



# LEADER

## The Teamster Leader

UNITY

PRIDE

STRENGTH

August 2004

James P. Hoffa, General President • C. Thomas Keegel, General Secretary-Treasurer

## Bush Hours of Service Regulation Overturned

### Driver Safety Protected

The Teamsters hailed a July decision by a federal court to throw out a set of truck safety regulations that went into effect in January 2004. The U.S. Court of Appeals for the District of Columbia Circuit held that the U.S. Department of Transportation (DOT) rules on hours of service (HOS) in the trucking industry are no longer enforceable. These rules affect approximately 250,000 Teamster truck drivers.

“This is a victory for all truck drivers,” said Jim Hoffa, Teamsters General President. “Working behind the wheel of a truck is hard, and our concern with this set of rules was that they would increase driver fatigue. We know fatigue creates danger on the highways.”

The regulations, which were issued in April 2003 and went into effect on January 4, increased the hours of service that govern actual driving time to 11 hours from 10 hours. The Teamsters opposed the implemented regulations because of the approach that put them into effect.

In November 2002, several groups filed a lawsuit at the U.S. Court of Appeals for the D.C. Circuit to direct the DOT to issue final rules on a number of outstanding issues, including hours of service rules. In February 2003, the DOT settled the suit by agreeing to issue the series of rules (including HOS) within the next year and a half, beginning with a rule on drivers' hours of service.

“While the Teamsters always agreed

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## Teamsters Laud Kerry-Edwards Ticket

### North Carolina Senator a Friend to Working Families

The announcement of John Edwards (D-NC) becoming the running mate of John Kerry (D-MA) was great news for the labor movement.

“Our nation is experiencing crisis after crisis in both domestic and foreign affairs. The leadership and experience of a Kerry-Edwards administration offers our best hope—in fact our only hope—of renewing the United States' prestige, as well as its commitment to the pro-worker, pro-family ideals that made our country

great,” said Jim Hoffa, Teamsters General President. “I look forward to traveling the country over the next four months and talking to Teamster members about the importance of voting for the Kerry-Edwards ticket. We will take back the White House for working families.”

International Vice President Jack Cipriani, from Greensboro, North Carolina, hailed the selection of Edwards as the Vice Presidential nominee. “Over the

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John Kerry and John Edwards at a Florida campaign event shortly after the announcement of their ticket.

REUTERS

# Port Division Gears Up For Long Haul

## Division Calls on Leadership to Lobby for Chassis Bill

“Make ‘Em Pay! Make ‘Em Pay! Make ‘Em Pay!”

This chant was heard at press conferences around the nation on the Safe Chassis Save Lives tour. This tour kicked off the introduction of a new piece of legislation, HR 2863, the Intermodal Safety Equipment Act of 2003, that requires rail and maritime chassis providers to conduct the routine maintenance and inspection procedures required by every other industry.

HR 2863 has already garnered strong support in Congress, with 65 co-sponsors to date. But momentum slowed recently when steamship lines opposing the legislation claimed that the extra cost of maintenance mandated by HR 2863 would add up to \$1.5-\$2 billion dollars.

On June 17, the Teamsters, heading a coalition that included the International Longshoremen Association (ILA), American Trucking Associations (ATA) and International Longshore and Warehouse Union (ILWU), held a press conference to release a Penn State study demonstrating that the industry figures are vastly inflated.



Ronald Capri, center, Vice President of the International Longshoremen Association and members of the press look over a chassis at the press conference.

Pete Swan, a Penn State Professor of Supply Chain Management, calculated that although steamship companies would see a small increase in costs, HR 2863 would both decrease the total cost of chassis maintenance for shippers while improving port efficiency and would provide incalculable benefits in terms of road safety.

The Port Division is calling upon union leaders to build upon the momentum generated from the findings in the Swan Report to lobby their representatives to throw their support behind this crucial bill.

