



FEBRUARY 2010  
VOLUME 54, NO. 1

# ROCKY MOUNTAIN *Teamster*

OFFICIAL JOURNAL OF JOINT COUNCIL OF TEAMSTERS #3  
Covering Arizona, Colorado, Montana, New Mexico, Utah, Wyoming and parts of Idaho and Nebraska

## Perlite miners return to work; await decision on backpay

**A**NTONITO, CO — Some 30 Teamster miners who were locked out October 8 from the French-owned perlite mine here returned to work January 18, two days before an administrative law judge was scheduled to hear a case brought by the union, alleging that the company had engaged in unfair labor practices.

Despite the workers' return to work, the union is proceeding with its case against the company, Harborlite Corporation, and is hopeful that the administrative law judge will render a decision sometime in March.

The dispute stems from Harborlite's decision to lock out the miners after the company unilaterally broke off negotiations with Teamsters Local 455 after about four months of negotiations. The union had been seeking an extension of the previous contract, while the company was demanding that miners work more hours for less pay.

The hearing was scheduled after the National Labor Relations Board (NLRB) issued a complaint against Harborlite alleging that the company engaged in unfair labor practices against the miners. The NLRB charged that the company violated the law by first threatening to lock workers out and permanently replace them, and then notifying them by mail that they would be locked out, and finally by actually locking them out.

As a remedy for the violations of the law, the NLRB is seeking an order

requiring the company to "cease and desist from locking out its employees and to pay backpay, with interest, to the locked out employees from the date the lockout commenced through the date that the (company) terminates the lockout and reinstates the employees."

Shortly after the lockout began, Jim Adams, who was negotiating with the company on behalf of the Harborlite Teamsters, prevailed upon the International Federation of Chemical, Energy, Mine and General Workers Union to present the Teamsters' case for participants in an international minerals conference in Izmir, Turkey. Conference attendees, including many international mining companies passed a resolution critical of Harborlite.

John Lewis and Frank Cyphers of the International Federation of Chemical, Energy, Mine and General Workers Union helped to arrange that presentation.

"Given the high respect with which most unions are held in foreign countries, we think

the presentation on our behalf in Izmir was very important to our case," Adams said.

Adams, who is the business agent for the Harborlite miners, praised the NLRB's decision to issue the complaint. "To me it was an open-and-shut case, and it looks as if the board felt the same way," he said.

Adams thanked U.S. Rep. John

Salazar, who represents the district in which Harborlite is located. Salazar wrote a letter to the company and the union to resolve the dispute for the good of the district. Adams said the union was also grateful for the efforts of Senator Gail Schwartz, who represent Antonito in the State Senate and Rep. Edward Vigil, both of whom worked hard to end the dispute.



*Members of Local 2's newly elected executive board are, standing left to right, Matthew Workman, trustee; Bill Wilke, vice president; Bill Rowe, recording secretary; Randy Simonich, trustee, and Jack Wallace, who swore in the new board. Seated left to right, are Greg Superneau, president; Dan Doogan, secretary-treasurer/principal officer, and Jimmie Shigley, trustee. See Local 2 Column on page 11.*

## President's Column

### Nonunion workers benefit from unions

**T**he beneficiaries of organized labor's efforts on behalf of working men and women are often nonunion workers who don't pay dues and who might not have much good to say about their union counterparts.

They often say they don't need a union; they work for a good employer. But if it weren't for unions, they might not be so charitable toward their bosses.

For those who believe unions are

relics of the past that have outlived their usefulness, it must be pointed out that all workers—regardless of whether they are white-collar, blue-collar or union or nonunion—benefit from organized labor's efforts on their behalf in Congress and in the nation's state legislatures.

For those who believe unions are relics of the past that have outlived their usefulness (after all, unions only represent about eight percent of today's workforce\*), it should be

pointed out that organized labor is still the major advocate for the nation's workforce, not only for union members, but for all workers.

On the federal level, labor was largely responsible for the enactment of many laws-- such as the federal minimum wage, workplace safety and health laws, the 40-hour workweek, Social Security and Medicare and Medicaid—which benefit all working men and women.

On the state level, unions have

always supported legislation that helps workers on issues such as workers compensation, unemployment benefits, discrimination in the workplace, training programs, safety and health issues in the workplace and



STEVE VAIRMA  
PRESIDENT  
JOINT COUNCIL 3

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**With some Democratic friends, who needs enemies? — See Observations on page 2**

# Observations . . .

## With some Dem friends, who needs enemies

The Employee Free Choice Act (EFCA), which would have made it easier to organize workers who want to be union members, is fast becoming a dim memory, with little chance of even being considered this year.

If it isn't passed this year, odds are that EFCA will never become law, and major labor law revisions, which would add some balance to labor-management relations, will not be achieved in your lifetime.

Our federal labor laws have been revised only twice since the Wagner Act, the first comprehensive federal labor law, was passed in 1935, as the Great Depression was winding down. The two revisions since, the Taft-Hartley Act in 1947 and the Landrum-Griffin Act in 1957, gave huge advantages to employers.

Even when Democrats controlled either both the U.S. House and the Senate, or the White House and both houses of Congress, as they do now, they were unable to achieve passage of any major labor law revisions. Defeats always came when key Democrats voted against the best interests of working families.

During the administrations of Presidents Kennedy and Johnson in the 1960s, labor worked diligently to repeal Section 14b of the Taft-Hartley

Law. Section 14b allows states to pass right-to-work laws, onerous measures that prohibit labor and management from negotiating an all-union shop. Such laws exert downward pressure on workers' wages and benefits. Wage earners in right-to-work states earn \$5,333 less per year than workers in other states, according to the U.S. Bureau of Labor Statistics.

The U.S. House of Representatives finally passed a bill in 1965 by a vote of 283 to 221 to repeal 14b. Unfortunately, supporters in the Senate couldn't break a Republican-sponsored filibuster, which would not have succeeded without the votes of 22 Democratic senators, and the issue was lost.

In 1976, President Jerry Ford vetoed a "common situs picketing bill" that would have lowered the barriers for unionization of construction workers. The bill was introduced again in 1977, but was voted down in the House 217 to 205 with many Democratic representatives voting against the proposal.

Organized labor was KO'd again during the administration of Jimmy Carter when a labor law reform bill, which would have leveled the playing field between labor and management during union organizing campaigns, was defeated. It failed to survive another Republican filibuster, which

was bolstered when 17 Democrats voted with the Republicans against cloture.

During Bill Clinton's first term, an "anti-scab bill" was introduced that would have made it illegal for strike-bound employers to permanently replace striking workers. It passed in the House but was blocked in the Senate by the usual Republican filibuster, in which six Democrats voted with the GOP to ensure defeat of the bill.

So while Democrats, for the most part, have been passively supportive of labor's issues, they have refused over the years to provide enough votes to pass legislation that would have been the most meaningful to working families.

Instead, they have provided Republicans with key votes to pass tax breaks for corporations and millionaires. They have helped the GOP give tax incentives and loopholes to all manner of businesses, even those, in some cases, that move manufacturing plants out of the country. Democrats have voted for huge government contracts with corrupt military contractors, such as Blackwater and Haliburton. Over the years they have cast many votes that have helped Republicans pass legislation that has hurt working men and women.

Moreover, Democrats have often

aided and abetted GOP union busters. Two Democratic votes recently prevented the confirmation of labor lawyer Craig Becker to the National Labor Relations Board. When George Bush was president, he loaded up the NLRB with corporate types who seldom, if ever, sided with labor in disputes before the board. In addition, political apathy has allowed employers to circumvent out-of-date federal labor laws for at least 30 years.

Meanwhile, the wages and benefits of most workers have not kept pace with the growth of their productivity since 1980. For the first time on record, the real incomes of middle-class families actually declined from 2001 to 2007. More than one-third of all income growth since 1989 has gone to the top one-tenth of one percent of all earners, according to the Economic Policy Institute.

Workers are not getting a fair share of the wealth they helped create. And, they'll never get a fair share as long as Congress refuses to deal with issues like the Employee Free Choice Act, which would be the first revision ever of our nation's labor laws to right a longstanding wrong.

From: [www.coloradolaborblog.org](http://www.coloradolaborblog.org)

# Commentary . . .

The message is clear:

## We must create more jobs

The message from Massachusetts is clear: Voters want their elected representatives to find ways to create more jobs. I believe Scott Brown won the Senate race in Massachusetts because of 20 percent unemployment among blue-collar workers. That was the same message Congress heard. Soon the Senate will consider a jobs bill. The legislation will probably include tax credits, spending on roads and bridges, help for the unemployed and financial assistance to the states.

Such efforts will surely help in the short run. The Senate could also boost employment for the next two years by passing a bill that authorizes spending by the Federal Aviation Administration. About 250,000 people would be put to work over two years modernizing our air transportation system.



JAMES P. HOFFA  
GENERAL PRESIDENT  
TEAMSTERS UNION

In the long run, though, lawmakers need to tackle two major tasks to get our economy moving: restoring our manufacturing base and putting Wall Street to work for U.S. businesses.

As Detroit well knows, it isn't just the assembly line workers thrown out of work when a factory shuts down. It's the plant manager's accountant, the workers' kids' teachers, the truckers moving product, the waitress at the restaurant at the factory gates.

We must put an end to policies that encourage job creation overseas at the expense of working families here. Tax dollars spent to encourage industries such as clean energy should be restricted to U.S. companies when possible.

But multinationals and their front groups will fight tooth and nail against "Buy America" policies for government spending. They'll claim such policies will cost jobs. They don't say those jobs are in China, South Korea and Spain.

Take, for example, stimulus money to encourage the renewable energy industry. ABC News and the Investigative Reporting Workshop found that 80 percent of \$1 billion in grants for

wind energy went to foreign-owned companies.

Congress has another big problem to tackle to restore our economic leadership: Wall Street must be reformed.

The link between financial reform and jobs isn't always clear — until a handful of Wall Street investors invent a complex product that brings them a prof-

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# idaho

## 50 percent of members vote in local's election

### LOCAL 483

By Mark Briggs  
Secretary-Treasurer

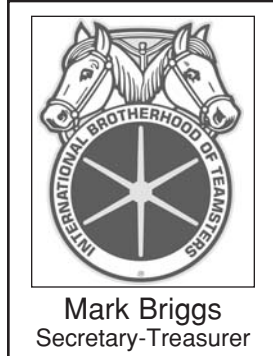
**BOISE** — I would like to thank everyone who took the time to vote in our local union elections last month.

Typically 20 percent of the local members vote in our election, this time 50 percent of you took time to listen to the issues and voted on who you thought would be the best leadership team.

With your vote of confidence the following 483 members were elected to serve the

members of our local for the next three years: Secretary-Treasurer Mark Briggs, President Tim Gower, Vice President Glenn Kaldhusdal, Recording Secretary George Moses and Trustees Steve Rodda, Susan Lusk and Cherie Williams.

Most of our contracts have slowed down with the economy, and cuts have been made at several of our companies. We will keep a vigilant eye on management to make sure they follow the contract during these try-



Mark Briggs  
Secretary-Treasurer

ing times. We will continue to work with our companies to do all that we can to assure they stay profitable so they can keep our members employed, while at the same time protecting our members' rights.

Many of you know we had been working on a campaign to organize WinCo foods unfortunately, our efforts fell short on December 16, as we failed to get a majority of the workers to vote for Teamsters representation by five votes. By federal law we must wait one year

before we can try again. I would like to thank the International, Joint council 3, all the locals who sent in volunteers and our local members who worked on this campaign.

UPS and Master Freight Agent Nino Suarez has announced that he will be returning to UPS around the middle of March. Phil Haueter has been selected to replace Nino and will start working with Nino on January 25. Phil started his career at UPS in 1986, working on the belt then moved to package car and currently as a feeder driver. Please join me in welcoming Phil as your new business agent.

# utah

## Teamster members selflessly sub for Santa Children are happy; parents thankful

### LOCAL 222

Proudly representing workers  
in the State of Utah since 1931

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#### LOCAL 222 BUSINESS AGENTS

Tom Monthey – ext. 17  
Rusty Hart – ext. 28  
Craig Eddins – ext. 29  
Cory Haslam – ext. 13  
Marty Cowin – ext. 15  
Jeff Kendall – ext. 14

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By Tom Monthey  
Secretary-treasurer /  
Principal officer

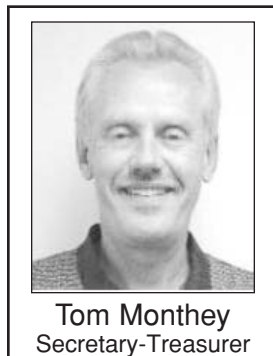
**SALT LAKE CITY** — Members of Utah Local 222 came together this past holiday season to help their fellow Teamsters through an increasingly difficult economical time.

