



# THE LOCAL 174

# Teamster Record



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## CLEANSCAPES CONTRACT UNITES SANITATION



Local 174 CleanScapes members and friends celebrate ratification of their new contract. Coverage on page 6. Bill McCarthy photo.

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# Secretary-Treasurer's Message

## E-BOARD LINEUP CHANGES BOOST OVERSIGHT, STABILITY

### NEW SETUP BLENDS RANK-AND-FILE TRUSTEES WITH SAVVY STAFFERS

Sisters and Brothers:

Over the course of the past several months, we have made some changes to your Executive Board that I believe will continue to make us stronger and more equipped to better represent the various industries of our Local Union.

Below is a narrative outlining those changes by a former Seattle P-I writer who we contracted to write the story.

In Solidarity,  
Rick Hicks,  
Secretary-Treasurer

By GREG ROBERTS

Taking steps to improve accountability and efficiency at Teamsters Local 174, the Local's Executive Board approved a reorganization of the Board membership at its May 14 meeting. The moves, Secretary-Treasurer **Rick Hicks** said, "put the right people in place."



RICK HICKS

The reorganization added two new members to the Board, replacing two departing members. But it also assigned the critical watchdog role of the Board's Trustees entirely to rank-and-file Board members.

"The rank-and-file should be overseeing where the Union's money is spent," said

**Terri Zinter**, one of two newly named Trustees. "It's a good check and balance."

Zinter, a scale operator at the King County Solid Waste Division, and Local 174 Business Agent **Ken Marshall** are the newcomers on the seven-member Board. They were named by the remaining Board members to fill the vacancies created by the departures of **Launa Running**, who left the Board for personal reasons, and **Jeff Anderson, Sr.**, who had decided not to run for re-election in November and agreed to step aside to ease the reorganization, Hicks said.



Left-to-right are the new faces on the Local 174 Executive Board, Vice President Ken Marshall and Trustee Terri Zinter.

Running had been the Board's Recording Secretary. The new Recording Secretary is **Carl Gasca**, who had been elected as a rank-and-file Trustee in 2006 but then joined the staff as a Business Agent.

Combined with the departure of Anderson, who had also been a Trustee, the reassignment of Gasca left two of the three Trustee positions open. Zinter filled one, and **Abe Taylor**, a Columbia Distributing warehouseman who had been holding the post of Board Vice President, slid into the other open Trustee slot as part of the reorganization.

With YRC driver **Gary Bolen** staying in place as a Trustee, the upshot is that all three Trustee positions are now held by rank-and-file members.

The Trustees provide financial oversight for the Local, inspecting the account books, verifying returned checks and keeping an eye on other transactions conducted by the Local's business staff.

"We wanted to make sure that the three Trustee posts were basically held by out-in-the field members that were not working at the Local," said President **Ted Bunstine**, who continued in his previous position on the Board, along with Hicks and Bolen.

Marshall, who was named Vice President of

the Board, agreed that staff members doing the spending shouldn't be entrusted with overseeing the spending.

Taylor also welcomes the reorganization, which moved him out of the Vice Presidency. He was appointed VP early this year to fill the unexpired term of **Mary Stuart-Fairburn**, who resigned for health reasons.

"I think that the additions and the reshuffling itself are both very positive steps for the Local," Taylor said — including "having rank-and-file overseeing, basically, the rest of the Board as far as the money goes."

Or as Hicks said about the Trustees, "They should be free to call b.s. when they see it."

Marshall is a widely respected Business Agent, Hicks said, and his expertise in the key Sanitation Sector is an asset to the Board. Marshall actually was hired as a Business Agent by **Dan Scott**, the Secretary-Treasurer who lost his re-election bid to Hicks in 2006.

Zinter said she's not bothered by the Board's staffer majority. In fact, she thinks that including staff members on the Executive Board is a good idea.

"The staffers are there all the time," she said.

"They get to see all the different contracts, they get to see the grievances that come in. They have a bigger picture of everything by being involved at that level."

Gasca, too, sees an advantage to staff participation on the Board, which holds its formal meetings monthly.

