



WINTER 2017

Teamster



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UNIONS CAN JUMP-START ECONOMY

The Teamsters have always been an early responder in times of crisis, donating and distributing emergency supplies, coordinating logistics, raising money for those in need and more. In the aftermath of Hurricane Katrina, Superstorm Sandy and countless other catastrophes, we have been there to help.

Watching the union's response to the devastation of recent hurricanes has made me as proud of this union as I have ever been.

We face many challenges, but we are up for the fight. Even as elected officials have increasingly bought into corporate propaganda that argues more jobs will come if states do away with collective bargaining rights, unions aren't backing down. When members are affected—whether from an employer, legislation unfair to working families or even natural disasters—the union family stands together.

Unions have a decades-long history of growing wealth for workers. Today, the median union worker makes more than \$10,000 a year more than the median nonunion worker nationwide. They are also much more likely to have retirement security due to a pension. But lawmakers are increasingly tamping down on workers' rights.

The U.S. economy benefits more Americans when unions are strong. As Joseph Stiglitz, Nobel

Laureate and Chief Economist for the Roosevelt Institute, pointed out in "Rewriting the Rules of the American Economy" last year, "As unions fade, so too does their ability raise wages in the broader economy."

Working people want the freedom to join together and negotiate a fair day's pay for a fair day's work. And when they have more money to spend, they buy more products, creating more jobs and better wages for all workers.

Here is the reality: The American dream is slipping away for too many. Corporate offshoring and globalization have pushed U.S. wages down and put working people's health and safety at risk. Workers are tired of empty promises.

Working people should have the freedom and rights to negotiate a fair return on their work. While politicians fight with each other over how to fix income and gender inequality, the Teamsters and other unions have been effectively combating these issues successfully for decades.

Whether our members are being harmed by natural disasters or politician-caused disasters, the Teamsters Union is here to protect working families.

SAFETY, JOBS AND SELF-DRIVING VEHICLES

Teamsters Union Taking Active Stance on New Technology



The Teamsters Union is working to ensure that legislation regarding self-driving technology take jobs, safety and other important factors into consideration.

Teamsters General Secretary-Treasurer Ken Hall testified at a Senate Commerce Committee hearing on self-driving technology in September. Hall urged for the exemption of commercial vehicles from pending legislation and stressed the need for further analysis of the safety, jobs and cybersecurity impact of developing technologies.

"It is incumbent upon the members of this committee to help ensure that workers are not left behind in this process. It is essential that American workers are not treated as guinea pigs for unproven technologies that could put their lives at risk," Hall said. "The safety and reliability of these vehicles must be ensured before passing legislation to put them on the road. We're not there yet."

The U.S. House of Representatives recently

passed, and the Teamsters Union supported, an exemption for commercial vehicles over 10,000 pounds in its version of automated vehicle legislation.

"I'm concerned about highway safety. I am concerned about jobs," said Jim Hoffa, Teamsters General President, in a September interview with the New York Times about automated vehicles. "I am concerned we are moving too fast in a very, very strategic area that we have to make sure we are doing it right because lives are involved."

Hoffa said more government research is needed before self-driving cars are used in a widespread way, and that Congress must address liability issues.

Hall mentioned that many of the corporations that employ Teamsters are responsible, but also noted the risk of "bad actors" in an environment without robust, thoughtful regulations for autonomous technology. Hall was joined on the panel providing testimony with representatives from safety, law enforcement and auto industry groups.



\$1.4 Million Awarded by Scholarship Fund

COLLEGE-BOUND AND VOCATIONAL PROGRAM STUDENTS OF TEAMSTERS TO BENEFIT

The sons and daughters of Teamster members who are bound for college or vocational programs were awarded \$1.4 million in scholarships in 2017 from the James R. Hoffa Memorial Scholarship Fund.

Each year applications for academic scholarships are accepted from high school seniors preparing to enter college. This year, the fund was expanded to

include scholarships for those interested in pursuing vocational programs. The program is selective and each year hundreds of applications are received.

The recipients of this year's \$10,000 academic scholarships are listed below. For a complete listing, showing the Boot Strap and Vocational Program recipients, plus more information, visit www.jrhmsf.org.

Canada

Natasha Alston, Local 213, Vancouver, B.C.
 Jordon Haggerty, TCRC Local 847, Saskatoon, SK
 Alicia Janssen, Local 362, Calgary, Alberta
 Mikayla Janssen, Local 362, Calgary, Alberta
 Angus McRae, TCRC Local 469, Ottawa, Ontario
 Jonathan Morrissey, Local 855, St. John's, Newfoundland
 Dannica Nelson, Local 31, Whitehorse, YT
 Sonia Nguyen, Local 647, Mississauga, Ontario
 Brian Petersen, Local 419, Mississauga, Ontario
 Carina Thomas, TCRC Local 356, Calgary, Alberta
 Sarah Tripp, Local 1979, Pickering, Ontario
 Rui Yang (Oscar) Xu, Local 464, Vancouver, B.C.

Central

Bailey Anderson, Local 638, Minneapolis
 Riley Bartelotti, Local 337, Detroit
 James Biddle, Local 89, Louisville, Ky.
 Brittany Bowens, Local 299, Detroit
 Erin Burcham, Local 247, Detroit
 Noah Damron, BLET Lodge 698
 Rachael Furey, Local 346, Duluth, Minn.
 Zoey Hall, BLET Lodge 88
 Lauren Johnson, Local 2727, Louisville, Ky.
 Shannon Kasinger, Local 243, Plymouth, Mich.
 Brian King, Local 1224, Wilmington, Ohio
 Danielle Loonsfoot, Local 731, Burr Ridge, Ill.
 Kortni Martin, Local 20, Toledo, Ohio
 Valerie McEldowney, Local 731, Burr Ridge, Ill.
 Mackenzie McGary, Local 637, Zanesville, Ohio
 Trevor Noguez, Local 2727, Louisville, Ky.
 Benedicte Nzombi-Fenner, Local 89, Louisville, Ky.
 Elijah Olson, Local 916, Springfield, Ill.

Jordan Prather, Local 651, Lexington, Ky.
 Milos Tolj, Local 293, Independence, Ohio
 Josie Toporcer, Local 377, Youngstown, Ohio
 Harmony Zweber-Langer, Local 120, Blaine, Minn.

Eastern

Bethany Adamiak, Local 538, Worthington, Pa.
 Yasmine Allen, Local 639, Washington, D.C.
 Alexandria Cooper, BLET Lodge 37, Wise, Va.
 Kristen Denniston, Local 553, New York
 Parker DiPaolo, BLET Lodge 26, Buffalo, N.Y.
 Katherine Frascella, BLET Lodge 382, Buffalo, N.Y.
 Maria Frascella, BLET Lodge 382, Buffalo, N.Y.
 Danielle Hopkins, Local 812, Great Neck, N.Y.
 Magdalyn Hughes, Local 776, Harrisburg, Pa.
 Sarah Losco, Local 249, Pittsburgh
 Ashley McDonough, Local 295, Valley Stream, N.Y.
 Edward Milligan, Local 71, Charlotte, N.C.
 Catriona Mitchell, Local 771, Lancaster, Pa.
 Samuel Morales, Local 676, Collingswood, N.J.
 Joan Schwiebert, Local 210, New York
 Casey Seaman, Local 249, Pittsburgh
 Michaela Stansberry, Local 1150, Stratford, Conn.
 Matthew Sternin, Local 264, Cheektowage, N.Y.
 Samuel Stewart, BLET Lodge 373, Brick, N.J.
 Sydney Williams, Local 71, Charlotte, N.C.

Southern

Sarah Calhoun, Local 891, Jackson, Miss.
 Kathryn Chatman, Local 568, Shreveport, La.
 Brittany Creasman, Local 519, Knoxville, Tenn.
 Alyson Diaz, Local 769, Miami
 Clarsey Hawkins, BLET Lodge 140, Mobile, Ala.
 Emily Hernandez, Local 577, Amarillo, Texas

Abigail Hostetler, Local 79, Tampa, Fla.
 Jacob LaWare, Local 657, Austin, Texas
 William Nash, Local 891, Jackson, Miss.
 Merry Nguyen, Local 577, Amarillo, Texas
 Emma Pate, Local 480, Nashville, Tenn.
 Nicole Soriano, Local 19, Houston
 Rikyah Waller, Local 667, Memphis, Tenn.
 Aeriana Williams, Local 270, New Orleans

Western

Hannah Adams, Local 959, Anchorage, Alaska
 Chandler Allen, Local 2, Great Falls, Mont.
 Hannah Baron, Local 911, Bellflower, Calif.
 Edwin Bird, BLET Lodge 692, Sacramento, Calif.
 Matthew Brownlee, Local 206, Portland, Ore.
 Keoni Butler, Local 542, Mission Gorge, S.D.
 Nicholas Carrier, Local 483, Boise, Idaho
 Ryan Chapman, Local 856, San Bruno, Calif.
 Ming Cheah, Local 572, Carson, Calif.
 LC Chen, Local 174, Tukwila, Wash.
 Rubel Dehal, Local 948, Modesto, Calif.
 Annabelle Downs, Local 174, Tukwila, Wash.
 Guadalupe Piceno Lopez, Local 890, Salinas, Calif.
 Christopher Mandujano, Local 399, North Hollywood, Calif.
 Anya Myron, Local 174, Tukwila, Wash.
 Kyle Olsen, Local 890, Salinas, Calif.
 Crystal Osuna Cecilio, Local 315, Martinez, Calif.
 Allie Powell, Local 455, Denver
 Katelyn Powell, Local 455, Denver
 Robert Stricker, Local 117, Tukwila, Wash.
 Caleb Sutherland, Local 305, Portland, Ore.
 Catherine Valinote, Local 399, North Hollywood, Calif.

