committee and our number-one concern is to protect members' contracts, rights and seniority.

We will make that happen."

DHL's \$1.05 billion purchase of Airborne was completed last year. The Teamsters represent more than 9,000 workers at Airborne—now DHL. This number includes about 800 pilots employed by ABX Air throughout the United States, represented by Local 1224 in Wilmington, Ohio, and more than 8,000 drivers, dockworkers and clerical workers under the NMFA and white paper contracts.

NLRB Issues Complaint Against Schneider Trucking

Teamsters Fight Firings of 120 Drivers

In a victory for the Teamsters, the National Labor Relations Board (NLRB) has issued a formal complaint against Schneider Transport, Schneider Tank Line and Schneider National, in a case filed by Local 75 regarding the firings of 120 drivers.

"This is a major case," said Fred Gegare, Secretary-Treasurer of Local 75 in Green Bay, Wisconsin, which represents the workers. "The company is trying to rob the drivers of their pensions and transferring their work to its nonunion division. Most of the drivers are in their late 50s or older with an average seniority of 25 years."

Schneider fired the drivers to avoid making

\$5 million in pension payments to the Central States Pension Fund. Schneider offered the drivers a unacceptable contract that would have replaced the Central States Pension. Schneider management did not bargain in good faith, did not comply with the contract, had a supervisor improperly communicate with a union driver

and the company failed to provide information requested by the union. After firing these drivers, the company transferred the drivers' work to its nonunion division, Schneider National.

The nonunion Schneider division has 18,000 workers across the United States and Canada.

"This case could help our overall position in dealing with Schneider in the future," Gegare said.

The hearing is scheduled for this spring.

"The company is trying to rob the drivers of their pensions and transferring their work to its nonunion division."

**—Fred Gegare
Secretary-Treasurer,
Local 75**

**Tell USF
to Stop
the
Anti-Union
Activities!**



Dear Mr. Richard P. DiStasio:

As a Teamster and an employee of one of the USF Corporation companies, I strongly support the USF Dugan and Bestway employees in their fight to form a union with the Teamsters. I respectfully urge you to direct the management of these companies to respect their employees' desire to form a union and to cease any and all firings, subcontracting of routes, and all other anti-worker activities.

I also believe that it's in the best interest of the USF Corporation to reach an agreement with the Teamsters to ensure management neutrality and grant union recognition based on a majority of employees signing authorization cards, and I strongly urge you to pursue that option.

Respectfully,

sign

print name

Company and Location

Teamster Local

TEAMSTERS FREIGHT NEWS

Supreme Court Issues Cross-Border Ruling; Teamsters

Hopeful

Hoffa Says Evidence Will Show Importance of Health Concerns



The U.S. Supreme Court recently granted the Bush Administration's request to review a federal court order requiring the Department of Transportation (DOT) to prepare a full Environmental Impact Statement and Clean Air Act conformity determination before it can open the U.S.-Mexico border.

"We are confident that when the justices review all the facts in this case, the court will recognize the need for the DOT to pay attention to the health concerns of U.S. citizens," said Jim Hoffa, Teamsters General President. "In a rush to open the border, the administration failed to recognize those concerns."

In January 2003, the Ninth Circuit Court issued its decision calling for the in-depth studies. In its ruling, the court found that the DOT, "acted arbitrarily and capriciously" by failing to prepare a full Environmental Impact Statement.

The Bush administration asked the Supreme Court to step in despite the fact that the DOT has already begun to assess the environmental impacts in compliance with the court order, including holding nine public hearings across the country.

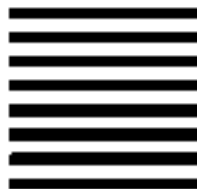
On May 1, 2002, the Teamsters joined a broad-based coalition of environmental, labor and consumer groups in a lawsuit to stop the Bush administration from opening the border to Mexican truck traffic. The lawsuit charged the Bush administration with violating environmental laws for not considering the environmental impact of Mexican trucks, which emit more pollution than U.S. trucks.



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SMOKING AND HEALTH

As one part of a study of Teamster health, scientists at the Harvard University Medical School will be sending out a final mailing of a health questionnaire to randomly selected Teamsters.

