



THE LOCAL 174

Teamster Record

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THE UNFAIR LABOR PRACTICE STRIKE AT OHFL CONTINUES

Community Sentiment Is Favoring The Teamster Members In Their Fight For Justice Against Their Greedy Employer



Local 174 picketers walk the line in the ongoing Oak Harbor Freight Lines Unfair Labor Practice Strike. The Strike started on September 22, 2008, and has entered its fourth frustrating month. Read about developments on page 6.

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Secretary-Treasurer's Message

Not Only Will We Survive, We'll Prosper in 2009 and Beyond

Sisters and Brothers:

As I reflect on the completion of our second year in office, I am pleased with everything that we have accomplished.

This has been a very challenging year, given the current state of the Economy — yet we have been very successful in delivering some of the best Contracts Local 174 members have ever seen as demonstrated by the elevated number of unanimous Ratification Votes.



RICK HICKS

We recently completed a Sanitation Contract (CleanScapes) that is certain to transform the entire Industry, along with the numerous record Contracts throughout the Local's jurisdictions.

Further, 2008 saw the addition of 150 new members from UPS Freight and an additional 150 members at COHO formerly of Alaska Distributors.

Along with all the positives from 2008, there are certainly some negatives that should be discussed.

Last year was consumed by attempting to bargain a Successor Agreement with Oak Harbor Freight Lines — the result of which is an Unfair Labor Practice Strike that just passed its 106th day as this column was written on January 6. The members are determined to and will prevail in this righteous battle.

We also saw DHL make the wacky decision to terminate their domestic ground and air operations in the U.S. Market, thus reducing their employee rosters from approximately 9,500 nationally to below 500.

And we saw the economic challenges facing YRCW (Yellow-Roadway) that resulted in our members voting on a 10% pay cut for the life of the Agreement as well as numerous downsizings and closings of entire operations, all due to the worldwide economic collapse.

As gloomy as it all seems right now I can assure you that not only will we survive, we will prosper in 2009 and beyond. Your E-Board, your Business Agents and I will continue to navigate through these temporary obstacles and find positive solutions just like we have done to date. We are truly all in this together.

I look to the Inauguration of President Obama to bring Real Change that translates into results for working Americans. I look for the "Newer Deal" — one that will bring a tremendous amount of work to the Construction and Sand & Gravel Industries, putting folks to work in good family wage jobs while we rebuild this Country's infrastructure for years to come.

I look forward to a President that will appreciate the Union members that fought to bring so many improvements to the workers that built this Country and the middle class that keeps the dream alive.

I am also looking forward to the 100th Anniversary Celebration of Teamsters Local Union No. 174, the greatest Local in the Country. We will turn 100 on February 19, 2009 and will celebrate in style. Details of the Centennial Celebration will be announced soon and everyone is invited.

Like 2007, 2008 was jampacked as you can see. My staff has done a phenomenal job again this just ended year and we all look forward to an exciting 2009.

Have a Happy and Healthy New Year and we will see you on the shop floor!

Until then...

In Solidarity, Rick Hicks

2009 General Membership Meetings

Day And Time

January 8, Thursday, 7 p.m.
February 8, Sunday, 10 a.m.
March 12, Thursday, 7 p.m.
April 9, Thursday, 7 p.m.
May 14, Thursday, 7 p.m.
June, July, August, No GMMs
September 13, Sunday, 10 a.m.
October 8, Thursday, 7 p.m.
November 8, Sunday, 10 a.m.
December 10, Thursday, 7 p.m.

Initiates Meetings

Initiates Meetings will be held 2 hours prior to each above General Membership Meeting. However, there will be a special Initiates Meeting on July 12 at 8 a.m., even though there will be no GMM on that day.

Location

All General Membership and Initiates Meetings are held in the Teamsters Headquarters Building's Main Auditorium, 14675 Interurban Ave. S., Tukwila.

EXECUTIVE BOARD OFFICERS

Secretary-Treasurer Rick Hicks
President Ted Bunstine
Vice President Abe Taylor
Recording Secretary Launa Running
Trustees: Carl Gasca, Jeff Anderson, Sr., and Gary Bolen
WEB SITE ADDRESS:
www.teamsters174.org
OFFICE ADDRESS:
14675 Interurban Avenue South
Tukwila, Washington 98168-4614
BUSINESS HOURS:
Monday-Friday, 8 a.m.-5 p.m.
CONTACTING US:

You can call the Local at: (206) 441-6060
(800) 221-9952 --- TTY (206) 728-5409

FAX:
(206) 441-4853
E-MAIL:

"local174@teamsterslocal174.org"
GETTING QUESTIONS ANSWERED

You can get answers to your questions in the specific areas of concern noted below at the following telephone numbers.