The local union has struggled with what can be done to help the hundreds of members laid off and struggling over the past year.

With layoffs and job loss continually rising and many members laid off for more than a year, the economy continues to take its toll on Teamster families.

In mid October a Sub For Santa drive commenced in an effort to alleviate some stress from families and bring Christmas to Teamster children who would have had little or no Christmas at all.

The Teamsters Local 222 LEARN Committee, made up of rank-and-file members, outlined the plan to ask union members to "Adopt An Angel" realizing that even Teamster members who have not suffered a layoff are



Tom Monthey  
Secretary-Treasurer

experiencing their own difficulties with spouses losing jobs, wages being reduced, etc. It would be much easier to sponsor one child versus a whole family.

Teamster members stepped up, and 49 children got a great Christmas. Many sponsoring members had never participated in a Sub For Santa program before now.

Many expressed that the reward their families received by giving to others was worth far more than the expense.

One letter of appreciation from a boy passed through the local to the sponsor said "I knew there wouldn't be much or anything at Christmas and I understood, but it still made me kinda sad. It's good to know there are nice people out there."

In another letter a boy wrote, "When I grow up I'm always going to help people like this."

"Teamsters who adopted angels, may never know in what ways they have impacted a family by their generosity," said Tom Monthey, Local 222 secretary-treasurer.

"In this day when there is reluctance to say hello to a stranger, or to help someone broken down on the highway and to realize that a handshake is no longer a contract, the good you do for others is appreciated more than ever before."

Monthey gave a special thanks to those who sponsored the kids and to the Utah Teamsters Retirees Club who donated their annual collection of hats, gloves and socks to the Sub for Santa program.

#### Successful Christmas Party, food drive

The annual Kids Christmas Party which has been going on for more than 20 years was held again at the local on December 12.

As always Sunshine the Clown and Friends painted faces and tied hundreds of balloons and Santa (who IS a Teamster) shared a treat with each child.

In conjunction with the current and ongoing food drive started by the local, Teamster children were asked to bring a can of food or \$1 to give to Santa for a picture with him. A phenomenal amount of food was brought in by members, many packing it in by the case.

Thank you to everyone who participated in the "Santa's Helper" food drive. It was a great

*Continued on page 4*

## VAIRMA: Nonunion . . . , cont.

*Continued from page 1*

prison labor, among others.

Nonunion workers are often under the delusion that their employers are benevolent bosses who provide for their workforce out of the goodness of their hearts.

If that were true, why do business lobbyists in the 50 statehouses con-

stantly fight to take hard-won gains away from working men and women? The undeniable fact is, if they had their way, most employers would excise all workplace rights. After all, business is not in business to provide tender, loving care to the workforce, but to make a profit.

And, because business operates to

make a profit, either for the company owners or for stockholders, its managers are pragmatic: If the cost of doing business can be reduced through legislative action, employers will always support that action—often at the expense of working men and women, union and nonunion alike.

So, even if they don't pay dues,

nonunion workers should find it comforting to know that it is the unions—not the teabaggers—that are looking out for their best interests at the federal and state levels of government.

*\*To find out why, read our commentary on page 2.*

## HOFFA: Create jobs . . . , cont.

*Continued from page 2*

it if you lose your job.

That almost happened to 30,000 Teamsters who work for YRC Worldwide, the country's largest trucking company. The company needed to swap its debt for equity to stay in business. But certain banks and equity firms started to make markets in credit default swaps — essentially, insurance on YRCW's bonds. It was a high-risk derivative trade that actually encouraged investors to force YRCW's bankruptcy.

This was perfectly legal. When the

Teamsters exposed the banks and equities firms, the banks and equity firms reversed course and YRCW survived.

YRCW's near-death experience shows how complex financial products don't spread risk, they concentrate it. They do not serve the purpose of stimulating economic growth. They strangle it. In the case of YRCW, a few wealthy investors would have gotten wealthier, and 30,000 middle-class truck drivers would have lost their jobs.

Wall Street is spending millions of dollars to defeat any attempt to force

these credit default swaps to be traded on an exchange, where regulators can keep an eye on them. Congress should resist the lobbyists' pleas and bring these weapons of mass destruction under control.

Finally, many people are not aware that Wall Street's recklessness threatens jobs in another way. Wall Street's financial collapse placed a strain on pension funds, causing them to lose billions of dollars.

Unrealistic funding requirements may force employers to divert money to pen-

sions that they might otherwise use to keep and create jobs. Without funding relief, many jobs will be lost and the economic recovery will be significantly slowed.

Reps. Earl Pomeroy and Pat Tiberi have introduced a bill that will go a long way to solving that problem. The Preserve Benefits and Jobs Act will help many Americans keep their pensions — and many more keep their jobs.

*(This column was originally written by Teamsters General President James P. Hoffa for the Detroit News.)*

# utah

Continued from page 3

opportunity to teach your children the value of giving.

#### Food Drive thanks Magna employees

Just a week prior to the Christmas Party, a big surprise walked through the doors of the local. Unbeknownst to the local union staff, the employees of Magna Water District, a small bargaining unit of 17, under the leadership and persistence of Virginia Fish, had collected case after case of food and sundries for the Teamster food bank.

It is worth sharing with you that this group of members at Magna Water are tried and true Teamsters as the following story will tell:

#### Magna Water Teamsters, tried and true

Over this past summer, the 17-member unit of Magna Water faced off with their employer who has recognized the union as collective bargaining agent for over 38 years.

Magna Water is a public sector entity and is not obligated to bargain with a union and does not fall under the National Labor Relations Act. The employer's proposals included language changes that would gut the contract and get rid of Teamster health and welfare and pension and when management didn't get its way at the table, it continually expressed that it had no obligation to bargain or "be union" and implied they would no longer recognize Teamsters Local 222.

Members hit the streets with a days notice, handing out hundreds of fliers during the Fourth of July parade in Magna. They didn't stop there. They started hitting up the residents door-to-door to spread the word of the battle they were in. A front page article that ran in the Magna Times News further enlightened the citizens of Magna what was going on.

The citizens got behind them full force, filling the meeting room at the monthly Board of Directors meeting.

The message from the citizens rang very loud and very clear, and we do mean loud... You give our Magna Water employees a contract, you leave their health insurance alone, you leave their pension alone.

The board got the message: Magna Water Teamsters are not to be messed with!

#### Congratulations on your retirement

Congratulations to all members who have retired in the months of November and December 2009:

Rand Aubry, C.F.; Virgil Bird, YRC; Charley Christensen, Geneva Rock; Robert Clark, YRC; Ray Gilbert, Albertsons; Gary Hall, YRC; Dale Holt Jr., Milne; Dean Litster, C.F.; John Madsen, YRC; Sterling Madsen, YRC; Robert McClelland, Hi-Land Dairies; Phillip McCoy, ABF; Lynn Mitsunaga, YRC; Roger Parkinson, YRC; John Rowley, YRC; Kent Sutherland, Safeway; Van Terry, UPS; Joe Thackeray, YRC.

We wish all of you a great retirement and hope that you consider yourselves retired from your company and NEVER retired from the union! Local 222 has a great Retirees Club that meets monthly. Please see their article in this paper for more information.

#### Withdrawal cards

Members, please remember to call in to be placed on withdrawal if you are going to be off work for a month or more due to layoff, leave of absence, accident, illness, etc. When you go back to work, please call to be placed back on active status.

#### Who is your beneficiary?

If you are a current dues paying member, please remember that you have a \$4,000 life insurance policy (Teamsters Life with Dues), which Local 222 provides for you. The beneficiary would be whomever you had designated on your original application for membership, unless you have personally changed it. There is also a \$2000 policy on your spouse with this benefit. Your pension or health and welfare beneficiary designations are entirely separate from the Life with Dues and are not automatically changed when you change your beneficiary with the pension office. If you are uncertain who may be designated as beneficiary in the

local's records or if you wish to change your beneficiary on the Life with Dues Plan, please contact Local 222 at 801-972-1898. Remember to provide your spouse or beneficiary with this information.

#### Remember us when you change your address

In the hustle and bustle of moving and changing your address with your many associates, please remember to change it with the union and your health insurance plan and the pension. Changing it with one does not automatically change it with all. We also have a lot of bad phone numbers in our records. When grievances and issues arise, it's important that we be able to contact you in a timely manner. If you suspect you may have a bad phone number on record with us, please call in to get it changed. Phone numbers for address changes: Local 222 (Salt Lake) 801-972-1898 or out of Salt Lake-toll free at 1-800-824-4352. Utah-Idaho or A.G.C. Teamsters health insurance funds (Salt Lake) 801-972-1177 and out of Salt Lake-toll free 1-800-657-5377; Western Conference of Teamsters Pension at 1-800-531-1489 and Western Teamsters Welfare Trust at 1-800-872-5439.

#### Report from Rusty Hart, president, business agent

YRC was successful in getting thier bond holders to accept an agreement that would change their bonds into YRC stock. The International Union got involved and helped convince several of the bond holders to agree with the bonds for stock exchange. This allowed the company to avoid bankruptcy and stay in business after the first of the year. We all hope that now YRC can get back to concentrating on getting the business back from the competition. It is up to everyone to do their best to take care of the customers.

There is not a lot of turnover at the unionized companies, which means that the drivers and dock workers become very skilled at their jobs. Union drivers have always had a good relationship with the customers. Customers want the same driver every day who knows what it takes to get the freight where it needs to be on time and damage free. That is the biggest advantage we have over the non union companies.

We have an opportunity this year to elect a governor who believes in unions and that every citizen in Utah has the right to collective bargaining. He has helped us in the past when we have called him for help as the Salt Lake County mayor. I would ask you to help elect Peter Corroon as governor this November.

We would like to get as many of you as possible to help with his campaign. We are going to ask our political action committee to volunteer as much time as they can. Forget the political parties and get behind a candidate that cares about working men and women. We have a chance to make a difference in the state of Utah this year for working families; don't let this opportunity pass us by because we were too busy to invest our time and money to help make a change for all workers and their families in our state. Please donate your time, money, and yard to help with this important election. If you want to get involved please call me at 801-972-1898 ex. 28.

#### Report from business agent Craig Eddins, Geneva Rock

We will be preparing for negotiations this year so it's important that you attend division meetings.

**Construction** — We settled a two-year contract with W.W. Clyde and Granite construction covering health and welfare \$0.25 and wage increase of \$0.05 hour for 2009 and \$0.70 available July 2010 which gets us through July 2011. Hopefully the economy will turn around by then. Many are aware of what I was trying to do, but when I -15 south went to Ames our contractors were not willing to make the leap. With the majority of the state's budget going to fund that job, it leaves little left out there. Remember our contractors are bidding against contractors paying drivers around \$15.00 and no

benefits.

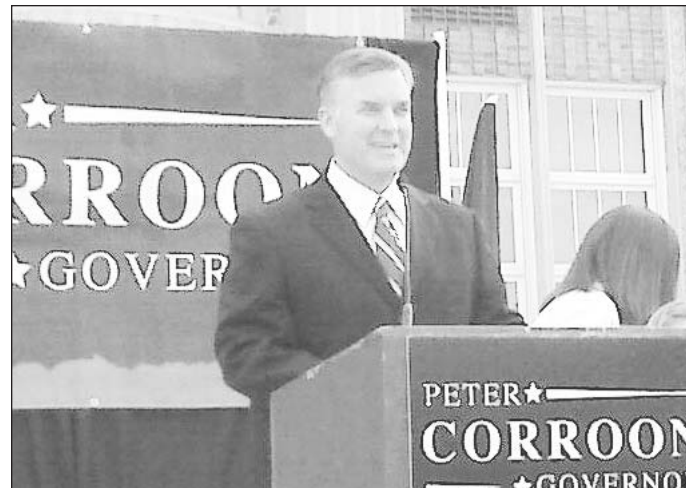
**Pipeline** — Pipeline work in Wyoming and Utah is looking good over the next couple years. The problem is in knowing when they will actually start. The Ruby Pipeline is the big job this year. Rumors were it would start in March but as this is going to press all racking has been shut down. We had two crews working between Utah, Idaho and Nevada stock piling pipe for the Ruby and only have approximately 140 miles on the ground of the 675 miles needed and not knowing when or if they will get more pipe leaves a lot of questions of when that job will actually start.

There are three other pipelines scheduled for Wyoming, but again, they are waiting for permits and pipe. Better think twice about turning down a dispatch for local construction waiting for pipeline work. Please don't call me asking when I think the jobs will start. There is no way for me to answer this question at this time. The only answer I can give you is they will start sometime between March 2010 and December 2011.

**Monthly sand & gravel, construction meetings** — Some of the things we have been talking about during division

economy as the reason. We held marathon negotiation meetings and stood strong that we were not going to let company strip the contract. When it was all said and done members gave up nothing of importance. There were only a few minor changes that affect nothing except new hires first year vacation pay at 40 hours instead of 1/52.

