



Joint Council Leaders On A Clear Mission

Hoffa, Keegel Urge Action in Helping to Grow Union

In order for the Teamsters Union to grow in the coming years, it is imperative that Joint Councils do more to support bargaining, organizing and political action.

That was the message more than 300 Joint Council leaders heard in September during a conference titled "Joint Councils: Coordinating Centers for Teamster Power" that coincided with the Teamsters 100th Anniversary celebration.

"The International Union wants a partnership with the Joint Councils so we can all grow together," General President Jim Hoffa told the audience. "The stronger you are, the stronger we are."

Hoffa noted that his administration has worked hard to accomplish two major goals: restoring unity and reforming the union's finances. The next goal, being pursued now with renewed vigor, is increased organizing. "To accomplish that, Joint Councils need to get involved," he said.

"A lot of Joint Councils have the money, but they don't have a plan to organize," Hoffa said.

"We can't be successful if we don't have a plan to organize or a plan to grow our union," General Secretary-Treasurer Tom Keegel said. "You either move forward, or you slip behind."

Turning the Tide

Labor Research Association President Greg Tarpinian led a presentation showing that Teamsters membership in the United States dropped by 212,000 between 1987 and 2002, while Canadian membership rose by 13,000.

The Teamsters Union can grow if it leverages the assets of the entire union and its membership through every division, every local union, and every Joint Council.

To be successful, the union must work to overcome external obstacles—the changing economy, corporate power, government policy, and anti-worker laws and

courts. But it must also overcome the internal obstacles—union

continued on page 4



Teamsters Endorse Gephardt For President

Pulse of the Union is Taken Through Polling, Surveys

U.S. Rep. Dick Gephardt (D-MO) knows first-hand how powerful the Teamsters Union is.

His father was a Teamster milk truck driver in St. Louis and the power of a union contract helped raise a strong Gephardt family. Now Gephardt is running for President of the United States and has the power of 1.4 million Teamsters behind him.

The Teamsters endorsement is a political prize that is sought by every candidate running for President. The strength that the union can provide to a campaign is

continued on page 5



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

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Purolator Contract Campaign

Company is Teamsters Canada's Largest Single Employer

Union negotiators have begun contract talks with Purolator Courier Ltd., and stewards and business agents are playing a lead role in negotiations.

Stewards and business agents are taking the lead because they make up the majority of union representatives at the bargaining table.

"Since we began representing Purolator workers more than a decade ago, our stewards and business agents have played a leading role in negotiations," said Val Neal, Director of Teamsters Canada Small Package Division. "Thirty of the 45 members on the committee are stewards. They are the people on the front lines every day, and they know the issues."

Canada's Largest Employer

With nearly 9,000 Teamsters working for the company, Purolator is Teamsters Canada's largest single employer. The current, four-year contract with the package-delivery company owned by Canada Post expires December 31, 2003. Teamsters at Purolator work as couriers, mechanics, dockworkers, sorters, line-haul drivers, millwrights, cleaners, air division workers and owner operators. Teamsters Canada also represents about 1,200 clerical workers covered under a separate contract.

During the opening round of talks in early September, negotiators addressed issues such as reducing the number of split shifts, improved vacation time, enhanced safety measures and seniority protections. Economic issues, such as wages and pensions, which are the workers' top concerns, will be discussed at a later date.

The stewards are excited about fighting for their co-workers' futures.

Work Has Begun

"My co-workers are doing a great job telling me what's on their minds," said Stuart Villeneuve, a steward who has worked at Purolator for 12 years. "We will not quit



until we have

a great contract."

Villeneuve, a courier, is a member of Local 938 in Mississauga, Ontario.

"In northern Ontario, the main issue is pensions. A lot of the guys want to retire and have a secure future. I'm here to provide a voice for the smaller depots," he said.

The shop stewards are elected to their posts on the National Negotiating Committee.

"I want to see split shifts addressed," said Mark Field, a courier who has worked at Purolator since 1984.

"Sometimes there are three to four hours of downtime between shifts. One possible solution is for the company to hire workers to cover the downtime," said Field, a



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Underway

member of Local 31 in Vancouver who works in the Richmond, B.C. depot.

Dave McLeod, a 21-year employee, said he wants to see pensions and wages improved.

"I'd also like to improve working conditions. For example, sometimes the number of required stops per hour is burdensome. I'd also like to see more consistency when the company disciplines workers," McLeod said.

'Crucial' Voices

McLeod, a member of Local 141 who works at the London, Ontario depot, said it's crucial for the stewards to make up two-thirds of the committee.

"We bring specific examples and solutions to the table. We know the magnitude of the problems," he said.