“It is imperative that we get this legislation passed,” said Chuck Mack, Port Division Director and International Vice President. “Mandatory chassis inspection and maintenance must be enforced to guarantee the safety of not only our drivers, but the general public that we share the road with every time those chassis leave the port.”

The Port Division has distributed the Swan Report and lobbying materials to help unions on the local level get members of the House Transportation Committee to sign on in support of HR2863.

“We have to bring this issue to the forefront,” said Mack. “And to do that we have to educate the people that make the decisions. We must make our representatives in Congress understand that this is a national problem that must be addressed.”

For more information and materials for contacting your representatives please get in touch with Noa Oren, Public Policy Coordinator for the Port Division, at (202) 624-8704 or at port@teamster.org

### Kerry-Edwards | Continued from page 1



past six years, I have had the honor of working with Senator Edwards here in North Carolina to promote a pro-worker agenda that is rooted in a solid commitment to our families,” Cipriani said. “Just as he has been able to connect with a broad spectrum of voters here in North Carolina, John Edwards’ presence on the Democratic

ticket will provide an immediate and tremendous boost in both the South and Midwest. The battleground just grew for the Democrats.”

Hoffa added, “John Edwards will build on his ‘Two Americas’ message from the Democratic Primary, which resonated so well among independent-minded voters in industrial states, who are so often referred to as ‘swing voters.’ I call them Teamsters and workers, and they’ll be voting for John Kerry and John Edwards on November 2.”



For more information on Kerry/Edwards, please see our website at: <http://www.teamster.org>

# Union, Members Reach \$3.4 Settlement in Fleming Bankruptcy

## Settlement Also Includes Nearly \$6 Million in Stock Issuance

The Teamsters Union reached a settlement in mid-June with Fleming Companies, Inc. in bankruptcy proceedings. Under the settlement, the warehouse workers represented by the Teamsters will share about \$3.43 million in cash and will have additional claims with a face value of \$5.95 million converted to stock of a market price to be determined later. Stock is to be issued for Fleming's reorganized Core-Mark entities. Payments of the settlement cash component are expected to occur later this year—an unusually fast resolution in bankruptcy proceedings.

Key points in the settlement include:

- ▶ A resolution of the WARN Act (plant closing) cases in Phoenix, Arizona; Marshfield, Wisconsin; Kansas City, Missouri; Topeka, Kansas, Superior, Wisconsin, and King of Prussia, Pennsylvania. Fleming has agreed to pay

over \$2.21 million in cash in full to Teamsters at these locations;

- ▶ Fleming will issue severance pay in Milwaukee; Minneapolis; Kansas City; and Sacramento, California where the union contends it had such agreements. Total severance compensation is approximately \$105,000 in cash.

Severance claims with an additional face value of \$2.63 million will be converted to stock, the market price to be determined later;

- ▶ Workers will also receive approximately \$521,000 in cash for vacation, sick leave and other contractual items in their union agreements. Additional claims with a face value of \$3.32 million will also be converted to stock, with a market price to be determined later;

**“We will now work to ensure that each worker receives the payments they are owed under the settlement.”**

**—Jim Hoffa  
Teamsters General  
President**

- ▶ Payments of \$520,000 in additional cash are also part of the settlement; and
- ▶ Fleming has also agreed not to seek to be recouped for workers who may have received overpayments of their vacation, severance, or other benefits last year.

“This is a tremendous

settlement for the workers affected by Fleming's closure,” said Jim Hoffa, Teamsters General President. “We will now work to ensure that each worker receives the payments they are owed under the settlement.”

If you were a warehouse worker at Fleming and have not yet received correspondence about the Fleming settlement, please contact the IBT Warehouse Division at 202-624-8736.

## Law Enforcement Task Force Sets Example

### Members Gather For Annual Conference

In a Division as diverse as Public Services, keeping up with issues and events affecting each of the various groups can be difficult. This year's annual Public Services Conference, held in April, was designed to help remedy this situation and unify members on issues involving the entire division.