**Hertz** — Last year was one hell of a year with more grievances going to the board than all previous years combined. I feel we came out on top. We still have the subcontracting defueling issue going to arbitration. The company is dragging its feet but it will not go away. Sooner or later the case will be heard. I have not heard any talk about contract negotiations but as I do I will



Peter Corroon, mayor of Salt Lake County, is supported by Local 222, in his candidacy for governor of Utah.



A CHRISTMAS PARTY GREETING FROM THE STAFF OF LOCAL 222  
Members of the staff of Local 222 pose with Santa Claus at the annual Christmas Party. Standing, left-to-right, are Jeff Kendall, organizer/business agent; Marty Cowin, business agent; Deb Erickson, Titan operator; Craig Eddins, business agent; Tom Monthey, secretary-treasurer/principal officer, Rusty Hart, president/business agent; Corey Haslam, business agent. Sitting Cindy Blanchard, bookkeeper and Lisa Oveson, recording secretary/secretary, LEARN.

meetings are the new structuring of W.W. Clyde and Geneva Rock and the effects that it could have down the road. We have talked about what has gone on in surrounding states. It's looking like 2010 is going to be a slower year than 2009 for ready mix and construction. This is going to be a tough year, so participation is important.

Many subjects come up at division meetings, which directly and indirectly affect the Sand & Gravel and Construction Divisions.

Everyone should attempt to make this monthly meeting. Please call me for the schedule as the meeting rotates from Salt Lake County to Utah County.

**Praxair Tank** — We settled a three-year agreement, which includes increases \$0.40 hour and \$0.005 a mile each year. This was far short of what we were trying to get. The company came in with intentions of taking a lot away, using the

relay to you as contract is due October of this year.

To all members I represent: Remember, as we go into 2010, a lot of Teamster brothers and sisters from other divisions are unemployed. So when you are frustrated that the overtime is down and feel like the company is screwing with you, you still have a job and there are a lot of Teamsters who would trade you right now. If we can get through this economy, then maybe we will get back to members bringing me petitions stating they are working too much overtime.

All companies are looking to save a buck where they can and safety and an accident free work place is one place you can help cut costs. Your employer is bound by a contract and can't change wages and working conditions at any-time, while the non union employers can. Do what you can to help your company survive!

# colorado

## Do Colorado Dems care about union support?

### LOCAL 455

**D**ENVER — Some Colorado Democrats don't seem to care whether or not they get labor's support in November and beyond.

Maybe the unions ought to let them go it alone for an election or two. Bill Ritter was facing such a prospect in 2010, and where did it get him?

The latest Democratic affront to labor came before the current legislative session began when Terrance Carroll, speaker of the House, stripped Rep. Ed Casso of Commerce City of his vice chairmanship of the House Business Affairs and Labor

Committee. Casso is a strong supporter of Colorado's unions.

He had been critical of Governor Ritter on a few occasions over his veto of a number of pro-labor bills during his first term in office. Because of the vetoes, and Ritter's refusal to carry out his campaign promises many of the state's unions had pledged not to make endorsements in the 2010 governor's race, and had not been contributing to Ritter's campaign.

Casso sided with the unions. When Ritter announced that he would not run for a second term, Casso said, "As with most of his decisions in the last four years, the governor is a day late and a dollar short and

without regard except for his own well being and interests."

Carroll couldn't take such a display of heresy from a member of his caucus, so he fired Casso from his vice chairmanship of a committee that deals with most labor issues that come before the legislature.

Then there was U.S. Senator Mark Udall who voted against a proposal that would have allowed American citizens to buy less expensive prescription drugs from Canada. Where did that vote come from? Better check Udall's campaign contributions from the pharmaceutical industry. While you're at it, ask him how he will vote on the Employee Free Choice Act, if it

is ever voted on.

Moreover, Udall hasn't committed to supporting a public option on the health care bill, which the Democrats have screwed up so bad that it isn't worth passing in its present form.

What's wrong with the Democrats? We need some answers.



Steve Vairma  
Secretary-Treasurer

## Safeway milk workers ratify new contract

### Report from President Chuck Haliburton

**D**ENVER — Safeway milk plant members ratified their new contract by 98 percent. The new agreement includes wage and pension increases for each year of the contract. In addition, the employer will increase its cost each year of the contract to provide health benefits.

I would like to thank John A. Castro and Truong Le, the stewards who represented the members at the bargaining table.

Local 455 wishes long and healthy retirements to Meadow Gold-Greeley members Bud Scheidt and Bob Rickard.

### Report from Scott Ford, Alan Frisbee and Dave Ring

The federal government is requiring United Parcel Service to verify that UPS employees are legally eligible to work in the United States. This regulation applies to new hires as well as current employees hired after November 6, 1986, and December 1, 2008.

If your seniority date falls within November 6, 1986, and December 31, 2007, you will need to comply with the government directive or face disciplinary action by the company.

The deadline for filing is March 15, 2010. If you have any questions, please contact your business agent.

### Report from Jim Adams

The arduous journey of the locked out Harborlite members is over. Along with this statement comes an explanation of this saga. Company management sent a letter to the local union stating it wanted to end the lock out and return all employees to work beginning Jan. 18. The members returned under their old contract, which is what they wanted all along.

The company says it made this decision based on a request from John Lewis of the International Federation of Chemical, Energy, Mine and General Workers. John and Frank Cyphers, president of the union traveled to Izmir, Turkey, where they put on a presentation about Imerys, the French-based parent company of World Minerals, which owns Harborlite. The outcome of this trip was a resolution passed at the Materials Conference.

The company complained about the resolution and was somewhat shocked that a little facility in far away Antonito, Colorado, could reach out and touch them in Turkey.

The company would not admit that the employees had been locked out illegally, so the union proceeded with the NLRB case against Harborlite. The hearing was held January 20, 2010, in Alamosa, CO. We should have a finding in March. At stake is three months of back pay for each member.

Many thanks must be given to all who had some part in helping Local 455 and its members at Harborlite during the lockout. It is good to see that solidarity is still as important today as it was yesterday in the labor movement.

### Report from Bob Adams

Safeway Distribution Center — After sev-

eral months of negotiations our members working for Safeway have ratified a new three-year agreement

This agreement was approved by over 97 percent of our members who voted.

At the onset, our bargaining committee was faced with proposed take-aways in seniority language, holiday language and Sunday pre-

mium language. The company also proposed no increases in wages or pension the first year. Also proposed by the company was an activity based compensation program for drivers.

As if these issues were not huge enough, the actuaries for the Kaiser portion of our members' health care plan were projecting an increase of 16.8 percent to the plan's cost.

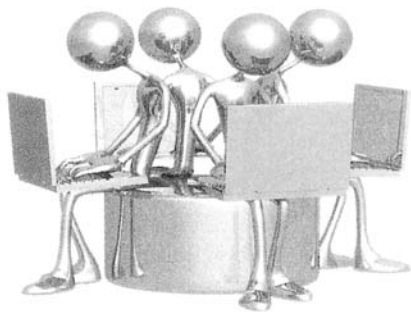
By the time negotiations were concluded, the company had withdrawn all proposed take-aways, including their proposal to implement the activity based compensation program. This was a result of a dedicated bargaining committee that refused to agree to any proposal that would compromise the labor agreement.

*Continued on page 6*



*Thanks to all the Christmas Party volunteers.*

### ALL MEMBERS OF TEAMSTERS LOCAL UNION NO. 455



It is very important that all members register on Local 455's website at [www.teamsterslocal455.org](http://www.teamsterslocal455.org). This is the best way that Local 455 can get important information out to the membership in the quickest manner!

## WATERFRONT PLACE

### EVENT AND CONFERENCE CENTER

10 Lakeside Lane  
Denver, CO 80212  
(303) 458-1600

#### FOR ALL YOUR SPECIAL OCCASIONS:



- WEDDINGS
- ANNIVERSARIES
- RETIREMENTS
- GRADUATIONS



*(We do not host Quinceaneras or Sweet 16 events)*

**\*\*MEMBER REQUIRED TO DO OWN SETUP, TAKE DOWN AND CLEAN UP (ALL TRASH MUST BE REMOVED AND HALL VACUUMED AND CLEANED)\*\***

#### CALL FOR PRICES

Contact Teri Garcia, (303) 458-1600, extension 319  
for Reservations or to book an appointment.

# colorado

Continued from page 5

The following were gained in negotiations:

- (Sanitation) The company will post for bid the Sweeper and Scrubber job in the grocery department.
- Accumulated hours needed in order to receive pay for the first day of sick leave has been reduced from 240 hours to 114 hours.
- A new Kaiser option was agreed to with no reductions in coverage, and increased employer contributions each year of the agreement.
- Wage increases in each year of the agreement.
- Pension increases in each year of the agreement.

Our local would like to thank the entire bargaining committee for all their hard work and input. Without their tireless efforts this agreement would not have been possible.



**Oliver Scaife, right received a Teamster jacket upon his recent retirement from the Safeway Transportation Department, from John Holzwarth, Teamster 455 shop steward at Safeway. Scaife retired after 35 years of service.**



**Ralph Cabral, right is congratulated on his recent retirement by Jesse Medina of Local 455. Cabral worked for DRC for more than 10 years and for Darling National for 27. He was a union steward for more than 30 years.**



**Chuck McGlew, a Teamster veteran of 37 years, recently retired from Advantage Logistics.**



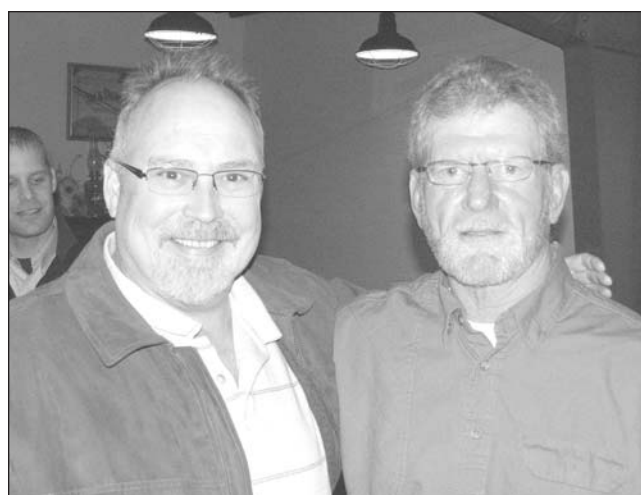
**Louis Ruggeri, left, receives best wishes on his recent retirement from Jim Adams of Local 455.**



**Steve Williams, right, is congratulated on his retirement from Sysco by Jim Adams of Local 455.**



**Robert Rickard, left, who recently retired after 23 years at Meadow Gold - Greeley, is congratulated by Chuck Haliburton of Local 455.**



**John Ryan, right, is congratulated by Dave Ring of Local 455 on his recent retirement after 31 years at Anheuser Busch.**



**Clarence Scheidt, who recently retired after 21 years at Meadow Gold - Greeley, receives best wishes from Chuck Haliburton at Local 455.**

## 'Meet the new boss . . . (NOT the) same as the old boss

### LOCAL 267

**By Howie Dorsher  
Secretary-Treasurer**

**FORT COLLINS** — January 1, 2010, started out with what seemed like an overwhelming attack on us from all fronts. However, after stepping back a bit and trying to put things in perspective, I got to thinking that much of this was expected; though some of this was not. First, let's look at what's transpired before, during and what may be ahead of us as we begin the second year of our five-year collective bargaining agreement.

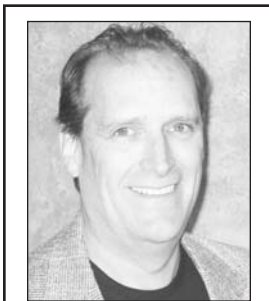
In November of 2008, before the ink was dry on the InBev buy-out, we all saw the Belgium ax fall in St Louis as thousands were sent out in search of "other carrier opportunities." The writing was on the wall early but really, at that point, I don't think anyone was too surprised that the new guard was going to replace the old guard in departments where there were two.

The year 2009 came and we started to see the changes in leadership style. Sure, there were the changes in management programs

such as "Blue Ocean" (which used to be called something else?) changed to "Voyager Plant Optimization" (VPO); Human Resources, (which used to be Employee Relations), changed its name to "People," and of course salaried employees were offered early outs in lieu of possible permanent layoffs later. All the same Kool-Aid, just different flavors, nothing we haven't really seen before.

However, we started seeing things that hit us all a little closer to the pocket book that we hadn't seen before, such as greater levels like skills-bypassing, drastic reduction of chips work in brewing, the near elimination of week-enders used in maintenance and production departments, along with a virtual freeze on future hiring. It was starting to look like the changes were coming closer and closer.