Local 767 Wins Two Major Arbitration Cases at UPS

Teamsters Fight Back and Win Against Company Attack on Grievance Filers

Marie Torres is back to work at UPS. The Waco, Texas package car driver was recently reinstated with full back pay, benefits and seniority. And she's not alone.

Muhammed Farhan, a part-timer who was discharged in April 2016, also got his job back at the UPS Dallas center. Torres and Farhan are members of Local 767 in Ft. Worth, Texas and they both

filed grievances against UPS for wrongful termination.

"These are both significant victories for our UPS members and, frankly, for UPS Teamsters nationwide," said John Shorts, President of Local 767. "By discharging our sister and brother in these two cases, it was clearly the intent of the company to create a chilling effect among our members who file grievances."

Torres, a 21-year UPS employee, was fired for what the company claimed was dishonesty. Local 767 proved that the company's accusations were in fact related to her union activity, including supervisor-working grievances she had filed.

"This is not just a victory for me, it's for all of us," Torres said after winning the arbitration.

Farhan, a 15-year employee, was also accused by the company of filing dishonest supervisor-working grievances.

"What became clear in Farhan's case was that the company was singling him out for what it saw as a high volume of grievance filing at the Dallas facility," said Courtney Shorts, a Local 767 business agent and attorney who presented Farhan's case to the arbitrator.

Before even looking at the merits of the case against Farhan, the arbitrator took issue with the company's procedures in investigating and terminating him.

"The investigation by the company did not even approach the usual standards of investigatory proceedings that require a thorough, fair and impartial investigation," the arbitrator wrote in his decision.

Thanks to Local 767, Farhan had all discipline expunged from his record. And like Torres, he was reinstated with back pay, seniority and other fringe benefits earned during the time he was out of work.

"I've never lied on my grievances," Farhan said. "I believe that when supervisors steal our work it hurts my colleagues as well as me."

Download the UPS Rising App



Stay up to date on the contract fight at UPS and UPS Freight by downloading the UPS Rising app. Search "UPS Rising" in the App Store and Google Play or go to www.ibt.io/upsrising-app on your mobile device.

Also check out the new www.UPSrising.org website and follow UPS Rising on Facebook @TeamUPSrising and Twitter @UPSrising.

Let's Unite at UPS for a Strong Contract in 2018!

Tiny Houses, BIG HEARTS



• TEAMSTERS IN WASHINGTON HELP HOMELESS •

Seattle is known for its temperate but rainy weather. In the middle of winter, this seaport city can drop to below freezing. Rain pours and turns to sleet, maybe even snowfall and ice. For those tucked into their warm beds, this is just another winter. For the homeless in Seattle, this is a dangerous time. With only the clothes on their backs, no food or shelter, the homeless are forced to wrap themselves in discarded paper, plastic and cardboard to insulate their bodies against the cold and wet season. They huddle under bridges or on the pier past Pike Place market, take a deep breath, close their eyes and pray they make it through the night to see a slightly warmer sunrise of another winter day.

The reality is there are over 1.5 million homeless people in the U.S. and to many they are invisible. They are observed and easily forgotten while we go on with our lives, but that wasn't the case for three Teamster locals including Locals 174 members at the Boeing Company, along with members of the Seattle King County Building Trades, the Machinists Union and the Martin Luther King County Labor Council. In April 2017, they took a stand, said enough is enough and the Teamsters took action.

With the help of Dale Bright, President of M.L. King County Labor Council, Mary Keefe of Local 763, and

Jason Chan, Vice President of IAM District 751, who helped raise funds and recruit over 50 union members to volunteer their time, the Teamsters built and donated two tiny houses to the Licton Springs Village, the sixth homeless encampment to open in the city of Seattle.

Helping the Vulnerable

"The Teamsters Union exists to help the community, whether it is working people or homeless people down on their luck," said Joint Council 28 President Rick Hicks. "These tiny houses provide the most vulnerable among us with something that all humans deserve: a place to sleep that is safe and warm. The very first tiny house at the Licton Springs Village was given to a homeless Iraq War veteran. We believe that all people should be treated with dignity and respect, and providing these tiny houses to the homeless is a good start."

Dave Martin, a Local 174 member and driver for Boeing, delivered the two tiny houses, and said, "This was an uplifting and gratifying feeling."

This incredible effort and selflessness shown by so many Teamster members, who took a stand and partnered with community organizations to help better the lives of others, give back, and create change, is just one story of Teamsters who continue to fight for economic and social justice every day.

Teamsters Lead Shareholder Victory at McKesson

CEO PAY PACKAGE AT COUNTRY'S LARGEST OPIOID DISTRIBUTOR VOTED DOWN

In a critical victory for corporate citizenship and responsibility, McKesson shareholders recently defeated the company's "Say on Pay" executive compensation vote and threw their support behind corporate governance reforms aimed at holding the nation's largest drug distributor accountable for its role in fueling the opioid crisis.

In an effort led by the International Brotherhood of Teamsters, a long-term shareholder in McKesson, a majority of McKesson shareholders voted to reject the board's request to approve McKesson's executive compensation policies. The Teamsters argued the company's executive pay practices risked insulating CEO John Hammergren from the legal, political and reputational risks surrounding the company's role in the opioid crisis. In addition, the company acquiesced to the Teamsters demand to separate the positions of Chair and CEO.

A First

"For the first time ever, shareholders have voted to hold a company accountable for its role in the opioid epidemic," said



Ken Hall, Teamsters General Secretary-Treasurer. "The country's largest drug distributor cannot get away with ballooning executive pay and failures in oversight as Americans die every day from opioid addiction. This shareholder vote should serve as a wake-up call to Ameri-sourceBergen, Cardinal Health and other companies involved in the manufacturing or distribution of prescription opioids that shareholders want to see change. We cannot afford another decade of business as usual. The Teamsters will not back down from this fight."

McKesson is the largest drug distributor in the United States. Together with Cardinal Health and

Ameri-sourceBergen, the company has been a key player in supplying prescription opioids to communities across the country. In West Virginia, one of states hit hardest by the opioid epidemic, the "Big Three" shipped enough doses of hydrocodone and oxycodone between 2007 and 2012 to provide 235 pills to every man, woman and child in the state. At the same time, CEOs of these companies received more than half a billion in compensation.

Accountability

The International Brotherhood of Teamsters has been leading a growing shareholder effort to hold the "Big Three" distribu-

tors accountable for their role in fueling the opioid epidemic. In addition to calls for executive pay and governance reform, the Teamsters have urged the board of directors of each of the companies to set up an independent committee to investigate opioid sales practices and compliance programs.

Other states and entities are joining Teamster efforts to provide oversight and accountability to the Big 3—state treasurers in Illinois, Pennsylvania, West Virginia and California are all sending letters to these companies reinforcing the union's call for them to address business practices that have contributed to the opioid crisis.



Empowerment Through Education

The Teamsters National Black Caucus convened in Vancouver, British Columbia this year, focusing on empowerment through education.

The conference began with a powerful speech from Greg Floyd, International Vice President and President of Local 237, who encouraged attendees to get involved and educate others in their workplace and communities about unions.

“This world is turned upside down. The unions are the last bastion of hope. We were sent here to learn and lead,” Floyd said. “We have an obligation to stand up for ourselves and others as Teamsters.”

Floyd also talked about how right to work can destroy what unions have worked so hard to achieve.

“We must get more like-minded people elected, those that truly believe unions are the backbone of this country and when it comes times to vote on legislation they are for us and not against us,” Floyd said.

Workshops were held throughout the conference, with many led by International Union staff on various topics. Attendees could attend workshops on workplace violence, the FMLA and the ADA, verbal communication, social media, “Organizing to Win,” discrimination, substance abuse in the workplace, labor law 101 and many other subjects.

Like past TNBC conferences, red attire was worn on Women’s Day, a day to highlight the union’s women and what they do for the Teamsters Union.

The TNBC gave a lifetime achievement award to Gregory Foster, Vice President and business agent at Chicago’s Local 705.

“Attend your union meetings; get involved; go out to those rallies. It’s needed now more than ever. We can no longer continue to sit on the sideline to watch these inhumane things happen to working men and women,” Foster said.

In Memoriam



Teamsters Remember JOE CONTARDI

Joe Contardi, a lifelong Teamster with Local 879 in Ontario, Canada, died on Aug. 28. He was 88 years old.

He joined the Teamsters in 1945 as an apprentice mechanic before colleagues elected him chief steward. The local hired him as an organizer and business agent in 1962. Soon after, he was elected Vice President of the local and assumed the presidency a few years later. Contardi served at the helm of Local 879 from 1972 until his retirement at age 65. Contardi also served a term as President of Joint Council 52 and was a founding member of Teamsters Canada.

Teamsters Canada President François Laporte also called Contardi “an exemplary trade unionist with an extraordinary legacy.”

Life After the **STORM**

After Devastating Hurricanes, Teamsters Disaster Relief Offers a Lifeline

Jashia Nelson is a driver for First Transit and a member of Local 988. Sadly, she's been on the receiving end of a hurricane before. She came to Houston after losing everything she had to Hurricane Katrina in 2005. As she stood on the roof of her apartment building with 30 other people, watching Houston drown as flood waters devastated everything in sight, she wasn't thinking about her past in New Orleans. She was thinking about her future and whether she would survive to see it.

She took out her phone, made a video with a plea for help, and posted it to her social media accounts. Good Morning America caught wind of what she was going through and they contacted her to speak live on the air. As Hurricane Harvey raged around her, she was able to ask for help in front of a national television audience. Eight hours later, Nelson and everyone she was with were rescued by volunteers from the Cajun Navy.

A few days later, after she had been temporarily relocated from an evacuation shelter to a hotel, Nelson returned to where she lived.

"I went back to my apartment and walked right back out because I don't have anything left," Nelson said. "The only thing that I saved was my Bible."