“The conference is a great place to work on both of those goals,” Carl Haynes, Public Services Division Director said. “Members from all over the country can work on the issues in their fields one day, then come together the next to meld the strategies together while the ideas are fresh and the energy high.”

“This was a great experience for me,” said Jason Bahr, a Deputy Sheriff from Local 147 in Des Moines, Iowa. “We were able to tell our story about becoming Teamsters, plus learn a lot about the other public service fields—some I didn't even know about.”

The Law Enforcement Task Force, developed out of

round table discussions at last year's conference, was in the spotlight as a model for targeting specific populations in the division to organize and support.

Added attention to the special needs and concerns of specific groups within the division is part of the overall strategy to increase membership in those areas as well as increase unity and member satisfaction with services provided. Some of the issues brought up were: safety concerns for school security and prison guards; adequate safeguards for healthcare workers; dealing with city and town boards; and gaining respect on the job for school workers and bus drivers.



*Police officers met with Carl Haynes, Director of the Teamsters Public Services Division during the conference.*

# Stories of Success

## UPS to Create 10,000 New Full-Time Jobs

John Adamiak, a steward at UPS in Cerritos, California, was thrilled to get a full-time job at the company several years ago after working part-time since 1979.

For Adamiak, who is married and has two sons, the full-time job changed his life.

“My salary has gone way up. I can afford my house. I can afford what a family needs,” he said. “Most of the part-timers are working two jobs. It’s so much nicer having a full-time job.”

More UPSers like Adamiak will soon feel the same relief. Starting August 1, the beginning of the third year of the

National Master United Parcel Service agreement, the company is required to create 2,500 new full-time jobs in each of the next four years—10,000 new full-time jobs total.

“That’s great news,” said Adamiak, who got a combination job after several attempts. He now works as an evening clerk and as late night/early morning sorter.

“I think the union is doing a good job continuing to get more full-time jobs. The combination jobs have been a major step. Before the combination jobs, (full-time jobs with a combination of different tasks), you didn’t really have as many full-time opportunities—something to strive for,” said Adamiak, a member of Local 396 in Covina, California.

### Justice for Workers

“We are pleased that more UPS Teamsters will have the opportunity to work full-time to provide a secure future for themselves and for their families,” said Ken Hall, Director of the Teamsters Parcel and Small

Package Division. “The fight for full-time jobs at UPS is a fight for justice.”

The fight hasn’t been easy. In early 2000, part-timers finally got more full-time job opportunities.

An arbitration victory for the union compelled UPS to fulfill its contractual obligation to create 2,000 new full-time jobs as called for in the first year of the 1997 National Master United Parcel Service Agreement. The arbitration victory was huge. UPS had to create the jobs by mid-2000 and had to give workers back wages with benefits.

Following the ruling and under intense pressure from the Hoffa administration, the company agreed to create the 2,000 jobs called for in 1998, the second year of the contract, and in subsequent years of the contract.

Mike Mann, a member of Local 79 in Tampa, Florida and steward since 1990, worked as a part-timer from 1989 until 2001, when a combination job became available.

“A full-time job gives you a secure future,” Mann said. “To have a guarantee of eight hours a day is the biggest benefit of all. Now I know that if I need to do this job until I’m 55 or 60, I can do it.”

**“We are pleased that more UPS Teamsters will have the opportunity to work full-time to provide a secure future for themselves and for their families.”**

**—Ken Hall, Director, Teamsters Parcel Division**



*UPS part-time employees at work.*

## The Teamsters Disaster Relief Fund Needs Your Support!

2004 has been a devastating year for many Teamster Brothers and Sisters who have lost their home or personal effects due to tornados and floods. Please send a donation to the Fund to ensure everyone, in need, gets support and help!

