



THE LOCAL 174

Teamster Record

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HAPPY NEW YEAR!



Above are the newly-re-elected members of the Local 174 Executive Board, whose term will be January 1, 2010 through December 31, 2012. Read about their plans for those three years on page 3. The Executive Board members are, front row, left-to-right: Vice President Ken Marshall, Secretary-Treasurer Rick Hicks, and President Ted Bunstine; and back row, left-to-right, Recording Secretary Carl Gasca, Trustee Abe Taylor (Columbia Distributing), Trustee Gary Bolen (YRC/Safeway), and Trustee Terri Zinter (King County).

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Secretary-Treasurer's Message

THANKS FOR YOUR SUPPORT, AND HAPPY NEW YEAR!

Sisters and Brothers:

As I reflect on the events of the past three years I am anxious and encouraged as to what the future will bring. Together we have achieved record setting indus-



RICK HICKS

try contracts, restored the finances to a comfortable level, increased representation with experienced and qualified staff, restored the pride for many members who never felt part of the Union, and celebrated our first hundred years in grand fashion.

As a result of these and many more achievements, you have demonstrated your belief in our Team and our Plan by reelecting the entire Teamsters 4 Leadership Slate by an overwhelming majority.

I cannot express my gratitude strongly enough for the vote of confidence you have given to us by your

80% showing of support. My greatest satisfaction comes from realizing the members really did recognize all the hard work and tremendous hours put in by my Staff.

We celebrated in grand style Thursday night after the conclusion of the ballot count but were back to work Friday morning doing the work of the members. (For complete results see page 3.)

As this Teamster Record goes to print we are in the process of reevaluating what worked over the past three years and what needs to be improved.

As true reformers this is something we do periodically as the definition of "reform" is merely to improve upon a system that is already in place. With this vote count you have allowed us the opportunity to do exactly that.

We built a foundation of hope, promise and action and now it's time to improve from there. On behalf of the Executive Board, the Staff, and myself, I wish you and your families a Great Holiday Season and a Happy New Year!

Fraternally, **Rick Hicks**

Leadership Development Program Training February 27, 2010

ALL STEWARDS AND ACTIVISTS WELCOME TO PARTICIPATE

"THE ETHICAL STEWARD"

SOME OF THE TOPICS TO BE COVERED WILL BE

- Setting a Good Example on the Shop Floor
- Your Role in Maintaining Confidentiality
- Is There Such a Thing as an Unrepresentable Member?
- Understanding Weingarten
- Basics of Grievance Processing
- Grievance Tracking

*** FOR MORE INFORMATION ABOUT THE NEW LDP, SEE PAGES 6-7 ***

LOCAL 174 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.

2010 General Membership Meetings

Day And Time

January 14, Thursday, 7 p.m.
February 14, Sunday, 10 a.m.
March 11, Thursday, 7 p.m.
April 8, Thursday, 7 p.m.
May 13, Thursday, 7 p.m.
June, July, August, No GMMs
September 12, Sunday, 10 a.m.
October 14, Thursday, 7 p.m.
November 14, Sunday, 10 a.m.
December 9, Thursday, 7 p.m.

Initiates Meetings

Initiates Meetings are held 2 hours prior to each General Membership Meeting. However, there will be an Initiates Meeting on July 11, Sunday, at 8 a.m., although there won't be a GMM that day.

Location

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

The Local 174 Teamster Record
Official quarterly publication of the 7,200 members of Teamsters Union Local 174

EXECUTIVE BOARD OFFICERS

Secretary-Treasurer

Rick Hicks

President

Ted Bunstine

Vice President

Ken Marshall

Recording Secretary

Carl Gasca

Trustees

Gary Bolen, Abe Taylor, Terri Zinter

EDITING AND PRODUCTION

Bill McCarthy

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 THE LOCAL

Call: (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.



2009 LOCAL 174 ELECTION RESULTS & FUTURE PLANS

By **BILL McCARTHY**

The campaigning for the 2009 Local 174 Officers Election went on hot and heavy for a couple of hectic months. Finally, the votes from the mail-in ballot process were collected, and they were tallied on Thursday, November 12th, in the Main Meeting Hall at JC-28 Headquarters in Tukwila.

When the tallying was finished and validated, it turned out that the voting members of Local 174 had overwhelmingly reelected their current Secretary-Treasurer, **Rick Hicks**, to a second three-year term as their Chief Executive Officer. They had also elected all the other six members of the Hicks Teamsters 4 Leadership Slate overwhelmingly.

