



TEAMSTERS LOCAL 174
 14675 Interurban Avenue South
 Tukwila, Washington 98168-4614



THE LOCAL 174 Teamster Record

Official Publication of Teamsters Local 174 • Tukwila, Washington • • • Volume 2, Number 1 • January-March 2008

JOE DONLEY KEEPS ON TRUCKING Over 2,000,000 Accident-Free Miles So Far For 24-Year Veteran Local 174 Driver At Peninsula Truck Lines

By **BRIAN DAVIS, Business Agent**

Veteran Local 174 Member **Joe Donley** has driven a long way safely for his employer, Peninsula Truck Lines. To be exact, he has driven more than 2,000,000 accident-free miles, which is no minor accomplishment on today's crowded and frantic highways.

Joe, an Auburn P&D driver, started with Peninsula Truck Lines in October 1983. In his earlier years he had many regular P&D routes, and later he spent several years on dedicated Kenworth runs. He currently works on the AM dock and handles P&D throughout the Auburn/Seattle area wherever he is needed.

Joe has not had an accident, as we noted earlier, in his entire 24 years of employment with Peninsula Truck Lines.

When asked to compare what it is like to drive in today's atmosphere compared to when he first started driving, Joe told us, "The roads are much busier and congested today, and there are more drivers who are disrespectful than there used to be."

He assured us that he always enjoyed his job in past less hectic driving days, and that he still enjoys his job now. He said, "My job keeps me busy moving from place to place and I like that. New things happen all the time to keep things interesting." Asked how he has maintained an accident-free career, Joe told us, "The most important thing to do in today's ever-changing world is to remain patient."

He added, "Always being a defensive driver, developing good driving habits and being extremely lucky are some of the chief keys to remaining accident-free."

Joe also told us that being a Teamster gives him a good feeling, and said he knows that benefits and job security don't come easy for



Left-to-right: Local 174 Business Agent Brian Davis, Local 174 Secretary-Treasurer Rick Hicks, and Peninsula Truck Lines Driver Joe Donley. Photo by Dave Jacobsen.

Local 174 and he appreciates the fact that Local 174's elected leaders and staff work hard for him and his co-workers.

Joe is an example of how Teamsters do it longer and better than others out in the in-

dustry. His example is one that we all can look to and say, that is how it should be done. Congratulations, Joe, on your remarkable accomplishment and we wish you many more safe, accident-free miles as your career continues.

Local 174 Soon To Celebrate 100th Birthday

On **February 19, 2009** Local 174 will reach a monumental moment — our 100th Birthday. On that date, it will have been an entire Century since this venerable Local Union's earliest officers signed our Charter. We have been featuring, and will continue to feature, historical articles in the *Teamster Record* about Local 174 and our place in the overall picture that also includes the IBT, the Western Conference of Teamsters and JC-28. In the meantime, we are getting ready to celebrate our birthday publicly.

As noted in the story about the February 2008 General Membership Meeting on page 4, a 100th Birthday Rank & File Committee has been set up to get ready for the Celebration. The Committee is being chaired by **Mary Stuart-Fairburn**, Local 174's Vice President.

Do you have ideas about what the Celebration should include, historical pictures, or stories to tell? If so, please contact Mary at 206-441-6060.

Secretary-Treasurer's Message

Our New 'Retirees Certificates' SAYING CONGRATULATIONS AND THANKS TO THEM FOR ALL THEY HAVE ACHIEVED

Sisters and Brothers:

Last month I received an e-mail from Business Agent **Tom Mann**, who had been contacted by a recent Local 174 Retiree.

Steve Dalseg from Nelson Trucking had communicated to BA Mann that he had not yet received his certificate similar to the one hanging on the office wall of his longtime friend and former co-worker **George Steele**. George also retired from Nelson Trucking several years earlier.



RICK HICKS

Tom forwarded the message to me so I called Steve to see if I could help resolve his issue. Turns out the Certificate that George had received was from the Western Conference of Teamsters Pension Trust, not the Local Union like Steve had thought.

HONORING LOCAL 174'S RETIRED MEMBERS

As a result of Steve's e-mail, I have decided to create a Local 174 "Retirees Certificate" honoring the men and women who retire from Local 174 — to show them the respect and appreciation for all they have achieved through their pursuit of social and economic justice!

The very first recipient of this "New" tradition was the aforementioned Steve Dalseg — who retired after 30 years as a Teamster from Nelson Trucking. This "Retirees Certificate" is the start of a long overdue gesture on the part



S-T Hicks and Steve Dalseg. Dave Jacobsen photo.

of Teamsters Local 174.

The "Certificate of Retirement" was designed entirely by current Local 174 Business Agent **Dave Jacobsen** — including the hand-drawn artwork showing the Local 174 Truck and the original horse and wagon featuring "Thunder and Lightning," the names of the original Team Drivers Horses.

THEIR HARD WORK MADE OUR LIVES MUCH BETTER

We owe our Retirees for every right and every wage and benefit package we enjoy today. So it is with great pleasure on my part to announce the beginning of this long overdue recognition to our members who reach retirement!

LOCAL 174 DUES OFFICE ANNOUNCEMENT

THERE ARE MANY REASONS TO KEEP YOUR DUES CURRENT

A member in good standing is one whose dues are paid by the last day of the month each month, or for quarterly payers, the last day of the month the first month of the quarter.