Four Weeks of Disaster

In a less than a month, the Gulf Coast was devastated by three back-to-back hurricanes that caused such catastrophic damage in so little time, it pales in comparison to anything else in recent memory. In the aftermath of the storms, relief poured from all over the country to the affected areas, and the Teamsters were on the front lines.



"I would estimate that we have thousands of members that have been affected by this storm in one way or the other," said Robert Mele, President of Houston's Local 988. "It doesn't matter if you're the richest man in Houston or the poorest man in Houston. Harvey didn't discriminate in its devastation."

At a warehouse in Houston, that network was on display as trucks came in from all over the country. Teamsters are the lynchpin of the relief efforts in the region, doing what they do best to get much needed supplies to people in need: handling logistics and distribution.

"Everyone from Houston's mayor to government board chairs to various community groups are looking to us for help and guidance on how to respond to this disaster," said Roy Gillespie, Joint Council 13 Human Rights Commissioner. "Local 988 has been through this before. They can activate their network and response infrastructure pretty quickly to deal with this crisis. We show everyone how to load, unload, do inventory and move stuff out. We don't run a warehouse, we run a transfer station."

Back to Back

Shortly after Harvey ravaged Houston, Hurricane Irma made landfall in Florida. While the mainland certainly was not spared, the Florida Keys took the brunt of the damage, with 10-foot storm surges and 130-mph winds laying waste to the island chain. Local 769 represents workers at the six largest employers in Monroe County, Fla., and their membership was devastated by the storm.

On September 10, Recording Secretary and Business Agent Rolando Pina and Business Agent David Renshaw were granted access to the disaster area. During that trip they made 16 stops throughout the Keys, at each stop they delivered some much needed supplies to their membership and to communities. Ten days later, Local 769 had set up a warehouse staging location in Port Everglades. Local 25 members Jimmy Williams and John Curtin delivered a truck full of food, water, diapers, clothes and other much-needed supplies. Local 769 members and staff were there to break up the cargo into smaller containers so they could send it down to the islands.

"It's been a bit of a logistics challenge, making the trip down to the Keys and back, but we'll do whatever it takes," Renshaw said.



As of this writing, the Teamsters Disaster Relief Fund is working with Joint Council 16 to assess the damage wrought by Hurricane Maria in Puerto Rico.

Hitting the Ground Running

“Puerto Ricans are a real resilient bunch, and we’re doing everything we can, but the clean-up effort is going to be huge,” said George Miranda, President of Joint Council 16, which includes Puerto Rico. “I thank God that there are a lot of good people doing hard work to make things better for the 3.5 million U.S. citizens in Puerto Rico, but the main problem is that the infrastructure is just totally and completely devastated.”

Stefan McClean is a Local 769 member and driver for Crowley who was on site in Key West to deliver relief supplies to people who have been affected by the storm.

“When people see a trailer coming in here, you see a look of surprise and pure happiness on people’s

faces,” Mclean said. “We are grateful for our relationship to these communities, so we don’t mind sharing.”

At the Houston warehouse, Local 988 members wasted no time getting much-needed supplies to their community.

Anthony Salazar and Jesse Nunez have been forklift operators for more than 25 years, and they were putting their talents to work at the warehouse headquarters in Houston, lifting pallets loaded with supplies off of trucks coming from all over the country.

“We were just seeing story after story, and we wanted to help,” Nunez said. “Our business agent, Joaquin Galvan, called us looking for volunteers and we got ready as soon as we could. Just to see people get back on their feet, I would be happy to see that.”

“I was talking to my daughter about all this, and we decided if a storm hits again, we’re going to go out there and help rescue people. We’ll get a boat, lifejackets, everything,” Salazar said. “It’s great that everybody stepped up for Houston. We always try to help out when there’s a disaster somewhere else, but this time we got hit.”

Phil Cady and Art Collins are United Airlines mechanics and shop stewards with Local 19. Cady and Collins were assisting their membership with rebuilding their houses after the flood.

“The biggest priority we have right now is getting to the flooded homes; pulling out sheetrock, drywall, carpeting, everything that’s been ruined by the floodwater, and preparing these homes for adjusters and for rehabilitation,” Cady said. “We want to try and get them to at least a place where they feel there is hope.”

“There’s a lot of suffering out here; not just our people, but everyone.” Collins said. “The devastation, I’ve never seen anything like it. You go to approach people to ask what they need, and they just have this look on their face like, ‘I don’t know what to do.’”





Rebuilding in the Aftermath

Many Teamsters were looking to help Houston, but others were looking to rebuild their lives.

Alex Gonzalez has been a UPS driver for the last 27 years. He's lived in Spring, Texas, right outside of Houston, since 2004. When the floodwaters began to rise, his neighbors in the cul-de-sac he calls home initially relocated to his house, but when they watched the floodwater come halfway up the driveway, they fled to a neighbor's office in town. A few days later they returned to their homes. Every house on the street had incurred severe flood damage.

"This cul-de-sac is like a big family, we all help each other out," Gonzalez said. "Even so, I've never been through a flood before, and I'm not going to lie to you: it's devastating. You feel like you almost want to curl up in a ball and die. After losing everything, that's how bad it is. I'm still at a loss for words."

Not Letting Go

Gonzalez mentioned that Local 988 had been in to check in on him and see what he needed.

"We're grateful for it. My union always helps us out in every situation. They're like pit bulls. They latch onto something and won't let go until something gets done."

One of Gonzalez's neighbors and friends in the cul-de-sac is Local 988 Business Agent Felton Jolivet. Like Gonzalez, Jolivet had to have the entire bottom

floor of his house gutted because of the flood damage. It took him two days to pump all the water out of his house.

"Before the water started getting in the house, we were looking out the window and it was like we were on an island. Floods in the front, the back, you could see it all around," Jolivet said. "You can't really prepare for it. You see it on TV and you hear about it, but to experience it yourself is different, and it's a horrible experience. A lot of stuff you work hard for, stuff you don't want to lose, it's just gone."

Hurricanes Irma, Harvey and Maria didn't last long, but their devastation will be felt for years. For everyone affected, the storm leaves a big question as to what the future holds. If there's a silver lining, it's that the Teamsters can rely on one another in the worst of times.

"We're all good neighbors, we'll make this work, we'll come back from this storm and hopefully be ready to help out other people affected by these storms," Collins said. "Teamsters are tough. We know how to get this done."

To request funds for disaster relief or to make a donation to the Teamsters Disaster Relief Fund, visit ibt.io/tdrfund

For more information, visit www.teamster.org

Call of the Wild





Unity is Second Nature to Teamster Drivers at Denali National Park

There once was a man named Ken Wilbert who lived in a log cabin on the side of a mountain. He drove a bus through the Alaskan wilderness, giving visitors from around the world a once-in-a-lifetime opportunity to experience the stark beauty that is Denali National Park and Preserve.

The other drivers looked up to him and his leadership, and as the working conditions at the park they loved so much began to deteriorate, they found themselves climbing up the side of that mountain, to the log cabin, where they would all meet.

They may not have realized it at the time, but they were at the beginning of a journey that would change their lives and the lives of future generations of workers at the park.

“Ken is legendary at the park for what he and the original team started,” said Rick Boyles, Secretary-Treasurer of Local 959 in Anchorage, Alaska. “This group is one of the most amazing I’ve seen in my 43-year Teamster career; they’re super strong and always looking out for each other. It’s a group effort, and we give them the best representation we can.”

Those meetings involved conversations about what needed to change, and as a result, in 1995, the drivers formed the Denali National Park Professional Drivers Association. Aramark had already won the contract for the park when the association was formed and first-year driver wages had been cut by as much as \$10 per hour.

The association worked tirelessly to secure improvements to wages and working conditions over the years, and eventually built further strength by affiliating with Local 959. As Teamsters, they negotiated contracts with higher wages and better benefits, while working toward an eventual win in 2007 that ensured all park concession employees were covered under a prevailing wage law from which they were formerly excluded.

The legal case brought on by Local 959 ensured that drivers in the park would be covered by the McNamara-O’Hara Service Contract Act (SCA), guaranteeing not only the prevailing wage but resulting in over \$1 million in back pay.

Today, the 140 drivers and Local 959 have a positive working relationship with the company and the National Park Service.

Persistence Pays Off

Ken Wilbert no longer drives at the park due to health, but his friends are grateful for the union effort he started years ago.

“He was tireless, organized and never intimidated. He could tell you to go to hell in a way that made you look forward to the trip,” said Terry Grabow, a 33-year driver at the park. Grabow is one of the original core group that also includes Scott Johnson and Jeralyn Hath, who have 25 years and 40 years at the park, respectively.

Grabow’s laugh echoes at the end of his sentence, reflecting a positivity and lightness of spirit that is shared by this tight-knit community of adventurers who love their jobs and lives. While this is not a group that takes themselves seriously, these drivers did apply an intense focus to the task of organizing at the park.

Grabow detailed the complex, protracted and ultimately rewarding history of the efforts to organize, negotiate strong contracts and win the prevailing wage designation under the SCA.

“We decided our goals, signed

a petition, passed out cards, kept going back to the company, sent letters, documented everything, and since we were Bambi’s at the legal process, we contacted the Teamsters,” Grabow said.

“When I started in 1976, the shuttle bus drivers got \$4 an hour and the tour bus drivers got \$6 an hour,” Hath said, referencing the thick binders in which the team meticulously documented wage rates and working conditions, as well as all of their struggles and successes over the years.

Now the starting rate is \$29 an hour, with overtime and a wage rate based on weeks of service. There is also holiday pay, a year-end bonus, a Teamster pension plan, seniority and the protections that come with a strong union contract. The drivers work seasonally, from around May to September, when the park road is open. Their Teamster contract provides for a stable job that the drivers can come back to year after year.

“At 23 years, I’m halfway on the seniority list. That’s a great sign,” Peter Berman said.

Twenty-three years ago, Berman

had just finished a year of law school, when he saw an ad in the paper for a summer job in Alaska.