The margin of victory was impressive. There were 2,725 total votes cast. Hicks and his Slate received 80% of the votes. The landslide was the biggest recorded in a contested Officers Election in the history of Local 174, which typically experiences squeaker elections with split slate voting. Voting totals are printed below.

Right now as this issue of the *Teamster Record* is being printed, the newly elected Executive Board is still awaiting their official swearing-in. Their new three-year term will start January 1, 2010 and will end December 31, 2012.

Secretary-Treasurer Hicks had a lot to say following the 2009 Officers Election and the gratifying vote of confidence given to him and his Administration by the membership. Some of his comments follow.

THANKS FROM THE TEAM

"I want to personally thank all those who voted for my Administration on behalf of myself and our entire Slate. We and our loyal supporters campaigned very hard. We are grateful to all those who took the time to vote, and for being given the opportunity to lead this great Local Union for the next three years. We'll be fighting hard for everyone in the Local."

ACCOMPLISHMENTS AND PLANS

"We accomplished a lot during 2007-2009 in our first term. Our Officers, Staff members, and activist general members worked very hard on negotiating, organizing, and political action. But despite our significant successes in my Administration's first term, there are many continuing challenges. We will deal with everything, issue by issue. I assure you, we have a three-year head of steam going already, and with the momentum added by our reelection we are ready to face all the challenges head-on with energy and skill."

NEGOTIATIONS STRATEGY

"I have redefined the role of Secretary-Treasurer as the Lead Negotiator for all 174 contracts. My Executive Board and our fine Staff of Business Agents and Organizers have in the past three years revitalized Local 174 with the solid support of our general membership and especially our involved activists. Contract enforcement is paramount to maintaining and improving the quality of our members' lives. We have negotiated historic and recordbreaking contracts throughout 174's Jurisdictions in the past three years. We now have built up a tremendous head of steam. We will use the Bargaining Table power, stability and clout it provides us wisely in the next three years."

LOCAL 174 FINANCES

"When we took over the reins at Local 174 in 2007 we inherited a General Fund balance so low we had to cash a General Fund CD in order to make our first payroll. We have as we noted in the campaign rebuilt the General Fund to a balance of over \$500,000, and growing, by being fiscally responsible. And as we pointed out while campaigning, the entire Staff took two pay freezes in order to help rebuild our Treasury."

ORGANIZING SPECIFICS

"Organizing is the lifeblood of our Organization. We have organized more members than any previous Local 174 Administration. For the first time since the early 1980's, the Beer Industry is again wall-to-wall Union in King County. It takes more than winning elections to be successful in organizing. You must get a 'first contract,' which we have been success-



Rick Hicks is entering his second three-year term as Local 174 Secretary-Treasurer. He was elected overwhelmingly in the 2009 Officers Election by the largest landslide in the Local's long 100-year history, an 80% vote tally.

ful in achieving with our knowledgeable and skilled negotiators. We are committed to organizing members in our Core Industries to level the playing field for our Union Employers in our other Core areas, just as we did in the Beer Industry. We have several major campaigns underway and with continued Stability, we plan to double the size of Local 174 in the not-too-distant future."

BUSINESS AGENTS

"Our Business Agents are qualified, experienced, professional leaders. We have the best Staff of any Local Union in this Country. Our Agents, and in fact all our elected Officers, have routinely been visiting our many worksites for three years. We'll continue making our visits, getting important feedback as to how things are going from our members in the field."

CONTACTING LOCAL 174

"We eliminated the automated phone answering system Local 174 had prior to our first term, and replaced it with live persons. Phone calls are not screened or just dumped into voicemail. All phone calls to the Local are logged and required to be returned each day by our Agents. Keep calling us if you need assistance. We are here to help."

COMMUNICATIONS AND EDUCATION

"We have put a lot of effort into making our written communications effective with our *Teamster Record* newspaper. We continue to upgrade and improve the effectiveness and appearance of our Website. We have improved and expanded our Shop Stewards and Activists Training Program, and renamed it (see pages 6-7). We continue to try and improve in our communicating, using today's changing technology as much as possible. Keeping the membership informed and educated is the ultimate means to achieving internal and external power and prestige for Local 174."

GRIEVANCE TRACKING

"As we noted in the campaign, we restored the grievance tracking system during our 2007-2009 term, so members' grievances would not get lost. We had found several hundred grievances that were never processed when we arrived in 2007. The former tracking problems do not exist today. Every grievance is assigned a tracking number and followed from start to resolution."