There are many reasons to keep your membership in "good standing" with Local 174.

✓ In order to run for Union office or to be eligible for sick dues, a member must have been in good standing for the prior twenty-four months.

✓ To be eligible for the International Scholarship, a member must have been in good standing for the prior 12 months.

✓ For your beneficiary to be eligible for the Life With Dues insurance, a member's dues must be paid through the month prior to his or her death.

✓ Your dues must be up-to-date in order to attend meetings and vote on contracts.

If a member's dues are not paid by the last day of the month, there is a \$10.00 per month late fine.

Once a member is 90 days behind in their dues, that member is automatically suspended. Once membership is suspended, the employer is notified that unless the member makes arrangements for payment, the contract is being violated and that member is in danger of losing their job.

In order to restore membership, back dues and fines must be paid in full. In addition, the Local 174 Bylaws stipulate that a \$250.00 re-

initiation fee shall be charged. The Dues Office mails reminder notices each month to any member who is not in good standing on the date the notices are generated. Please do not ignore them!

If your employer deducts your Union dues, there is some protection for keeping your membership in good standing.

However, once you are notified of a problem with your dues — [The Dues Office mails reminder notices each month to any member who is not in good standing on the date the notices are generated.] — it is your responsibility to contact the Dues Office at 206-441-6060 to take care of any shortage or discrepancy.

If you are not working for any reason, please contact the Dues Office for information on how to best protect your membership and not incur any additional fines or fees.

Dues are calculated based on your hourly rate of pay based on the International Constitution. If you make \$11.00 per hour or less, the dues are two times your hourly rate of pay, plus \$6.00 in assessments. If your hourly rate of pay is \$11.01 or higher the calculation is 2-1/2 times your hourly rate of pay plus the \$6.00. Public sector employees pay 2-1/4 the hourly rate of pay plus the \$6.00 in assessments.

Again, if you have any questions or feel that your dues are not being calculated correctly, contact our Dues Office.

2008 General Membership Meetings

Day And Time

March 13, Thursday, 7 p.m.
April 10, Thursday, 7 p.m.
May 8, Thursday, 7 p.m.
June, July, August, No GMMs
September 14, Sunday, 10 a.m.
October 9, Thursday, 7 p.m.
November 9, Sunday, 10 a.m.
December 11, Thursday, 7 p.m.

Initiates Meetings

Initiates Meetings will be held 2 hours prior to each above General Membership Meeting. However, there will be an Initiates Meeting on July 13, Sunday, at 8 a.m., although there won't be a GMM that day.

Location

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

The Local 174 Teamster Record

Official quarterly publication of the 7,000 members of Teamsters Union Local 174

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"

EXECUTIVE BOARD OFFICERS

Secretary-Treasurer Rick Hicks

President Ted Bunstine

Vice President Mary Stuart-Fairburn

Recording Secretary Launa Running

Trustees Carl Gasca, Jeff Anderson, Sr.,

Gary Bolen

TEAMSTER RECORD PRODUCTION

Editor Bill McCarthy

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.



HISTORIC NEW DHL AGREEMENT REACHED

By TIM ALLEN, Senior Business Agent

After nine months of tense, frustrating, but ultimately rewarding negotiations, the new DHL National Agreement has been completed. As we go to press it is being prepared for the membership's approval.

These negotiations have been labeled historic because this is the first new National Contract negotiated by the Teamsters in nearly forty years! Over the years I have been involved in numerous regional and national negotiations. Nothing compared with the complexity of this undertaking.

Those of you at DHL know the story — our invitation by the General President to be part of the “secret” discussions that took place most of the summer which helped lay the groundwork for the new contract. We revealed our participation in those meetings at our proposal meeting in August, and got down to the start of real negotiations in October. This was followed by our Local Rider negotiations in November and December. Further complicating negotiations were reports published in January, as national negotiations resumed, by two large brokerage houses, Morgan Stanley and Bear Stearns, recommending that Deutsche Post World Net — DHL's parent company — scale back its U.S.-based operations due to large financial losses. Similar reports have continued almost daily in financial papers around the world.

When we resumed the final round of negotiations in mid-February feeling the news couldn't get any worse, we were greeted with reports that DPNW's CEO had been arrested by German Authorities on income tax evasion charges. Despite all the upheaval and speculation swirling around us we were able to finish these historic negotiations.

Through it all you, the members of this great Local, have been fantastic! The support you have shown **Rick Hicks** and myself during this process has been greatly appreciated and noticed nationwide! While others attempted to derail your future, you were steadfast in your convictions. While we didn't like the secrecy of the early discussions, the reports from the investment community have offered some vindication for that earlier strategy by the International. In the end, I believe you

will be very happy with this new agreement.

The specifics of this historic agreement should be in the mail or have already arrived as you read this, but in general terms: As we have discussed before, you wanted to keep as close to the old Master Freight Agreement as possible. I think we accomplished that. Articles 1-39 in both agreements are nearly identical. You wanted to keep your Local Rider and negotiate it locally. We did that with good results thanks to the hard work of your elected Bargaining Reps — **Brian Norman, Kalani Baker, Noel Desimone, Paul Costa, Puni Daniels** and **Sam Cote**. Virtually all of the issues we had with earlier versions of the PUD have been fixed. No onerous Cardinal Sin Language, no limits on the number of Stewards, and no national attendance policy. True, we gave up the “hammer” but when was the last time we had a strike over a grievance issue? Instead we have gained a streamlined grievance procedure, with an impartial arbitrator at the national level, to make an immediate decision on cases should the Union and the DHL management members of the committee be unable to reach a majority decision on a specific case. Yes, there will be part-time loaders and unloaders, like at UPS, with a similar wage and benefit package. However, the job protection language built into this agreement, should lessen their impact at least here locally. The card check/neutralty provisions will allow us to grow the membership at DHL.