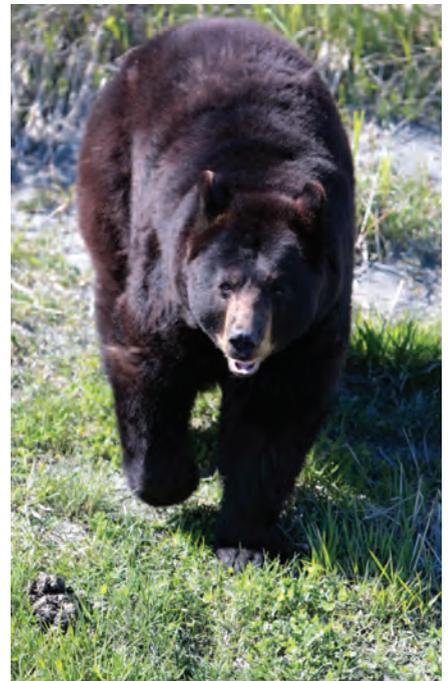
“I didn’t know it would turn out to be one of the best driving jobs in the world. It’s stunningly beautiful, you never know what you’re going to see and we work with very interesting people.”

Berman and his co-workers drive either tour buses that give narrated wildlife tours or shuttle buses which provide low-key bus access to the park for backpackers and individuals.

Bear Pressure

Denali National Park is 6 million acres of sprawling wilderness that attracts about 600,000 visitors annually. The park celebrates its 100th anniversary this year. The main feature of the park is Denali, which at 20,310 feet is the highest peak in North America. From Polychrome Pass, elevation 3,695, the view of Denali is that of a postage stamp come to life—instantly recognizable, it dwarfs the surrounding brown and red-hued mountains glazed with snow.

On a tour of the park in which



Berman navigates the single gravel road which stretches for 90 miles, he jokes about a challenge unique to the job—"bear pressure." Unlike run-of-the-mill office job pressures, bear pressure is the desire to provide visitors with the full experience of seeing a grizzly or black bear.

The park is home to not only bears, but moose, wolves, caribou, sheep and many other animals.

"That's a marmot," Berman said, pointing to a cute, large squirrel-like rodent. "Right over there, a caribou once came out of the water with a wolf on its back—out of nowhere—that's one of the cool things about this job, you never know what's going to happen."

Teamsters at Denali not only receive training every year on driving, they also receive 40 hours of instruction in wildlife education. The drivers are Certified Interpretive Guides, through a program offered by the National Association of Interpretation.

"We keep coming back because we feel we are really giving people an education," said Sarah Clyce, a 17-year driver who gives seven-to-eight-hour tours at the park and is a driver trainer. "The first tour is between 4 and 5 a.m., and the last bus comes in around midnight, so we're nearly a 24-hour operation."

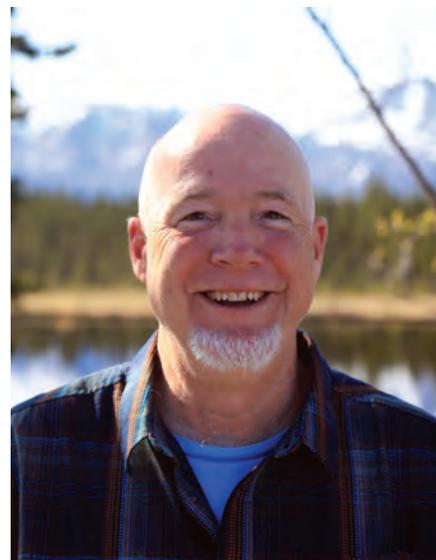
"It's one of those places that grabs hold of you, and bottom line, we love the Teamsters!" said Cindy Muller, a former school bus dispatch worker.

Muller points out that every day is unpredictable at Denali.

"Today it's in the 70s and just the other day we suddenly got eight inches of snow," said Muller, who owns a home outside the park.

Just One More Summer

Some drivers live in their own log cabins outside Denali, while others live in park-provided shared hous-



ing, but they all appear to live in the present.

In wintertime, Denali drivers can be found working in Antarctica, Costa Rica or any number of locales throughout the United States. Every summer, they are reunited at the park.

They chose this life, and they not only chose to be Teamsters, but choose to be Teamsters every day, through their continual commitment to the park and to each other.

No Going Back

“I came here as a visitor on a cruise ship. I already had a CDL and thought I could do this for the summer. I came back just one more summer, just one more summer, just one more summer,” Johnson said.

Hath and Grabow laugh, knowingly. Johnson, seated across from Hath in a coffee shop where Wilbert, a craftsman, built all the furniture, recalls the day Hath knocked on his door to discuss the union or-



ganizing drive. From there, he said, “there was no going back.”

Johnson has worked at Denali for 25 years and met his wife at the park.

Evan Knouse, a shuttle driver from California, met his Kansas bride-to-be at Denali in 2013, where she worked in the coffee shop.

Anna Hinckley was making \$8 an hour at the coffee shop, where she first learned about the union. She said when the drivers won the

SCA lawsuit, not only bus drivers, but all people in the park under that concessions contract saw their wages go up, and suddenly she was making \$17 an hour. Now she’s a driver.

“People like Anna, that’s our future,” Johnson said. “We need to be the guardians of the park and carry that forward.”

Hinckley, 33, also thought she’d spend “just one summer” at Denali. She’s been at Denali for 10 years

Park Signals

The drivers at Denali National Park and Preserve communicate through a variety of hand gestures. Here’s how they alert an oncoming driver to an animal sighting.



MOOSE

Wave, palm out, fingers splayed



WOLF

Index, middle, ring fingers up, making a “W”



BEAR

Rounded claw shape with entire hand



CARIBOU

Extending pinky and forefinger out to the side, holding ring and middle finger with your thumb



SHEEP

Miming a curled horn shape, with your forefinger, by your ear



and met her husband there.

"This is the family that I love and it's what I call home," Hinckley said.

While in union vernacular, a "steward" is understood to refer to a "shop steward," these Teamsters view themselves additionally as stewards of the park.

"When people come here, we get to be their stewards," said Hinckley, full of energy and enthusiasm. "We are their connection with the park, and maybe we inspire them to find a local park at home, or to grow a garden—find something to connect with and pass on to their kids or grandkids. They get to talk with us and we get to share our connection with the park and the natural environment."

"Everyone here is trying to achieve the same goal of taking care of the park, showing people the park and giving them an appreciation for something we all love," Johnson said.

Humbling Experience

While Alaska is a huge state, Denali is a small town. The nearest urban center is Fairbanks, about two-and-a-half hours away.

"When you live in a community like this, you get to know your neighbors, co-workers and friends. When you go to town, you pick up the phone and ask

your neighbors, what can I get for you?" Johnson said.

"It's a very diverse group with this shared passion. We live together during the summer, we eat together, and in the winter whenever you're traveling, you've got friends to stay with," Grabow said.

Eileen Whitmer, business agent with Local 959, couldn't be happier to work with the members at Denali.

"They're very welcoming and they've always been great at communicating," Whitmer said. "More recently, they've broken into communication network groups, so that the Board and Associate Field Representatives [shop stewards] can individually talk with every driver about the union, answer questions, and explain the history, to keep them informed and active."

Communication is critical for a local like 959, which represents about 5,000 members spread throughout the nation's largest state, including pipeline workers, Air Force and military base workers, Alaska Railroad workers, coal miners, workers who build the ice roads on the North Slope and more. On a recent weekend, Local 959, in conjunction with the International Union, hosted a training for nearly 100 shop stewards from across the state, including Kat Krueger, who works at Denali.

"I was a shop steward at First

Student, and now at Denali," Krueger said. "I have the world's greatest job!"

After the training she returned to Denali, where she was mentored by Wilbert, who Gary Borenstein recalls fondly. Borenstein has spent 20 winters at Denali and worked at the park for 39 summers. The camper bus driver originally from Bronx, N.Y., pointed out that Hillary Clinton worked at Denali washing dishes many summers ago.

Bigger Than Driving

There are many stories at Denali.

While growing up, Jen Harris heard stories about the park from family friends. She's worked at Denali for 27 years—14 years as a driver, and prior to that, 13 years in foodservice, predominantly baking.

Harris has a master's degree in mental health counseling and said "there is nothing more rewarding than seeing what's valuable in life. I see that here when I see visitors weeping at the beauty of Polychrome Pass."

It's 10:30 p.m., summer in Alaska, and dusk has yet to settle over the mountains behind Harris.

"It's bigger than just driving a bus," Harris said.

She pauses for a moment.

"Being here is a humbling experience."

LOCAL 50 WELCOMES DURHAM DRIVERS



Newest Members Looking to Improve Safety, Maintenance Standards at Bus Yard

After a nine-month organizing campaign, drivers and monitors at Durham School Services in Metropolis, Ill. voted overwhelmingly to join Local 50.

The 37 workers transport the students in Massac Unit School District Number One, which covers Metropolis and the surrounding area.

Art Long has been driving buses for over a decade, with a little over a year of service with Durham School Services in Metropolis.

"I'm very excited to become a member of the Teamsters," Long said. "Organized labor has a long and rich history in this community, and folks around here know how important it is to be a union member."

Drive Up Standards

"Our newest members stood up for their right to organize for fair wages, benefits and respect, despite significant pressure from their employer," said Jason Ashmore, business agent for Local 50, which is based in Belleville, Ill.

"They all worked hard together and they should be very proud of their accomplishment. We are proud to call them fellow Teamsters," Ashmore said.

Safety was a top concern for the group ahead of the election. Workers documented broken equipment, numerous mechanical problems and even airborne mold on the buses that went unaddressed by the company.

They made their voices heard at multiple school board meetings to publicly raise concerns about the company's safety and maintenance standards. (For more information on the union's campaign for safe buses, see the story on pages 24-25.)