During the past decade, the Teamsters have improved their pension benefits at Purolator, and were successful in reducing the regular workweek from 45 to 40 hours.

Doug Gill, a member of Local 927 in Prince Edward Island, agreed that pensions need to be improved.

"I'd like to see more vacation time. Right now you get five weeks after 15 years. Some of us would like to see one additional week after 20 or 22 years of service," Gill said.

Stewards aren't the only ones standing up for members.

Louis Guay, a business agent with Local 69 in Quebec City, will also fight for higher pensions and a reduction in split shifts.

Guay said other members are concerned about job postings. "Often the company doesn't adequately post available routes. That needs to be changed," Guay said.



Never A Dull Moment

Ongoing Activities Keeps Representation Strong at Continental

In the past few months, Continental Airlines Teamster members have received continuing education and training, there has been ongoing political action, shareholder accomplishments, and ongoing contract enforcement and improvements.

Contract activities: The Teamsters Airline Division is currently surveying the mechanic and related worker bargaining unit at Continental for the upcoming contract reopener. During their last contract negotiations, the workers kept open their right to press for better pay when the company and the industry improves. The contract will be reopened in October 2003.

Training: Over the past several months, rank-and-file stewards and activists at Continental and ExpressJet—also called Continental Express—have been receiving training in contract negotiations and the roles of the steward. The latter training focuses on leadership, communication, roles and responsibilities of the steward and a primer on the Railway Labor Act.

"These trainings taught our rank-and-file how unions really work," said Lori Frascone, a business agent for the ExpressJet members from Local 19 in Texas. "The seminars helped the members to understand the importance of having a union and to show system-wide solidarity throughout the collective bargaining process and during the term of the contract."

Shareholder activity: At the Continental shareholder meeting in June, Teamsters were there to question potential conflicts of interest from board members, especially those of Director David Bonderman. Bonderman is the President of the Texas Pacific Group, which once was the principal shareowner of Continental and now controls competitor America West Airlines.

Continental mechanic shareholders, represented by the Teamsters, led the shareholder outcry.

"What we asked for were assurances that our board was not aiding competitor airlines," said Robert Rausch, Continental mechanic shareholder and a Teamsters Local 19 representative. "We are on the front lines every day working to protect our airline in a flailing economy. I don't believe saving our competition helps Continental workers or shareholders."



Joint Council Leaders On A Clear

structures, resource allocation, the challenge of developing a strategic focus and improved ways to leverage strength.

There is a big variation among Teamster Joint Councils—their size, per capita structure, resources, spending patterns and activities.

Joint Councils are also autonomous and democratically constituted. Joint Council constitutional responsibilities are limited to resolving jurisdictional disputes between local unions.

A Bigger Role

The question is: Can Joint Councils play a more significant role in Building Teamster Power? The answer is yes.

There are 40 Joint Councils, 36 in the United States and four in Canada. They range in size from 3,000 to 135,000 members with an average size of 34,000. The top 10 Joint Councils have two-thirds of the members, while the top half have more than 80 percent of the members.

The per capita charge (monthly member dues) ranges from 12 cents to \$3.95 per member. The median per capita is \$1.25. The Joint Council that collects the most collects \$2.75 million per year. At the other end of the spectrum, one Joint Council collects \$16,000 per year. The top 10 Joint Councils collect more than \$1 million annually, 70 percent of the total collected. The last time some Joint Councils changed the per capita was in the 1970s.

Some Joint Councils do a much better job of spending money on direct local union services, organizing and politics than other Joint Councils. Spending on direct services ranges from less than 10 percent to more than 75 percent of receipts.

Combined direct spending on organizing and politics ranges from zero percent to 35 percent of receipts.

Other Joint Council statistics:

- ❖ Eight Joint Councils have an organizing program—four employ organizers;
- ❖ Combined, all Joint Councils employ about 11 organizers;
- ❖ Nine Joint Councils have a publication;

- ❖ 11 Joint Councils have a full-time political operative or lobbyist;
- ❖ Eight Joint Councils have new officer training;
- ❖ 10 Joint Councils provide some shop steward training;
- ❖ Eight provide benefits for local officers; and
- ❖ Five have member assistance programs.

In an effort to help leaders assess their Joint Council and come up with effective strategies, they were given an outline of a “model” Teamster Joint Council.