The proposed economic package represents some of the biggest increases seen at DHL/ABX. It far exceeds what we would have received under the NMFA, and allows us to keep pace with Big Brown. A new shorter progression schedule will provide welcome increases quicker to those still in progression.

As mentioned in previous articles, the main theme of these negotiations is change. This contract opens the door on a new beginning for DHL, allowing DHL the flexibility needed to effectively compete in the U.S. market while at the same time providing financial and job security for our members.

UNITED PARCEL SERVICE REPORT

By TED BUNSTINE, President

Looking For Former FedEx Drivers Who May Now Be Working For UPS Or DHL

As you may be aware, a lawsuit was filed against FedEx Ground Package System, Inc., in Washington State in 2004, claiming that FedEx misclassified its pickup and delivery drivers in both the Ground and Home Divisions as “independent contractors,” when they were really treated as employees — and that, as a result, FedEx owes the drivers overtime pay for hours worked over 40 in any given work week and reimbursement of uniform expenses.

This lawsuit has been certified as a class action by **Judge Gregory P. Canova** of the King County Superior Court, and the law firm of **Schwerin Campbell Barnard & Iglitzin**, which has represented Local

174 in numerous matters, has been approved as “class counsel.”

Trial is set for June 2, 2008. The law firm is looking for any current UPS or DHL drivers who formerly worked for FedEx Ground or FedEx Home, who might be willing to testify as to the similarities and differences between their former job as a FedEx P & D driver, versus their current job as an acknowledged employee of UPS or DHL.

If you are interested and willing to assist the FedEx drivers in this matter, please call **Dmitri Iglitzin**, FedEx Class Counsel, or his paralegal **Betsy Miller**, at (206) 285-2828 or toll-free at 1-800-238-4231. All communications will be kept strictly confidential.

NEW IBT NATIONAL MASTER FREIGHT AGREEMENT

By BILL McCARTHY

The results of the voting on the IBT's National Master Freight Agreement and Supplements were announced February 10, 2008, and they were an overwhelming approval and ratification of the Agreement.

Ballots for the proposed changes to the NMFA and Supplements were mailed to Freight Teamsters January 15. Because the “national standards” were used as the model for negotiations with Freight Industry Employers, all Freight members participated in the ratification vote on the standards agreement, as they have for every National Freight referendum since the first National Contract in 1964.

Only a few Local Unions voted against either the NMFA itself, or their respective Supplement. Local 174 was one of them. The voting members of 174 said “No” to the National Agreement by a vote of 129 for it and 197 against; and the Supplement by a vote of 97 for it and 229 against.

In a February 10 press release the IBT said: “Teamster Freight members overwhelmingly ratified the 2008-2013 National Master Freight Agreement (NMFA) that protects existing Teamster jobs, maintains a strong wage and benefit package and provides new language to allow the largest unionized carriers a chance to better compete, which will give Teamsters more job security.

“This is a landmark contract because we



BA Roger Pardo read the language changes to the members at the meeting. Bill McCarthy photo.

won many economic gains despite this poor economy, and we have taken steps to allow the largest unionized companies a better chance to compete against the non-union competition,” said **Tyson Johnson**, Director of the Teamsters National Freight Division.

“This contract provides a more secure future for the 70,000 Teamsters covered by the NMFA and their families,” Teamsters General President **Jim Hoffa** said.

“The NMFA was ratified by a 67% margin. In addition, all but two of the 22 Regional Agreements were also ratified. (The two, covering Joint Council 7 in Northern California and the Carolina Automotive Supplement, have since been resolved.)

“The strong gains include record employer

health, welfare and pension contribution increases of \$5 per hour over the life of the Agreement, and wage increases of \$2.20 per hour and 5.5 cents per mile over the life of the Agreement, including 50 cents per hour in the first year. That's an average increase of 3.9% in wage and benefit-contribution increases.

“The Union also maintained the COLA, or cost of living adjustment, which kept wages up with inflation by providing an additional 10 cents per hour increase under the current Contract. The new language to help unionized companies compete allows the transfer of some long-haul, dedicated rail traffic back to the road and creation of a new classification, a “utility employee,” who can service freight on a more expedited basis.”

FEBRUARY LOCAL 174 GMM



Some of the Local 174 members in attendance at the February 10th General Membership Meeting. GMM photos by Bill McCarthy.

By BILL MCCARTHY

The morning of Sunday, February 10, 2008 was busy at the JC-28 Headquarters Building in Tukwila for Local 174 officers, staff and general members. Four meetings took place — all important to the membership of 174, and all full of information for those attending.

Politically 2008 is a crucial year for Local 174 — and all of Organized Labor. It is a Presidential Election Year. There is a great chance, if Labor helps “get the vote out,” of ending the Republican Party stranglehold on governmental power at Federal and State levels — and especially there is an opportunity to overcome the “executive order” tyranny perpetrated on Working People and Unions by the viciously anti-Labor, pro-Business Administration of President George W. Bush.