Hiring Hall

(206) 441-0223 --- (866) 685-9459

Medical And Prescription

(206) 726-3277 --- (800) 458-3053

Dental

(800) 554-1907

Vision

(206) 726-3278 --- (800) 732-1123

Pension

(206) 726-3266 --- (800) 531-1489

Retirees Trust

(206) 726-3269 --- (800) 692-5179

DUES

(206) 441-6060 --- (800) 221-9952

Note: If you aren't on dues checkoff, your checks should be made out to "Teamsters Union Local 174" and mailed to "14675 Interurban Avenue South, Suite 303, Tukwila, WA 98168-4614." Dues are payable by the Quarter and are due on the first day of January, April, July and October, and are to be received no later than the last day of the month; otherwise, a late charge of \$10 will be assessed and your benefits may be affected. Dues will continue to be charged regardless of whether or not you are working, unless you take out a withdrawal card. Your dues payments must be current for Local 174 to issue you a withdrawal card.

LOCAL 174'S 100TH BIRTHDAY COMING UP FEBRUARY 19TH

Local 174's Centennial Celebration will take place next month. We will be having a special 100th Birthday Anniversary Commemoration for all Local 174 active and retired members, plus their families. Local 174 is still solidifying plans as we approach our Local's 100th Birthday, **February 19, 2009**. But rest assured, whenever and whatever we do, it will be fun. We'll let everyone know exact schedules of events as they get a little closer.

Because of the Oak Harbor Freight Lines

Unfair Labor Practice Strike, celebratory spirit has been dampened a bit. But we're still going to note the Century Mark for Local 174 — one of the oldest, feistiest and most successful of all the IBT Locals.

Stay tuned.

Pause just for a moment to consider the achievement for a Local Union to have such longevity. An entire Century, and Local 174 is still around and is stronger than ever in 2009. It has been a truly amazing run already, and it continues.

DUES OFFICE ANNOUNCEMENTS

◆ WITHDRAWAL CARD ◆

Remember — whenever you leave Union employment, please contact us within 30 days to be granted a withdrawal card! After 90 days you become a suspended member.

◆ NEW MEMBERS ◆

New Members planning on attending an Initiates Meeting will also need to attend the General Membership Meeting following to be sworn-in as members for the \$100 credit.

◆ HIRING HALL ◆

The new direct Hiring Hall phone lines are: (206) 441-0223 or 1-866-685-9459.

Due to the large number of Hiring Hall members, it is imperative to call and take yourself off the List when you return to work — and remember to call and leave your name, Social Security number, and information when you need to get back on the List. The Dispatcher will log your calls and update your records automatically.

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Official quarterly publication of the 7,200 members of Teamsters Union Local 174
Editing and Production Bill McCarthy



4TH QUARTER GENERAL MEMBERSHIP MEETINGS COVERED MANY BASES

LOCAL 174 SOLIDARITY SHOWN IN OAK HARBOR ULP STRIKE



Participants attending the last three 2008 Local 174 General Membership Meetings listen to the proceedings. Top row, at the December 11 GMM. Center row, at the November 9 GMM. Bottom row, at the October 9 luncheon. GMM and OHFL celebratory luncheon photos by Bill McCarthy.

By **BILL McCARTHY**

All members of Local 174 should attend its General Membership Meetings. A lot of things happen throughout each year, and at the GMM's, the Local's Executive Board and staff fill everyone in on developments. The agendas of the GMM's are anything but boring. They touch upon many issues of great importance to Local 174 specifically, the Teamsters Union

generally, and all of Organized Labor in the big picture of the Union Movement.

The last three 2008 GMM's — on October 9, November 9 and December 11 — featured reports on the continuing Unfair Labor Practice Strike of Oak Harbor Freight Lines, on the sobering situations at DHL and YRCW, as well as on negotiations about to start, continuing, or just concluded. Discussion and debate are

expected and encouraged. Regular detailed reports are given by the Local's Secretary-Treasurer, as well as individual Business Agents and Organizers. The GMM's are moderated by the Local's President.

The first 2009 GMM will be on **Thursday, January 8 starting at 7 p.m.** in the Main Meeting Hall at JC-28 HQ in Tukwila, 14675 Interurban Avenue South. Please be there.



Local 174 treated its Oak Harbor Freight Lines ULP Strike picketers and their families with thank-you luncheons celebrating their Solidarity on the line after the October and December General Membership Meetings. Top row, at the December luncheon; bottom row, at the October luncheon.

TEAMSTERS UNION AND DHL REACH SEVERANCE AGREEMENT

CONFERENCE CALL OUTLINES LATEST DEVELOPMENTS IN DHL'S ABANDONMENT OF THE DOMESTIC U.S. MARKET



Local 174 Senior Business Agent Tim Allen, above, outlines the DHL Severance Agreement for already-laid off DHL members at the December 11, 2008 General Membership Meeting. Photo by Bill McCarthy.

Teamsters Local 174 Secretary-Treasurer **Rick Hicks** and Senior Business Agent **Tim Allen** were included in a National Telephone Conference held Friday morning, November 21, 2008 with other Local Unions signatory to the DHL National Agreement. The purpose of the Conference Call was to hear about the latest developments in DHL's corporate decision to virtually abandon the U.S. Market.

DHL's plans call for reducing what today are approximately 5,800 jobs in the U.S. Market to about 500 jobs nationwide by the end of January 2009. Plans call for the Seattle Cluster to be reduced to one station and between 30-40 drivers more or less depending on volume. It is currently anticipated that the effect at BFX will be minimal. These plans were finalized in an emergency change of operations meeting that was held the first week in December. IBT Express Division Chairman **Bill Hamilton** also laid out the terms of the Severance Agreement negotiated by the Express Division and DHL. Following are the major points in the Agreement.