"Not only do we (staffers) bring back the day-to-day problems of the members, we can bring it back on a daily basis, instead of once a month," he said.

Besides, Bolen said, Board members from Hicks on down ultimately are answerable to the membership.

For more information on the Local 174 Executive Board, go to "[www.teamsters174.org/board.htm](http://www.teamsters174.org/board.htm)".

## The E-Board Changes — May 14

### NEW MEMBERS

**Ken Marshall**, Vice President  
**Terri Zinter**, Trustee

### NEW ASSIGNMENTS

**Carl Gasca**, Recording Secretary  
**Abe Taylor**, Trustee

### CONTINUING ASSIGNMENTS

**Rick Hicks**, Secretary-Treasurer  
**Ted Bunstine**, President  
**Gary Bolen**, Trustee

## 2009 General Membership Meetings

### Day And Time

June, July, August, No GMMs  
September 13, Sunday, 10 a.m.  
October 8, Thursday, 7 p.m.  
November 8, Sunday, 10 a.m.  
December 10, Thursday, 7 p.m.

### Initiates Meetings

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

### Location

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

### 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  
and Terri Zinter

#### EDITING AND PRODUCTION

Bill McCarthy

#### WEBSITE ADDRESS

"[www.teamsters174.org](http://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](mailto:local174@teamsterslocal174.org)"

#### GETTING QUESTIONS ANSWERED

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

##### Hiring Hall

(206) 441-0223 — (866) 685-9459

##### Medical And Prescription

(206) 726-3277 — (800) 458-3053

##### Dental

(800) 554-1907

##### Vision

(206) 726-3278 — (800) 732-1123

##### Pension

(206) 726-3266 — (800) 531-1489

##### Retirees Trust

(206) 726-3269 — (800) 692-5179

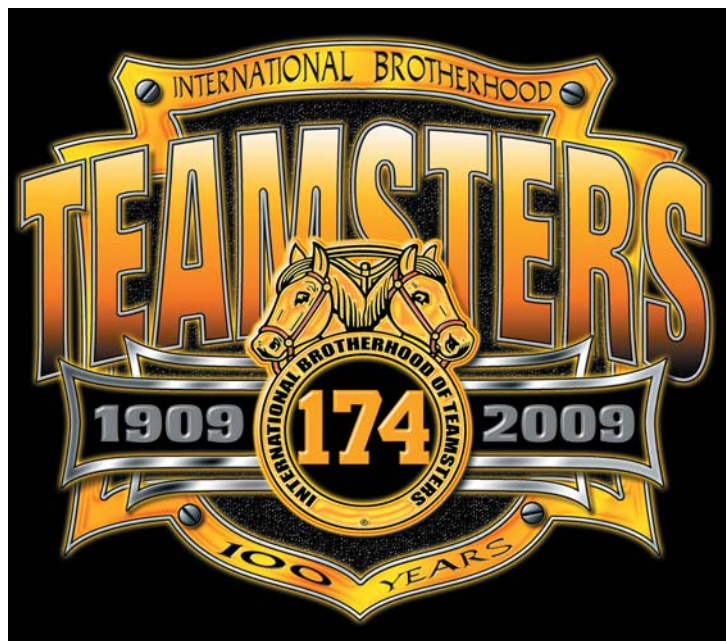
#### DUES

(206) 441-6060 — (800) 221-9952

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







# LOCAL 174'S BIG 100TH ANNIVERSARY CELEBRATION

**SATURDAY, SEPTEMBER 12, 2009**

## PLEASE JOIN US FOR MEMORIES AND FAMILY FUN!

By **DAVE JACOBSEN**  
Local 174 Business Agent and  
100th Birthday Centennial Events  
Coordinator

I have been coordinating the Local 174 Centennial Celebration Events since the Rick Hicks Administration started its current three-year term in office on January 1, 2007.

On behalf of the Executive Board and the Local's Office and Field Staff members, I thank everyone who has pitched in and helped. Those efforts will culminate with our big 100th Anniversary Party Saturday, September 12, 2009.