The regular General Membership Meeting was preceded by a regular monthly Initiates Meeting, an Oak Harbor Freight Lines informational meeting discussing pension matters, and a ratification vote meeting for Local 174 and Local 117 members employed by EXPEDX.

ROUTINE AGENDA

As all members know, there are several routine matters that are taken care of at the start of all Local 174 General Membership Meetings. The February GMM was no exception.

The members attending were welcomed, the oath of membership in Local 174 was administered to the Initiates who had just attended their preparatory educational meeting prior to officially swearing-in and becoming brand new regular members of 174, and the minutes of the January General Membership Meeting and the February Executive Board Meeting were read by 174 Recording Secretary **Launa Running**.

Then 174 Secretary-Treasurer **Rick Hicks** spoke.

S-T Hicks first mentioned the hard work being done by his office staff at the Local 174 Office, and thanked them. He reported that the Local 174 Communica-



Rank & File Standing Bylaws Committee members, left-to-right: **Dave Macelari, DHL**; **Steve Kienholtz, Yellow Transportation**; **Stuart Snow, Todd Shipyards**; **Wilson Worthen, Huttig**; and **BA Roger Pardo**. *Dave Jacobsen photo.*

tions and Education Department will be intensifying its efforts in 2008, and will make the Local 174 Website more reactive and interactive.

He emphasized the importance of Local 174's members paying attention to the Presidential Election, and added that Local 174 will itself be actively participating in political events during the remainder of 2008.

He then asked Local 174 Trustee **Gary Bolen** to talk about his own experiences during the recent Washington State Caucus voting. Gary said the caucus system is complicated but effective, and that he found most Union members in and out of the Teamsters Union optimistic about the upcoming Presidential Election but worried by the vituperous attacks going on between the Democratic candidates.

Hicks then reminded everyone that Local 174's 100th Birthday is coming up fast — on February 19, 2009. He said the Local will be having a big celebration to note the occasion. A 100th Birthday Rank & File Committee has been set up, chaired by Local 174 Vice President **Mary Stuart-Fairburn**. Mary urged members to call her through the 174 Office with ideas about what the celebration should include, and invited anyone who

is interested to serve on the Committee.

Hicks then talked about the progress of several negotiations, chief among them being the National Master Freight Agreement, just approved by the IBT's affected Freight members; DHL, which is now settled; Laidlaw and Seattle Times, which are in limbo; Oak Harbor Freight Lines, which is snagged in a lengthy frustrating struggle; EXPEDX, which saw its contract proposal ratified at the meeting prior to the GMM for the affected members of both Local 174 and Local 117; and UPS Freight, which recently affiliated with the International Brotherhood of Teamsters.

Hicks asked Local 174 Organizers **Patty Warren** and **Michael Gonzales** to speak about topics they have been directly dealing with. Patty reviewed Seattle Times and Laidlaw bargaining. Michael talked about the lengthy history behind UPS Freight (formerly Overnite), and motor cargo organizational efforts across the United States by the IBT Freight Division.

Then Hicks called on Business Agent **Roger Pardo**, the Chair of the Local 174 Rank & File Standing Bylaws Committee, to explain the mandatory changes to the 174 Bylaws. Printouts of them were

passed out, and the rank & file members of the Bylaws Committee were introduced and thanked for their recent intensive efforts.

OTHER BUSINESS

After Hicks and the others had finished speaking, the floor was opened up for open microphone discussion of issues both old and new, and after everyone who wanted to speak had spoken, the meeting was adjourned.

But first all members in attendance were thanked for their support, and all those members who have not been going to their Union meetings were urged to do so because they should take part in running their Union.

Teamsters Training Center

Is Looking For Apprenticeship Applicants To Be Teamster Construction Truck Drivers

Females And Minorities Are Encouraged To Apply

1-888-600-8297

or

www.teamsterstraining.org

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 Business Agent Dave Jacobsen at 206-441-6060.

● Members can also purchase Local 174 merchandise at our General Membership Meetings.

PENINSULA TRUCK LINES DEMANDS

A Contract Demands Meeting was held on January 19, 2008 for Local 174 employees working for Peninsula Truck Lines. The meeting was at the Joint Council of Teamsters No. 28 Main Meeting Hall at JC-28's Tukwila, Washington Headquarters Building, and it was well attended by the Peninsula membership.

Many issues were discussed and numerous pages of proposals have been submitted to the Bargaining Committee for review. The formal negotiations process began on February 12, 2008 and continued on the 13th. It appears much intense negotiating will follow. Local 174 congratulates **Dan D'Andrea** and

Dale Barnes, who have been elected to represent the Auburn facility at the Bargaining Table, along with Local 174 Secretary-Treasurer **Rick Hicks** and 174 Business Agent **Brian Davis**.

Said Davis, "We here at Local 174 look forward to bringing the members of our bargaining unit at Peninsula Truck Lines a finished contractual product they can be proud of."



In the pictures above are some of the members at the Peninsula Truck Lines Demands Meeting on January 19th. Photos by Bill McCarthy.

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

ALSO TAKING PLACE FEBRUARY 10TH

INITIATES MEETING

New members at their Initiates Meeting listen to Senior Business Agent Tim Allen fill them in about the long and colorful history of the Teamsters, and about the duties and privileges of belonging to Local 174. Photos by Bill McCarthy.