SEVERANCE AGREEMENT PARTICULARS

Severance Eligibility: Any member not terminated for cause, whose layoff was the result of a reduction in volume, from June 6, 2008 through February 15, 2009, and who has at least one full year of service with DHL is eligible for the severance payments. This includes people on Worker's Comp, FMLA, off the job injury, furlough, and leave for Union business.

Severance Payments: Payments will equal two weeks pay for every year of service with the Company up to a maximum payment of 11 weeks. These payments will also include payments for health & welfare and pension as required by the various trusts around the country. However, in keeping with the contract, any superior local conditions as they relate to severance will prevail. Payments will be made at 40 hours per week as a "continuation of salary." (Weekly payments)

Accrued Vacation Time: At the conclusion of the severance payments, employees will be paid accrued vacation, sick leave, and unused floaters on a lump sum basis.

Severance and Recall Rights: Acceptance of the severance package will end your employment relationship with DHL. Take the money; give up your five-year recall rights. Which, given the current circumstances, may not be that big a deal. However, it is something each of you needs to carefully consider based upon your seniority number and individual circumstances.

WARN Notice Triggers Rapid Response Team: The receipt of the official WARN Notice by the Local triggered a whole host of assistance from Federal, State, Labor and Community-based agencies. These efforts are coordinated through the Seattle-King County Rapid Response Team. The Rapid Response Team met with Tim, Tony Truant, and several Shop Stewards on November 26th to discuss options out there for those displaced members. A similar agency exists for Pierce and Snohomish Counties but for the sake of expediency those agencies have agreed to let the Seattle-King County Rapid Response Team coordinate this effort. After this meeting we hope to have a better idea about assisting displaced members with retraining options, job placement, resume assistance, unemployment issues, etc.

DISCUSSION MEETING

A meeting with all affected members took place on Saturday, December 20, 2008 to discuss the severance, and Rapid Response Team possible assistance. Tim reported on what happened at the change of operations meeting. Questions about the severance agreement, and assistance opportunities, were discussed in depth, and answers were provided by Rick and Tim.

Summing up the current situation following the December 20 meeting, Tim said to the affected Local 174 members, "These have been difficult times at DHL. Finally we are getting answers to the questions about the Company's plans and its effects on us. Rick and I want to thank all of you again for your support during this unimaginably heartwrenching time for you and your families. If you have any questions and concerns, please do not hesitate to contact us at the Local."

LAST DAY FOR ACCEPTANCE

The last day for acceptance of the package is March 31, 2009. "Surviving employees," those on the payroll as of February 15, 2009, will receive an additional 90 days protection against further reductions.

POLITICAL ACTION REPORT

By MICHAEL GONZALES, Local 174 Business Agent/Organizing and Political Action Director

NOW LABOR MUST BUILD ON OUR 2008 SUCCESS

The Teamsters Union spearheaded a massive get-out-the-vote effort on behalf of President-Elect **Barack Obama** in the months leading up to Election Day, November 4, 2008. That effort paid off, with Obama and his running mate **Joe Biden** claiming a historic landslide victory for the Democrats, ending the terrible 8-year anti-union reign of President **George W. Bush** and the Republican Party.

Many Local 174 members campaigned hard for Obama and for the other vitally important candidate, incumbent Washington State Governor **Christine Gregoire**, also a Democrat. Local 174 members, working often with IBT's DRIVE personnel, visited many people in their homes, talking up Obama, Gregoire and the Teamster viewpoint on the news of the day.

Local 174 did its part. It was one of the most active Locals in Joint Council 28 in the Political Action area.

LOTS OF FACE TO FACE CONTACT

The IBT estimated that more than 40,000 Teamsters volunteered to hit the road helping get out the vote in the 2008 campaign, and hundreds of them were from Local 174. There is no doubt the heavy Labor vote all across the U.S. made a big difference.

The IBT also estimated that more than 500,000 rank-and-file Teamsters were visited at their work sites by those volunteers — and many of them were 174 Teamsters, plus their family members also were also presented with the "Teamster view" of things.

WHAT COMES NEXT ON THE POLITICAL FRONT?

So, Obama won, Gregoire won, and many other pro-worker candidates won. What now?

Now Teamsters everywhere must make sure the politicians we helped get elected, work to pass legislation to help working families and Organized Labor.

We must make sure the Democrats, led by President Obama, fight for the Employee Free Choice Act, which essentially calls for the freedom to join unions, a right undermined severely in the past eight years by Bush.

The EFCA will make organizing easier through card check recognition, and it will provide tougher safeguards and remedies which the National Labor Relations Act clearly does not provide for workers attempting to organize their workplace.

And we must make sure universal health care for all Americans is fought for, not ignored, as a concept.

TIME FOR ACTION, NOT JUST SHADOWBOXING

There is no time to dawdle on the political front. Many municipal and statewide elections are just around the corner as 2009 begins to unfold.