ATTORNEY AND LOBBYIST

"In our campaign we noted that we hired an on-staff Attorney. That has saved the Local tens of thousands of dollars already while improving representation for our members. Also, we hired a Local 174 Lobbyist to make sure our interests are protected in the Political Arena. Our Lobbyist is very experienced and skilled, is our eyes and ears in Olympia, and is on top of any proposed legislation that may impact our members in any way."

FINAL COMMENTS

"As noted, the Teamsters 4 Leadership Team during our 2007-2009 term delivered the strongest contracts the members have ever seen in this Local. We just plan to continue to work hard and make progress on all fronts. We invite all Local 174's members to join us."

2009 LOCAL 174 OFFICERS ELECTION RESULTS

RICK HICKS 2009 TEAMSTERS 4 LEADERSHIP SLATE

Secretary-Treasurer

Rick Hicks
2,028

President

Ted Bunstine
2,016

Vice President

Ken Marshall
2,014

Recording Secretary

Carl Gasca
2,033

Trustee

Abe Taylor
2,010

Trustee

Gary Bolen
2,010

Trustee

Terri Zinter
2,001

HOBE WILLIAMS REAL TEAMSTERS FOR CHANGE SLATE

Secretary-Treasurer

Hobe Williams, 340

President

Larry Fontana, 342

Vice President

Sue Morrison, 357

Recording Secretary

Gary Ploegsma, 358

Trustee

Chuck Bowman, 382

Trustee

Lynn Trusty, 367

Trustee

Ryan McConnell, 347

BRET EYERLY REAL TRUCK DRIVERS FOR NONE OF THE ABOVE SLATE

Secretary-Treasurer

Bret Eyerly, 181

President

Mike Waine, 182

Vice President

Nick Walen, 174

Recording Secretary

No Candidate

Trustee

Dan D'Andrea, 197

Trustee

No Candidate

Trustee

No Candidate

ORGANIZING REPORT

By PATTY WARREN, Local 174 Senior Business Agent/Organizer

SANITATION INDUSTRY DEMANDS MEETING HELD NOVEMBER 22 AT THE TEAMSTER BUILDING



The Sanitation Division members from Allied and Waste Management whose contracts are about to enter the intense negotiation phase, nearly filled the JC-28 Building's Main Hall at their Demands Meeting Sunday, November 22. Some of them are shown in these pictures. Photos by Bill McCarthy.

MEMBERS IN GREAT SPIRITS AS BARGAINING APPROACHES

On Sunday, November 22, the members working under Local 174's Sanitation agreements came together for a Demands Meeting at the Union Hall. Sanitation is one of the largest areas of Jurisdiction for the Local — and the contracts with the two main Employers, Waste Management and Allied Waste, expire at the end of March in 2010.

It was a full morning. The members had to accomplish three things — elect Bargaining Committee members for each barn, decide on how to allocate the leftover money from maintenance of benefits, and lay out their demands for the upcoming negotiations.

Secretary-Treasurer **Rick Hicks** chaired the meeting, assisted by Senior Business Agent and Negotiations Co-Chair **Patty Warren**, and Vice President **Ken Marshall**, Sanitation Industry Business Agent.

In addition, the whole 174 Staff was on deck, checking-in members, handing out the appropriate ballots, and passing out campaign t-shirts. The shirts were a big hit, and spirits were high as the business of the meeting started.

No surprise, the expectations of our members are high. Virtually every area of the collective bargaining agreements was touched upon by the demands.

TOUCHED LESS THAN MOST

While the economy is down, Garbage has been touched less than most. You can not send neighborhood garbage and/or recycle collection jobs overseas. A local driver still has to drive a truck to local neighborhoods. Our members are ambassadors of their Employers and deserve to be compensated and treated like it.

No surprise, along with numerous other items, our members want to have the cost increases in their Medical Plans covered, they want and deserve Wage increases commensurate with their skills, and they want Pensions that will provide a decent standard of living when they retire.

Most other major Jurisdictions in the Local have seen new contracts during the first three years of the Hicks Administration. We believe our members are happy with those results, since we achieved across-the-board the best contracts most of our members have ever seen.

It's time to deliver the same results for Sanitation. We look forward to the challenges in the upcoming negotiations and to delivering the same top-notch results our other members have enjoyed.



Sanitation Division Negotiations Committee rank & file members were elected at the Allied and Waste Management Demands Meeting November 22. Above, also at that meeting, Senior Business Agent Patty Warren and Vice President/Business Agent Ken Marshall.



TEAMSTERS/AGC TRAINING HELPS DRIVERS BROADEN THEIR SKILLS



Participants during the morning part of the Tie-Down Securement Certification Class at the JC-28 Building on November 7, studying and discussing applicable laws. The afternoon part consisted of hands-on techniques practiced at the Scarsella Brothers truck yard in Kent. Photos by Tom George.

