



# TEAMSTERS

## BAKERY AND LAUNDRY NEWS

OCTOBER 2004

### Tentative Agreement Reached In Frito-Lay Suit

#### Drivers To Receive Settlement And Overtime Policy

A tentative agreement has been reached in the class action suit against Frito-Lay, filed by route sales drivers and other employees in February 2003 for violations of the Ohio Minimum Fair Wage Standard Law. The tentative settlement has been approved by more

than 90 percent of the members involved from Locals 52, 92 and 957 in Ohio and Local 261 in Pennsylvania. Final approval from the court is expected in the near future.

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### ELECTION 2004: A Clear Choice For Working Families

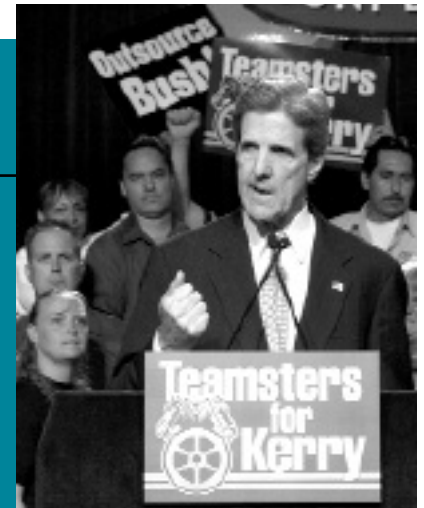
#### Bush for Big Business, Kerry for Workers

Since taking office, George W. Bush has made it clear what his attitude is toward the needs of working families. From health care to retirement security to jobs and trade, this administration consistently has worked for its Big Business contributors and against the men and women across this country who work for a living.

Still, many people are asking: How

would a second Bush term affect the needs and challenges of working families? During his acceptance speech at the Republican Convention in early September, Bush shared his vision for working families, if he's given a second term in office. In his speech, the President set his sights on basic

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Senator Kerry at the Teamsters Unity Conference

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A Message From Bakery And Laundry Conference Director Richard Volpe

# Focus On Organizing

**“Our voices do matter. Our actions make a difference.”**

The Bakery and Laundry Conference has experienced a renewed energy and dedication to organizing nonunion members over the last year and the results have been tremendous. Workers in companies both large and small now have the strength of the Teamsters to help them create workplaces that are fair and just.

In these uneasy economic times even more workers may turn to us for protection from employers who only see the bottom line. But, we cannot wait for them to come to us.

We must all continue the push to organize workers because it is key to our strength. New members give us additional manpower and resources to win strong contracts and bring security to more working families.

More members speaking out in a united voice also give us added strength in the political arena. If we want to halt the growing trend in government of anti-labor legislation, outsourcing, harmful trade policies and disrespect for working families we must be viewed as a powerful force by our elected officials. They need to understand a vote against labor may well mean a vote out of office.

There needs to be a change in the White House to halt these negative trends as well. We believe John Kerry will put the country back on the right path and be an advocate for labor. Come Election Day, we all need to help make that happen.

## A Message from General President James P. Hoffa



# Vote!

Every working man and woman who cares about their future—the future of their jobs, the future of their healthcare and retirements, and the very future of our country—should vote for John Kerry

and John Edwards on November 2.

Let's cut through the spin and campaign rhetoric and simplify the presidential race to what it is really all about. The Bush/Cheney ticket is for corporate interests while John Kerry and John Edwards stand with working Americans.

Kerry and Edwards support the right to organize. They have rallied workers on picket lines. John Kerry was once a warehouse driver and member of

Teamsters Local 25. John Edwards has worked in a mill. Can you imagine Bush or Cheney—both former CEOs—on a picket line? You would also have to be dreaming to think Bush/Cheney would do anything to strengthen workers' rights at the expense of corporate profits.

Don't be fooled by wedge issues, comments taken out of context and savvy advertising. The choice is clear. A John Kerry administration would welcome labor as a partner in Washington. Four more years of George Bush could destroy what it has taken 100 years to build. On

November 2, stand up for working families and elect public officials like John Kerry who will build our middle class rather than destroy it. And remember, every vote counts.

Fraternally,

**Let's ...simplify the presidential race to what it is really all about. The Bush/Cheney ticket is for corporate interests while John Kerry and John Edwards stand with working Americans.**

# ELECTION 2004: A Clear Choice For Working Families

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worker benefits.

“Many of our most fundamental systems—the tax code, health coverage, pension plans, worker training—were created for the world of yesterday, not of tomorrow,” the President stated. Clearly, Bush intends to use the power of his office to continue undermining—and in some cases abolishing—critical health and retirement programs.

He also laid out his plan to advance his assault on core labor rights. Just days after his administration implemented new regulations that will take overtime rights away from 6 million working Americans, Bush pledged in his speech to go even further in a second term. He

called for new “labor law reform”—including flex-time and comp-time programs—that would enable more companies to force their employees to work expanded and constantly changing schedules without any additional compensation.

## Kerry-Edwards: Renewing America's Commitment to Working Families

Fortunately, John Kerry and John Edwards know that health coverage, pensions, and worker training are not things of the past. These two leaders have proven their commitment to



working families, as both of them have earned lifetime labor voting records of better than 95 percent.