A ‘model’ Joint Council:

- ❖ Is more than the sum of its parts;
- ❖ Provides added value to local unions;
- ❖ Is well funded and directs a substantial portion of its resources to Building Teamster Power;
- ❖ Is united around a three-pronged program of bargaining support, organizing support and political action;
- ❖ Is continuously evaluating its contribution to Building Teamster Power;
- ❖ Is the Teamster voice in the community, visible in politics, in the media, in social life and the labor movement;
- ❖ Has a growth plan that leverages politics, communications and bargaining;
- ❖ Has a strategic organizing plan that works in tandem with the International Union and the locals;
- ❖ Provides regular education for new officers, business agents and stewards;
- ❖ Has means for directly communicating with the Teamster membership;
- ❖ Has a comprehensive political action program;
- ❖ Works closely with the International Union in coordinating DRIVE (Democrat, Republican, Independent Voter Education) campaigns; and
- ❖ Provides meaningful services for local unions and Teamster members.

One size does not fit all. Not every Joint Council is big enough to do everything. But, every Joint Council can do a strategic inventory to determine how it can help Build Teamster Power.



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And while every Joint Council cannot do everything, every large Joint Council can move in the direction of the “model.”

Chicago Success

Participating in a panel discussion, John Coli, President of Joint Council 25 in Chicago, noted that his Joint Council has taken major steps to be more effective.

Coli met with department heads at the International Union to formulate a strategic plan, and worked with Tarpinian to develop an overall master plan. Since that time, the Joint Council has hired a full-time staff member to work on political issues, and has hired a full-time communications director who has started a Joint Council newsletter.

“We have hired four full-time organizers and we are regularly conducting education and training,” Coli said.

To help pay for the new efforts, the Joint Council passed a 75 percent increase in the per capita, to be phased-in over three years.

“I will be glad to offer my assistance to anyone out there, and share the pitfalls that you might face,” Coli told the audience.

Other Efforts

The question is: Can Joint Councils play a more significant role in Building Teamster Power? The answer is yes.

Other Joint Councils have taken smaller steps, but are on their way. For example, John Catlett, President of Joint Council 55 in Washington, D.C., said his Joint Council has also raised the per capita and used the extra revenue to hire an organizer.

Chuck Mack, President of Joint Council 7 in San Francisco, said his staff has made political action a priority. Staff members frequently visit worksites to get workers to participate in DRIVE.

“Without that money, we’re not able to get people elected who vote to support working families,” Mack said.

Leaders were urged to develop a strategic planning process, to evaluate an appropriate and realistic role for their Joint Councils, and to tap the resources of the International Union for help.

Teamsters Endorse Gephardt For President continued from page 1

unparalleled in the American labor movement. “The power of our endorsement must be used wisely,” said General President Jim Hoffa. “Our union, its leaders and members take this responsibility very seriously. Dick Gephardt was the clear choice that cut across all levels of the union.”

Taking the Pulse of the Union

The Teamsters General Executive Board left no stone unturned in determining which candidate rank-and-file members wanted to endorse, if any endorsement was offered at all. The endorsement comes after extensive polling of union members. In addition to the polling, questionnaires were sent to all Democratic candidates that asked their positions on a variety of Teamster issues. The results of the questionnaires were sent to each local union. The General Executive Board voted unanimously for the endorsement after 95 percent of the local unions indicated that Rep. Gephardt was their choice.

“As the results of the polling and questionnaires came back, the choice was clear,” said Jim Hoffa,

Teamsters General President. “We haven’t had this type of broad support for a candidate in a long time. Our members and officers are excited about Dick Gephardt and want to do all they can to make him the next President.”

Resources Will Make a Difference

The union is going to put field staff into early primary states including Iowa, New Hampshire, Michigan and South Carolina. A political program will be launched to turn out Teamster members and help the Gephardt campaign win crucial primary victories. In addition, the Teamsters are making an unprecedented fundraising effort on behalf of Gephardt to counter corporate fundraising for other candidates.

“Dick Gephardt will need more than our time and our hard work,” Hoffa said. “He is going to need our financial support as well. He courageously supports working families over corporate interests, and that’s going to cost him contributions. We have to make up the difference.”

Working Families Victorious In Senate On Overtime

Battle Not Over As Measure Returns To the House

The Teamsters helped secure a convincing last-minute victory for working families throughout the country on September 10 as six Republicans joined Senate 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 Legislation

The Senate defeated the measure by a vote of 54-45. In July, an identical House amendment failed by three votes. The Teamsters applaud 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 and not big business’ interests.

Committee Switches Gears, Protects Overtime

After Teamster members sent letters and placed even more calls to congressional offices in Washington, DC 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 bill 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.



Hoffa Appoints Tyson Johnson to Lead Freight Division



Phil Young Named International Representative

Teamsters General President Jim Hoffa appointed Tyson Johnson as Freight Director, effective 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, is currently Assistant Freight Director, and 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.”