In the summer of 09, we were presented with something new and completely unexpected — an employee dependant verification audit. It was no longer good enough to simply



**Howie Dorsher  
Secretary-Treasurer**

check the box indicating that we are married and have children. But OK, fair enough, the company hired a third party company called Chapman Kelly to conduct the audit, and we sent precious, personal information to them through the mail and expect them to guard it from identity thieves. Chapman Kelly then hired third parties themselves to conduct follow-up audits from their own homes.

Sometime in December, Chap/Kelly ended their business with InBev.

Shortly after Thanksgiving the office phones were ringing with members reporting that the company announced a change from our Delta Dental "Premier" plan to a PPO plan. After some anxiety, frustration and some calls to the People department, everyone agreed that no such changes were negotiated even though the cards were mailed out with PPO on them instead of Premier.

Before Christmas, we were told the company still hadn't signed the contract turning

over control of the prescription benefit program to TeamsterRX, (TRX). We all knew the transition was going to be a rough one, mainly because the company was less than expeditious in releasing control of the program's important information, and after a full year's worth of haggling over contract language; it was finally signed after the Christmas holidays.

There is no conceivable benefit to the Brewery Conference, TRX or individual local representatives in each brewery, to have confusion and delays like this. I can only assume that those who stood to release control of this benefit plan saw their role in it being eliminated by the end of the 2009 year, and were perhaps less than enthusiastic in cooperating with those who were taking the work on.

In light of all these challenges TRX and Brewery Conference did everything in their power to continue with the transition plan, and tried to make the switch seamless for you and your families. We know now, that just wasn't in the cards so TRX had to turn over the mail-order program to their specialty prescription partner pharmacy SXC.

Continued on page 8

# The Union Difference

## *The union advantage by the numbers*

### **Union workers get more benefits and earn higher wages than workers who don't have a voice on the job with a union.**

- ★ **Union workers participating in job-provided health insurance, 79 percent**
- ✗ **Nonunion workers participating in job-provided health insurance, 52 percent**
- ★ **Union workers are 52 percent more likely than nonunion workers to have job-provided health care**
- ★ **Union workers without health insurance coverage, 2.5 percent**
- ✗ **Nonunion workers without health insurance coverage, 15 percent**
- ★ **Nonunion workers are five times more likely to lack health insurance coverage**
- ★ **Union workers participating in guaranteed (defined-benefit) pension plans, 77 percent**
- ✗ **Nonunion workers participating in guaranteed (defined-benefit) pension plans, 20 percent**
- ★ **Union workers are 285 percent (nearly three times) more likely than nonunion workers to have defined-benefit pensions**
- ★ **Union workers with paid personal leave, 57 percent**
- ✗ **Nonunion workers with paid personal leave, 38 percent**
- ★ **Union workers are 50 percent more likely than nonunion workers to have paid personal leave**
- ★ **Union workers' average days of paid vacation. 15 days**
- ✗ **Nonunion workers' average days of paid vacation. 11.75 days**
- ★ **Union paid vacation advantage. 28 percent**
- ★ **Union workers' median weekly earnings, \$886**
- ✗ **Nonunion workers' median weekly earnings, \$691**
- ★ **Union wage advantage, 28 percent**
- ★ **Union women's median weekly earnings \$809**
- ✗ **Nonunion women's median weekly earnings, \$615**
- ★ **Union wage advantage for women, 32 percent**
- ★ **African American union workers' median weekly earnings, \$720**
- ✗ **African American nonunion workers' median weekly earnings, \$564**
- ★ **Union wage advantage for African Americans 28 percent**
- ★ **Latino union workers' median weekly earnings, \$733**
- ✗ **Latino nonunion workers' median weekly earnings, \$512**
- ★ **Union wage advantage for Latinos, 43 percent**
- ★ **Asian American union workers' median weekly earnings, \$902**
- ✗ **Asian American nonunion workers' median weekly earnings, \$852**
- ★ **Union wage advantage for Asian Americans, six percent**

Sources: U.S. Department of Labor, Labor Statistics, Union Members in 2008, Jan. 28, 2009; U.S. Department Bureau of of Labor, Bureau of Labor Statistics, *National Compensation Survey: Employee Benefits in Private Industry in the United States, March 2008, August 2008*; Economic Policy Institute; Employee Benefits Research Institute, May 2005. Difference  
AFL-CIO • January 2009

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To punctuate the 2009 year, the company announced there was no budget for the annual Christmas party. But as we've done every year, we would find places to have our post-shift Christmas parties, always with a posted open invitation to all A/B employees, hourly and salaried, to join us in a little common good cheer. But for the first time ever, the company took down your flyers announcing the details of your shift party, because you mentioned the union was providing appetizers. Then at each party not one member of management or administration joined us.

So, we spread some yuletide cheer among ourselves anyway and capped off our Larimer County Food Bank drive at those three-shift Christmas parties, and thanks to your generosity we were able to present the Food Bank with \$2400 on your behalf – at a time when the food bank needed it most.

We should especially thank all those who helped with that fund raiser, particularly the shift leaders; Patti Tyrrell, Mike Cova and Rob

Stansbury, who stepped forward to spearhead the effort. All members of Local 267 should be proud of this response. We've always tried to come through on the call to help those in our community who have fallen on hard times.

It's as if the writing on the wall has gone to writing in the sky above us, in bright red smoke –

*'Meet the new boss! –  
(nothing) like the old boss!'*

So now, we're currently fighting through all these issues with our benefit plans. Most recently I've been told by some members that either they or their dependants had been dropped from their Cigna or UHC healthcare plans even though they'd been sent cards. Along with that, we are getting hit with things closer to the shop floor such as overtime skill-bypassing; changes made in charging of hours; limits in training budgets; rumors of a hiring freeze, (including Seasonals) and of course rumor after rumor about more lay-offs in all breweries for both salaried and hourly alike.

For instance, just recently on Jan 15, some

of our long-time salaried coworkers, mostly from the front offices at all breweries, were told their services were no longer needed.

We simply cannot ignore this company's willingness and ability to slash their labor costs. We must resolve to block the company as if it swings our way, with our solidarity and by protecting the terms of our contract. Together, it's all we have to protect our ability to provide for our families.

In other news, this year the E-board approved the plan for the 2010 local scholarship awards which mirrors last year's plan, (3) \$1000 awards to our graduating high school sons and daughters. Details will be posted.

We're inching up to actually having a contract booklet, and I'm hoping by the reading of this article that the printers will be printing them.

I'd like to set up our local organizing committee in the weeks ahead. We're calling it Fort Collins Organizing Reaction Team (FORT), a team of volunteers to help our local (or others) quickly react to a call for Teamsters to hit the

doors and worksites on organizing campaign blitzes. Details will be posted as we develop training guidelines. If interested, contact the hall so we can start a list.

Lastly, DRIVE representative Tom Curtin is again joining us for Joint Council 3's annual DRIVE/drive in early March. If you're not a member of DRIVE, consider signing a card, even if for just a buck/pay check. If you're already a member, think about bumping up your contribution level by a dollar. The money goes for political education, research and to help fight anti-labor issues. Since unions cannot use general funds for certain political activity, we all depend on voluntary contributions from DRIVE to help with this heavy lifting.

Continue to watch the bulletin boards for official announcements and if you would like to join the 160+ members currently on the Local email list, leave your e-mail address with us at the Union hall (482-2749); or you can send it to me at [Hakrite@Comcast.net](mailto:Hakrite@Comcast.net), or contact us from the web site at [www.Lu267.org](http://www.Lu267.org).

## Frontier moving heavy-check work to Milwaukee

### LOCAL 961

#### President's Letter

By Matthew Fazakas  
President and Principal Officer

DENVER — Frontier Airlines/Republic Airlines is in the process of moving the heavy-check work to Milwaukee, WI, and they have done a masterful job at screwing up the reduction in force language, the WARN Act notice, the bidding procedures and the closing of the Denver facility.

The union has more than 20 grievances filed that will be heard at the February System Board of Adjustment hearing February 5, 2010. Any cases that are not upheld will be forwarded to arbitration on the use of nonunion employees and the sub-contracting of our work.



Matthew Fazakas  
President

The UAL contract negotiations are moving on an accelerated pace, now that our negotiating committee members, Ramon Gonzalez and Ken Meidinger, are back after being out of town for most of the months of January and February.

We are currently organizing the ramp and customer service employees at Frontier Airlines. We have a team of Frontier Airlines appearance agents working with IBT organizer Joel Wood. There are approximately 950 potential new members and if anyone is interested in assisting the local please call the office at 303-458-1415.

As of the printing of this article we are waiting for the NMB to make a ruling on the Frontier Airlines flight attendants "single carrier" status and if all goes as expected we should gain the 900+ Frontier Airlines flight attendants as new members in the very near future. This will be a great addition to our local union and the Joint Council.

Local 961 has been hand billing General Motors dealerships since August 10, 2009, and the company has reached an agreement with the IBT to return all work that was lost in late 2009 back to Teamsters-represented carriers. We are still hand billing Chrysler dealerships, as they have refused to settle the issue. Remember Chrysler took \$14 billion in stimulus money from the taxpayers of this great country and is giving away our good paying jobs. STOP BY YOUR LOCAL CHRYSLER DEALERSHIP AND TELL THEM YOU WANT THEM TO SUPPORT THE TEAMSTERS AND TO GIVE BACK THE JOBS THEY HAVE TAKEN AWAY.

#### Report from Business Agent

Matthew Fazakas

Allied Systems, LTD — We currently have four drivers on recall temporarily to haul

Chryslers. The new contract books have arrived. If you have not received a copy, please contact the office.

**Report from the Fort Morgan office —  
Norberto Ricardo, Adan Morales  
and Victor Mora**

**Cargill Meat Solutions** — We have reinstated seven employees who were terminated with full seniority and benefits, and reinstated seven employees from suspension. Discipline and written warning letters were removed from 13 employees' files. Some 60 grievances were closed and settled for the month of January. We have recovered \$2730.60 for employees who weren't paid correctly. Regarding bid jobs, we are receiving the job awards and moving employees to their new bid job positions.

Our deepest condolences are given to the family members of Mr. Juan Sanchez in their time of sorrow. Mr. Sanchez passed away in January.

**JBS Swift & Company Lamb** — On January 17, 2010, we had our monthly safety meeting, and several safety issues were discussed. I will let you know the outcome as we proceed with each issue.

**Report from Bill DeGroot,  
secretary-treasurer and business agent**

On behalf of the Local I wish a good and prosperous new year for all of our members. We are waiting for good news as there is legislation before congress to even the playing field with Fed-Ex being exempt under the Railway Labor Act.

**ABF** — Freight levels have continued to be low, but there are rumors that levels will pick up by the third quarter of this year.

**YRC (former Yellow Freight / Roadway Express)** — Office, janitorial, maintenance, and line drivers. Good news as the bond holders have approved the stock swap option, which has given the company a new lease on life for the time being. As of this newsletter, all factions of the company have agreed to or have had the 15 percent wage concessions imposed with the exception of Chicago, which is being addressed by the IBT.

**UPS Freight** — The UPS National Committee cases on subcontracting have been sent to arbitration. There are some new cases headed to the National Committee in February. As soon as these have been ruled on we will post the results

**Lanier Brugh** — The company has filled all the vacancies but is still taking applications for casual help.

**DHL** — The Company is taking a hard line on the attendance policy with a recent termination so make sure you give yourself plenty of time to get to work.

**Sidwell Transportation (DHL contractor)** — The local is working to resolve an issue with the cell phones.

**Frontier Airlines (aircraft appearance agents and MX cleaners)** — The purchase by Republic Airways is complete and there has been

no negative impact on the AAA agents.

**Hertz Car Rental (maintenance, VSAs, bus drivers and HLE)** — The seasonal help is complete and was a great success with a few of these people being offered permanent jobs with the company. Remember the union members did not give any wage or benefits concessions and still have a superior total package to the nonunion employees. We will take care of this issue in contract negotiations in 2010. The massive recall of Toyotas has had a definite impact on the fleet maintenance at all of the Hertz facilities. As of the writing of this article all Toyotas are parked and the IBT is working with Hertz on how all of the repairs will be done.

**Report from John Hennelly,  
vice president, business agent**

**Continental Airlines (MX and facilities maintenance)** — The company has requested contract mediation from the NMB. The line move has been postponed.

**Frontier Airlines (Maintenance, material specialists)** — The company has announced that the C-Check line is moving to Milwaukee, WI, with no firm date. The company did hold the RIF and bid on January 28-29, 2010, and there are many grievances filed for violating the CBA. We are protesting through the grievance procedure the company decision to open a line station in Milwaukee using nonunion mechanics and their decision to use nonunion material specialists and tool room employees.