OHFL MEETING

Northwest Administrators Pension Rep John Mowery tells Oak Harbor Freight Lines members why the Western Conference of Teamsters Pension Plan is so much better than any employer-proposed plans floated during OHFL negotiations.

EXPEDX MEETING

At the Contract Ratification Vote Meeting for XPEDX members of both Locals 174 and 117. They voted to accept their proposed new Contract.

Governor Appoints Patty Warren To Marine Employees Commission

By **BILL McCARTHY**

Local 174 is proud to announce Governor **Christine Gregoire** has appointed Organizer **Patty Warren** to the important Marine Employees Commission (MEC). Patty will still be working full-time for 174. The term of her MEC appointment is February 21, 2008-June 15, 2011.

The Washington State Legislature established the MEC in 1983 to protect the rights prescribed by Chapter 47.64 of the Revised Code of Washington (RCW): *rights of employers, employees, labor organizations, and the public*. The MEC is meant, according to the RCW, to ensure that the operation of the State's Ferry System is not disrupted by labor disputes.

Secretary-Treasurer **Rick Hicks** said, "This is an important honor for Patty and our Union. She is the first Teamster ever to be appointed to the Marine Employees Commission."

The MEC's website points out that Washington State's Ferry System has America's largest ferry fleet, with 28 vessels carrying 25 million passengers and 11 million vehicles each year. It is very important to transportation, tourism, and the overall economy of our State.

Governor Christine Gregoire, left, with Patty Warren. Fred Nye photo.

Patty thanked the Governor for appointing her as the Labor Commissioner on the three-member Commission. The others are a Commissioner representing Management, and one representing the public. Her term, Patty said, "will be challenging and interesting." She added, "The MEC's mission is to encourage peaceful labor relations. Its purpose is to resolve complaints, grievances and disputes between Labor and Management arising from Ferry System operations, providing impasse mediation, determining bargaining units, conducting salary surveys, and certifying fairness for all."

S-T Hicks noted, "Patty's time as a MEC member will give Local 174 — and Teamsters in general — greater visibility. It will give workers a much stronger voice in the Ferry System's bargaining arena."

Besides the Teamsters Patty's MEC Union jurisdiction will include the Inlandboatmen's Union of the Pacific; the Marine Engineers' Beneficial Association; the Masters, Mates and Pilots; the Office & Professional Employees International Union; the Service Employees International Union; the Metal Trades; and the Ferry Agents, Supervisors and Project Administrators Association.

ACTIVE USA UPDATE

NEGOTIATIONS SOON FOR NATIONAL AUTOMOBILE TRANSPORTERS AGREEMENT

By **TOM MANN**

Senior Business Agent

Just before the Holiday break, the Local was notified by the IBT that our National Automobile Transporters Agreement, Supplemental, Rider, and Addenda proposals were to be forwarded to the Carhaul Division by mid-January. Needless to say our timeline was a bit short, but with the cooperation of **Vince Beedle** and **Dave Rinehart** (Stewards at Active USA), we were able to distribute the proposal forms and call a general Demands Meeting well in advance of the requested IBT due date.

The Demands Meeting was well attended and informative. "This Group gave us clear direction on what they need fixed in the language area, and were realistic on the economics as well. These members know their Industry inside and out," said Secretary-Treasurer **Rick Hicks**.

After completion of the Demands Meeting, the Local requested the Employer to relieve the Stewards from work duties to allow us time to formulate our language proposals. After a weeklong process of late nights here at the Local, we completed and forwarded all of our proposals well in advance of the requested date.

We were later notified that the National and Area Committees would screen the various proposals on January 28 & 29, 2008, and I was in attendance. The screening meetings went very well for Local 174, as all but five of



Left-to-right: Senior Business Agent Tom Mann, and Active USA Shop Stewards Vinnie Beedle and Dave Rinehart. Photos by Bill McCarthy.

our proposals were accepted by the Western Area Committee, which means they will be proposed to the Employers.

The schedule going forward is as follows: February 20, two-man meeting in Washington, D.C., to review the final National proposals before presentation to the Employers in Detroit on March 3; and the start of Western Area negotiations, March 27 & 28.

Secretary Treasurer Hicks has requested that the Drive-away and Western Area Yard Supplements be negotiated here at the Teamster Building in conjunction with Local Rider negotiations. "It is important that we schedule negotiations here rather than out of our area, given the fact that we have the only Drive-away operation in the Western Area. It is our intention to involve our Stewards at every step of the process," he emphasized.



At the Active USA Demands Meeting in the JC-28 Headquarters Building in Tukwila on January 6.



Art by David Jacobsen

BROKEN WHEEL

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

WILLIAM HAIGH
Ric's Transfer
ELMER NORGREN
Retiree, UPS
DONALD JOHNSON
Retiree, Boeing
DICK STAFFORD
Safeway

LOUIS BARNES
Consolidated Freightways
ALICE OLSON
King County Roads
MIKE PETERSEN
UPS Cartage
MASSAR GAYE
UPS

'TEAMSTER UNIVERSITY' STEWARDS & ACTIVISTS TRAINING MARCH 29TH

Every year Local 174 hosts educational "Teamster University" Training Seminars for its Stewards and Activists, featuring discussion and instruction in many important areas. Such a Seminar will be coming up Saturday, March 29, 2008, in the Main Meeting Hall at JC-28 Headquarters in Tukwila, from 9 a.m. till 1 p.m. All Local 174 Stewards and Activists are invited.