Twice as Nice

Two Key Agreements Reached Within Two Weeks

At a time when the airline industry is ailing, two new contracts at Teamster-represented airlines are nothing short of remarkable.

Flight deck crewmembers with ABX Air, a subsidiary of Airborne, Inc., ratified an agreement between their employer and Local 1224, which represents the nearly 800 workers in the bargaining unit. The contract greatly improves their scope language and job protections, gives them a signing bonus and significant wage increases.

Flight attendants represented by Local 210 have also ratified a contract with World Airways. Under the agreement, the nearly 500 flight attendants would get higher pay, better health coverage and other benefits.

“Both of these contracts are impressive given the current state of the airline industry,” said Don Treichler, Director of the Teamsters Airline Division. “Through good communication and strong bargaining, we achieved these contracts.”

ABX Air Contract

“The negotiating team did a tremendous job with the situation they were working with,” said Capt. John Grehan, a member of the TA Ratification Committee and an ABX pilot. “I believe the support of the membership for this agreement shows that the members understand the importance of having that language in place.”

ABX Air flight deck crewmembers had touchy negotiations, but a tentative agreement was reached in early August, voting

to take place the following week and the agreement was ratified by a 95 percent vote.

“The biggest issue we had was scope and successorship language and that has been taken care of in this agreement,” said Dan Graves, Secretary-Treasurer of Local 1224, based in Wilmington, Ohio. “This language helps secure the future of our flight deck crewmembers, who will go with the airline in the event of any kind of acquisition.”

World Airways Contract

“I have tons of friends at other airlines and they’re all getting pay cuts,” said Julio Feliciano, a World Airways flight attendant and a Teamster for the last 11 years. “We’re getting increases.”

The three-year tentative agreement was settled on only after contentious negotiations that have been in mediation since March 15, 2002. In September, the bargaining unit accepted the agreement by a vote of 303 to 20.

“We fought hard for this contract that includes provisions these workers have needed,” said Cynthia de Figueiredo, a business agent for Local 210.



Hawaii Bus Workers Strike & Win

Local 996 Members Stand Strong on Strike Line

Honolulu’s award winning public bus system came to a halt in August when nearly 1,400 Teamster bus workers went on strike. Local 996 in Honolulu represents bus drivers, clerks, mechanics and maintenance workers for Oahu Transit Services, Inc. (OTS), who runs TheBus for the city.

The Teamsters were seeking higher wages and benefits but the company prolonged the strike by demanding givebacks. Rank-and-file members demonstrated their solidarity from the beginning as 1,144 of 1,382 eligible OTS employees voted to strike and only 51 voted no.

After one month on strike negotiations had reached impasse and not even the presence of a federal mediator would convince the company to negotiate in good faith. “Their spirits were high,” said Mel Kahele, President of Teamsters Local 996. “Our workers believed in themselves and that makes a big difference.”

In early September Western Region Vice-President Jim

Santangelo arrived at the negotiations to assist Local 996. Through discussions with bargaining committee members and strategic planning Local 996 offered a new five-year contract proposal, that coincided with a unity rally.

“We offered our newest contract proposal on the same day that we held a unity rally on the steps of the state capitol,” Kahele said. “Not only did the rally build morale, it showed that we had wide support from our members, other unions and the public.”

After continued talks, members ratified a new contract on September 27 by a 90% margin.

“Our members have written a powerful chapter for organized labor and working families throughout Hawaii,” Kahele said. “I think this job action is something we all learned from, and we look forward to working with the city and OTS to bring customers back to TheBus for years to come.”



“We must meet our new challenges with the same passion, pride and purpose that marked our first century”

The Next 100 Years

As you know, September marked the 100-year anniversary of our great union. Now that we have honored our past sacrifices, courage and struggles, we move forward to our next 100 years. And as we move forward, we must meet our new challenges with the same passion, pride and purpose that marked our first century.

The future of our economy and our livelihoods will largely be determined and affected by the person elected to be the next President of the United States. Past years have seen elected leader after elected leader make promises on trade and preserving manufacturing jobs only to default on each promise and, subsequently, our futures.

We have a tremendous opportunity to elect a true friend of labor in Rep. Dick Gephardt of Missouri. He has supported

labor on all of our truly important issues like trade, fair wages, retirement security and ergonomics. We now have the chance to support a friend of labor and elect a President who comes from a Teamster family and truly cares about you.

The Teamsters need a President like Dick Gephardt. We've waited a long time for a candidate like Dick Gephardt and electing him our next President is the perfect way to start the next Teamster Century.

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