**Great Lakes Aviation (Dispatchers)** — The NMB has been in contact with Local 961 and a decision was made to return the contract issues to the parties for resolution.

**AIRSERV Corp.** — The unjust termination case was settled with the member being returned to work and there is a bid coming up in early February.

**Earl Scheib** — If you need your car painted call Earl Scheib in Colorado Springs.

**Denver Newspaper Agency (Transportation (DNA))** — The contract should be printed and distributed. Remember it is your responsibility to count your load and report any discrepancies immediately to management.

**DAJA/Standard Parking** — (valet parking) — We had an agreed to settlement for the \$1 per hour back pay increase. The company has completely mishandled the payment and the grievances are filed to collect all monies owed. The contract opener has been sent and everyone should be receiving contract suggestion forms and nomination forms for the negotiating committee.

**AMPCO/Nationwide Parking (AMPCO AMODs)** — The new contracts have been printed and distributed.

**AMPCO/Nationwide (Lot Supervisors)** — It has been busy as a result of the holiday season. Be careful driving in bad weather conditions.

**DNA Pressman Mike Porreco** — There were three standing meetings with the company regarding contract interpretation and rate of pay

issues. No agreement was reached involving a package settling six grievances offered by the company. A letter of arbitration has been sent to the company regarding these contract issues. Chairman elections were held in December for the pressman to serve a two-year term. Mike Porreco was elected chief chairman, Traci Belcher and George Shaffer were elected chairmen, Steve Bullock, Bob Coffman and Pete Sanak were elected assistant chairmen. The Denver Post owner is planning to file Chapter 11. This will not affect the newspaper other than to make it financially more solvent. It will also allow the paper time to create a new business model for the Denver Post.

**United Airlines Safety, Vic Austin** — In the interest of sharing lessons learned and strengthen our collective readiness in the effort to protect the flying public and our member's livelihood I have proposed that we coordinate a joint "Go Team" meeting in DEN immediately after the current NTSB investigation into the B757 tailpipe fire is closed. We have valuable data from a vendor-related event involving swapped anti-skid wires that occurred in Jackson, WY, to go over as well. I think this meeting should include all 15 of our DEN, SFO and ORD United Airlines team members with their party coordinators. We will update everyone as we get new information.

**United Airlines EAP, Mike Brooks** — What a year was 2009. It amazes me on how much I learn every year from people and our habits and diseases. I'm grateful to be able to help those who are having problems, find the help they need to live a happier life. I truly enjoy my job and the opportunities to help our members during difficult times.

2009 was a great year for moving forward with our EAP program at the IBT. We had several training opportunities and had several volunteers come forward. The volunteers are the eyes and ears of our program and getting them the training they need is critical to the success of our program. At this time we have volunteers in SEA, LAX, DEN, SFO, IAD, and ORD. We are still looking for volunteers at all of our stations. I want to thank all of our volunteers for their time and energy helping our members.

The past year has given us a great opportunity to show both our members at the IBT and UAL the value that we bring to the organization as a whole. United Airlines had their first ever EAP summit in ORD last March. In attendance were all of UAL EAPs managers, doctors, IAM, IBT, ALPA, AFA, director of EAP at UAL and HR VP present. This was a monumental visit that has strengthened our joint program and what we do for people. We are scheduled for our annual summit this February to further our commitment to helping our employees at UAL.

In Denver we partnered with the other unions to have three of our four quarterly training sessions. We were able to include our volunteers throughout the IBT. We also had the opportunity to send one of our volunteers to our annual labor

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assistance professionals training in Las Vegas. The IBT EAPS had training with the IAM in both ORD and their annual training in Los Altos. This joint effort helps all of us at the IBT do a better job of getting what our members need better and faster. We are currently working on our own IBT training for our volunteers and look forward to getting this out soon to our members.

The year 2009 held a lot of challenges and opportunities which have made us all grow in a positive direction. I want to thank all of you for the opportunity to be able not only help our brothers and sisters here at the IBT but to give me the best job I have ever had, helping those in need. I look forward to 2010. Lighten up and learn how to smile it's a short journey.

**United Airlines GQ/PV (Building maintenance, ground equipment and facilities)** — As I am part of the negotiating team for the UAL contract the work of the local committee and the shop stewards cannot be ignored. It's this team approach that keeps the process working. My thanks to all.

Because of the Denver International Airport building maintenance department's loss of the maintenance of the bag system and United Airlines contracting out the work to ELS, some good men were laid off. We have grieved this under current CBA language and the union and the company agreed to expedited arbitration and the case was heard in Chicago on January 26, 2010. The company is contracting out other work and we are aggressively grieving all work contracted out. Protect your job and enforce your CBA.

In the ground equipment shop we are working on productivity and work processes. We will be doing a 59 day test on day shift to shake out the details. Mechanics from the floor along with the local committee and management are involved with the process. At the Flight Training Center there is still no news on the fate of the facility. We currently have 14 facility mechanics staffed. On a final note, we are a seniority system at United Airlines so keep your bids up to date. If you feel that the company has violated the CBA, contact your shop steward, have conversations and file a grievance to be timely.

**General membership meetings** — Regular monthly meetings are held 9 a.m. on the fourth Sunday of each month at the union hall, 10 Lakeside Lane, second floor meeting room, Denver, Colorado 80212.

**Withdrawal card** — Please remember to call the Denver or Fort Morgan office to be placed on withdrawal if you are going to be off work for a month or more. When you return to work you must notify the local union immediately.

**Change of address/telephone number** — Please contact either local union office if you have a change of address or telephone number. Remember that with the current layoffs at all the companies you need to get a withdrawal card and make sure the local has your current address and contact information.

## Frontier va a mudar el trabajo de chequeo fuerte a Milwaukee

### Carta del Presidente Por Matthew Fazakas- Presidente y Oficial Principal

**DENVER** — Frontier Airlines/Republic Airlines está en el proceso de mudar su operación de chequeo fuerte a Milwaukee, WI, y han hecho un tremendo trabajo enredando la reducción del lenguaje de fuerza, el aviso de WARN Act, el proceso de ofertas, y el cierre de la facilidad en Denver.

El Sindicato tiene más de 20 agravios hechos que serán oídos por la Junta del Sistema de Ajustes el 5 de febrero de 2010. Los casos que no sean defendidos serán mandados a arbitraje por el uso de empleados que no pertenecen al sindicato y la sub contratación de nuestro trabajo.

Las negociaciones del contrato de UAL siguen hacia delante rápidamente, ahora que los miembros de nuestro comité de negociaciones están de vuelta, Ramón González y Ken Meidinger.

Estamos organizando a los empleados de

rampa y de servicio al consumidor de Frontier Airlines. Tenemos a un equipo de agentes de apariencia de Frontier Airlines trabajando con el organizador del IBT, Joel Wood. Hay aproximadamente unos posibles 950 nuevos miembros, y si alguien está interesado en ayudar al local, por favor llame a la oficina al 303-458-1415.

Con la imprenta de este artículo, estamos esperando la decisión del NMB del estatus de los asistentes de vuelo de Frontier Airlines de "single carrier", y si todo va como lo esperamos debemos de ganar a más de 900 asistentes de vuelo de Frontier Airlines como nuevos miembros en el futuro cercano. Esta será una buena adición a nuestro sindicato local, y el Consejo Unido.

El Local 961 le ha estado cobrando a mano los lotes de carros de General Motors desde el 10 de agosto de 2009, y la compañía ha llegado a un acuerdo con el IBT de regresar todo el trabajo que ha sido perdido a finales del 2009 de vuelta a las líneas que son representadas por los Teamsters. Todavía le estamos cobrando a mano a los lotes de Chrysler, ya que se rehúsan a un pacto. Acuérdense que Chrysler tomó \$14 billones de dólares en el dinero del estímulo de los que pagamos impuestos en este gran país, y está dándole a otras personas nuestros buenos trabajos de buena paga. PAREN POR SU LOTE LOCAL DE CHRYSLER Y DIGANLES QUE USTEDES QUIEREN QUE APOYEN A LOS TEAMSTERS Y QUE LES DEN DE VUELTA LOS TRABAJOS QUE LES HAN QUITADO.

### Reporte de Matthew Fazakas, Agente de Negocios

**Allied Systems, LTD** — Tenemos a cuatro conductores que han sido llamados de base temporera a mover los Chryslers. Los nuevos libros del contrato han llegado. Si no han recibido su copia, por favor contacte la oficina.

### Reporte de la Oficina de Fort Morgan - Norberto Ricardo, Adán Morales y Víctor Mora

**Cargill Meat Solutions** — Hemos reinstalado a siete empleados que habían sido terminados con toda su señoría y beneficios, y hemos reinstalado a siete empleados que habían sido suspendidos. Se les quitaron la disciplina, y cartas de aviso a los archivos de trece empleados. Se cerraron y acordaron unos 60 agravios por el mes de enero. Hemos recobrado \$2,730.60 para los empleados que no fueron pagados correctamente. En cuanto a los trabajos de oferta, estamos recibiendo las ofertas y están mudando a los empleados a sus nuevos puestos de los trabajos de oferta.

Les damos nuestras condolencias a los miembros de la familia del señor Juan Sánchez, en su tiempo de pena. El señor Sánchez murió en enero.

**JBS Swift & Company Lamb** — El 17 de enero de 2010 tuvimos nuestra junta de seguridad y se discutieron varios problemas. Les dejaremos saber lo que pasa al ver cada problema.

### Reporte de Bill De Groot, Tesorero Secretario y Agente de Negocios

De parte del Sindicato les quiero desear un buen y próspero año nuevo a todos nuestros miembros. Estamos esperando buenas noticias, y hay una legislación ante el congreso de Federal Express, para igualar las cosas y ser exentos bajo el Railway Labor Act.

**ABF** — Los niveles de carga todavía están bajos, pero hay rumores de que serán más altos para el tercer trimestre de este año.

**YRC (Antes conocido como Yellow Freight/ Roadway Express)** — Office, Janitorial, Maintenance y Line Drivers — Buenas noticias, los accionistas aprobaron la opción del cambio de las acciones, que le ha dado a la compañía una nueva vida, por el momento. En este momento todas las facciones de la compañía están de acuerdo en tener, o han tenido ya un 15 por ciento de concesiones en sus salarios, con la excepción de Chicago, que está siendo visto por el IBT.

**UPS Freight** — El Comité Nacional de casos de UPS en sub contratar ha sido mandado a arbitraje. Hay algunos casos nuevos que serán mandados al Comité Nacional en febrero. Tan pronto como haya una decisión, se la dejaremos saber.

**Lanier Bruh** — La compañía ha llenado

sus vacancias, pero puede que necesiten ayuda casual.

**DHL** — La compañía está siendo muy estricta con la póliza de asistencia, con una terminación recientemente. Asegúrense de salir hacia el trabajo con suficiente tiempo para llegar a tiempo.

**Sidwell Transport (DHL contractor)** — El Local está trabajando para resolver el problema con los teléfonos celulares.

**Frontier Airlines Aircraft Appearance Agents y MX Cleaners** — La compra de Republic Airways ha sido completada y no ha habido ningún impacto negativo en los agentes de AAA.

**Hertz Car Rental Maintenance, VSA's Bus Drivers, y HLE** — La ayuda temporera de la temporada ha sido completada con gran éxito, a varias personas se les ofreció un trabajo permanente con la compañía. Acuérdense que los miembros del Sindicato no dieron ningunas concesiones de beneficios y salarios, y todavía reciben un paquete en total mejor que el de los empleados no sindicalizados. Nos encargaremos de este problema en las negociaciones del contrato del 2010. La llamada masiva de la vuelta de los Toyotas ha tenido un impacto grande en el mantenimiento de la flota de carros en todas las facilidades de Hertz. En estos momentos todos los Toyotas están estacionados, y el IBT está trabajando con Hertz en como hacer todas las reparaciones necesarias.

**Reporte del Vicepresidente, y Agente de Negocios, John Hennelly Continental Airlines MX y Facilities Maintenance** — La compañía ha pedido la mediación del contrato del NMB. La mudanza de la línea se ha pospuesto.

**Frontier Airlines Maintenance, Material Specialists** — La compañía ha anunciado que la línea de C-Check se mudará a Milwaukee, sin fecha anunciada. La compañía no hizo el RIF y las ofertas cuando se suponía, el 28 y 29 de enero, y hay muchos agravios por la violación del CBA. Estamos protestando la decisión de la compañía de abrir una estación de la línea en Milwaukee usando mecánicos no sindicalizados; y la decisión de usar especialistas de materiales y empleados del cuarto de herramientas no sindicalizados, por medio del procedimiento de los agravios.

**Great Lakes Aviation Flight Dispatchers** — El NMB ha estado en contacto con el Local 961 y se ha hecho una decisión de devolver los problemas del contrato a los partidos envueltos para una resolución.