Please come to this important event in our Local's history. We turned 100-years-old on February 19, 2009 — a Century after we affiliated with the International Brotherhood of Teamsters. Party particulars are noted below.

- **DATE AND TIME**

10 a.m.-3 p.m., Family Activities  
6 p.m.-9 p.m., Adult Activities

- **PLACE**

The Teamsters Building in Tukwila.

- **FOOD AND DRINK**

We'll be serving free food and soft drinks, and there will be a no-host bar from 6 p.m.-9 p.m. Dinner at 7 p.m. Please RSVP for Luau Dinner, 206-441-6060.

- **HISTORICAL**

Displays of Teamster & L-174 memorabilia.

- **ENTERTAINMENT**

Musical entertainment from several performers. One of them is shown to the right. There will also be activities for the younger set available, including pony rides outside and familyroom parlor games inside.

- **PARKING & QUESTIONS**

Call the Local 174 Office for details.

- **COMMEMORATIVE PHOTO**

At 1 p.m. we'll gather everyone we can on the grounds for a group picture. We hope you'll be in it.



Local 174's Elvis will be singing at the September 12th Party. When not in King mode he is Clayton Wagy, our 22-year member, all at Masins Furniture in Seattle and Bellevue. Clayton's thriving second career as an entertainer has been going on before and during his Teamster job, for over three decades now, as a drummer, dancer, and singer specializing in country-western, gospel and rock. But he is best known as one of America's most successful Elvis Presley Impersonators. Along with his band members, backup singers and dancers he has performed his Elvis show, "Memories of a King," since 1988. He has Elvised regularly in Seattle, Las Vegas, and many other venues across the U.S., especially throughout the Pacific Northwest.

## AT THE LOCAL 174 UNION STORE: OUR SPECIAL CENTENNIAL BLACK AND OUR REGULAR TRADITIONAL BLUE LOCAL 174 MODEL TRUCKS ARE AVAILABLE

Drop by our Local 174 Office to shop at our Teamster Store. We're located at 14675 Interurban Ave. South, Suite 303 in Tukwila, WA. You can also mail in the order form linked to at the bottom of our Teamster Store Page

on our Website. Just access the Website's Home Page, and click on the Teamster Store link under "Check It Out." Our Website address is "www.teamsters174.org".



**ORDER NOW!** Limited Edition Local 174 100th Birthday black Trucks with the 100-year logo, \$50 (1/64th scale die-cast metal, made in the USA).



**ORDER NOW!** Permanently in stock, our Collectible Teamsters 174 Traditional Blue Truck, \$50.00 (1/64th scale die-cast metal, made in the USA).

# KING COUNTY BEER AGREEMENTS

By PATTY WARREN, Senior Business Agent/Organizer and MICHAEL GONZALES, Business Agent/Organizer

## BEER INDUSTRY BACK UNDER 174 UMBRELLA



COHO-Columbia Distributing members go over their proposed new Contract February 28, 2009 at their Ratification Vote Meeting at the JC-28 Building. They approved the Agreement overwhelmingly. Soon thereafter, the members at K & L ratified their Agreement, too. Photo by Bill McCarthy.

### COLUMBIA CONTRACT RATIFICATION

By PATTY WARREN

With the recent ratification of contracts at *Columbia* and *K & L*, Local 174 has regained its prior strength in the Beer Industry.

At *Columbia*, Alaska Distributors' loss of the Coors account triggered a number of changes. *Columbia* reorganized, merging *Columbia Distributing Company*, *Mt. Hood Beverage Company*, and *Gold River Distributing*. It then announced it was acquiring the Western Washington beer and portions of the non-alcoholic beverage business of *Alaska Distributors*. In addition to picking up the Coors account, *Columbia* purchased the physical assets of the Alaska facility in Kent.

Our Contract negotiations were set against that backdrop, as well as the looming physical integration of the Renton warehouse into the Kent space previously used by Alaska.

We knew the integration would be a huge challenge, not only physically but culturally. *Columbia* needed our help to make the transition a smooth one.