The scientists would like to thank all of you who have taken the time to fill out their questionnaires, and would like to

Local 631, 533 Fight to Keep Union Representation

Organizers, Business Agents Team Up to Beat Decert

Teamsters Local 631 in Las Vegas has helped Local 533 in Reno, Nevada defeat a decertification attempt at a Reno freight company.

“This was a hard-fought victory,” said Ray Isner, Director of Organizing for Local 631. “The company waged an anti-union campaign and thought they were going to beat us, but our members stayed united.”

Members of Local 533 who work at Motor Cargo Freight in Reno voted by a 2-to-1 margin to defeat the decert attempt, thus retaining Teamster representation. The members work as city drivers, line drivers, dockworkers and hostlers.

“The company waged an anti-union campaign and thought they were going to beat us, but our members stayed united.”

—Ray Isner

Director of Organizing for Local 631

Local 631 Organizer John Milner set the groundwork for the campaign and Isner did the follow-up work.

Manny Valenzuela, Director of Organizing for the Western Region, also participated.

Milner and Isner worked with Local 533 Business Agent Mark Tracy and Local 533 Secretary-Treasurer Lou Martino. President of Joint Council 3 in Denver, Ralph Taurone, also sent in two stewards from the company’s Salt Lake City terminal—Ray Lane and

Dennis Milano—to help in the campaign. In addition, Joint Council 3 sent a tractor-trailer rig—driven by Jim Hatfield—to help boost support.

“This was a cooperative effort,” Isner said.

Local 295 Scores Double Organizing Victory

New York Area Workers Say Yes to Teamsters

Local 295 in the New York City area scored a double victory recently when it organized 60 workers at a freight delivery company and at an air cargo company.

“It was a good day for us,” said Vinny Bruno, Trustee/Business Agent/Organizer for Local 295 in Valley Stream, New York.

In a 7-3 vote on January 23, 2004, the drivers at Starlite Cargo, a freight delivery company near JFK International Airport, voted for Teamster representation.

“The people there are pretty anxious to address several concerns,” Bruno said. Workers have not been getting paid for overtime that they have worked, and they want to receive better health care coverage.

“The employees of this company wanted to be union and have a voice at the bargaining table,” Bruno said. “Despite threats by the company that it would shut down if they voted for the union, the workers still marched on to vote yes.”

A Second Win

On the same day, 50 workers at Alliance Air Cargo at JFK Airport voted 28-19 to join Local 295.

“The Alliance workers are very concerned about job security,” Bruno said. The workers are also seeking improved health care coverage, and improved wages.

“These employees also were bombarded with anti-union messages, but they stuck together and were victorious,” Bruno said. “It’s great to see the efforts of people trying to get JFK Airport back as a union environment. We hope this is only the beginning of many more organizing efforts. I couldn’t have succeeded with these campaigns without the help of Business Agent Eddie McCormick and member Billy Gilligan and Sachel Torres.”

HEALTH QUESTIONNAIRE

encourage those who haven’t mailed them in to do so. The comments and response so far have been excellent and are essential to this important research.

All information provided is confidential, used for research purposes only, and is conducted with the assistance of the Teamster Health and Safety Department.

Message from General President James P. Hoffa



Teamsters Lead Fight for Health Care, Pension Reform

The rising costs of health care, the growing number of under-funded pension plans and the country's jobs crisis are creating serious problems for millions of working Americans.

And while there has been a lot of rhetoric, neither the President nor Congress has come up with any serious solutions.

The Teamsters want to change that. The Union is currently playing a leading role in the national effort to win universal health insurance and strengthen the safety net for workers' pensions.

The pension crisis is impacting millions of work-

ing Americans. The Teamsters and other unions are seeking relief in Congress that would give multi-employer pension plans more time to recover from the losses due to the recent stock market collapse, historically low interest rates and the jobs crisis.

President Bush has been missing in action on these issues. I hope you join with your union by electing a President this November who cares about working families and who has a plan to deal with the economic crisis facing this nation. During difficult times, Teamsters have always stood together. I am confident that through unity we will continue to prevail.

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

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