Since launching the Drive Up Standards campaign in 2006, the union-wide effort to raise standards in the passenger transport industry has become a model for its success in organizing workers on a monumental scale.

"When this campaign began in 2006, we had just 4,000 members in the bus industry. Today, we represent 46,000 bus workers at over 400 bus yards," said Jim Hoffa, Teamsters General President.

The Teamsters' Drive Up Standards campaign is a global campaign to improve safety, service and work standards in the privatized school bus and transit industry. For more information on the Drive Up Standards campaign, go to www.driveupstandards.org.

LOCAL 745

Avis Budget Group

Employees at Avis Budget Group in El Paso, Texas voted unanimously to become Teamsters recently.

"This is a proud day for Local 745," said Brent Taylor, Secretary-Treasurer of Dallas-based Local 745. "We look forward to negotiating a fair contract for these workers."

There are 22 new members in the unit, including service agents, airport shuttlers and customer service representatives.

LOCAL 630

Wismettac

Following a six-month organizing effort, 140 warehouse workers, drivers and other employees at Wismettac Asian Foods voted on September 19 to join Local 630 in Los Angeles. The vote count was 75-22 in favor of union representation.

"I joined this fight because I want a voice at work with respect and dignity," said Tim Ho, a warehouse worker who has been working at Wismettac for 26 years.

Workers at Wismettac have been attempting to organize for nearly 20 years in pursuit of respect from management, better wages and benefits, and fair work rules. Two previous efforts to win union representation failed and workers were frustrated when the company did not deliver on promised improvements. The latest campaign

was launched when workers began organizing with Local 630 in April.

LOCAL 2010

SETC

Skilled trades workers with the State Employees Trades Council (SETC-United) voted to affiliate with Local 2010 in August.

More than 1,000 workers from across California voted, with 75 percent voting in favor of the joining the Teamsters.

The new group includes over 1,400 electricians, elevator mechanics, plumbers, facilities workers and other skilled trades workers from UC Merced, UC Irvine, UC Santa Barbara and 22 campuses in the California State University system.

"Becoming part of the Teamsters was an easy decision," said Sean Kerkoff, a plumber at UC Santa Barbara. "I am proud to be part of such a powerful organization with an unwavering commitment to its members."

LOCAL 810

Canteen Vending

A group of 29 workers at Canteen Vending have voted to join Local 810 in Long Island City, N.Y. The new members work as vending drivers, vending helpers, pantry drivers, pantry helpers and warehouse helpers. The vote was 22-6 in favor of voting to join the union.

The workplace started out as Champion Vending but it

was bought by Canteen Vending in August 2016. Local 810 already has a collective bargaining agreement with another Canteen Vending location, so when Champion was bought out, they saw an opportunity.

"Some of the main reasons the workers wanted to join was to attain better working conditions and benefits," said Mike Smith, President of Local 810. "They know that most of the workers in this industry are union and are making more money."

More than 90 percent of the workers signed authorization cards. On March 17, they walked into management's office with a letter demanding union recognition. The company refused to recognize the union, but two weeks later, the successful election took place.

LOCAL 79

Southern Glazer

Delivery drivers working for Southern Glazer's Wine and Spirits in Fort Myers, Fla., have voted to join Local 79, Tampa. The majority of the 30-driver unit voted in favor of joining the union.

"Being a Teamster is going to make a big difference on the job for us at Southern Glazer's Wine and Spirits," said Enrique Vasquez, a driver.

"We are working now to negotiate their first contract," said John Sholtes, business agent at Local 79. "The priori-

ties will be fair route assignments, fair pay and improved benefits."

LOCAL 264

Niagara Falls Coach Lines

Fifty school bus monitors working for Niagara Falls Coach Lines voted to join Local 264. The final vote was 41-2 in favor of joining the union.

Leonard Averhart is a monitor that has been with company since October. After seeing the benefits other union drivers received, and hearing that over the years his co-workers had expressed interest in joining the union, he decided to get involved in the organizing drive.

"At first, we had a small committee, but we grew quickly," Averhart said. "We kept having meetings, and as we got larger, I could see that we were getting more hopeful and excited, and we had more momentum. The struggle has made us stronger and it made us bond more as a group."

"Many of these new members, they had to carpool, walk or take public transportation to get to the vote tally, but almost everyone found a way to personally come and find out the final result of the election," said Darrin Ziemba, business agent and Recording Secretary for the local. "When we found out the result of the election, a lot of folks were so happy they were shedding tears of joy."



Winning Against Corporate Greed at Clare Rose

Local 812 Members' Solidarity Stands Strong

Workers who deliver, sell and merchandise Budweiser, Heineken and other beer products on Long Island went on strike on April 13 in what would be an 82-day strike that showed the strength of solidarity among the members of the union, but also the community at large. The workers returned to work in July but only after weeks of rallies, community support and pressure ramped up against the employer, Clare Rose Distribution.

Clare Rose, the exclusive Long Island distributor of Anheuser-Busch products and a family-run enterprise for over 50 years, had long employed members of Local 812. Despite years of satisfactory relationships, negotiations for a new contract took a sour note as new members of the corporate family steered the talks. Management was proposing a drastic cut in salaries and the elimination of their retirement plan. The com-

pany mailed letters to workers informing them that they had been permanently replaced and brought in out-of-state temporary workers to replace those on strike.

The over 100 Teamster drivers and warehousemen voted down management's "final offer" and leaders at the local union, joined by state-wide and local labor organizations, retailers and customers, set about fighting back.

"We are the middle-class families that make up Long Island," said Mark Pooler, who has delivered beer at Clare Rose for 26 years. "While this company is making millions, they were trying to cut the wages and retirement benefits that our families depend on."

Impacting Retail

"The union did everything possible to reach a fair deal with Clare Rose, but the company was put-

ting its greed ahead of its workers," said Local 812 President Ed Weber.

Soon after the Clare Rose strike began, striking beer delivery drivers in Long Island rallied outside Blue Point Brewery, a customer of Clare Rose, calling on the brewers' distributor to end labor abuses.

The rally coincided with Blue Point's "Big Brew Day at the Boatyard" party. Union members urged Long Islanders to boycott Clare Rose products. Protesters handed out leaflets and held banners reading "Clare Rose Hurts Long Island Families."

The drivers had always been the face of Clare Rose to customers and they visited their old accounts to educate bar and store owners about the reasons for the strike and to ask for their support.

A photo of a Handy Pantry sign in Manorville went viral on social media with the store's message, "We stand behind our drivers! Not

taking Bud deliveries until contract is reached!" Many others refused Clare Rose deliveries and pledged their support to the striking Teamsters.

"As business owners, we all have a moral obligation to take care of the people who take care of us," said Frank Girgenti, owner of My Butcher and Deli in Wading River. "In the pursuit of wealth, Clare Rose has lost sight of what's truly important. You really can't put a price on hardworking, loyal employees. This is evident when you see the utter disaster caused by hiring these temporary workers. The men and women of Local 812 have my full support and I hope they win the battle against corporate greed!"

"If Clare Rose cared about its customers, it will restore our wages and pensions and bring us back to work," Pooler said. "Loyal Budweiser customers are going to have to do the unthinkable on Memorial Day: drink Miller. Clare Rose

and Anheuser-Busch better hope they don't learn to like it."

Belmont Stakes Pulls Anheuser-Busch

On the eve of the Belmont Stakes, one of the famous "Triple Crown" horse races, Belmont Park joined the boycott of Clare Rose.

Other Teamster locals that represent security guards, jockey valets and other workers at the racetrack cheered the decision to boycott Clare Rose. "I am happy to know that the Belmont Stakes will be free of Clare Rose beer," said Harry Rice, jockey valet at Belmont Park and Local 814 shop steward. "All the Teamsters at Belmont are in solidarity with our brothers on strike at Clare Rose."

Teamsters also participated in the Long Island Pride Festival in New York. "There is no pride in Budweiser," Weber said. "I am proud of the long history of solidarity between the Teamsters union and the LGBT community.

From Harvey Milk to the Coors boycott decades ago, we have been partners for social and economic justice. We are deeply thankful of the LGBT community's support."

Victory did not come easy for workers at Clare Rose. But through a combination of solidarity, community support and Teamster power, a tentative agreement was reached on July 13 and a new three-year contract was ratified by the membership two days later.

The word of the win at Clare Rose quickly traveled across Long Island. After decades of watching companies cut wages or move jobs out of their community, Long Islanders could cheer this clear win for working families.

"This strike captured the imagination of Long Island workers," Weber said. "We don't have to make concessions every time a company wants higher profits. I hope this is a sign of things to come. We can fight back and we can win."

Shore Point Solidarity ----- *Community Support Key to Victory*

Clare Rose workers weren't the only Teamsters who recently won through solidarity. Members at Local 701 in North Brunswick, N.J. were locked out by Shore Point Distributing in April and May. The community stood by the workers in the face of corporate greed.

Local 701 recently presented Belmar, N.J. Mayor Matt Doherty with its Solidarity Award for boldly standing with the 113 locked-out Teamsters.

"These aren't just empty words. Mayor Doherty banned Shore Point from supplying

beer to Belmar's annual Seafood Festival and found a replacement vendor." said Ernie Soehl, President of Local 701.

"I don't think we should be hosting a company that is locking out middle-class, working-class people from their jobs," Mayor Doherty said.

Local 701 worked with Doherty as part of a comprehensive community campaign to enlist political and local support in their fight against Shore Point Distributing. Teamsters, their family members and community allies stood outside of

liquor stores educating customers about Shore Point's unreasonable demands for concessions on health benefits and pensions. Local 701 also asked local restaurants, bars and other businesses to put pressure on the company by refusing to sell the MillerCoors products from the company.

That effort ended up being successful. The lockout lasted six weeks, and it ended after the company returned to the bargaining table and workers ratified a contract in June.



Back TO Back

VICTORIES

After working previously for 11 years in a Teamster-represented job, Ronnie Brazier knew he had to fight for positive changes in his new job at an intermodal rail transportation company near Chicago.