By **TOM GEORGE, Business Agent**

On Saturday, November 7, 2009, the Teamsters/AGC Training Center held its annual Tie-Down Load Securement Certification Class in Tukwila and Kent. Approximately 20 members of Local 174 and other Washington Locals turned out on a rainy Saturday to invest some of their own time in improving their work skills.

Teamsters/AGC Training Center Instructor **Tom Hamilton** reviewed Federal and State DOT laws at the Class, which is held each year in November but can be scheduled whenever there's enough demand. Free training is provided to Teamsters interested in improving tie-down skills and learning about changes in the laws pertaining to securing freight on flatbeds, drop frames, tilt-decks and low-bed trailers.

OTHER TRAINING

The Load Securement Class is one of a number of Training Programs which are offered by the Training Center at no cost to the member. They also offer a 40-Hour Hazardous Waste Worker Training Class more commonly known as HAZWOPER Training and the required annual 8-hour Refresher Course.

The Training Center has a mobile unit which allows them to train anywhere there is a sufficient need. Teamsters reviewed and discussed the laws in the classroom part of the Program, which is like this year usually held in a meeting room at JC-28 Headquarters in Tukwila in the morning. Then they went to Scarsella Brothers truck yard in Kent in the afternoon to practice hands-on techniques.

The Center also teaches an 8-hour DOT Hazardous Materials Transportation Class, which is required for any worker that is involved in the transportation of hazardous materials. This Class, which is also free to the members, is funded by a grant from the Federal Government and is often taught in conjunction with a 40-hour Train-the-Trainer Class which teaches members how to train others at their workplace about the rules involved in the hauling of hazardous materials.

In addition to all of this the Training Center has applied for a Federal Department of Labor grant which, if approved, will permit them to provide upgrade training on dump truck and trailer and off-highway trucks beginning in 2010. This new grant would take this Program in a new direction, allowing as many as 200 Teamster members from around the State to learn important new skills, which will if and

when it happens, translate into better employment opportunities in the future.

"We feel really good about our chances for this grant and we're very excited about the additional training opportunities it will allow us to offer if it is approved," said Hamilton.

The Teamsters/AGC Training Center is located in Pasco and it conducts the only State-approved Construction Truck Driver Apprenticeship Program in Washington. It is sponsored by contributions from all the Teamster/AGC contractors throughout the State. Apprentices are available for those contractors so they can fulfill their need for well-trained employees and to satisfy the Apprenticeship Utilization Standards that apply on Federal, State- and Local Municipality-funded jobs such as road, highway, bridge and pipeline jobs. Apprenticeship Utilization allows our member contractors to bid on projects that would also put Journey-Level Teamsters to work.

Those members interested in taking advantage of any of these great work skill improve-



Two Local 174 members who attended the Teamsters/AGC Training Center Securement Class November 7, Mark Candee, left, and Paul Bartos.

ment opportunities may contact the Teamsters/AGC Training Center in person at their facility at 2410 East St. Helens, Pasco, WA 99301; by phone at (509) 545-8297 or 1-888-600-8297; by e-mail at "wactjtc@yahoo.com"; or by visiting their Internet website online at "www.teamsterstraining.org".

UPS DIVISION REPORT

By **TED BUNSTINE, Local 174 President and UPS Division Director**

WHAT CAN BROWN DO TO U?

As we welcome in the New Year, UPS has a surprise for you. To thank you for all your hard work during Peak Season, UPS will be installing **Tattle-Telematics** in the **Pacific, Seattle, and Tukwila** Buildings during the 2010 Year. **Tattle-Telematics** is the system that allows UPS to spy on their employees and will tell UPS everything you do as a Package Car Driver on a daily basis.

Tattle-Telematics will tell UPS if your seatbelt is fastened, your bulkhead door is open while traveling, how fast you are traveling, if you are recording on your DIAD while traveling, and it doesn't stop there. **Tattle-Telematics** will tell UPS how long your package car idles on a daily basis, which can be broken down by stop, showing if you are making deliveries or pick-ups while leaving the truck running, or if you are simply trying to keep warm while on break or lunch.

At this time **Tattle-Telematics** has only been implemented in the **Redmond** Building. To date no discipline has resulted from information taken from **Tattle-Telematics**. If management wants to question you about information taken from **Tattle-Telematics**, you have a contractual and legal right to Union Representation.