The Company needed the Contract done so it could turn its attention to the transition. Our members were not willing to work past Contract expiration and knew this was our best shot at getting improvements in what we viewed as a weak Contract.

We were successful on all counts. On language alone, we made important improvements in regaining rights we had waived, including elimination of a requirement to give a post-Contract expiration 72-hour notice of intent to strike, and improvements in seniority rights, discipline language and grievance procedure.

We were also successful in getting a great economic package. The wage rates topped out at a higher rate at the previous non-union Alaska facility, but the pension and medical plans were much better at the unionized *Columbia*.

We are happy to say we were able to use the rising tide to lift all boats. No one took a cut in pay, everyone is now enjoying the Teamster pension, and we

moved the group from company medical to a Union plan. Additionally, we were able to meet the goal of the Hicks Administration in achieving pension contributions on all compensated hours.

Over at *K & L*, we already had all hours in the pension.

### K & L CONTRACT RATIFICATION

By MICHAEL GONZALES

Congratulations to the members at *K&L Distributors* for negotiating one of the best beer distributing contracts on the West Coast. The bargaining was led by lead negotiator Local 174 Secretary-Treasurer **Rick Hicks** and assisted by Local 174 Business Agent **Michael Gonzales**, and Bargaining Unit members **Joe Forcier** and **Jim Cramer**. The members at *K&L* ratified their new three-year Collective Bargaining Agreement by an overwhelming majority.

*K&L*, since the early 1980's, has been the only Union beer distributor in King County. This made it extremely hard to make improvements in their contract until *Columbia Distributors* was organized in 2002.

That 2002 organizing drive was won by a very narrow margin — which resulted in a contract that needed improvement to bring it up to Industry standards. That improvement happened earlier this year with over 100 language changes for the Union and improved economics.

That set the stage for the *K&L* contract, which was really an extension of their last contract that was only in place for two years.

The Union in the last contract was able to secure full MOB, all compensated hours into the pension, and a lot of other improvements but needed time to improve their competitor's contract in order to secure the great deal we know the *K&L* members deserved.

The new contract includes improved language that covers discipline, job bidding, meal periods and safety. The contract also includes wage and pension increases that make them some of the top-paid beer drivers on the West Coast.

## UPS DIVISION REPORT

By TED BUNSTINE, Local 174 President and UPS Division Director

### WHAT CAN BROWN DO TO U?

On April 10, 2009, UPS rolled out Telematics in the Redmond Building. Telematics is the "Big Brother" system that will tell UPS everything you do as a Package Car Driver on a daily basis.

Telematics will tell UPS if your seatbelt is fastened, your bulkhead door is open while traveling, if you are recording on your DIAD while traveling, and it doesn't stop there.

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.

Telematics will tell UPS what your speed is at any time during your day.

The system will be explained to every driver in the Redmond Building, but keep in mind this is coming to all UPS drivers in Local 174's jurisdiction soon.

There is very little this new system accomplishes in service enhancements for the customers UPS wants so badly to keep. **The main goal of Telematics is to play Big Brother and keep an eye on you the Drivers.**

Telematics will be used to "change the behavior" of the Drivers, said Division Manager Kelly Hale during the presentation. "I tell my folks to ask questions" said Hale when describing what would happen if a Driver was driving without a seat belt, or any other violation of the methods that this system can pick up. "This is not a witch hunt, but every Driver will need to take responsibility" he went on to say.

UPS cannot terminate a Driver on a first offense, **"if such discharge is based solely upon information received from GPS or arty successor system (such as Telematics) unless he/she engages in dishonesty (defined for the purpose of this paragraph as any act or omission by an employee where he/she intends to defraud the Company,)"** according to Article 6, Section 4 (8) of the National Master UPS Agreement.

There is no doubt in my mind that UPS will use the information they receive to take progressive discipline, (warning, suspension, and discharge), for failure to follow proper methods. This may not be a "witch hunt" but it is more important than ever to follow all methods regardless of the amount of extra

time this may involve.

I would recommend that all Drivers tell management that **"if you have nothing better to do than watch me deliver through Telematics, then I have better things to do than get your sales leads for you!"**

Remember, Big Brown is Watching You!