### Send your check to:

Teamsters Disaster Relief Fund,  
25 Louisiana Ave., N.W., Washington, DC 20001

*All contributions are tax deductible.*

# Union Leaders Build Global Power

## Meeting Includes Strategies at UPS, DHL

Teamster leaders recently met with officials from other unions from across the globe to share strategies to combat cross-border trucking, outsourcing and corporations' anti-worker policies.

In this global economy, it has become more important than ever for Teamsters to build relationships with unions overseas to share information about common employers and to develop strategies to confront multinational corporations' bids to drive down living standards for working people. Other issues include organizing owner-operators, addressing the challenge of part-time employment, fatigue, safety & health standards, worker training and bargaining strategies. These issues were all discussed and debated at the recent meeting of transportation unions, including the Teamsters, from around the world sponsored by the International Transport Federation (ITF).

The meeting included unions from Honduras, Japan, Bulgaria, Zimbabwe, the United Kingdom, Sweden, Ghana, and Australia. The leaders were committed to supporting each union's organizing and bargaining efforts with transportation and logistics companies such as UPS, DHL, Exel, National Express and others.

### UPS Teamster Support

"UPS unions from around the world, whose members took action to support the Teamsters' 1997 UPS strike were at the meeting and talked about what that strike meant for their union and their members," said Ken Hall, International Vice President and Director of the Teamsters' Parcel and Small Package Division. "That kind of solidarity across borders is key for our union and unions around the world to be able to organize and win stronger contracts in our industry."

Answering a Teamster motion, the conference delegates unanimously agreed to participate in an "Integrators World Council" that will address issues specific to UPS, DHL, FedEx and TNT worldwide.

Multinational corporations are posing challenges for Teamsters in many other industries as well including freight, bus companies, grocery/warehouse and the brewery & soft drink industries.

"By linking arms with unions in other countries we have been able to bolster support for Teamster organizing and bargaining with multinational employers such as National Express, Tibbet & Britten, and Coca-Cola," said Carin Zelenko, the International Union's Director of Corporate & Strategic Initiatives. "And, just as importantly, the Teamsters Union has been able to support workers' efforts to organize and win good contracts in other countries such as we did for Volkswagen workers in Mexico."

The Teamsters also made time to meet with key union leaders from Ver.di, the German union representing DHL, UPS and FedEx. With the recent purchase of Airborne Express by DHL, the Teamsters have much to learn from Ver.di and its representatives about the company, its labor relations and corporate agenda.

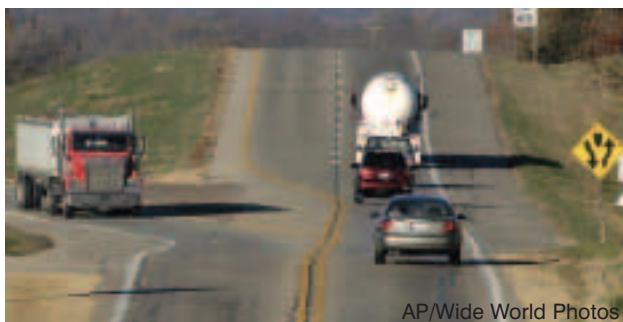


Part of the DHL fleet in Germany.



For more information of IBT Strategic Campaigns, please see our website at: <http://www.teamster.org/oca/oca.asp>

## Hours of Service Regulation Overturned | Continued from page 1



AP/Wide World Photos

that the DOT was long overdue on issuing new safety rules, the government's approach resulted in rules that hurt, rather than helped, Teamster members," said Mike Mathis, Teamsters Government Affairs Director. "In light of the decision, we hope to have the opportunity to work with the DOT to establish new rules that will allow them to do their jobs while preserving highway safety."

# Agreement Gives Former USF Red Star Workers Preferential Hiring By Seniority

The Teamsters recently reached an agreement with USF Holland concerning the company's entry into the Northeast LTL market, a sector formerly occupied by USF Red Star. The agreement follows USF Red Star's sudden and abrupt closure in mid-May. USF Red Star workers will receive preferential hiring by seniority at USF Holland's eight new terminals in the Northeast and all that follow.