Local 174 thanks everyone who helped out politically in 2008, and hopes you continue your interest and efforts in the present and the future. Political threats from the enemies of Labor and working people never cease.

YRCW ECONOMIC RELIEF PLAN: WAGE CUTS, BUT PROTECTION OF BENEFITS

On Wednesday, December 3, leaders of IBT Freight Local Unions from across the country, including Local 174, overwhelmingly endorsed an Economic Relief Plan for the YRC Worldwide Inc. (YRCW) Companies that will protect tens of thousands of Teamster members' jobs and their retirement security. Local 174 was represented by President **Ted Bunting** and Business Agent **Roger Pardo** at the meeting, which was in Scottsdale, Arizona.

A Local 174 Discussion Meeting was held



Many members at the Discussion Meeting wanted clarification on the IBT's standpoint.

Sunday, December 7 at 10 a.m. at the Tukwila Teamster Building, in the Main Auditorium, for this Local's affected members. The Economic Relief Plan was explained, and questions were answered about it. As can be seen by the accompanying photos of some of the members who had questions, the discussion was thorough.

As was pointed out at the meeting, the Plan calls for a reduction in gross wages and mileage rates of 10% effective the first payroll period after ratification through the term of the National Master Freight Agreement (NMFA) — March 31, 2013. The wage and mileage increases called for under the NMFA will also be reduced by 10%. The cost of living adjustment is also suspended for the life the Plan.

The economic relief provided in the Plan was limited to the 10% wage reduction. There are no changes to any health, welfare and pension contributions. These plans are funded as provided for in the NMFA.

A full copy of the Plan has been mailed to affected members in the ballot packages by the IBT. The ballots are scheduled to be counted on or about December 30, 2008. Ratification or rejection by the voting members results will be available shortly thereafter.

WHY HAS THIS HAPPENED?

About 40,000 Teamsters are actively employed at the affected YRCW Companies — Yellow Transportation, Roadway, USF Holland, and New Penn. The Plan is simply the only



There were many questions about how Local 174 leaders view the Severance Agreement.

way available for the IBT to respond to the ravages on the Freight Industry of the current recessionary times.

"Today's overwhelming support clearly shows that Local Union leaders from every area of this country know how bad this recession is, and they are confident that this agreement will protect the livelihoods of our members and their families," said **Tyson Johnson**, IBT National Freight Division Director. "No one wants to see wages get cut, but this agreement will help get the Company through this deepening recession while protecting the jobs, health, welfare and pension benefits of our members."

"We are facing the worst economy in decades, so we need to act now to protect our members and their families," said **Jim Hoffa**, IBT General President.

"We worked hard to draft a plan that holds the Company accountable," he stressed. "The plan requires equal sacrifice among all YRCW employees, and we have the ability to obtain stock in the Company, and to place restrictions on where the savings can be used, among other protections for our members. I am confident that when our members read the plan details, they'll agree this is a necessary step during these very, very difficult times."

WORSENING ECONOMY

The Economic Relief Plan comes as Trucking Companies continue to get battered by a worsening economy, especially YRCW. Most of the for-hire Trucking Companies are now entering the third year of a recessionary downturn. Operating results at YRCW were trending negative long before the mortgage banking and financial markets collapsed in 2008.

As the largest Trucking Company in the country, YRCW has felt the General Freight Industry's downturn most acutely, but lower volumes have been reported at virtually all National Carriers for some time. Continued setbacks in the housing and automotive-related sectors coupled with collapsing consumer demand suggest it will be late 2009 if not 2010 before positive tonnage numbers return.

Because of a series of tightening loan re-

quirements over the next several months and the potential for further erosion in this soft economy, the Union's independent experts have determined it is questionable if YRCW can generate enough cash to survive a prolonged downturn. Even under the best scenarios, YRCW will be stretched to its limits over the next two years and managing liquidity will be the primary business task over that time period.

YRCW's stock has dropped by 80% over the past year and, as a result, the banks have mandated virtually all of its assets now to be pledged on its current debt. This essentially means YRCW has no further opportunity to borrow money and could face the ultimate liquidity crisis next year.

The Union believes it has only one opportunity in 2008 to help this Company recover its financial footing and position in the Trucking Industry. It is not only current Teamsters that could be impacted by a failure of one or more of YRCW's Trucking Subsidiaries. Tens of thousands of retirees, both Medicare and non-Medicare eligible, could either lose their medical coverage if the Union were to delay action



The major consideration for all present at the Discussion Meeting, of course, was, what will happen in the future? Photos by Bill McCarthy.

at this critical juncture. The implications for current and future pensioners would be just as dire, as the number of retired participants would swell enormously and shift untold burdens on other employers who can ill afford additional financial pressure in this economy.

NOW IS THE TIME TO ACT

The team of professionals the Union has assembled to verify the Company's prospects under various scenarios has concluded that any further financial distress on YRCW during the remaining years of the 2008-2013 NMFA would threaten the ultimate economic security of hundreds of thousands of Teamster members and retirees.

"The time to act is now," Johnson said. "The livelihoods of more than 40,000 Freight Teamsters and their families are at stake."