Article 4 of the National Master UPS Agreement states: **"The Employer (UPS) recognizes the employee's right to be given requested representation by a Steward, or the designated alternate, at such time as the employee reasonably contemplates disciplinary action."** This means if you think a discussion with your supervisor or manager could lead to trouble, **you**, not UPS, has the right to decide if you want representation by a Union

Steward. Local 174 recommends you ask for a Union Steward every time management wants to speak to you.

When you are faced with production harassment from management, stand up for your rights!

As we learn more about scheduled implementation of **Tattle-Telematics** we'll keep you informed.

UPS Freight

After returning from the early December Grievance Committee Hearings I feel it important to make you all aware of the tactics used by UPS to keep track of the Freight Drivers.

UPS has activated the GPS in the DIAD and is keeping track of you. If UPS thinks something looks "suspicious" they will follow you, observe you, take pictures and video, and then will terminate you for dishonesty. This is what UPS did to two UPS Freight Teamster Brothers in Phoenix and Salt Lake City. Don't you feel good knowing **BIG BROWN** is watching out for you? Local 174 has always maintained that all employees should work safe, and follow all the methods that you have been trained in. Work every day like management is sitting in the tractor with you.

UPS Small Package and UPS Freight show no loyalty toward their employees so it is up to you to protect yourself.

Remember, work safe, and work by the methods, because Big Brown is Watching You!



Instructor Tom Hamilton goes over the applicable Federal and State DOT laws at the November 7 Securement Class's morning session.

LEADERSHIP DEVELOPMENT PROGRAM ROLLED OUT



The Local 174 Shop Stewards and Activists were honored with a Breakfast on Saturday, October 3, prior to their Training Session. The subject of the Session was "Change." They discussed many ways the Local could alter or enhance its Shop Stewards and Activists Training Program in 2010. They turned in written questionnaires to the Local, and had lively discussion at this final 2009 Training get-together. Photos on pages 6-7 by Bill McCarthy.

CONVERSATION WITH LOCAL 174 EDUCATION DIRECTOR TIM ALLEN

Teamster Record: Back in October, at the Stewards and Activists Appreciation Breakfast, you laid out a new Training Program. Why a "new" Program?

Tim Allen: Throughout the history of this proud Local Union every Administration has been committed to some type of Educational Program for the membership. Unfortunately because of the constant revolving door of Administrations, over the last several decades, the Local has never really been able to break out of the same old basic Programs.

When our Administration took over, we were faced with a mountain of administrative nightmares. Contracts needed to be negotiated, grievances had to be adjudicated, a new Staff needed to be brought up to speed.

For instance, in our first year in office, we had to negotiate about 65% of the contracts in the Local including the NMFA, UPS, Car Haul, UPS Freight and DHL National Agreements. Anticipating a second term, Rick and the Executive Board wanted to develop and implement a new



more dynamic and comprehensive Training Program for our members.

Teamster Record: How is this Program different than previous Steward and Activist Training?

Tim Allen: I think the difference is really two-fold, both in Content and in Scope. As for the Content — we are creating a Multi-Year Program, with a set curriculum, divided into four modules per year, intended to cover the full spectrum of what we believe our Stewards and Activists need to know in order to be successful in the daily challenges they meet on the shop floor.

Each module builds on the others, covering the grievance handling and negotiations preparation, interspersed with internal organizing which is the foundation for external organizing as well as spreading the Local's influence in the community as a whole. But then we take it a step further — tying each module into the one that went before it and preparing the attendees for modules that will follow.

We are also creating a more advanced curriculum in the second year for those who complete the First Year's Training and so on through out the Three-Year Program. There will also be an additional participatory component not seen in previous Trainings whereby participants will be expected to volunteer for a couple of coordinated outside activities.

Scope? In years past we added the category of Activist to our Steward's Training Program, recognizing that you can only have so many Stewards, so why limit the Training to only Stewards? Rick's vision is that we now want to take the next step in this ongoing process — and try to involve those members who have never been involved before.

We are calling the Program the Leadership Development Program or LDP. Our goal is not just to continue with the usual "how to" Training and information sessions. Rather we want to identify, develop and nurture the future leaders of Local 174. Not everyone who participates may

(Continued on page 7)



LOCAL 174 STAFF REPORT

By TIM ALLEN, Local 174 Senior Business Agent/Education Director

THANKS FOR YOUR UNBELIEVABLE SUPPORT!

On behalf of all your Business Agents I want to thank you for the unbelievable support you have shown us with the recent Local Election results. I like to tell the new members during the monthly Initiates' Meeting, that we are hired by S-T **Rick Hicks**, but we work for you, the members! We will continue to build upon the success of the past and work hard to improve on it even more in the future.