**AIRSERV Corp.** — La terminación injusta fue decidida y el miembro volverá al trabajo, habrá una oferta a principios de febrero.

**Earl Schieb** — Si necesita pintar su carro, por favor llame a Earl Schieb en Colorado Springs **Denver Newspaper Agency Transportation (DNA)** — El contrato debe estar impreso y distribuido. Acuérdense, ustedes son responsables por contar su carga y de reportar cualquier discrepancia inmediatamente a la gerencia.

**DAJA /Standard Parking Valet Parking** — Hay un acuerdo en el aumento de \$1 por hora de la paga debida. La compañía ha hecho mal en el proceso de paga, y los agravios se hacen para coleccionar el dinero debido. La apertura del contrato ha sido mandada, y todos deben de estar recibiendo las formas de sugerencias del contrato, y nominaciones para el comité de negociaciones.

**AMPCO/Nationwide Parking AMPCO AMOD's** — El nuevo contrato ha sido impreso y distribuido.

**AMPCO/Nationwide Lot Supervisors** — Han estado ocupados debido a las Navidades. Por favor, manejen con cuidado cuando haya condiciones malas del tiempo.

**DNA Pressman Mike Porreco** — Hubo tres reuniones con la compañía en cuanto a la interpretación del contrato y los problemas de la paga. No se llegó a ningún acuerdo en cuanto al paquete ofrecido por la compañía de seis agravios. Se ha mandado una carta de arbitraje a la compañía en cuanto a estos problemas del contrato. Se llevaron a cabo elecciones del presidente para servir por dos años con los hombres de prensa, y Mike Porreco fue elegido como Jefe Presidente, Traci Belcher y George Shaffer fueron elegidos como presidentes, y Steve Bullock, Bob Coffman, y Pete Sanak fueron elegidos como presidentes asistentes. El dueño del periódico Denver Post está

planeando irse en bancarrota del capítulo 11. Esto no afectará el periódico, lo único que hará es hacerlo mas eficiente en sus finanzas. También le dará al periódico más tiempo para crear un nuevo modelo de negocios para el Denver Post.

**United Airlines Safety, Reporte de Vic Austin** — Con el interés de compartir lecciones aprendidas, de mejorar nuestra disposición colectiva en un esfuerzo a proteger el publico que vuela y el empleo de nuestros miembros, yo propongo que coordinemos una reunión de equipo "Go Team" juntos en DEN inmediatamente después que la investigación de la NTSB del fuego de la cola del B757 sea cerrada. También, tenemos información de un evento relacionado a un vendedor que envuelve el cambio de los cables de "anti-skid" en Jackson, Wyoming, que hay que ver. Pienso que esta reunión debe incluir a todos los 15 miembros del equipo de United Airlines de DEN, SFO y ORD con los coordinadores. Les mantendremos informados.

**United Airlines EAP, Mike Brooks** — Que año fue el 2009. Me impresiona ver cuanto aprendo cada año de la gente, nuestros hábitos, y de enfermedades. Es un placer poder ayudar a las personas que tienen problemas, y encontrarles ayuda para tener una vida mejor y contenta. Me gusta mi trabajo, y las oportunidades de ayudar a nuestros miembros en tiempos difíciles.

El 2009 fue un gran año para progresar con nuestro programa de EAP en el IBT. Tuvimos varias oportunidades de entrenamiento y hubo varios voluntarios. Los voluntarios son los ojos y oídos de nuestro programa y darles el entrenamiento necesario es crítico para el éxito de nuestro programa. En estos momentos tenemos voluntarios en SEA, LAX, DEN, SFO y ORD. Todavía estamos buscando voluntarios para todas nuestras estaciones. Quiero agradecer a todos nuestros voluntarios por su tiempo y energía al ayudar a nuestros miembros.

El año pasado tuvimos la gran oportunidad de mostrarles a nuestros miembros del IBT y UAL el valor de traer a la organización en su conjunto. United Airlines tuvo la primera conferencia de EAP en ORD en marzo. Fueron todos los gerentes y doctores de UAL EAP; IAM, IBT, ALPA, AFA, el director del EAP en UAL, y el HR VP. Esto fue una visita monumental que le ha dado fuerza a nuestro programa y lo que hacemos por las personas. Tendremos nuestra conferencia anual en febrero, para fomentar nuestro compromiso de ayudar a los empleados de UAL.

En Denver nos unimos a otros sindicatos que tienen tres o cuatro entrenamientos por trimestre. Pudimos incluir a nuestros voluntarios por el IBT. También tuvimos la oportunidad de mandar a uno de nuestros voluntarios a nuestro entrenamiento anual de asistencia del trabajo de profesionales en Las Vegas. Los IBT EAPS tuvieron un entrenamiento con IAM en ORD y el anual en Los Altos. Esto nos ayuda en el IBT a hacer un mejor trabajo para servir a nuestros miembros mejor y más rápidamente. Estamos trabajando en nuestro propio entrenamiento del IBT para los voluntarios y lo tendremos pronto para nuestros miembros.

El 2009 tuvo muchos desafíos y oportunidades los cuales nos ayudaron a crecer en una dirección positiva. Quiero darles las gracias por la oportunidad de no solo ayudar a nuestros hermanos y hermanas aquí en el IBT, pero de darme el mejor trabajo que he tenido, ayudando a los que lo necesitan. Esperaremos el 2010. Relájense y aprendan a sonreír, es un pequeño viaje.

**United Airlines GQ/PV (Mantenimiento del edificio, equipo de tierra y facilidades)** — Como soy parte del equipo de negociaciones del contrato de UAL el trabajo del comité local y de los representantes no puede ser ignorado. Es el trabajo de estos equipos que mantiene el proceso trabajando. Mis gracias a todos.

Muchos perdieron su trabajo de mantenimiento debido a la pérdida del sistema de equipaje en el edificio de Denver International ya que United Airlines esta contratando afuera el trabajo a ELS. Hicimos un agravio de esto de acuerdo al lenguaje del CBA, y el sindicato y la compañía estuvieron de acuerdo en avanzar a un arbitraje. El caso se oyó en Chicago el 26 de enero de 2010. La compañía está contratando otros tipos de trabajo y también estamos haciendo agravios agresivamente. Protejan su trabajo e implementen su CBA.

En el departamento del equipo de tierra esta-

Continued on page 10

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mos trabajando en productividad y los procesos de trabajo. Haremos un examen de 59 días de los turnos de días para ver que pasa. Los mecánicos del piso, el comité local y la gerencia están envueltos en el proceso. Del Centro de Entrenamiento de Vuelo no se ha oído noticias de qué le pasará a la facilidad. Tenemos a 14 mecáni-

cos allí.

Como nota final, en United Airlines trabajamos con el sistema de señoría; mantengan sus ofertas al día. Si piensan que la compañía ha violado el CBA, pónganse en contacto con el representante, conversen y hagan un agravio de la manera apropiada.

**Reunión de la Membresía General**

Las reuniones regulares de la membresía general serán el cuarto domingo de cada mes a las 9:00 de la mañana en el Union Hall en 10 Lakeside Lane, Denver, CO 80212, en el cuarto de reuniones del segundo piso.

**Tarjetas de Retiro**

Miembros, por favor acuérdense de llamar a la oficina de Denver, o Ft. Morgan para ser

puestos en retiro si no van a estar trabajando por un mes o más. Cuando vuelvan al trabajo notifíquelo al Sindicato Local inmediatamente.

**Cambio de Dirección o de Número de Teléfono**

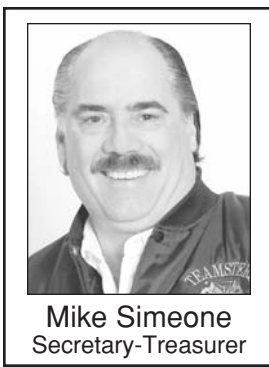
Por favor póngase en contacto con la oficina del Sindicato Local si su dirección o número de teléfono cambian.

## A changing of attitudes, behavior and strategy

### LOCAL 17

By Michael Simeone  
Secretary-Treasurer

**DENVER** — A long time ago, labor unions paid little attention to a company's bottom line unless it was so healthy that it would enter into contract negotiations.



Mike Simeone  
Secretary-Treasurer

Today is different. During these economic times, in order to protect union jobs, the IBT and Local 17 has had to make sure that those companies that provide your jobs are going to stay in business. The IBT and Local 17 had to

change course and take an affirmative role in securing your futures by helping to secure those companies' futures. This was especially true with the near collapse of YRCW, because of the economic down turn in the economy.

When YRC started having financial difficulties, the IBT and Local 17 got involved without an invitation from the company. It was decided that the Teamsters could not just sit back and not try and save 30,000 Teamster jobs. With YRC's ever mounting debt and suspect leadership, the IBT and Local 17 did not sit on the sidelines and watch the company fail.

The Teamsters National Master Freight Negotiating Committee (of which I am a member) met and we all knew that difficult decisions were going to have to be made that involved pension contributions and wage reductions. We also made it perfectly clear to YRCW management that before there was any assistance from the Teamsters, management must show that it was willing to sacrifice as much or more than the Teamster members employed by the company. We made it very clear that our only goal was to protect Teamster members' jobs at YRCW.

After much negotiating and doing everything in our power to secure your future at YRC over the past year, the last step was persuading the bond holders to cooperate with this Teamster-YRCW plan to save 30,000 Teamster jobs.

We didn't have to look far to see the Teamsters' effect on our members future at YRC. We found bondholders who were directly accountable in pushing for the collapse of YRC, as there was money to be made by a bankruptcy filing by YRC. Poof, no more 30,000 Teamster jobs! When General President James P. Hoffa found out about these actions by some bondholders he put pressure on them to accept the exchange that eliminated hundreds of millions in debt or be exposed to the American public as to who they were and what they were doing. In the weeks leading up to bondholder swap, the Teamsters found out that credit default swaps would pay bond holders more if YRC went bankrupt. Good for Wall Street, bad for you. The company finally, after a series of misguidedly overpriced takeovers in the years of the credit bubble, hit a financial wall thanks to the fall off of business in the recession. Unless investors holding the company's bonds could be persuaded to swap their debt for equity, the company would go bankrupt and 30,000 Teamster members thrown on the street.

The Teamsters got word that Goldman Sachs was behind several hedge funds that were dealing in credit default swaps that were expressly directed at taking down YRC. With direct pressure from Teamsters General President James P. Hoffa (who was prepared to name names), not only did Goldman Sachs fold on the hedge funds

policy, but offered its help to convince other bond holders to participate in the exchange that would save YRC at the end of 2009. The exchange was successful and now the Teamsters have seats on a new board at YRC that will direct its future.

We know that there is a lot of work still left to do at YRC and other companies with members of the Teamsters Union. Local 17 will be there for all our members at YRCW, ABF, ACME, UPS (package, freight and csi) and the 950 members working for the City and County of Denver, as we all recover from the worst recession since the Great Depression.

I am convinced that Local 17 has the greatest members. This is based on how we have received the support from you on the direction the local is going. Now Local 17 is poised to be the leader in regaining all jobs when the economy starts its recovery.

In 2010 and beyond, the IBT and Local 17 will fight for our members' jobs in different ways. We organize protests at investment firms that will take your job just for their good. We continue to be actively involved in the politics that are necessary in today's world in order to make sure the politicians know that they must take care of working families.

As true Teamsters and proud members of Local 17, the full time agents and officers took a pay cut just like the members at YRC did. Solidarity is alive and well at Local 17.

When someone says to you "There is no need for unions anymore" have them read this and be proud to be a Teamster.

Until next month, Mike.

### Report from President Duane Grove

First, I want to remind all UPS employees that if you are cited for an alcohol related offense, you must report it to your supervisor prior to your next shift start. Failure to do so could lead to your termination. Please familiarize yourself with Article 16, section 3.3. If you have any questions, you can call me at my office.

Second, make sure all of your diad entries accurately reflect exactly what you are doing at the time you are actually doing it. If they do not, UPS can and has terminated employees for falsifying their delivery records. In addition, do not ever sign for a customer's package or falsify your delivery record to avoid having late air. Follow the company's procedures and if there is a question let your manager make the decision.

I would like to congratulate the following members on their retirement: Mark Moots, Randy Losey, and Ray Parmiter. Mark, Randy and Ray worked for YRC in Denver.

I would like to extend my sincere condolences to the family and friends of Local 17 members Glen Lange, Steve Clark and Ken Helzer. Glen and Steve worked for YRC. Ken worked for UPS. All will be missed by those who knew them.

**WITHDRAWAL CARDS** — If you do not work for an entire calendar month, you can contact Local 17 and take a withdrawal card and not pay dues for the month that you do not work. If you do take a withdrawal card you must notify the local immediately upon returning to work.