### 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.



# BOEING CONTRACT RATIFIED

By PATTY WARREN, Local 174 Senior Business Agent/Organizer

## GREAT RESULTS ACHIEVED IN TRYING TIMES



Boeing Bargaining Unit members carefully go over the language in their proposed new Contract on April 11, 2009. They overwhelmingly ratified the Agreement. Photo by Bill McCarthy.

On Saturday, April 11, over 200 Local 174 members working at Boeing met to vote on a fully recommended agreement. The vote came after two straight weeks of negotiations, with meetings many days lasting well into the evening hours. Both the Union team and the Employer team worked hard trying to come up with language and an economic package that met both sides' needs.

The bargaining team was very happy with the results. Approximately 90% of our members agreed, and the contract passed overwhelmingly at a very well attended meeting.

The Local had several goals heading into negotiations. The most important issue was preserving bargaining unit work. Boeing outsourced much of the work of the Machinists and of SPEEA over the past several contracts, which has resulted in many of their members being laid off. While we have not experienced layoffs, we have had an erosion of work that has allowed Boeing not to hire additional drivers. During negotiations, we were able to strengthen our ability to monitor Boeing's compliance with our bargaining unit work language. We also received assurances that our bargaining unit numbers were stable and that Boeing did not see any layoffs

coming our way. There were several other significant language improvements, including improved seniority rights for our members when bidding new job assignments and when the Company changes start times, two areas of significant frustration in the past.

The other big goal of the Local was economic. The Boeing contract has a five-year progression to get to full scale. While we did not succeed in shrinking the progression, we did receive hard money rather than bonuses for the remaining four years of a five-year agreement, a rare achievement at Boeing. We also succeeded in reaching one of the major targets of the Rick Hicks Administration — pension will now be paid on all hours, an improvement over the previous limit of 2,280 annually.

Thanks to the Bargaining Committee (members **Donny Jones, Ric Monroe, Dana Moore, Dan Poole and Darcy Sansaver**, Senior Business Agents **Erv Lemon and Patty Warren**, and Secretary-Treasurer **Rick Hicks**) for all their hard work, and the members for their support. Together we achieved a great contract!

## 174 GENERAL MEMBERSHIP MEETINGS



Some of the Local 174 members at the March 12, 2009 General Membership Meeting in the Tukwila Teamster Building. Photo by Bill McCarthy.

● The attendance at Local 174's five regular January through May 2009 General Membership Meetings has been very good. And it should have been. The GMM's are vital to every member of the Local, as those who go to them are aware.

● There won't be any GMM's in June, July or August. There will be regular GMM's, however, in the months of September through December.

● These Meetings give the elected officers and the staff the chance to report face-to-face to the members on the daily "business" of running their Local Union.

● The agenda at each GMM is very predictable, but what is talked about at them varies dramatically as the issues and political battles of the Local Union, Joint Council 28 and the International Brotherhood of Teamsters change.

● Always the GMM's begin with official signing-in at the door — new members are sworn-in by the 174 President — minutes of the past month's GMM and Executive Board Meeting are read aloud by the Recording Secretary — and then reports follow from the 174 Secretary-Treasurer, other elected officers, and Agent Staff members.

● Each month the Organizers report on ongoing campaigns, such as the hard-fought victories covered throughout this issue in the Beer and Sanitation Jurisdictions.

● At the GMM's individual members are singled out for praise. All members with messages to impart to the Local's leadership or fellow members get the chance to speak out. Daily operations in the 174 Office are talked about. Also, major and minor 174 financial developments are reviewed in depth.