The opening of these terminals is expected to create more than 500 Teamster jobs for former USF Red Star workers in the coming months. In addition, USF Holland expects to add 500 to 700 new Teamster jobs at current locations in the Midwest throughout 2004. Former USF Red Star workers will also receive preferential hiring by seniority

for those jobs. Also, the agreement establishes an election protocol for USF Holland office workers seeking Teamster representation.

"We have negotiated an agreement that gives Red Star workers preferential consideration for these jobs and that they are hired back in seniority," said Tyson Johnson, Teamsters National Freight Director and International Vice President. "Further, this agreement increases the starting wages these members would normally achieve under the

National Master Freight Agreement."

According to the agreement, former USF Red Star workers will be paid a significantly higher rate than what is normally provided to new hires as called

for in the NMFA and on a faster schedule. Further, the workers will participate in the same health and welfare and pension funds as they were in as USF Red Star employees—an agreement that benefits the workers and funds that have been adversely affected by the termination of USF Red Star workers.

**"...this agreement increases the starting wages these members would normally achieve under the National Master Freight Agreement."**

**—Tyson Johnson, Director, Teamsters Freight Division**

## "We've Filed!"

### Teamsters File for Election at America West



*America West customer service representatives bring their unit recognition cards to the National Mediation Board in Washington, DC.*

On June 17, Customer Service Representatives (CSRs) at America West Airlines filed for an election. A majority of CSRs expressed interest in having the Teamsters Union as their bargaining representatives and a team of workers from the airline personally delivered the signed cards to the National Mediation Board.

"This election is about strength and respect and the best way to get those is

with a Teamster contract," said Shaleeyha Hatcher, an America West CSR in Phoenix and a leader in the organizing effort. "Certain things that have plagued our day-to-day working lives can only be remedied with the Teamsters Union."

At nearly 50 stations and three call centers within the airline, 3,400 CSRs are employed as reservation, ticket, gate and baggage service agents. The majority signed up with the Teamsters to win a voice on the job. They are also out to join their fellow Teamsters at America West—mechanics and stock clerks—and the 30,000 other Teamsters in the airline industry.

"I've been with the company for several years and I know now that the only way to improve our future with America West is to be a part of the decision-making process," said Brad Ravish, an America West CSR in Phoenix and another leader in the organizing effort. "The only way that can be done is with the Teamsters Union."

"A majority of these 3,400 CSRs indicated that they want the Teamsters to represent them in their struggle for fairness and dignity on the job," said Jim Hoffa, Teamster General President. "I call on America West to honor the wishes of its employees."



For more information on the America West campaign, please see our website at: <http://www.flyteamster.org>

# USF Dugan Drivers Gain Secure Future

## Workers Stand Together, Win Justice

Calvin Brown, a city driver with USF Dugan in Memphis, said he looks forward to getting the protections that come with a Teamster contract.

“Right now we don’t have a leg to stand on,” said Brown, who has worked at Dugan for nearly three years. “We will be more secure with a contract.”

Brown and his coworkers will soon have the protections in writing—as outlined in a Teamster contract. In April, Brown and his coworkers in Memphis voted to form a union with the Teamsters, giving Brown and 95 coworkers a strong voice in the workplace. Earlier, USF Dugan workers in Mobile, Alabama and in Cincinnati voted to join the Teamsters. The victories are part of the union’s national organizing campaign at USF Dugan. The union is also organizing workers at USF Bestway on a smaller scale.

The Teamsters National Freight Division is coordinating contract negotiations, which are under way.

The company’s discipline process—known as the Point System—is unfair and arbitrary, and does not include a fair appeal process, Brown said. “Many workers recently got written up for not coming in at 1 p.m., even though their shifts start at 2 p.m.,” he said.