The Kerry-Edwards health care plan would make the same insurance that members of Congress use available to all Americans, ensuring that everyone has access to affordable, quality health care. Right now they are leading the fight in Congress to allow for the reimportation of safe, approved prescription drugs from Canada, drastically reducing the costs of medication for seniors and other working Americans.

Kerry and Edwards would also bring a renewed commitment to job creation and fair trade to the White House. They will close tax loopholes that encourage companies to move overseas, and they will put an end to the Bush administration's “outsourcing” agenda, which has caused 1 million American jobs to leave the country.

“Working families and union members find themselves facing the greatest challenges and, perhaps, the bleakest future in fifty years,” said Jim Hoffa, Teamsters General President.

“Fortunately, we can do something about it. By voting the issues that matter most to us—health care, retirement security, jobs and trade—we can help renew our nation's commitment to the values that built our economy and created the middle class. We can put America back to work!”

for more information log on to  
[www.TeamstersForKerry.org](http://www.TeamstersForKerry.org)

## A SECOND BUSH TERM:

### *What Would It Mean for Working Families?*

**HEALTH CARE:** 3 million retirees will lose their employer-provided prescription drug plan due to George Bush's sham prescription drug plan, and 5.2 million more people are without health insurance today than four years ago. With a second term in office Bush will be able to move forward plans to privatize Medicare and establish “medical savings accounts” which would allow wealthier Americans to buy their way out of the health care crisis.

**RETIREMENT SECURITY:** 10 million working Americans—including many Teamsters—saw their retirement plans put in jeopardy when the President used a veto threat to prevent Congress from enacting meaningful pension relief for multi-employer pension plans. The President will continue to promote an agenda that harms traditional pension plans and their participants, while at the same time undermining laws passed in recent years to reign in corporate CEOs who doctor the books and lie to investors.

**JOB AND TRADE:** 2 million more Americans are out of work today than at the beginning of the Bush administration, and 1 million jobs have gone overseas due to Bush's outsourcing policies. Bush administration officials have already stated their intention to enter the United States into more job-killing trade deals, and the President himself committed during his convention speech that he would continue his “free trade” agenda.

# New England Workers Secure Solid Contract

## Master Contract Improves Wages And Contract Language

Approximately 1,400 workers represented by the New England Teamsters Bakery Council overwhelmingly ratified a master contract with Interstate Bakeries Corporation. The three-year agreement features strong wage increases and job security language.

“In these uncertain economic times it’s important that we emphasize our strength and ability to secure a solid contract for our members,” said Richard Volpe, Vice President and Director of the Bakery and Laundry Conference. “This contract does that.”

Covering workers represented by 12 unions in the New England region, the contract covers route sales drivers, as well as several groups of hourly workers, including transport drivers, mechanics, shippers, receivers and thrift store clerks.

The agreement was ratified by 82 percent of members

voting in Rhode Island, Connecticut, Massachusetts, Maine, Vermont and New Hampshire.

“We worked hard to secure this agreement,” said Dennis Raymond, Chairman of New England Teamsters Bakery Council. “It was a good team effort.”

The new contract includes:

- Wage increases for hourly workers each year of the contract;
- Improvements in health and pension benefits;
- Base pay increases of \$10 and a commission rate increase of one-half percent for route sales drivers;
- Negotiated language for successors; and
- Assigns language, transfer of personnel, scan trading and protection for loss of license for twelve months.

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## Tentative Agreement Reached in Frito-Lay Suit continued from page 1

The case, originally filed by three plaintiffs, was granted class action status, allowing all drivers for Frito-Lay in the same job type and completing similar duties to join the suit and be included in any compensation awards.

The settlement agreement calls for restitution retroactive to February 2001 for employees in amounts ranging from \$300 to \$1,500 based on years of service and classification. In addition to this award, the settlement also includes the establishment of a variable rate overtime provision to be enacted retroactive to July 1, 2004.

“We have been following this situation closely,” said Rich Volpe, Vice President and Director of the Bakery and Laundry Conference. “We are glad to see a settlement on the table that compensates our members fairly for their lost time and wages.”

The Teamsters Union was not involved in filing the suit but representatives from the union were involved in the settlement process because all employees covered by the settlement are members of local unions in Ohio and Pennsylvania.

The suit was originally brought by three small format route sales drivers seeking to end the company practice of not paying these drivers an overtime rate or for all hours worked. Drivers of this type regularly work more than 40 hours per week for the company loading trucks, delivering products to stores and merchandizing company products, but were not being compensated accordingly.

Although the action was filed independent of any union affiliation, the three named plaintiffs and those included in the class action are all members of locals in Ohio and Pennsylvania. Plaintiffs Ed Turner and Mike Kennedy are



members of Local 52 in Brook Park, Ohio, and plaintiff Dale Shaffer is a member of Local 92 in Canton, Ohio. Other affiliates with members affected by the suit include Local 957 in Dayton, Ohio and Local 261 in New Castle, Pennsylvania.

“This was a learning experience for all of us involved in the process,” said David Dudas, Secretary-Treasurer of Local 52. “We are proud that we have members with the courage to stand up for what is right, as well as the solidarity and strength as a union to support their efforts.”

“We are also fortunate to have Vice President Rich Volpe as our Director,” Dudas added. “He had the ability to bring the parties together, the imagination and creativity to develop suggested solutions and the leadership to reach the agreement that was accepted by 90 percent of the members.”