"The differences between my Teamster job and my new job were like night and day," said Brazier, an operator/driver who has worked at Parsec for about four years. "There are no comparisons. As Teamsters, we had great representation. Here, we had no representation. That's why we formed our union with the Teamsters."

In July, Brazier and his co-workers at Parsec, Inc., in Elwood, Ill. voted to join Local 179. The win was the second major worker victory at the company in nine months, and there are 507 intermodal workers in the bargaining unit. Late last year, 777 workers at Parsec in Commerce, Calif. voted to join Local 986.

The Parsec workers had been "represented" by a company-friendly association, the National Production Workers Union (NPWU, Local 707). For years, workers had to endure no representation and lousy contracts, resulting in high health insurance costs and poor coverage, no on-the-job protections and no

voice to help make conditions better.

"We needed a union that would actually stand with us and not against us," said April Scroggins, a driver who was hired earlier this year. "The pay, benefits and opportunities as Teamsters are so much better. Being a Teamster means I now have a family that is going to stand behind me. As Teamsters, our union is going to be there for us."

Scroggins said workers are very happy.

"We're excited," she said. "It's a new beginning for everybody and it's something that's going to be a lot better. We actually have a union meeting hall now. We have someone to call if we need something. It's going to be done the way it should be done."

First Contract

The Parsec workers service the Burlington Northern Santa Fe (BNSF) railroad line in Elwood. The workers remove shipping containers from trains, stack up the containers in the terminal yard and then lift them onto tractor-trailer rigs, which then carry the containers to other locations.

The workers are looking forward to negotiating a



and the overtime pay structure, which have cost workers tens of thousands of dollars over the years. At the same time, he said he has to pay more than \$4,000 annually for poor health insurance coverage.

"In short, we have lost a lot of money due to the lack of representation and we need to get it back," Loera said. "We have worked hard to bring this yard to the top, making it one of the most productive in the country. We need to be rewarded for our hard work. As Teamsters, we will finally be heard."

Overall conditions have already improved, Loera said.

"Today there is hope with the Teamsters, there is an atmosphere of trust and security, and we hope and believe that the best is yet to come," he said.

Workers at Second Parsec Location Vote 'Teamsters YES!'

first contract with the assistance of Local 179.

"The Teamsters successfully organized Parsec members in the Los Angeles area, which empowered workers to unite and win right here in Illinois," said Tom Flynn, President of Local 179 in Joliet, Ill. "These hardworking men and women deserve real representation, and they are finally getting it. We have already started the bargaining process and we look forward to negotiating a strong first contract so the workers will gain the strength they have been missing for so long."

Once again, Teamsters who work at UPS, YRC, ABF, UPS Freight and other companies, as well as rail members, were instrumental in the victory. The Teamsters reached out to the Parsec workers about the union. Members of the Brotherhood of Maintenance of Way Employees (BMWED) from the nearby Cicero yard, some of whom are directly responsible for the track leading into the Parsec yard, and BMWED members near Kansas City, appeared on a solidarity flier that was given to the Parsec workers.

Leo Loera is a machine operator who started in 2001 at a company that had the contract before Parsec took over in 2005. He said the lack of representation has allowed Parsec to cut shift-differential pay

Health Costs

Brazier said he is hoping for improved health insurance and would like to negotiate Teamster health insurance coverage in the first contract. Last year, he received a \$16,000 hospital bill related to a hospital emergency room visit because the insurance company claimed the emergency room was "out-of-network."

"I have never heard that an emergency room was out-of-network," he said. "I am fighting that bill."

Retirement security is another important issue.

"Right now we have a 401(k) but we want a pension," he said. "If the market drops our 401(k) drops."

Workers also want better wages and to not be forced to work overtime.

"The company has forced workers to work 60 hours a week and, as a result, we don't get adequate rest between shifts," Brazier said.

The Teamsters Union plans to continue organizing intermodal rail yards, and Brazier has words of advice for workers around the country.

"You've got to stand together and get that one, strong voice," he said. "Pick the union for you—the Teamsters!"



Driving **Up** Standards *to Save Lives*

As Teamsters Gain Power in Passenger Transportation, Safety Becomes a Bigger Priority

Local 179 members Monica Lally and Joyce Marfell make a great team when it comes to transporting students in Chicago's western suburb. As a driver and monitor employed by First Student, the nation's largest private school bus contractor, their normal day consists of taking students to and from school. But on May 22, 2017, the day became anything but normal.

While on their way to Patterson Elementary School, smoke started to pour out of the engine. Lally immediately pulled the bus over to the side of the road. "I radioed to the yard to make sure they knew about the situation. The smoke started and quickly grew, and then it turned black," Lally said. "I turned to Joyce, and I said 'it's time to evacuate.'"

Marfell sprang into action, rapidly getting the seatbelts off students. Shortly after the students were off the bus and on the curb, the engine caught on fire and the bus was engulfed in flames.

Through contract negotiations, political action and member education, the Teamsters have been pushing for more than 10 years to ensure that a union bus is a safer bus.

Organizing Around Workplace Hazards

"The desire for a safer workplace seems to be one of the first things that come up whenever we talk to workers about joining our union," said Rick Middleton, Director of the Passenger Transportation Division.

In an industry that continues to increase privatization, passenger transportation is becoming more

about profit than quality. It's no surprise, then, that in unorganized operations, workers often report that their safety concerns fall on deaf ears. Without a union to answer to, management can easily ignore concerns raised by their employees.

Concerns range from unsafe equipment like bad brakes or bald tires to unsafe conditions like overcrowding or even health hazards like mold on their buses. Workers will report these issues to management, but too many times, drivers are told to operate the bus regardless of their concerns. Despite laws that bar unsafe vehicles from being on the road, drivers in unorganized yards fear for their jobs if they refuse to drive the bus.

During union organizing campaigns, workers are educated and empowered to stand up for their rights and demand safe conditions for themselves and their passengers. That is why over 50,000 workers in the industry have chosen to become Teamsters.

Mike Lowen has been a mechanic at a Durham School Services bus yard in Metropolis, Ill. for eight years. He has experienced how easy it is for unsafe buses to be out on the roads because management doesn't quickly address safety concerns. That is a big reason why Lowen and his co-workers mounted an effort to organize with Local 50.

"The company always says 'safety is job number one;' but what they don't say is 'unless it's not in the budget,'" Lowen said. "Through our organizing efforts with the Teamsters, we got the parents involved, and then the school board listens, and that's when the company finally listens."



After a hard-fought campaign, Lowen and his co-workers won union recognition on August 24, 2017.

Better Buses Through Better Contracts

The drive for safer buses begins with organizing and continues in bargaining. The Teamsters have negotiated industry-leading contracts, demanding the highest safety standards possible. The Teamsters believe that collaboration between the union and the employer is the key to safety. On a national level, the Teamsters have negotiated a master agreement with First Student that makes safety a national issue and includes protections for members against retribution if they file a whistleblower claim.

Teamster contracts include a number of provisions geared toward improving and maintaining safety standards: mandated equipment upgrades, proper training and the right of refusal for drivers to drive an unsafe vehicle. Many Teamster contracts also include provisions for safety committees, which are made up of workers at a yard that regularly meet to address safety issues.

"I'm extremely grateful for the protections that come with my union membership," said Phyllis Pepper, a Local 777 steward and bus monitor with First Student. "Every time we take a bus off the yard we're taking the lives of children into our hands. Without a Teamster contract, I could be put in a position where I have to choose between keeping my job and putting my kids in a dangerous situation. That's a choice that nobody should have to make."

Improving Standards by Improving Public Policy

The Teamsters' fight for the safest possible buses doesn't stop at the yard. The union has been fighting

and winning on tougher legislation to increase safety standards as well.