### Report from Chris Rodriguez

Welcome to 2K10 and all the changes that are occurring at United Parcel Service. I'm sure that some of you are affected by the changes either by lay-off, job description and/or shift change.

There have been grievances filed to specific contract language with all the changes that the company has been doing. There has also been a significant amount of bumping taking place allowed by the contract. As always, if there are any questions, don't hesitate to call.

Last year was a notorious year for unreported accidents. I know that I have stated several times in the Rocky Mountain Teamster that all

accidents MUST be reported to management, no matter how small and regardless whether or not there was any damage. There are times that the general public or customers tell you not to worry about the accident or damage. You better not believe it. Report it regardless.

Just a reminder with the start of the new year, 9.5 hour days start all over. Notify your supervisor about a reduction to your dispatch. On the third day of a five-day period if management has not adjusted your dispatch, I need a phone call immediately on the first violation. If it continues and management fails to adhere to the contract language file your grievance. Do not use the same days for the violation on separate grievances. They must be different days.

During this past peak season we had several accidents that occurred with our members. Fortunately, all were returned to work. Remember to be careful whether you're out on the street, highway or in the building. Take care of yourself.

### Report from Ed Bagwell

As of this writing, we have nine appeals going to CSA trial. We will be very busy over the next four months with the CSA hearings office. Local 17 is working closely with the transitions of the HR functions as CSA begins to put CSA staff in all of the agencies.

We have been working with Dani Brown at CSA to ensure that the new HR people are at least union tolerant, and will apply the CSA rules without a bias. We are pleased to report that at this point we are making good progress with this part of the shared services.

Local 17 is working with city council to gain a sponsor to look at the Western Teamster Pension Plan as a supplemental pension plan for all city employees. Once the sponsor is secured, the auditor's office will do an in-depth research of our Pension Plan. One of the benefits of the Western Conference Teamster Pension Plan is the 2 for 1 benefit with a new employer. This benefit

would give you past service credit with the city (up to 10 years) added to your future service with the city. Here is an example: If you are a city employee with 10 years of service and the Western Conference Teamster Pension is negotiated as part of your benefits, and, you work five years after the Western Conference Teamster Plan is negotiated, you would receive a 15-year benefit. This coupled with your city pension plan would enhance your pension.

We are also working with CSA to remove verbal and written warnings after a certain period of time. CSA is open to the idea of this concept. We will keep all of you informed of our progress.

We are pleased to announce that the first DPD officer has joined Teamsters Local 17. Ronald Hackett, Jr., is the son of two of our finest union stewards in the city. Ron Hackett, a 20-year retired Denver police officer and steward at DIA, along with his wife, Frances Hackett, a dedicated steward with Facilities Planning and Management. Ron, Jr., will be a dedicated Teamster police officer, and with the support of Local 17 will bring more members of the Denver Police Department into the Teamsters. Welcome Ron!

We would also like to report that we are close to the 50 percent mark of the members we need with the Denver Sheriff's department to win an election to take over the collective bargaining agreement. All of the stewards and members of the DSD has done a great job getting us to this point. Keep up the good work, and let's keep the momentum going.

In closing we are close to 1000 members in the city of Denver. Just six years ago we had no members and there was a poor model for representing city employees. As we look to the future with the possibility of a new mayor, we are poised to continue the progress we have made on your behalf and secure your future with Teamster Local 17 representation.

Listed below are your stewards:

## DENVER CITY & COUNTY STEWARDS

AGENCY	LAST NAME	FIRST NAME	PHONE
DIA	ABEYTA	GENARO	7202761052
DHS	ALLISON	TAMICO	7209443113
PUBLIC WORKS	BARCLAY	RICHARD	7208656833
PUBLIC WORKS	BARDAY	TODD	3034363610
SHERIFF	BENNETT	MICHAEL	3038148133
DHS	BLEA	MARIA	3038950142
PARKS	CAMPBELL	GERALD	7208384830
DIA	CORDOVA	ANGEL	3033422808
PARKS	COVILLO	LOUIS	3033648615
PARKS	DE CLAW	FRANCISCO	7204225041
WASTEWATER EOS	ENCINIAS	JOHN	7202961694
FLEET MAINT	FIELDMAN	SAUL	3032981752
SHERIFF	FRANKS	CHRISTINE	7207718354
DIA	GONZALES	BILL	3035768024
DIA	HACKETT	RONALD	7207322498
FACILITIES PLANNING	HACKETT	FRANCES	7207322498
REVENUE	HAEFELIGER	BOB	7209134093
DHS	HERRERA	JESSE	7209443001
PARKS	HOWARD	VERN	7208708484
DIA	KING	JOHN	7208385051
PUBLIC WORKS	KIRSCHENMAN	GREG	3032573251
WASTEWATER	LOPEZ	DANNY	7204901917
POLICE IT	MEGGITT	TOM	3033210931
COUNTY COURT	MONTOYA	JOE S.	3035250529
SHERIFF	MONTOYA	GABRIELA	3039165891
DHS	MORRISSEY	CINDY	3037912326
ENV. HEALTH	MOUTON	RICK	3036182496
SHERIFF	PRATT	CHRISTOPHER	3039081203
DIA	RAY	CONNIE	3039078501
SHERIFF	SIPRES	ANDREW	3039220254
FACILITIES PLANNING	STRASHEIM	RONALD	3039540659
SHERIFF	STRONG	TERRY	3037209433
SHERIFF	SUNDRUP	KENT	3038592656
PUBLIC WORKS	VIGIL	DAN	7203145704
DHS	WALTERS	PATRICIA	7209441468
TRAFFIC OPS	WHITNEY	GERALD	7202758248
DIA	WILSON	RICHARD	3039374993

# montana

## Montana Local 2's new executive board is sworn in

### LOCAL 2

#### TEAMSTERS LOCAL 2 EXECUTIVE BOARD

Daniel J. Doogan  
Secretary-Treasurer (Principal Officer)

Greg Superneau  
President

Bill Wilke  
Vice President

Bill Rowe  
Recording Secretary,  
Business Agent

Randy Simonich  
Trustee

Jimmie Shigley  
Trustee

Matt Workman  
Trustee

#### By Daniel Duggan Secretary-treasurer

**BUTTE** — Ballots were counted for the election of officers for the executive board of Teamsters Local 2 in Butte on December 14, 2009. Every position on the board, with the exception of recording secretary, was contested by two or more candidates.

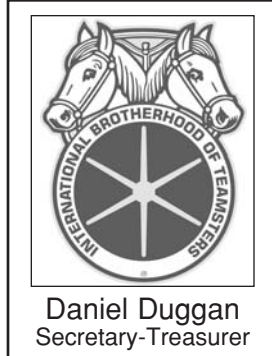
The results of the vote are: Daniel J. Doogan, secretary-treasurer and principal officer (30-year Teamster, six-year union steward, third generation

Teamster, 12 Years as a Local 2 business agent); Greg Superneau, president (10 years Local 2 executive board, 12 year union steward, City of Missoula).

Bill Wilke, vice president (32-year Teamster at UPS in Helena, union steward, former Local 2 trustee); Bill Rowe, recording secretary (30-year Teamster, 15-year steward at MT State Hospital, two terms served on Teamsters Local 2 executive board). We have three new trustees: Randy Simonich, (Near 30-year Teamster currently working at MT DOT in Belt, union steward, negotiating team member for the state highway workers); Jimmie Shigley, (eight-year Teamster, union steward, Cascade County Regional Jail) and Matt Workman, eight-year Teamster, three-year union steward at the City of Bozeman). The officers were sworn in on January 2, 2010 and then their first executive board meeting took place.

The year 2010 marks the 100th anniversary of Teamsters Union Local 2. The staff is working hard to complete all of the necessary preparations so our members may enjoy the unforgettable celebration of this once-in-a-lifetime event. Watch for announcements of special anniversary events in your area throughout the coming months.

Our local was chartered by the International



Daniel Duggan  
Secretary-Treasurer

Brotherhood of Teamsters on May 2, 1910. Imagine all of the history from the past 100 years. One constant presence throughout all of the changes for the working people of Montana has been the Teamsters Union, from old core industries such as mining, timber, brewing and construction to the later public sector, health services, package delivery, communications, travel and modern law enforcement, just to name a few. Throughout the last

100 years there has been the security of a Teamsters Union contract for those who have chosen to form a union and join our local.

The challenge we face today is to revamp the legislation that protects a worker's right to freely participate in the formation of a union without the fear of reprisal from their employer. The Employee Free Choice Act would go a long way towards achieving this goal. Let's not forget this important piece of legislation. Call your senators and congressman and ask them to put this legislation on the front burner and get it passed now.

Our staff is currently working to create a brand new website for Local 2. Watch for notifications about it going live online in the very near future.

I want to thank all of our members for being patient and understanding while our new leader-

ship gets up and running. Watch your bulletin boards for notices of upcoming meetings and events. Your participation in the activities of the union is what makes all the difference between an irrelevant entity that assesses dues where you work and a vibrant integral part of your everyday life. Always be ready to jump in and be part of the activities of your union. The monthly general meetings are a good place to start. We cover two-thirds of the state and hold general meetings in many different locations. Bulletins will be posted with this information so that you have an opportunity to attend and meet other area Teamsters as well as your newly elected executive board.

Through your awareness of the functions of the union, please let us know if you have any positive ideas or suggestions.

Every member can contribute by being on the lookout for new organizing opportunities. We need to work at increasing our membership by adding new units of Teamster represented employees. There are plenty of unorganized workers within our jurisdiction. I'm asking for your help in getting us in contact with all of those workers that don't have a Union and want one.

I look forward to serving the membership of this great local union, working with an exceptional executive board and our talented staff of business agents and office personnel.

## Everyone got into the spirit at Local 190s Christmas celebration

### LOCAL 190

#### By Joe Dwyer Secretary-Treasurer

**BILLINGS** — The first annual Teamers Christmas Celebration was held on Dec. 17 in the evening and Dec. 19 in the morning. This flex schedule hopefully gave everyone a chance to come and see Santa, who has been an honorary

Teamster member since way back when.

The kids and adults got into the spirit of the holidays with hot chocolate and cookies. Thanks to Jim Larson for organizing this event, to Diane Erhart for taking

the Santa pictures, to Marilyn Ruckman for assisting Diane and to the rest of Santa's elves for their help.

It's never too early to think about Christmas, so to volunteer your ideas and services for this year's celebration, please contact Jim Larson or Susan Kaiser at 406-248-2658.

#### Spring pension interviews

The 2010 spring pension interviews will be held April 26-30. On April 26 and 27 evening group meetings will be held in Glendive and Miles City respectfully. Watch for the time and location of these group meetings to be posted on your union bulletin boards, or call our office at 406-248-2658. Members can call to schedule their individual interview until April 12. You may also request a print out only. Watch your union bulletin boards for notices and be sure to check on the web page [www.teamsters190.com](http://www.teamsters190.com) for updates.

#### Tax information/ updating your information

Your 2009 union dues paid may be used as a tax deduction (always check with a tax professional). Receipts with that amount have been

mailed. If you didn't receive yours, call the office and we can get you that information and we will find out why you did not receive the first notice. We can't stress the importance of our office having your correct information, i.e. address, phone numbers, and beneficiaries. Call Darla Dunham at 406-248-2658 or email her at [ddunham@teamsters190.com](mailto:ddunham@teamsters190.com) to verify your information.

#### Retiree club

The retirees meet monthly on the first Friday of each month and have Potluck on the third Sunday of each month. These events are suspended during the summer months. For more information on retiree events and annual dues, contact Club President Charles Dick at 406-348-2429.

#### 2010 contracts

The following contracts are up for negotiations this year. The City of Billings, Roundup Memorial Healthcare, Meadow Gold Dairies, PPL - Montana, Yellowstone County MetraPark, COP Construction, Oftedal and Sons, Ostermiller Construction and Rosebud County Road and Bridge. Make sure to participate in the process by attending proposal meetings or by returning proposal surveys whichever is applicable to your shop and to be sure to vote when the time comes.