Brown said he wants a fairer system for taking time off. He also wants an end to management playing favorites, which is hurting morale.

Sidney Tapper, a city driver at USF Dugan in Memphis, is tired of not being able to spend more time with his family.

“I want a future and I want to be a good father to my sons. I don’t want to work 60 hours every week for the rest of my life,” said Tapper, who has worked at Dugan for about five years. “Some days you work nine hours, then the next day you work 14 hours. You’re forced to do what management tells you to do. They just tell you to do it, or they say ‘there’s the road.’”

### Importance of Freight

“Freight is the backbone of this great union, and we will do everything we can to support these men and women at USF Dugan and Bestway to get the dignity and justice they deserve,” said Jim Hoffa, Teamsters General President. “We will not let the company violate the rights of these workers.”

“The workers are demanding respect in the workplace, and are seeking improved working

conditions,” added Tyson Johnson, Teamsters Freight Division Director. “They need to know that this union stands behind their efforts now and in the coming months.”

The Teamsters want to provide the new members with a voice on the job now enjoyed by nearly 10,000 members at USF Reddaway, USF Holland and USF Bestway who are already Teamsters.



*New members of Teamsters Local 667 celebrate their win at USF Dugan.*

## Unions Form Alliance

### Teamsters and CWA Jointly Organizing Piedmont Airlines

In a strong showing of labor unity, the presidents of two of the nation’s largest labor unions, the Teamsters Union and Communication Workers of America (CWA), formed an alliance to jointly organize Piedmont Airlines customer service and ramp employees.

The agreement, worked out between the leadership of the two unions and representatives from locals, is on behalf of workers at Allegheny and Piedmont airlines, which recently merged to form Piedmont.

The Teamsters and the CWA, whose combined membership is over 2 million, together represent nearly 100,000 members in the airline industry. Considering the insecurity facing all workers in the industry today, the unions said it was in the best interests of the workers if the unions joined forces rather than competed against one another for the right to represent them.

“This historic partnership will provide a great opportunity for successful organizing and representation of the customer service agents at the newly merged Piedmont Airlines,” said Jim Hoffa, Teamsters General President. “Combined, our two unions have tremendous resources available to draw upon in representing the workers’ interests.”

“This partnership was formed in the interests of airline employees who face great uncertainty because of the upheaval in their industry,” said Morton Bahr, President of the CWA. “We look forward to working together to bring the highest quality of representation to these workers.”

The Teamsters already represent the customer service and ramp agents at the former Allegheny Airlines and the Communication Workers have been working for over a year with union activists at Piedmont to bring the agents union representation and a collective bargaining agreement.

# Safety And Security

In July, our 250,000 truck drivers won a major victory when a federal court overturned a DOT regulation concerning hours of service. We needed this victory in order to highlight the dangers of fatigue on our members' lives. Providing a safe working environment is of paramount importance and I am proud that the pressure we placed on the court resulted in the

regulations being overturned.

Whether it's labor unions joining together with community groups to fight unfair employer practices or unions coordinating their efforts to represent workers who want to be union, coalition building is more important than ever. Recently we have joined up with the Communications Workers of America in an effort to

organize employees at Piedmont airlines. And, we have joined with the Longshoremen's Union in their battle to bring the issue of chassis safety to Congress. Look for more of this in the future. Working together works.

John Kerry's announcement in July of John Edwards (D-NC) as his running mate has completed and energized the Democratic ticket. Edwards has been a long-time friend of Teamsters in the state of North Carolina and I congratulate Kerry on this strong choice. Over the next several months we must re-double our volunteer work in order to ensure that John Kerry will be our next President. Kerry will continue to fight for comprehensive and accessible healthcare, a higher minimum wage and provisions to protect our pension plans. It's time working families had a president that worked on their behalf. Let's take back the White House in November!

United We Win!



General President Jim Hoffa supporting Puerto Rican port drivers in their efforts to organize

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