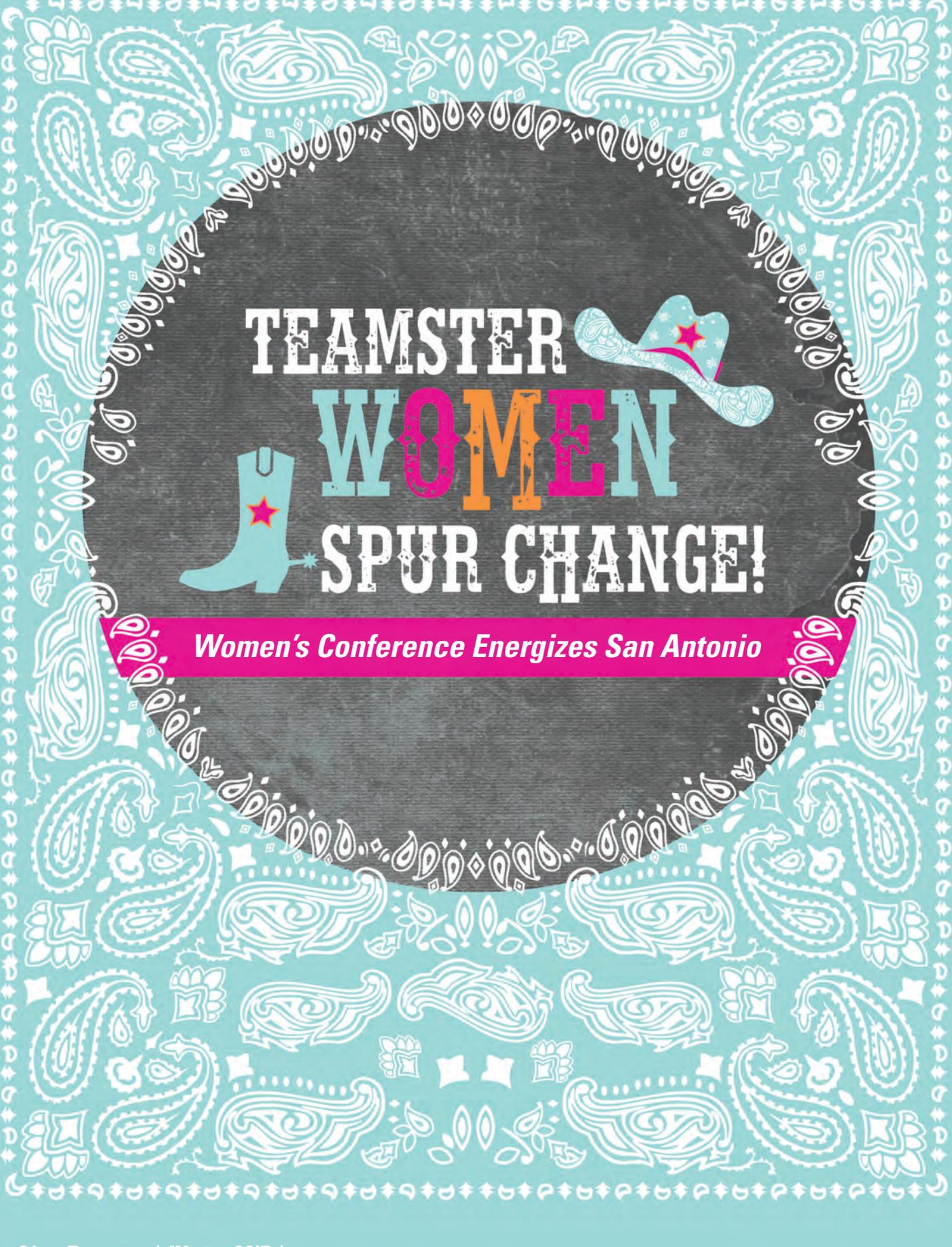
Teamsters in Illinois were instrumental in the introduction and passage of HB 4029, otherwise known as Illinois' "responsible procurement" law. Prior to this law, school districts were required to hire the lowest bidder on a contractor, regardless of a company's safety record or treatment of its workers. Since then, the Teamsters Union has worked with parents and community groups to inform state and local officials of their past experience with bus companies and influenced school district to opt for a higher bidder in order to ensure safe buses.

In North Carolina, Local 391 has made school bus safety a major legislative focus. They supported Senate Bill 55, legislation signed by Gov. Roy Cooper in July that substantially increases fines for motorists that who pass stopped school buses with lights on. The top priority for increasing school bus safety in the state, however, is addressing the shortage of drivers.

"The shortage of bus drivers in North Carolina means that on routes, more stops are being moved from smaller, residential streets to major thoroughfares," said Local 391 Recording-Secretary Rachel Eitzen.

To address this problem, Local 391 has worked with school boards across the state to get legislation passed that commissions a study by the Department of Public Instruction. The study will look at the impact of worker compensation on the challenge of recruiting and retaining bus drivers.

Companies throughout North America that cut corners on safety will eventually be forced to face the consequences of their actions. The Teamsters are committed to being the loudest and strongest voices in the fight to make sure every player in the industry is operating at the highest standards.



TEAMSTER
WOMEN
SPUR CHANGE!

Women's Conference Energizes San Antonio



In September, the Teamsters Union kicked off its annual Women's Conference in San Antonio, where more than 1,000 Teamster women gathered from all across North America in solidarity and unity.

The annual conference provides the opportunity for women of all backgrounds to unite and empower one another through educational workshops, panels and social activities.

"Our conference is themed 'Teamster Women Spur Change' because Teamsters don't sit by and wait for change; we go out and make it happen," said Becky Strzechowski, Director of the Teamsters Women's Conference.

Over the course of three days, Teamster women filled every seat in the hotel's ballroom, participated in various workshops, and shared their incredible and empowering

stories of strength, tenacity and dedication.

Jim Hoffa, Teamsters General President, expressed his appreciation and commended the enthusiasm and energy from all the trailblazing women fighting injustice, standing up for workers' rights, pushing for political change and taking on leadership roles.

"We have major fights ahead of us to protect everything we stand for, and we have full confidence in the strong Teamster sisters of our union. And together, we will spur change," Hoffa said.

Energy and Inspiration

The first day was full of energy and inspiration as Ken Hall, Teamsters General Secretary-Treasurer, presented the Barbara Liddy Teamster Woman Activist Award to Leticia Acosta, Secretary-Treasurer of Local 657 and of Joint Council 58,

for dedicating more than 30 years of her life to building a stronger Teamsters Union and advocating for her sisters and brothers to have a voice and give the respect all workers deserve.

"Ladies, if it's in your mind go out there and fight, fight, fight!" Acosta said.

At the end of the opening day, a tone was set for what the days ahead would bring: empowerment, motivation and belief that there is no glass ceiling that a woman cannot break.

The second day opened with an address from Hall to another packed house of more than 1,000 Teamster women.

"We are thrilled to be in San Antonio, in a room filled with such amazing and vigorous Teamster women. It is your commitment and energy to the Teamsters Union that makes this event so successful

every year," Hall said.

Hall addressed the opioid epidemic and the union's efforts to combat the crisis, reported on the healthy state of the strike fund and praised those in attendance for what they were doing.

Coming Together

Carmen Perez, founder of the Justice League and organizer of the 2017 Women's March, kept the energy alive with her inspirational and motivational speech on empowerment and the importance of coming together as one.

"If you want to play the game, you have to have heart," Perez said.

Rebecca Hernandez, a longtime Vistar/PFG employee and single mother who is currently on strike, took to the stage echoing Perez about empowerment, gender inequality and fighting together as one.

"We are tired of being disrespected just because we are women, so we are standing up for a living wage because this is about our families, our kids," Hernandez said. "We've given so much to this company so they could become millionaires. Some of us have been working for the company for as long as 15 years, and Vistar refuses to provide equal pay for equal work."

Teamsters Organizing Director Jeff Farmer concluded a second and successful day of the conference with reports on recent organizing victories, and encouraging the Teamster women to continue their efforts to fight injustice, take on leadership roles, and empower each other and the young women who look up to them.

The final day of conference wrapped up with emotional and moving speeches on gender in-

equality and raising awareness on mental illness.

Claire Clarke, Women Transport Workers' and Equalities Assistant at the International Transport Workers' Federation, kicked off the final day's opening remarks with an address on gender inequality, equal pay and the lack of rights women have in the workplace that is still prevalent today.

Clarke talked about the critical role that activism plays in making a change, urging and challenging the crowd to stand up against injustice and inequality; to come together, advocate for their Teamster sisters and change the toxic culture that consumes so much of the workforce.

Motivation and Determination

Dr. Melissa Talamantes, a Clinical Psychologist in San Antonio, gave an eye-opening presentation on



“The Sandwich Generation,” the generation of moms and dads sandwiched between raising their children and taking care of their parents at the same time. And the burden of taking care of both older and younger generations (especially those who have a mental illness) is left to the person caught in the middle. She stressed the importance of knowing how and when to get the right help, and for others to be compassionate of their fellow Teamster sisters.

One Teamster attendee shared her impactful story about the hardships of mental illness and the struggles she endures daily. She expressed her gratitude to the Teamsters for their support and continuing to stand by her. The room was touched, and her ability to show her strength through vulnerability was felt by all those in the room, as the crowd stood up



in standing ovation.

The final day's stories, speeches and presentations summed up the three-day conference that gave a new sense of motivation and determination to the Teamster women.

Those in attendance showed they not only unite for a few days, but they live by the values of who the Teamsters are. They don't sit by and wait for change or accept inequality, they go out and fight for all workers.



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REPORT TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: The Independent Disciplinary Officers
Hon. Barbara S. Jones
Hon. Joseph E. diGenova

DATED: September 01, 2017

I. INTRODUCTION

The following is Magazine Report 3 of the Independent Disciplinary Officers (“IDO”) for 2017 regarding activities from June 1, 2017 through September 1, 2017 conducted pursuant to the Final Agreement and Order of February 17, 2015. This Report provides updates on three existing charges and one new charge.

II. PROGRESS OF EXISTING MATTERS

A. FORMER LOCAL 186 OFFICERS WILLIAM ELDER AND DOUGLAS SAINT

On December 5, 2016, pursuant to Paragraphs 30 and 31 of the Final Agreement and Order, the Independent Investigations Officer (“IIO”) issued a Charge Report to the IBT General President recommending that charges be filed against former Local 186 Secretary-Treasurer and Principal Officer William Elder (“Elder”), and former Local 186 President Douglas Saint (“Saint”) for embezzlement of Union funds in violation of 29 U.S.C. § 501(c), the permanent injunction in *United States v. International Brotherhood of Teamsters* and the IBT Constitution. In December 2015, they allegedly caused the Local to make over \$97,000 in unauthorized severance payments to themselves and two other former Local employees without a union purpose. The Report alleged that Elder and Saint engaged in embezzlement by causing the Local’s money to be paid to them and others without authority and not for a union purpose.

On December 8, 2016, the IBT General President adopted and filed the charge. On January 10, 2017, the IBT General Counsel requested a 30-day extension of the 90-day period in which the processing of the charges needed to be completed. The IRO granted the adjournment request, which moved the deadline to April 4, 2017. On January 25, 2017, the IBT scheduled a hearing for February 16, 2017. On February 14, 2017, in response to notification that Mr. Elder’s counsel had a court appearance scheduled for the date of the IBT hearing, the IRO granted an additional 60-day extension. On April 18, 2017, the IBT held the scheduled hearing, in Los Angeles, California.

On May 19, 2017, the IBT Hearing Panel found that the

preponderance of the reliable evidence supported the charges against Elder and Saint. The Panel recommended that Elder and Saint be barred from holding any office or employment with Local 186 or any other affiliate of the IBT for a period of five years, or until \$97,780.50 in restitution is paid in full, whichever occurs later. It further recommended that neither Local 186, the IBT, nor any IBT entities may pay Elder or Saint, nor may Elder and Saint accept any salary, gratuities, gifts, severance payments, allowances, consulting fees, benefits payments, or contributions, or other compensation of any kind, directly or indirectly, except that they may receive fully vested or accrued pension, vacation, or other benefits they have already earned under any existing plan or program. It further recommended that Elder and Saint be suspended from membership in Local 186 and the IBT for three years or until the restitution is paid, whichever is later.