The halls at the Local have been filled lately with the sound of "click-clack, click-clack." It isn't the sound of reindeer hooves, but rather **Roger Pardo's** crutches! Roger is recovering from double hip replacement surgery. That is one of the downsides of the BA job. Unlike his former driving position, there's nobody to fill in for Roger, even while breaking in those shiny new hips! Roger wants to remind everyone to be safe out there and wishes everyone good health and happiness for 2010!

Brian Davis just returned from Washington, D.C., where he observed the Reddaway contract vote count. In the last issue of the *Teamster Record* I detailed the difficult negotiations over the Reddaway contract which covers Western Oregon and Seattle and that Reddaway is owned by YRC. Brian reports that the members have rejected the Company offer. We now wait to see what the Company and the International are going to do. One interesting development is that Company has moved out of its terminal in Clackamas, into the old Yellow Freight Terminal in Portland. This is significant because the Clackamas location was the original location when the Company was founded 50 years ago.

Brian also reports there was an Oak Harbor negotiation session that took place with a Federal Mediator last week. Nothing of significance came out of the meeting and we still are waiting for word from the NLRB on the outstanding Unfair Labor Practice charges.

Erv Lemon just completed negotiating a new three-year contract with Univar. Currently Erv is preparing for upcoming negotiations with Coca Cola. Erv reports the Proposal Meeting will take place after the 1st of the year.

I can't think of any other industry where the public image is so completely opposite of the actual corporate culture, than in the Soft Drink Industry (okay, maybe NIKE and Wal-Mart). I bring this up only because of two recent terminations at Pepsi, which Erv and the Local successfully arbitrated. I won't bore you

here with the gory and incredibly petty details of these two cases. Both members were off work for about 9 months, but thanks to Local 174 Attorneys **Lisa Pau** and **Dmitri Iglitzin**, they were put back to work by the respective Arbitrators and both were awarded full back pay and benefits!

Michael Gonzales says that the Holidays, along with the College Bowl Season, should bring an upturn in business for the Beer Distributors, and at least at Columbia, a renewed attempt to increase production standards. Michael has been working with the Industrial Engineers from the International in an attempt to bring some reality into the discussions over production standards with the Company.

One positive aspect of the discussions has been — at least as it relates to production standards — that the Management Team at Columbia makes the UPS managers' expectations seem extremely reasonable.

Seattle has long been touted as the recycling capital of the U.S.A., and with new guidelines over what can go into your yard recycling bin, **Michael Gonzales** reports Cedar Grove has seen an increase in their operation. Cedar Grove has also teamed with Seattle Steam, requiring them to expand their locations.

Larry Boyd represents the King County Roads and Parks Divisions and **Michael Gonzales** of course has the Solid Waste Division. Both are trying to maintain a sense of optimism as new King County Executive **Dow Constantine** takes office. As you may recall both sides in the now non-partisan election did their fair share of "scapegoating" County Employees and their Unions during the campaign. We shall see if that election rhetoric turns into anti-worker policies.

Michael as part of his Organizer duties, and newly-elected VP **Ken Marshall**, **Rick Hicks** and **Patty Warren**, are negotiating with Waste Management for a contract with the newly organized Container Delivery drivers. Rick, Ken and Patty are also currently bargaining with Eastmont Disposal's driver contract. (See related article on page 4.)

Dave Jacobsen reports that Lee and Eastes drivers have ratified their contract unanimously. Todd Shipyards has secured contracts for building two new ferries. Dave has also

been elected as Vice President of the Puget Sound Metal Trades Council.

Tom George held a Demands Meeting with CTI Drivers for their contract which expires February 28th. Tom also reports that North by Northwest, a movie production Company out of Spokane, is preparing to shoot a new movie in town. Talks continue with the Company as a direct result of the picketing action conducted against them earlier last fall.

Tom was involved in an arbitration hearing with Tri-State over a seniority rights issue last week. The case is the first test of new "date of hire" language negotiated in the last contract. The presentation by the Union took most of the day and the hearing required a continuance. The hearing will resume January 28th.

Senior Business Agent **Tom Mann**, **Rick Hicks** and Recording Secretary/BA **Carl Gasca** spent most of last week negotiating the SST contract. Tom is also in discussions with Pacific Delivery.

Steward **Tim Olson** and I are currently in negotiations with Bloch Steel Industries, and we are hopeful we will have something for the members to vote on before the end of the year.

It took 8 months, but thanks to the help of Steward **Ron Daugherty**, Alaskan Copper and Brass members ratified a new 5-year agreement. I also want to thank all the members down at ACB for their patience and support during the arduous negotiations.