At press time, the exact agenda was still being polished up. But be assured, the speakers will be interesting and will focus on topics of great interest to all Local 174 members.

SEATTLE TIMES AND LAIDLAW REPORT

By PATTY WARREN, Organizer

SEATTLE TIMES NEGOTIATIONS UPDATE #4

On February 27, 2008, Teamster Locals 174 and 763 met with the Seattle Times to continue our discussions on the outsourcing proposal. At our last meeting, the Union gave the Times a proposal that would give us a contract covering our Ad Service drivers at Fairview with language saying if it didn't work out with Penske, they would either

"If the Times was willing to do that, we would have the future secured..."

bring you back in house or make sure any new contractor would have to hire you and accept the contract. If the Times was willing to do that, we would have the future secured and could get serious about negotiating with Penske.

Unfortunately, on February 27th they rejected that concept out of hand. They also rejected out of hand our proposal made on January 17 which would have given you a three-year contract with the Times with 3% a year wages increases and no other changes. They did revise their "Transition Agreement," which includes the severance pay proposal, to add language saying if they bring the work back in house, they would grant voluntary recognition and bargain a contract. That did not include any guarantee you would be offered the jobs.

A number of questions are outstanding as to whether their severance pay proposal would work as there are different formulas if you are full- or part-time, based on straight time hours, not including premium pay. We clarified that all wages, including the wage differential for driving the semi and substituting for a dispatcher, are considered wages not premium pay and would be factored in to the severance checks. They are sending us some additional information so we can better determine for whom the severance pay would work.

We updated the Times on Penske, pointing out the same problems we described in the "Good News, Bad News" flyer. We told them it was our intent to set another meeting with Penske, to follow up with an information request on the impact of Penske's offer on medical and overtime, and then get back to them.

NEWSFLASH!!! On February 26th, we received a letter from the Times. The letter acknowledged you would still be working on February 29th and will continue working until a 30 days notice has been sent. A copy of the letter is posted on the Union bulletin board.

BACKGROUND BEHIND THE ABOVE UPDATE: On November 30, 2007, the Seattle Times notified Teamsters Local 174 of its intent to outsource the bulk hauling of newspapers between the production facility in North Creek (Bothell) and the warehouses and drop sites around the Puget Sound region. The move will affect the 67 drivers and dispatchers who are Local 174 members, and seven mechanics who are Local 763 members.

In its letter informing us of its decision, the Times asked for expedited bargaining to enable their plan to be rid of us on February 29, 2008, the day after our contract expires.

Given the nature of the announcement, it was determined that joint bargaining with the two Teamster Locals as well as a Representative from the International's Newspaper Division were in order.

Despite pressure from the Times, our initial meeting did not take place until Friday, December 14, due to Yours Truly **Patty Warren's** absence on vacation. At that meeting, the Times attempted to get us to sign a confidentiality agreement in order to get access to the "Letter of Intent" it had signed with Penske to take over our work.

We refused to sign the confidentiality agreement. First, we wanted to



The Local 174 and Local 763 Seattle Times Bargaining Committee, left-to-right: 174 member Sam Taylor, 763 Business Agent Jeff Clark (hidden), 763 member Emmett Jackson, and 174 members Nate Wicklinff, Bill Phillips and Mike Tresslar. Not pictured, 174 Organizer Patty Warren.

see what information they would give us without confidentiality assurances. Once we knew what they would not provide, we would decide how important the missing information was and re-evaluate our position. We sent a lengthy information request, including asking for contact information for Penske so we could reach out to them and see what they were willing to do.

We met again on January 4. Between the meetings, Local 174 was asked, through International Newspaper Division Representative **John Peralta**, to consider signing a one-month extension to the contract, which would delay the implementation until the end of March. We said we would consider it, but the request was coming when 174 Secretary-Treasurer **Rick Hicks** was off on vacation over the Christmas and New Year's holidays and it would have to wait until he got back and we were able to confer with our Bargaining Committee. Apparently, the Times was under the impression we had agreed to sign the extension and became upset when we refused to do so.

We've met with the Times twice and with Penske twice since the January 4 meeting. Right now, as we get ready to go to press with the *Teamster Record*, the Times is continuing to propose outsourcing our work. While Penske is willing to sign a contract with us and hire our members for the jobs, the conditions are substandard to what we have in our current contract and substandard for the local in general. Some examples:

- ✂ A Class C driver classification at \$17 an hour (a cut of almost \$4 an hour).
- ✂ Elimination of daily overtime.
- ✂ Reduction of weekend schedules from 8-hour guarantees to 4-hour guarantees;
- ✂ A 35-hours a week qualifier for medical, down from a 20-hour a week qualifier.

In addition to losing our transportation work, the Times has proposed that we voluntarily give up our four ad service drivers that work out of Fairview. They are not directly impacted by the outsourcing, but the Times wants rid of Local 174 and has proposed we relinquish those jobs to Local 763.

Legal and political maneuverings are ongoing. Needless to say, we are not going down without a fight!

LAIDLAW STRUGGLE CONTINUES

The struggle continues. Our members working at Laidlaw in Seattle are poised on the verge of their third owner in the past six months. It has been a trying time at Laidlaw, but hopefully things are going to stabilize soon. As of the date I write this, we are being told the deal will be inked "today."