STAY INFORMED! READ THE LOCAL 174 WEBSITE! "WWW.TEAMSTERS174.ORG"

NEW LOCAL 174 EXECUTIVE BOARD VICE PRESIDENT

By **BILL McCARTHY**

Abe Taylor has been appointed Vice President by the Local 174 Executive Board to fill out the remainder of the term in office of retiring Vice President **Mary Stuart-Fairburn**.

Mary, a longtime Horizon Lines employee and Board officer at both Local 174 after and Local 741 before the merger of the two Locals in 2002, retired effective December 2008 for personal reasons. The Board's officers' term expires on December 31, 2009.

Abe is employed at COHO (Columbia Distributing). He is a veteran Shop Steward, served on Columbia Distributing's Union Bargaining Committee in past negotiations, and is a longtime Activist who has been



ABETAYLOR
Columbia Distributing

involved in many aspects of Local 174 projects.

LOOKING FORWARD

Of his new opportunity Abe said, "I am sorry Mary had to resign. But I am excited to be able to follow in her footsteps and serve the Local Union and my fellow members as Vice President."

He added, "The upcoming months, and hopefully years thereafter, will be very interesting and rewarding to me personally. It is gratifying to be on the Board now, at a time of increasing negotiating and organizing opportunity for Local 174, the International Brotherhood of Teamsters, Joint Council 28, and all of Organized Labor in general."

TEAMSTERS ULP STRIKE AT OAK HARBOR

PICKETERS ON LINE THROUGH ENTIRE HOLIDAY SEASON

By **BILL McCARTHY**

The Oak Harbor Freight Lines Unfair Labor Practice Strike started on September 22, 2008. In Auburn, Local 174 and Local 763 picketers are holding firm on the line. They just spent the 2008 Holiday Season picketing, and there is no end in sight to the ULP Strike. Negotiations of the Teamsters with OHFL have dragged on for over a year. The Contract expired October 31, 2007. About 600 members are in the multi-state, multi-Local Union bargaining unit. Signatory to the OHFL Agreement are Locals 81, 174, 231, 252, 324, 483, 589, 690, 760, 763, 839 and 962; Alaska/Washington/Northern Idaho JC-28 and Oregon JC-37. Local 174 has approximately 200 OHFL members, and Local 763 has approximately 70.

Many volunteers from other Teamster Locals, other Unions, retiree groups and community organizations have stepped forward to help the 174 and 763 picketers on the Auburn line. Meantime, all the Teamster Locals involved are demonstrating against OHFL in different ways in their home areas. There is strong vocal support from Labor leaders in Oregon, Washington and Idaho.

An important event took place in December 2008. The independent, humanitarian organization, International Labor Rights Forum, reported numerous obvious Oak Harbor Unfair Labor Practices in a new study it conducted, and which it released worldwide via the Internet. Its findings included:

1. *African-American and female replacement employees working at Oak Harbor have suffered discrimination in their work assignments.*
2. *Oak Harbor's decision to permanently replace its employees was a*



There was, as 2009 dawned, no end in sight in the OHFL ULP Strike. The Company remains as cold as the winter weather has gotten.

tactic to interfere with a legitimate Union's attempt to bargain a new Collective Agreement. 3. Oak Harbor hired a subcontractor, Jim Rexroat, who has used unethical and unlawful business practices, including deceptive hiring practices and failing to pay workers the wages they were promised. 4. Oak Harbor's decision to eliminate health coverage for its retired employees is incompatible with the ethical principles to which the Company claims to adhere.

TEAMSTERS DON'T INTEND TO LOSE THIS IMPORTANT STRUGGLE

Upon learning of Oak Harbor's unfair response to a Legal ULP Strike, when it unilaterally and unfairly stopped paying for Healthcare Benefits for current workers and retirees, some of OHFL's biggest retail customers left abruptly. These include REI, Urban Outfitters, the Gap, and JC Penney. Others will leave soon, as the vultures are beginning to circle above the Oak Harbor Company, which is bleeding greenbacks profusely.

Teamsters picketing and leafletting across the affected three-state Region will not give up. The IBT cannot let one rotten mavericky Company hurt, with Unfair Labor Practices aimed at breaking part of it, the many loyal National Master Freight Agreement companies and workers.

Oak Harbor Freight Lines began their anti-union offensive in the anti-worker Republican Bush Era with an intent to squash two seemingly vulnerable Local Unions in Auburn, Washington. Now as 2009 goes on, OHFL finds themselves fighting the entire mighty, and angry, IBT at the beginning of the pro-worker Democratic Obama Era.

It has been extremely bad public timing by OHFL Corporate Bozos and their legal eagles, some of whom will soon be seeking new jobs themselves.



Top left picture: At the October General Membership Meeting, Business Agent Brian Davis introduces some of the chief OHFL picket captains. The other three pictures are snowy, cold December picketline shots taken right before Christmas.