A few weeks back I did the quick 20-hour round trip to Detroit to hear about DHL's latest proposed buyout offer to remaining DHL Seniority List Employees. The motivation being that they cannot utilize any of the part-time provisions of the new National while there are members laid-off. In an unusual move, Teamster officials from the 15 Locals still with Pick up and Delivery operations voted not to approve the offer, preventing it from being put before the membership for final approval. The concessions DHL was seeking went far beyond what was reasonable, including a provision to convert some current full-time positions into lower-paying part-time jobs. I want to thank the members for their support of Rick's and my opposition to the Company's proposal, despite the rather lucrative amounts offered.

On behalf of the Business Agent Staff, I want to thank you again for your support, and wish all of you and your families Happy Holidays!

LEADERSHIP DEVELOPMENT PROGRAM ROLLED OUT

(Continued from page 6)

aspire to become a full-time Staffperson. They may just want to become a more informed and involved member who by attending the Training gains more confidence in their abilities to handle any situation that may develop back on the shop floor. Others may feel more confident in participating in an Organizing Drive or a Political Action Event. Perhaps some may take what they learn and become involved in Community Organizing or Politics in general. Still others may participate just for the sake of their own Personal Growth.

We believe by assisting our members in meeting their individual goals we strengthen our Local and assert our influence throughout our Community for the benefit of our Local's membership.

Teamster Record: It sounds pretty ambitious.

Tim Allen: It is. Making the Program a success will require a lot of effort from our Staff and members. But it is the type of Program Rick and the Executive Board strongly believe in. As I have already mentioned, the lack of Political Stability internally with this Local over the last 40 years has inhibited our ability to implement this type of Comprehensive Program.

Think of it as being like building a house. Political Stability is the foundation on which all else is built. If we keep tearing down the foundation, we never get the rest of the house built! Rick and the Executive Board are committed to continue to move forward to strengthen Local 174 with an agenda that puts "members before politics!"

The Leadership Development Program is at the heart of that agenda.

Teamster Record: At the Program you mentioned something about SWAG?

Tim Allen: That's right, Stuff We All like to Get! Members who attend



and complete each Course Requirement will receive a certificate suitable for framing and a lapel pin each designed specifically for the Course completed. Those who complete the entire year's curriculum will receive another level of award as yet to be determined.

There are those who believe hard work is its own reward, but SWAG is nice, too! But remember, just showing up isn't enough in the new LDP (Leadership Development Program). We want participants to be able to demonstrate, with a minimum level of competency, the skills they are being taught.

Teamster Record: Anything we may have missed?

Tim Allen: Our first Class begins Saturday, February 27th, so I hope to see everyone there!



TEAMSTERS HISTORY



Graphic Art by David Jacobsen

174 RETIREE JOE WAKAZURU REMINISCES

By HANK THOMPSON, Local 174 Retiree and General Teamsters Retirees Club President

Joe Wakazuru believes he was the first Asian member in the Teamsters Union in Seattle, in Local 174. This coming January 3rd, Joe will be 91-years old. My guess is that there are not many folks still around who could refute his claim if they wanted to. Joe is a sturdy, compact Japanese-American who resides in a tidy bungalow on the south side of Beacon Hill. Having had a florist shop, and being an avid gardener, his yard features giant river boulders, and is something to behold.

He was born in Delta, Colorado, where his parents were onion farmers. The year was 1919, and 6 years later the family moved back to Japan. Here off and on in Delta and Seattle, Joe lived and went to U.S.A. schools for a total of 12 years. In Japan in his early years, he said, he didn't attend school during the harvest seasons. Joe explained in his slightly broken accent that he was a quick language learner, saying that when he left for Japan from Colorado in his youth, he already spoke "perfect English."

Upon returning to the States again with his family, this time to Seattle, he completed his academic career at Broadway High School. There he met his wife, **Barbara**, in 1941, and they were married in 1942. Shortly thereafter, nearly all the Japanese and Japanese-Americans in the U.S. were moved to Internment Camps by our Federal Government. Joe and Barbara were sent to the famous and infamous Camp in Tule Lake, California.

Tule Lake was the largest of the ten War Relocation Authority Camps used to carry out the Federal Government's system of exclusion and detention of persons of Japanese descent, mandated by Executive Order. The Order eliminated Constitutional protections. It was issued February 19, 1942 following Japan's attack on Pearl Harbor on December 7, 1941. Two-thirds of the 120,000 persons of Japanese descent incarcerated in the Camps were American citizens. Tule Lake Camp opened May 26, 1942, detaining persons of Japanese descent removed from Western Washington, Oregon and Northern California. It had a peak population of 18,700. It closed on March 28, 1946.