During the past year, our Laidlaw members have experienced a lot of trauma.

A contract settlement was reached, but contrary to promises made at the bargaining table, management did not give any raise to employees hired for the 2006-2007 school year. A grievance was immediately filed.

Next, the Seattle School District announced the winners of the new bus driving contracts and we lost all of our work. In an incredibly tense two-week time frame, we were able to get that decision reversed and save our work.

In the meantime, First Student had announced its acquisition of Laidlaw, which took effect on October 1. Shortly before the deal was finalized, first Student settled lawsuits filed by several states. The settlement included an agreement that our Laidlaw facility in Seattle would be sold. First Student has been working on trying to sell the facility since late September, and it appears the sale is finally imminent.

While the search for a buyer has been ongoing, our negotiations have been stalled. First Student wants the new owner to finalize a contract. Because of the delay, First Student has signed an exception-

ally unusual extension agreement — they agreed they would be on the hook for retro pay for hours worked from the beginning of the 2007-

"It has been a trying time at Laidlaw, but hopefully things are going to stabilize..."

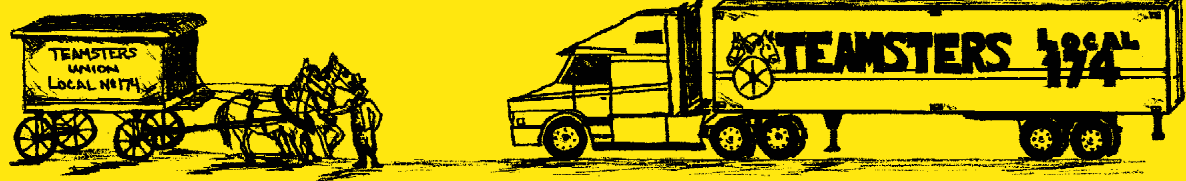
2008 school year to the date the new owners take over (but the new owners get to negotiate the amount of the raise).

Hopefully this long traumatic period for our Laidlaw members is about to draw to a close.

NEWS FLASH!!! We have just signed a voluntary recognition agreement and contract extension with Petermann Northwest, the new owners of our Laidlaw facility. With this agreement, our members maintain their jobs and all current terms and conditions of employment. Negotiations are set with Petermann on March 20, 21 and 22, and Petermann should be taking over the facility at the end of March. The Agreement is pending approval by both the State Attorney General's Office and the Seattle School District.



TEAMSTERS HISTORY



Graphic Art by David Jacobsen

LOCAL 174 NEWS: BUSY 1958-1959 TIMES

By **BILL McCARTHY**

A journey through the Local 174 *Teamster Record* from its inaugural issue of October 20, 1958 through its December 30, 1959 issue is illuminating. Those were politically heady, formulative days at 174. A few observations:

1. Longtime Local 174 Secretary-Treasurer **George Cavano** was a giant of the Teamsters Union, underappreciated in the “big picture” due to internecine Teamster political conflicts.

2. Local 174 under Cavano’s guidance was fighting mightily and successfully for better health & welfare programs for its members, and other Locals’ members, too. The H & W groundwork Cavano and friends laid in the late 1950’s — and early 1960’s — is still firmly helping support the whole “JC-28 Family.”

3. Political attacks on unions, and particularly the Teamsters, were as fierce then as they have been under the disastrous dictator-like rule of President **George W. “The Decider” Bush** (R) and his oily cohorts.

4. Far from being mesmerized by soon-to-be President **John Fitzgerald Kennedy** (D, 1961-1963), in 1958-1959 the Teamsters, including Local 174, often criticized vocally and in print the blatant anti-worker attitudes of JFK, his brother the soon-to-be Attorney General **Robert Francis Kennedy** (D), and soon-to-be Vice President **Lyndon Baines Johnson** (D). In Local 174, touch footballing, partying JFK and RFK were despised like **GWB** is now.

AND THE BEAT WENT ON

▲ **OCTOBER 20, 1958.** “This is the first issue of *The Teamster Record*, published by and for the membership of Local 174. The decision to publish the union’s own paper was reached by unanimous vote at the regular membership meeting in August. Its primary purpose is to give the membership complete, factual and timely reports on all matters of particular interest to members of Local 174... ‘As the largest local in the state, we naturally carry on programs and create many kinds of news, all of direct and important concern to our entire membership. But until now, there has not been a news organ, either of a union or public character, which adequately and honestly reported the news and the editorial viewpoints of our local. Now we have a publication of our own designed to do that...’ ”

▲ **CURRENT COMMENT.** Cavano became “acting” 174 Secretary-Treasurer in 1952. In late 1958, a time when 174 voting procedures were very screwed-up, he started producing the *Teamster Record* and began addressing his 174 constituency in “George Cavano’s Column.” He was officially elected as S-T for 174 in 1959 and continued in the post until retiring in 1975. No other JC-28 S-T’s spoke up on the issues publicly like he did. Cavano boldly put even his controversial thoughts in print. His courageous verbosity made him a Seattle Labor Legend.

Cavano wrote about bargaining, organizing, health & welfare, pensions, political action, ballot measures at all governmental levels — and most of all the need for members to vote and participate in their Local’s affairs. He was unable to speak up much editorially at IBT, Western Conference of Teamsters, or Joint Council 28 levels because those outlets were controlled by powerful Teamster enemies. His chief enemy was the ex-174 S-T who was the Joint Council 28 President from 1953-1966, **Frank Brewster**.