UTILITY VAULT & SUBURBAN PROPANE

TOUGH NEGOTIATIONS LEAD TO SOLID NEW AGREEMENTS

By **DAVE JACOBSEN**
Local 174 Business Agent

After many months of negotiating with **Utility Vault**, we finally reached a 3-year Agreement with full retroactivity. We achieved wage increases of \$0.60, \$0.45, \$0.45, and were successful in decreasing the members' out of pocket health & welfare (UEBT) plan.

The Company dug in their heels over their proposal for the Company health & welfare plan. As most of you know, the Teamster Taft Hartley Plan is the preferred plan for our members. We have a shared voice when it comes to benefits. A Company plan would leave us at the mercy of the Company for increases to members, and plan changes raising yearly out of pocket for individuals and their families. The pension contribution was increased by \$0.30 for the life of the Agreement.

I would like to thank Shop Stewards **Mike Kelly** and **Bret Van Sickle**



Bargaining Team members at Suburban Propane at a pre-ratification vote negotiations discussion.

for all of their patience and hard work during negotiations.

We were also successful in reaching a 3-year Agreement with **Suburban Propane**.

We negotiated a total package of \$1.62 in the first year, wage increases of \$1.00, pension increases of \$0.11, and health & welfare increased from the Company of \$0.51. Whatever merit increases for the shop will enhance their overall package.

I would like to thank **Ron Hunsaker** for his negotiating knowledge. He's been on negotiations with his employer for the past 4 contracts.

Congratulations to our members at both of these Companies. In Solidarity!



Bargaining Team members at Utility Vault after contract ratification.

ORGANIZING DEPARTMENT REPORT

By PATTY WARREN, Local 174 Senior Business Agent/Organizing and Organizing Department Director

CHANGES BREWING IN BEER INDUSTRY

Earlier this year, the largest non-union beer and wine distributor in the area, Alaska Distributors, lost the Coors account to Columbia Distributors. This triggered a number of changes in the Beer Industry.

Columbia reorganized, merging Columbia Distributing Company, Mt. Hood Beverage Company and Gold River Distributing. It then announced it was acquiring the Western Washington beer and portions of the non-alcoholic beverage business of Alaska Distributors. In addition to picking up the Coors account, Columbia purchased the physical assets of the Alaska facility in Kent. The current Columbia facility in Renton is under a contract with Local 174.

Local 174 met with representatives of the newly formed entity. We found out Columbia planned to physically integrate both operations into the previous Alaska facility. We also knew there would be around 250 Columbia employees and around 150 previous Alaska employees. In our opinion, that would trigger an "accretion" under federal labor law, and the previous Alaska employees would immediately come under the terms of our contract with Columbia. The physical integration of the facilities is planned for this upcoming Spring.

While this all sounds great, it presented us with a huge challenge. Our Columbia contract expires at the end of February. We would need to start negotiations on that contract before the integration takes place. This set up the possibility we would be negotiating a contract covering 400 lives when we did not legally represent 150 of them and they could not partici-

pate in bargaining. We immediately started an organizing drive, with the help of **Jim Kramer** and **Joe Forcier**, two Local 174 members working for K & L. Alaska still operated the facility at that point, and they were not cooperating. We had the usual hassles, with our organizers being thrown off the property, threatened with police, and one termination.

We got the terminated employee back to work within 24 hours, but the intimidation campaign by Alaska management — who would not be working for Columbia — was causing unnecessary problems.

We met with Columbia again, and quickly negotiated a "Card Check and Neutrality Agreement." That agreement gave us access to the Alaska facility to solicit authorization cards. Columbia agreed not only to give us access to the facility, but also to remain neutral while we spoke with the Alaska employees about the Union. Columbia further agreed that if the Union achieved a majority of authorization cards, Columbia would grant voluntary recognition for that group of employees so they could participate in negotiations.

Columbia took possession of the facility on Monday, November 3. Organizers **Michael**

Gonzales and myself, **Patty Warren**, walked to the facility for the first time on Wednesday, November 5. Over the next two days, with the cards in hand that had already been collected by Jim and Joe, they achieved the goal of a majority of cards. On November 12, a neutral third party checked the cards for accuracy certified that a majority of the employees signed authorization cards on behalf of Local 174.

The two groups of workers came together for the first time at the Union Hall on Saturday, November 9 for a Demands Meeting for their new contract. It was a lively and exciting meeting. The workers at the Kent facility have now chosen their Bargaining Committee representatives, and we've begun negotiations for a new Collective Bargaining Agreement that will cover approximately 400 members.

With the stage set for the combined operation out of the Kent facility, Local 174 has regained the strength in the Beer Industry we lost almost 30 years ago. We look forward to an improved contract, to a great relationship with a newly organized and larger Columbia, and we welcome the previous Alaska employees to the Teamster family.

TEAMSTERS TRAINING CENTER

Is Looking For Apprenticeship Applicants To Be Teamster Construction Truck Drivers
Women And Minorities Are Encouraged To Apply
1-888-600-8297 or www.teamsterstraining.org

UPS DIVISION REPORT

By TED BUNSTINE, Local 174 President and UPS Division Director

'9.5 COMMITTEE' AGREEMENT AND OTHER ITEMS

There has been an agreement reached by the "9.5 Committee" as outlined in Article 37 Section 1 (c) of the NMUPS Agreement. The new Guidelines are as follows.