While in the Tule Lake Camp as an intern, one beneficial thing at least happened to Joe — he got into truck driving unexpectedly. He

made deliveries in a DC25 truck for the Camp's "authorities."

In 1945 at the end of World War II, the internees were given \$50 and a train ticket to wherever they wanted to go. Joe confided that at that time he was resentful of the way they had been treated and noted that during the Reagan Administration they (the Japanese internees) received \$200 and an apology.

"Back in Seattle in 1945," Joe said, "Times were tough, but Mr. Radinski gave me a chance." He got hired as a general assistant for 90 cents an hour, and in 1946 he got a job driving a small semi and joined the Teamsters Union making \$1.10 an hour. He moved up to driving a larger rig and delivered scrap iron, running between Seattle, Tacoma and Portland.

Joe shared many memories of his working life and one recollection prompted him to chuckle upon reflection. He was stopped by the State Patrol and taken to the weigh station. The truck was impounded, A Patrolman took him to the Grayhound depot where he was sent home. The next day his boss was fined \$700!

On another occasion he was involved in a collision and, he recalled, "I almost killed two ladies." That incident and recurring kidney problems prompted him to leave truckdriving and his Local 174 connection and look for less physically demanding and dangerous work. So, in 1958, Joe became a Local 174 retiree and opened Southend Florist in White Center. The shop is still operating

today under other owners. It is now run primarily for the present owners by **Gayle Duff**, wife of Local 174 member **Greg Duff**.

Joe himself worked at Southend Florist 32 years until 1990 before turning over the daily grind to others. Since that time, he said, he has mostly "gardened, golfed, traveled and enjoyed life." But he's kept an eye on how things are going at the shop. Joe and Barbara have three children and 7 grandchildren.

We asked Joe about his secrets for living to a ripe old age. He said he quit smoking at 50, and was past 40 before he touched alcohol but while saying that he was laughing and wondered aloud why he waited so long. Now, he does enjoy a gin and tonic and sports — all of them! Barbara said he has never complained of headaches or toothaches. By the looks of him Joe will still be doing interviews many years from now.



Local 174 member Greg Duff and Joe Wakazuru. Dave Jacobsen photo.

DISASTER RESPONSE TRAINING IS DISCUSSED AT DECEMBER 10 GENERAL MEMBERSHIP MEETING

By DAVE JACOBSEN

Local 174 member **Kandy Paulson** (Hos Bros.) and **Melina Harris** (Carpenters Union) both are members of the Sisters in the Building Trades. Melina, who is the President of the SITBT, gave a Power Point Presentation at the Local 174 General Membership Meeting on December 10 on "Disaster Response Training."

She spoke about the upcoming Training Events tentatively scheduled for the end of February of 2010, coordinated by the SITBT and

others. It will be at the South Seattle Community College Duwamish Apprenticeship Campus, 6737 Corson Avenue South, Building B, Seattle, WA 98108.

This Training is to Prepare participants for Disaster Cleanup Work. OSHA 10 is a prerequisite for this Training.

Why Take The Training?

1. The Green River Valley will likely flood, a little or a lot, this year.
2. We live between two active volcanoes and in an earthquake subduction zone.
3. A lot of people are out of work — they, especially, have the time.
4. The Training will make you better qualified for disaster site cleanup work or to volunteer to help in your Community.
5. It will look good on your resume when you are putting in for work.
6. It will better enable you to care for your co-workers, family, home and Community in case of a disaster.

Kandy is taking charge on recruiting fellow Teamster members to get signed-up for the Training Program. Many other crafts are already trained and ready to assist when called up for a disaster. They need commercial drivers to move the equipment.

Regardless of if you drive heavy highway, grocery, freight, small package, or shipyard — they'll need everyone's talent in a major disaster. You can contact Local 174's Office for more information and to get a form to fill out. No question, Building Trades Union members play a key role in any disaster cleanup operation. But to prevent injury and avoid long-term health problems, they also need the proper Training.

The courses offered at the South Seattle Community College Duwamish Campus provide that Training to the qualified — who could be vital to Washington State's disaster response.



Left-to-right at the annual Oregon Tradeswomen Leadership Institute recently, four members of the Sisters in the Building Trades from its Washington State Chapter: Kandy Paulson, Teamster; Carolina Taylor, Ironworker; Melina Harris, Carpenter; and Debra Lemmon, Operator.