#### Job stewards

##### THE UNION STEWARD

*Who are these of lowly pay  
With haggard look and hair of grey?  
They get no rest by day or night.  
They're always wrong. They're never right.  
They do not have a law degree,  
But go to bat for you and me.  
Though few have studied labor in college,  
They must possess the widest knowledge,  
Of labor rules and when to grieve,  
Vacation pay and sickness leave.  
Of overtime and who's to do it,  
Of coffee time and who's to brew it.  
The how and which and why and when  
And all the problems of women and men.  
If, with bosses they agree,  
Then they're the rats who've got weak knees.*

*If to the workers they try to cater,  
Then they're branded 'agitator'.  
Those who have to take this slop  
Are called the STEWARDS of your shop.*

-Anonymous

The following serve as Local 190 job stewards and alternates:

Allied Waste Services - Mike Langton  
Boise Cascade -

Ky Focht & Howard Molm  
Cenex Harvest States -  
Ed Bryhn (Glendive)  
& Robert Castleberry (Laurel)

The City of Billings:  
Nick Christman - Parks & Recreation

Fred Charette - Public Utilities  
Dirk Korn - Street Traffic  
Cassie Hoiness - 911 Center

Brian Reed - alternate 911 Center  
Doug Studiner - WasteWater

Chad Bargstadt - Water Plant  
Diana Walker - Police Dept

Deb Unruh - 1st Floor Police Dept  
David Shearer - Library

Randy Maul - Sanitation  
Dan Bryan - Airport

Ann Bauer - Met Transit  
John Shields Sanitation (alternate)

Nancy Lindstrom - Animal Shelter  
Marilyn Ruckman - Parking Division

Dawson County Sheriff's Office -  
Katie Mills

Farmers Union Oil - Deborah Dvorak  
First Student, Inc. -

Susan Hewett & Tom Nelson  
Food Services of America

Roy Myers (Warehouse)  
Shawn Reimer (Drivers)

Mike Gable (Night Warehouse)  
Mike Henthorn -

(Alternate Drivers)  
City of Forsyth - Richard Thompson

Interstate Brands - Tim Palmer  
Knife River -

Gerry Thomas & Larry Hochhalter  
MeadowGold Dairies -

Dave Larson (Warehouse)  
Bob Wilson (Drivers)

Pepsi Cola Bottling Co. - Tom Senn  
PPL Montana, LLC -

Gale Palmer & Wayne Burke  
(alternate)

Rosebud County Road & Bridge -  
Ralph (Junior) Haines

Roundup Memorial Healthcare -  
Elaine Krueger

SuperValu, Inc. -  
Joe Haire (Warehouse) &

Scott Combs (Drivers)  
Sysco Food Services of Montana -

Dan Arredondo (Drivers)  
Jim Soumas (Drivers)

Jim Lyons (Day Warehouse)  
Dane Lewis (Night Warehouse)

Dale Blohm  
(alternate Night Warehouse)

UPS  
Eric Johnson -

(Feeder Drivers/Mechanics)  
Tony Palaoro -

(Package Car Drivers)  
Ryan Kukes - (Twilight)

Danny Hinton - (Pre-load)  
Sherri Johnson (Miles City)

Dwight Odenbach (Glendive)  
Vic Ullrich (Broadus)

Western Sugar Cooperative, Billings -  
Bob Herman & Roy Standley

Western Sugar Cooperative, Lovell -  
Dave Phelps &

Jeff Feller (Alternate)  
Yellow Roadway Corporation, Inc. -

Casey Dubbs  
Yellowstone County Deputy

Prosecuting Attorneys -  
Richard Helm

Yellowstone County Detention Facility -  
Steven Webb

Yellowstone County MetraPark -  
John Carney

Yellowstone County Road & Bridge -  
Jim Holloway

# BUY UNION-MADE AMERICAN PRODUCTS

# new mexico

## Best wishes to our most recent retirees

### LOCAL 492

By **Walter R. Maestas**  
Secretary-Treasurer

**ALBUQUERQUE** — I would like to wish the following retirees best of luck in their future endeavors: Allen McMillan – ABF, Albert Perea – ABF, Ernest Sierra – ABF, Larry A. Vigil – LANS, William Provencio – Sysco, David “Amos” Schmaltz – YRC, Ken Zoladz – UPS.

Local 492 would like to express our condolences to the families of: G. R. Oxentine – ABF, Richard Martinez – LANS, Ernest Ferry – YRC,

**Report From Ruben Armendariz,**  
business agent

**ABF** — Due to the change-of-operations in July, there were 21 drivers laid off. To date, there have been 12 recalled due to the use of foreign power. I will continue to monitor the in and out sheets to see if we can get more people recalled. There has been no change on the dock and in the shop to date.

**YRC** — Freight is still slow and as a result there have been more layoffs. Hopefully, we have reached the bottom number on this issue, so that from now on we can add more people to the rosters. If we continue to service the freight to keep the customers happy, we will, hopefully, be able to accomplish this goal. I will be looking at the overtime hours on the dock and the use of supplemental employees to see if we can get more people recalled.

**Report From Moises Ortega,**  
business agent

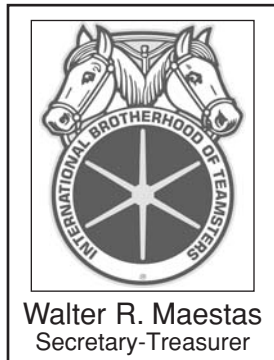
**Movies** — At the motion picture industry meeting held in December, 2009, there were presentations by the Entertainment Industry Flex Plan, which is your current health and welfare trust fund and from the Southwest Multi-Craft

Health & Welfare Trust Fund. The options were made available due to some concerns voiced by some members with regard to the current plan. After hearing from both plans and considerable discussion from the floor, it became apparent that the overwhelming majority of members present at the meeting wished to remain with the current plan.

It came to the attention of the local union late last year that Topanga Productions (a.k.a. Sony Pictures Television) was under-paying the health and welfare and retirement benefits on behalf of our members for Seasons 2 and 3 on the production “Breaking Bad.” This arrearage had affected some 50 members who had worked on the series during the second and third seasons. As of this writing, it appears that all of our members have been made whole with all retro payments having been made. This underscores the importance of each of you keeping a watch on your benefit accounts so that any irregularities can be caught early and adjusted promptly.

We are looking forward to a busy year in the industry. Right now the motion picture industry is one of the few bright spots in our state’s economy. It looks promising for many of you who have not worked much in the last year and a half to have the opportunity to get some hours this year. To that end be sure and keep your contact information and availability up to date on the call board at [www.local492film1.com](http://www.local492film1.com) so that those productions looking to hire can find you.

**Organizing** — Even though we have not yet been able to pass the Employee Free Choice Act, or majority sign-up as some call it, we as a local



**Walter R. Maestas**  
Secretary-Treasurer

union are moving forward with organizing the unorganized. Our first campaign this year is with a contract U.S. Mail hauler. I will keep you updated through these pages and at our new web-site at [www.teamsters492.org](http://www.teamsters492.org) with regard to our progress.

**Report From Kevin H. Pohl,**  
business agent

**Creamland** — The company recently called back one of our laid-off members. It is very important that when you return to work from lay-off status, a return to work form is filled out. They are available at the union hall or you may ask your steward for this form. This will avoid any back dues payment. The Transportation Department is struggling with a location to store their ice cream, which in the past were warehoused at Zanios. The company is currently looking into storage at the old Creamland Ice Cream Plant on Broadway.

**Sysco** — The company finally provided their corporate attorney with the list of arbitrators to select from on the overtime after eight arbitration. The process of selecting the arbitrator is now complete. Mr. Donald Petersen will be hearing the case.

**Estancia Valley Solid Waste Authority** — Your contract is up this year, so please make note of these dates: March 1, 2010, the local union is mailing out contract proposal forms, so make sure and follow the instructions in that letter. March 31, 2010, is the last day the hall will be accepting completed proposal forms. Please keep in contact with your stewards as far as meetings for upcoming contract negotiations

**Report From Mike Butler,**

### business agent

**Northern UPS** — Discipline for attendance has been the focus for management as we go into the New Year. It is important that you as an employee keep track of your attendance. Remember, the company can only go back nine months from the point of the last documented issue. Again, it is important that each member signs for their certified mail. Documentation from the company should show what they are claiming. When reviewing any documentation from the company that they may be presenting during a Hub or Center meeting, with a steward present you can correct anything that you may be in disagreement with. Follow the grievance procedure from this point in the event that you and the steward feel that the company is unwilling to resolve this or any contractual issue.

The web-site for your Local has been updated. The current information can be very helpful. Please, take the time to log on and view your member resources. Access to the web-site is [www.teamsters492.org](http://www.teamsters492.org).

**Report From Kenny F. Duran,**  
business agent

**UPS** — Happy New Year! I would like to start by thanking my stewards and alternates for all their hard work.

Issues we are dealing with at UPS involve undependability. We need to show up to work and on time everyday that we are scheduled. Misloads are a big issue with UPS management. Ask your management team for more training to help eliminate misloads.

Always remember when discipline is issued to you, and you feel the discipline is unjust and unwarranted, you may file a grievance regarding such discipline within 10 days of receiving such discipline.



# retirees

## It's 2010, and so far so good for retirees!

### COLORADO

**DENVER** — This column will cover the Colorado Retirees’ meetings of December, 2009, and January, 2010. Our meetings were opened with the Pledge of Allegiance to the flag and everyone remained standing in respect of our departed Teamster brothers and sisters and with thoughts and prayers for all of the men and women in the U.S. Armed Forces stationed all over the world. God bless them!

The departed Teamsters are: Elaine Claye, widow of Kenneth (13); Oliver Foster, Robinson Dairy (537); Virginia Strauser, spouse of Wilbur; Art Wieser, Yellow Freight (17); Steve Clark, Yellow Freight (17); B.D. Nanes, Denver-Chicago (961); Thomas Lewis, Beatrice Foods (537); James Savely, Safeway (537); Bette Saulino, spouse of Charles (435); Betty Barnes, spouse of Joe – Starr Bread and Oroweat (537), and John McNeas, PIE (17). May they rest in peace.

The new members for December are: Richard L. Bolger (455); Jerry and Toni Fisher (961); Bernard and Barbara Marr (222); Kathy and Ron Brooks (537), and Phil and Nancy McIlvannan (17). The new members for January are Richard and Marie Cochren (455); Bruce M. Loney (435); Lonnie R. Akins (17); Andrew and Sandy Edmonson (17); Burch and Pat Pinkerton (17); Larry and Linda Burney (17), and Clark Studer (UFCW 7). We welcome you all.

We have had a great turnout at our membership meetings. In December we had 120 members and in January we had 104 members in attendance. At our luncheon at Furr’s Cafeteria in January we had 144 members. A good time was had by all. If anyone left hungry, it was their own fault.

Special thanks go to Kaiser, King Soopers and to everyone who brought calendars to hand out

to members. And thanks go to Kaiser Permanente for providing duffel bags and playing cards for the members.

Guests for the December and January meetings were Jil Inman from Robert F. May Co.; Becky Starr, Shauna Broadas and Tony Locatta from Kaiser. They spoke on the new premium rates and answered all questions from the floor or personally. Our Benefit Trust Chairman Tom Monasmith spoke on the new contract with Kaiser and lightened the meeting with some jokes, which everyone looks forward to.

We gave out ten \$25 checks at the drawings. Some new members got their dues money back with a drawing check! Keep bringing the tabs off of soda cans for the children of our Service people

## Greetings from Arizona

### ARIZONA



**Cliff Davis**  
President

**PHOENIX** — By the time you read this newsletter, the 2009 Holiday Season will be over and we will be looking forward to a better 2010 and improved labor and job opportunities for many of the families

impacted by this economy.

The Teamster 104 Retiree’s Club had our Annual Christmas Party for the Teamster kids on December 12 at the local meeting room. This annual event has been an ongoing Teamster tra-

dition for over 10 years the only exception being the year we donated the funds to our military force fighting in the Middle East to protect our freedoms. THANK YOU FOR ALL YOU DO!

The party was a huge success. We provided gift bags for every child that attended along with fruit, toys, cookies, cool NASCAR sunglasses with signatures of some famous drivers such as Jeff Gordon, Dale Earnhardt Jr., Rusty Wallace, etc. That was a huge hit with the kids. As always Gene Hunt and his lovely wife Luella dressed up as Santa and Mrs. Claus and the children had a great time telling them their Christmas wishes. Each child received a photo with them and really loved seeing them.

We sincerely thank Local 104 for their continued support of this party and to President Frank Mendoza who gives up his Saturday and helps out every year. They really work hard to get donations from many sources to make sure

Monasmith, Bernie Cooley, Larry Monson, Mark Ertle, the coffee man, and Jack Monson, the handyman.

That’s all for this time, watch out for the school children and beware of the scams that are aimed at the senior citizens. Be good to each other. Remember we are all Teamsters and proud of it!



**Jerry Loose**  
President

the children have plenty of gifts and food! Business Agent Karla Schumann also helped out with whatever we needed. Thanks!

Our prayers go out to the families and friends of members who are ill or passed away last year.

Last but certainly not least our very special thanks to Mary Julian, who retired from the executive board as recording secretary after 21 years of loyal and dedicated service. She resigned this year to care for her husband who is recovering from an illness. She was replaced by Vicki Armstrong who will be sworn in at our January 2010 meeting.

Here’s hoping 2010 will bring success, good times and good health to all. We will continue to work for continuing growth of our club, and ongoing charitable and volunteer activities.