ARTICLE 37 (9.5) GUIDELINES

1. The "Opt In" List shall be maintained in the Center Manager's office.

2. If a driver has met the threshold outlined in Article 37 Section 1 (worked three (3) days over 9.5 hours in a workweek), he/she and their steward may meet with the manager and have their name added to the "Opt In" List.

3. Once added, they must stay on the list for five (5) months, excluding November and December. After the required five (5) month period, the driver's name will automatically come off the "List". They may have their name added back to the "List" if they meet the requirements outlined in (2.) above.

4. Once a driver's name has been added to the list, the Company will comply with Article 37.

5. Drivers on extended routes will qualify for relief under this article provided the Company can reasonably dispatch work to other drivers. Note: This constitutes no change from

the 2002-2008 Contract as there was an understanding to this effect between the parties during those negotiations.

These guidelines are effective immediately.

OTHER NEWS

In other UPS News, a meeting will be held on Sunday January 11, 2009 at 10:00 am to discuss the Article 22.3 jobs in Local 174's jurisdiction. This meeting will take place at the Teamster Building at 14675 Interurban Ave S., Tukwila, WA 98168.

UPS FREIGHT

January 2009 will be a busy time for UPS Freight Grievance Hearings. The first National UPS Freight Grievance Panel is scheduled for January 6-8.

I am hoping that this Grievance Panel will give us answers to four grievances that have were filed right after ratification. The West Region UPS Grievance Hearings will be held in conjunction with the West Region UPS Freight Grievance Hearings January 26-29.

So far there are seven grievances scheduled to be heard at that time.



New Local 174 member at UPS who was sworn-in at GMM on December 11 Nick Jovanovitch, with his uncle, Donny Jones. This is a Teamster family. Donny is a 29-year veteran 174 member at Boeing. Donny's father Jack Jones was a longtime Local 174 member in the 1930's through the 1940's who worked at Roselle's Fruit and Produce. Nick's great uncle Peter Medalia, a 174 member, worked at K&L Beverage. And his great grandfather Anthony Belanich was a Teamster with another Local who worked at San Juan Fish Packing House.



BROKEN WHEEL

The following Local 174 members or relatives passed away recently. We offer our sincere condolences to their families and friends.

May They All Rest In Peace.

ART GUNDERSON
Sound Oil

VINCENT P. GIAMPAPA
Boeing, Retiree

TOM BERNARD
Former 174 BA

TEAMSTER STORE AT LOCAL 174

- Monogrammed Local 174 logo coats, hats, shirts and many other items can be purchased at the Local 174 Office.
- For prices of the items, please contact Local 174 Business Agent **Dave Jacobsen** at 206-441-6060.
- Members can also purchase Local 174 merchandise at our General Membership Meetings.



TEAMSTERS HISTORY



Graphic Art by David Jacobsen

GTRC MEMBERS HELPING OHFL PICKETERS



Left photo: Local 174 Secretary-Treasurer Rick Hicks fills in the members at the General Teamster Retirees Club's Annual Christmas Meeting and Luncheon on December 10 about the Oak Harbor Freight Lines Unfair Labor Practice Strike. GTRC members come from Locals 38, 117, 174 and 763. They meet in the JC-28 HQ Building in Tukwila. Right photo: After the meeting, GTRC President Hank Thompson and GTRC Secretary-Treasurer Mary Pekarek pose in the 174 Office with a collage of Oak Harbor picketline pictures. The collage, by Mary, is now hanging in the Local Office. With them and Hicks is 174 Business Agent Dave Jacobsen. Photos by Bill McCarthy.

By BILL MCCARTHY

The retired members of the General Teamsters Retirees Club have been through Strikes, Negotiations — and everything else affecting active members in Local 174 and other Teamster Locals today. Many of them are doing what they can to help the Oak Harbor Freight Lines Unfair Labor Practice Strike picketers in the present tough wintery weather. They are individually bringing food, drink, firewood, and just good cheer to those on the line.

Why do they know something about how the picketers feel?

In the never-ending Labor-Management struggle, there is really nothing new under the sun. Let's consider some comments of the foremost Local 174 commentator of all-time, longtime Secretary-Treasurer **George Cavano** — on issues still as important now as in his times. The comments are from four of his columns in the Local 174 *Teamster Record*. His words could have been written today.



GEORGE CAVANO IN 1958
Local 174 S-T 1952-1975

NOVEMBER 15, 1962: VOTING IS NOT ENOUGH

Well, the results of the November 6th Election are already known, except for a few positions in the State Legislature. All in all, the candidates supported by this Local did quite well. ... Now we should watch those officials ... elected and compare their performance with their campaign promises, while these promises are still fresh in our minds. ...

It is so easy for we, the voters, to lapse into an attitude of, "Well, we cast our votes, now there is nothing we can do until the next Election." This isn't true. We can keep those elected officials on their toes by letting them know how we feel on any proposed legislation. We can write cards or letters to those concerned with such matters and let them know what we believe should be done.

By doing this they'll know that they aren't operating in a vacuum — and that they can't forget the voters until Election Time rolls around again.