This logo appeared regularly in the *Teamster Record* between 1958 and 1975.

▲ **OCTOBER 31, 1958.** “Washington labor’s efforts to defeat Initiative 202 — a campaign ... by a large number of business and professional men — will culminate ... at a gigantic rally in Seattle’s Civic Auditorium. A large contingent of Local 174 members will attend. Local 174 has played a key role in the all-out labor drive to defeat ... 202, the so-called ‘right-to-work’ measure to be voted upon at Tuesday’s General Election... [Said Cavano,] ‘It is a scheme to destroy the wonderful way of life we all enjoy in this state. To defend your part of that way of life, work, fight and VOTE AGAINST 202 next Tuesday.’ ”

▲ **CURRENT COMMENT.** This fight has gone on for many decades in many such voting situations — but Local 174 and its friends have always won at the polls, and Washington State is still as of 2008 **NOT A RIGHT-TO-WORK STATE!**

▲ **JANUARY 6, 1959.** “In a key election — watched closely by the public as well as Teamster unions — members of Local 174 will vote Thursday, January 8, on candidates and issues of vital importance to the local’s future welfare... Cavano leads the Progress Ticket in this election... The opposition ticket [favored by JC-28 President Brewster is] headed by **Dominic “P.G.” Paduano** as the candidate for Secretary-Treasurer... The *Seattle Times* [wrote] ... that the campaigns waged by the opposing tickets are ‘equal to anything seen in campaigns for public offices.’ The *Post-Intelligencer* ... [published] a number of articles about it, and the candidates and issues involved. TV and radio stations have made frequent mention of the election.”

▲ **JANUARY 23, 1959.** “The four-man Progress Ticket was swept into office in Local 174 at the momentous election January 8. And immediately the four officers began to carry out the campaign pledges they made during the most controversial election held by a Teamster Union in this state in many years... Cavano defeated ... Paduano ... 1,534 ... to 978.”

▲ **SEPTEMBER 4, 1959.** “The strongest blow against all unions in this country since Taft-Hartley was an issue, was struck this week in the U.S. Congress ... (the Landrum-Griffin Act, or as it was officially entitled, the “Labor-Management Reporting and Disclosure Act”). The foes of labor ... emerged with an estimated 85-90% of the provisions which they

advocated. Labor ... salvaged only a few arguments, most of them inconsequential from a Teamster point-of-view... Exercise by the Teamsters of their constitutional right to oppose legislation which would hurt labor, had brought forth howls of horror and complaint from all of the elements lined up behind the anti-labor bill... Cavano said, ‘Recently, International President **Jimmy Hoffa** announced that the Teamsters are going to take a much wider and deeper interest in politics, especially in Congressional politics... We ... must fight harder and smarter against those who think that now is the time to try and kill the Teamsters! We must and will fight legitimately and honestly. But this labor bill shows ... how foolish it would be to mark time or retreat instead of fighting forward as hard as we know how.’ ”

▲ **CURRENT COMMENT.** During World War II, Unions told **President Franklin Delano Roosevelt** (D, 1933-1945) they would work hard keeping the economy going for the duration without strikes or other work stoppages. They kept that promise. After WWII ended in 1945, U.S. Congress and White House anti-union powerbrokers hamstrung Organized Labor with the **1947 Taft-Hartley Act**. Taft-Hartley set up layers of rules that hampered and hindered Labor’s picketing and organizing techniques. The Labor Movement hung tough, developed new strategies, and fought on. The Korean War came and went from 1950-1952 (the actual conflict lasting nine fewer years than *MASH*, the TV series about a Korean War Mobile Army Surgical Hospital). President **Harry S Truman** (D, 1945-1952) was followed by President **Dwight David Eisenhower** (R, 1953-1960). Routine Federal Government attacks on unions culminated in the **1959 Landrum-Griffin Act**, which, wrote the IBT, “required unions to handle struck goods, forcing dedicated union members to act as strikebreakers ... [and it] imposed highly complicated legal reporting and disclosure requirements on all unions.”

Through its U.S. Senate hearings, the Landrum-Griffin legislation was known for all three of its chief sponsors. It was called the “**Kennedy-Griffin-Landrum Bill**.” The foremost sponsor was charismatic young, big-haired, rich, Irish Catholic, pro-Business, anti-Labor, elitist socialite, former WWII Navy patrol torpedo boat captain, and wounded war hero then preparing to run for the Presidency — Massachusetts Senator **John F. Kennedy** (U.S. House 1947-1952 and U.S. Senate 1953-1960).

▲ **NOVEMBER 16, 1959.** From “George Cavano’s Column”: “The Kennedy-Griffin-Landrum bill will eventually cost the unions millions of dollars. It could well prove to be the biggest ‘raid’ on union treasuries that we will ever see... These costs are generally in three fields — attorney’s fees, printing costs and bonding costs — but there will be plenty of other expenses generated by the requirements of the law. And they will, in most cases, be continuing expenses, not something you pay for once and that’s the end of it.”

▲ **DECEMBER 30, 1959.** “The membership of the International Brotherhood of Teamsters continues to climb, reaching an all-time high in November of this year of 1,667,061... From “George Cavano’s Column”: “I think that the recent anti-labor [Kennedy-Griffin-Landrum] bill has served to unify the working people... The pendulum will start to swing the other way in 1960.”