On May 22, 2017, the General President adopted the Panel’s findings and conclusions and reissued their recommendations as a decision of the General President. On July 5, 2017, the IRO found the decision to be not inadequate and the matter is thus closed.

B. ROME ALOISE, PRINCIPAL OFFICER OF LOCAL 853, SAN LEANDRO, CALIFORNIA, INTERNATIONAL VICE PRESIDENT, PRESIDENT OF JOINT COUNCIL 7

On February 10, 2016, the Independent Review Board issued a Report to the IBT General Executive Board recommending that charges be filed against Rome Aloise (“Aloise”), an International Vice President, President of Joint Council 7, and principal officer of Local 853, for requesting and receiving things of value from IBT employers in violation of 29 U.S.C. § 186(b) and Article XIX, Section 7(b)(2), (11) and (13) of the IBT Constitution. It also recommended that Aloise be charged with violating Article XIX, Section 7(b)(1) and (2) and Article XIV, Section 3 of the IBT Constitution, violating Article IV, Section 6 of the Local 853 Bylaws, and bringing reproach upon the IBT, in violation of Article II, Section 2(a) of the IBT Constitution, through allowing an ineligible person to obtain membership and entering into sham collective bargaining agreements with The GrandFund. It was also recommended that Aloise be charged with bringing reproach upon the IBT through a pattern of misconduct designed to prevent a fair officer election in Local 601, including using union resources to support a candidate and subvert her opponents in violation of 29 U.S.C. § 481(g); attempting to deny members’ LMRDA rights to free speech, to sue and to fair hearings; and breaching his fiduciary duties under 29 U.S.C. § 501(a).

On February 23, 2016, General President Hoffa adopted and filed the charges. On March 18, 2016, the IBT scheduled a hearing for April 28, 2016. Subsequently, on March 31, 2016,

the IBT requested the IRO grant an extension of the 90-day period in which to complete this matter. The IRO approved an extension to July 17, 2016. On April 7, 2016, the IBT issued a notice of new hearing dates in June 2016.

On May 25, 2016, the IDO received a letter from the IBT regarding an indefinite postponement of the hearing because it was represented that the Department of Justice (“DOJ”) had informed Aloise that he was the target of a grand jury investigation. On May 26, 2016, the IRO denied an indefinite postponement for failure to show good cause.

On June 3, 2016, the IRO received a letter on behalf of the IBT stating that it was suspending the scheduled hearing on charges against Aloise until the conclusion of the DOJ’s criminal inquiry concerning him. In a letter dated July 18, 2016, which was the date when a completed action was to have been submitted to the IRO, the IRO found inadequate in the circumstances the Union’s actions, including its granting of a stay for an indefinite period of time. The IRO found the union had ignored a Second Circuit Court of Appeals decision that had found the General President’s Constitutional interpretation of Article XIX, Section 7(a) frivolous. The IRO directed the Union to complete a hearing and submit written findings to the IRO no later than September 15, 2016. The IRO also noted in that letter that failure of the Union to comply with that time table would constitute a second serious violation of the Final Order.

In an August 5, 2016 letter, the Union stated it would not convene a hearing on the Aloise charges. On August 9, 2016, the IRO sent a notice scheduling a de novo hearing for October 11, 2016. On September 13, 2016, Aloise’s counsel requested the IRO disqualify himself from the case. The IRO denied that request on September 27, 2016. On September 15, 2016, counsel for Aloise represented to the IRO that for health reasons he was not available for the October 11, 2016 hearing. On September 27, 2016, the IRO granted an adjournment of the hearing until November 30 because of counsel’s health issue. On October 11, 2017, the IRO, Benjamin R. Civiletti, submitted his resignation, for medical reasons, to USDC Judge Loretta A. Preska. On December 16, 2016, the Honorable Barbara S. Jones (Ret.) was appointed the new IRO.

On January 11, 2017, the IRO scheduled a de novo hearing. The hearing was held in San Francisco, California on March 14 and 16, 2017. The IRO filed his post-hearing brief on May 8, 2017. Aloise filed his post-hearing brief on June 16, 2017, and the IRO replied on June 30, 2017. The matter is pending decision before the IRO.

C. WILLIAM C. SMITH, III, EXECUTIVE ASSISTANT TO THE IBT GENERAL PRESIDENT

On November 17, 2016, the IRO recommended to the General President that a charge be filed against IBT member and

employee, William C. Smith, III (“Smith”), Executive Assistant to the General President, principal officer of Local 891 and Secretary-Treasurer of Joint Council 87, for accepting a thing of value from an employer of IBT members in violation of federal law, 29 USC §186(b), the permanent injunction in *United States v. International Brotherhood of Teamsters*, and the IBT Constitution, Article XIX, Sections 7(b)(2), (11) and (13). The report alleged that in January 2013, during contract negotiations between a local and an IBT employer in which International Vice President Aloise was participating, Aloise solicited the IBT employer to obtain admissions for Smith and his companions to an exclusive non-public Super Bowl party in New Orleans. These party admissions were things of value worth at least \$1,000 each. Smith knew Aloise requested the IBT employer to obtain the admissions for him. Smith received and used the admissions that the IBT employer obtained for him. The charge report alleged that Smith violated 29 U.S.C. §186(b), which prohibits an IBT employee from soliciting and receiving a thing of value from an IBT employer, and committed an act of racketeering in violation of the permanent injunction in the Consent Order.

On November 30, 2016, the IBT General President adopted and filed the Charge. On January 10, 2017, the IBT General Counsel requested a 90-day extension. On January 17, 2017, the IRO granted an extension to May 19, 2017. On March 21, 2017, the IBT held a hearing of the Charge.

On May 16, 2017, the IBT Hearing Panel found that the preponderance of the reliable evidence did not support the Charge against Smith and recommended it be dismissed, based on the Panel’s conclusion that Smith did not believe the party admissions had value because he believed they were “promotional items.”

On May 17, 2017, the General President adopted the Panel’s findings and conclusions and reissued its recommendation as a decision (“Decision”) of the General President.

On June 22, 2017, the IRO notified the General President that she found his decision to be inadequate for three reasons: (i) the Decision failed to adequately consider the proper legal standard (reasonable doubt versus preponderance of the evidence); (ii) the Decision failed to adequately consider that Smith knew the admissions were obtained through an IBT employer; and (iii) the decision failed to adequately consider that “promotional items” may be “things of value” under Section 186 and the IBT Constitution.

On June 27, 2017, in light of the IRO’s finding, the General President remanded the matter to the Hearing Panel. On July 25, the General President adopted as his own the Panel’s conclusion on reconsideration that “it has not been shown by a preponderance of reliable evidence that Brother Smith acted ‘knowingly and willfully’ as opposed to because of ‘mistake, accident or inadvertence’” when he attended the

Super Bowl Party in 2013. Accordingly, the General President stood by the conclusion that the charge should be dismissed.

On August 22, 2017, the IRO notified the General President that in light of the deficiencies she identified in her June 22 letter, the July 25 Hearing Panel recommendation he adopted failed to remedy those deficiencies. The IRO scheduled a de novo hearing on the charge for November 8, 2017, at a location to be determined.

III. NEW MATTERS

A. FORMER JOINT COUNCIL 25 PRESIDENT AND LOCAL 727 SECRETARY TREASURER JOHN T. COLI, SR.

On August 10, 2017, pursuant to Paragraphs 30 and 31 of the Final Agreement and Order, the IIO recommended to the General President that a charge be filed against former Joint Council 25 President and Local 727 Secretary Treasurer John T. Coli, Sr. (“Coli”) for violating the IBT Constitution, Art. XIX Sec 7(b) 1, 2 and 14(a), by unreasonably failing to cooperate with the IIO by refusing to appear for his sworn examination on July 28, 2017. Among the matters about which the IIO intended to question Coli were his interactions with employees of vendors to the union and union funds and allegations of his receiving things of value from an IBT employer as reflected in a federal indictment for violating 18 U.S.C. §1951 and 29 U.S.C. §186. Coli also would have been questioned about other union matters, including the awarding of contracts to fund service providers and the funds’ and the union’s employment of his relatives.

The IIO reported to the General President that it appeared that, while an IBT member, Coli brought reproach upon the IBT and violated Article II, Section 2(a) and Article XIX, Sections 7(b) (1), (2), and 14(a) of the IBT Constitution by obstructing, interfering and unreasonably failing to cooperate with the duties of the IIO as set forth in the Final Agreement and Order.

The General President is currently reviewing the recommended charge. Pursuant to the ¶ 32 of the Final Order, the General President must file with the IRO written findings setting forth the specific action taken and the reason for such action within 90 days, or by November 8, 2017.

IV. TOLL-FREE HOTLINE

The IDO hotline has received approximately 83 calls since June 1, 2017, reporting alleged improprieties. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

To ensure that all calls are treated confidentially, the system which records hotline calls is located in a secure area

on a dedicated line in the Independent Investigations Office and accessed only by an Investigator. Please continue to use the toll-free hotline to report improprieties which fall within IIO jurisdiction by calling 1-800-CALL-472 (800-225-5472). If you are calling from within New York, NY, dial 212-600-1606.

IV. CONCLUSION

The task of the IDO is to ensure that the goals of the Final Agreement and Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities through these reports. If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline number, or write to the Independent Investigations Officer Hon. Joseph E. diGenova for all investigations at the following IIO office address:

Hon. Joseph E. diGenova
Office of the Independent Investigations Officer
17 Battery Place, Suite #331
New York, NY 10004

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