DECEMBER 15, 1962: UNDERSTANDING EACH OTHER

Whenever you start discussing almost any subject with someone else or with a group ... you generally soon arrive ... where one of you will say: "Oh, no, that's not what I meant at all. You misunderstood me." Sometimes it's the hardest part of a discussion, argument, negotiation, debate, conference — call it what you want — but whenever you start discussing almost anything with anyone you almost always find that much of the smoke and thunder generated comes from misunderstanding.

How many times have you been plenty hot under the collar, with your blood pressure going up ...

the more you talk with someone — then suddenly you find that most of the bone of contention is really misunderstanding of what each of you is saying? Or means? I know; it's happened to me plenty of times. As someone once said, "We're both talking the same language but we're sure not understanding each other." Just think for a minute of how many times you've suddenly said: "Hey, that's not what I meant at all."

The same thing happens on national and international matters. Have you ever noticed how long it will sometimes take for pre-conference meetings to reach an understanding on the meaning of various terms to be used at the top-level meeting? I've noticed many times that these pre-conference meetings take weeks and months to arrive at common meanings to be used at the conference, while the actual conference will last only a few hours or days.

And all too often in both personal and public matters, there are unscrupulous groups and individuals busily adding fuel to misunderstandings and twisting and distorting them to their personal benefit. The more controversial the subject, the more ... twisting by these vultures who turn misunderstanding to their advantage.

DECEMBER 31, 1962: LOOKING BACK AND AHEAD

I've always thought that the Beginning of a New Year was a good time to sort of take stock and chart your course for the coming twelve months. ...

But, I think that it is also a good time to look back and see what you've gained — or lost — during the past year. The successes give you sense of accomplishment which makes greater accomplishments seem possible — no matter what jokes are made about New Year's Resolutions. By looking both backwards and ahead, you get a better perspective on a lot of things; and I think you can see what are the really important things done, and to be done. Looking at problems from day to day it's human-like to sometimes miss the Forest for the Trees.

For example, over the years I've fought constantly for Bigger and Better Pensions. Sometimes the issues I was fighting for may not have seemed really important to some of the members. Take the matters of Vested Interest in Pensions, Early Retirement, Beneficiary Benefits, Breaks in Service, Adjustable Retirement Income so that if a member retired early he could receive more from the Teamster Pension until his Social Security started — in this way a member could count on a certain level of income when he retired. These are only a very few of the ... many problems or questions that I've argued about ... to protect ... every member.

But, until we come up against one of these questions we frequently fail to realize how important they can be. I know that some of the members, particularly the younger ones, look at retirement age as being so far off in the future that they sometimes think, "Oh ... I'll think about it later on."

Well, if you could talk to some of the members who retired in the past year you'd know how important the right answers to these questions can be when you need them. Many of the retired mem-

bers have told me, "George, I just never realized why you made such an issue of certain phases of the Pension Plan. But now that I'm retired I see how important they are, and I want you to know that I appreciate your fighting for them."

I'm human and I get a big "lift" out of being told this, but ... I'm only doing my job when I fight to protect any of the rights of any of the members.

JANUARY 30, 1963: LABOR IS PARTLY TO BLAME

Labor is partly to blame for the progress which Anti-Labor has been making. Labor has, in general, not kept its members sufficiently informed and organized to meet these threats. Then, too, there has been a combination of many factors which has made much of Labor sit back and "take it easy."

By this I mean that a War with resultant high employment, a Post-War Boom, an Expanding Economy which has begun to falter, and a chipping away of what used to be called "Labor's Rights" — these factors have all contributed to the weakening of much of Labor's concern.

To this add the fact that the Depression of the 1930's is a number of years back. New generations have grown up, and due to the factors I have mentioned above, they have walked into jobs with wages and benefits gained thanks to those who battled for them during those Depression Years.

Those who fought for decent wages and benefits know how tough things can be if Labor isn't organized. They also know that an individual has no chance unless he is part of Organized Labor.

But ... the years have passed since the Depression, and many of those who fought for Living Wages and Decent Working Conditions are no longer active in the Labor Movement. Age has caught ... them.

It seems ... we are no longer as sensitive to the Labor Creed. It used to be that a Good Union Man would never patronize any non-union enterprise or buy any non-union product. He would insist on seeing the Union Card before he would give a shop his patronage. ...

But today we frequently see "Good" Union Members buying non-union products and patronizing non-union shops. Perhaps it's a result of the general letdown from the War Years, and the fact that a goodly portion of the members did not go through those years of fighting to gain what we enjoy today.

It is up to every ... one of us to stop and think about this threat to our wages and jobs. We've got to again get actively interested in selling ourselves to our neighbors and our friends — on what Organized Labor really means to ... us.

We have to realize that we can lose — almost overnight — many of the gains which we now enjoy. And we can only keep them if each and every one of us takes an active part in showing a pride in Organized Labor and what it really stands for — a Decent Day's Pay for a Decent Day's Work.

If we, as Union Members, don't take pride in our Organization — how can we expect the support of the ... public? We can't afford to ... be complacent and we shouldn't want to. We should be proud to show others what we are striving to gain, and why.