Art: David Jacobsen

## BROKEN WHEEL

*The following Local 174 members or relatives passed away recently. We offer our sincere condolences to their families and friends. May they all rest in peace.*

**ART GUNDERSON**  
Sound Oil

**VINCENT GIAMPAPA**  
Boeing

**ARTHUR WELLER**  
Longtime Member

**BOB NAVIN**  
Palmer G. Lewis  
Company (Huttig)

**GENE PINTO, SENIOR**  
Local 174 Vice President/Business  
Agent; worked in Beer Industry

**WALTER "ROCKY" KIRBY, JUNIOR**  
Associated Grocers

**WILLIAM FARROW**  
Anderson Heating Oil



# CLEANSCAPES AGREEMENT

By KEN MARSHALL, Local 174 Vice President and Business Agent

## CLEANING UP WITH CLEANSCAPES CONTRACT

Thanks to the perseverance of the leadership of Local 174, Local 174 won 14 Teamster solid-waste jobs in Shoreline, Washington and worked with the City of Seattle to save 135 other jobs in the Emerald City.

"Thanks to the hard work of our Bargaining Committee, Local 174 Teamsters kept their jobs or have new jobs serving the communities of Seattle and Shoreline," said **Rick Hicks**, Secretary-Treasurer of Local 174. "These solid-waste jobs are Teamster jobs and we will do everything we can to make sure our members' livelihoods are protected."

In Shoreline, the solid-waste Company CleanScapes won the bid to provide sanitation service in that city. Waste Management had been doing the work.

Local 174 leaders successfully won displaced-worker language and prevailing wage language when the time came for the city to bid the work. By doing so, Local 174 Teamsters got to remain picking up the trash in the city of Shoreline for the new Company, CleanScapes.

In Seattle, CleanScapes also won the bid, in this case from Allied Waste. Seattle already had similar displaced-worker and prevailing wage language. As a result, 135 members of Local 174 and Local 117 got to keep their jobs.

However, Teamster leaders successfully secured card-check language from CleanScapes. Also, Teamster leaders won language from the city ensuring that Teamsters would earn the same wage rate if they had been receiving the maximum rate, or the next step pay rate if they had not been earning the maximum rate. This language made sure



CleanScapes Bargaining Unit members consider the language in their proposed Contract at their March 29, 2009 Ratification Meeting in the Main Auditorium of the JC-28 Teamsters Building in Tukwila. They unanimously ratified the new Agreement. Photo by Bill McCarthy.

members kept their paychecks safe in these dire economic times. In addition, local leaders won language ensuring that workers received the same vacation they had accrued under the old contract.

Secretary-Treasurer **Hicks**, who chaired the Bargaining Committee, wholeheartedly credited all the other Committee members personally. He said, "Without all the Committee members' dogged determination over some very tough weeks of bargaining, we couldn't have been successful. I particularly thank the rank-and-filers on the Committee, **Duane Palmer** and **Rodney Watkins**, who brought great feedback from the involved members in the field. This victory has revolutionized and united our Sanitation Division, and we did it in very tough economic times."

"It took the Local 174 about 8 months to negotiate the contract with CleanScapes in Shoreline and Seattle," said 174 Senior Business Agent **Patty Warren**. "But it was worth it. This is a historic unifying agreement for our Sanitation Bargaining Unit. It will help each and every Sanitation member."

The CleanScapes Company for a long time was balking at the worker-protection language, but ultimately we worked it out amicably. When

it finally came time to vote on March 29, 2009 as to whether to ratify the contract in Seattle or go out on strike, our members voted unanimously 88 to 0 to accept the contract, thanks to the strong worker-protection language we had won.

## JUNE 27TH SHOP STEWARDS AND ACTIVISTS TRAINING



Some of the Stewards and Activists study facts and figures in a handout provided by the Northwest Administrators Health & Welfare Department representative. Many of the complexities of the multifaceted Teamsters Benefit Plan were explained in depth. Later, they were given information by the Northwest Administrators Pension Trust Department representatives showing that the Western Conference of Teamsters Pension Plan has had tough going in recent times, but is still solid and doing well overall. Photos by Bill McCarthy.

By **BILL McCARTHY**

There was a good turnout of nearly 100 Local 174 Shop Stewards and Activists who came to their June 27, 2009 Training. They attended to learn more about their "Benefits" — Health & Welfare and Pension Benefits, that is.

The Training was from 9 a.m. until noon in the Main Auditorium at JC-28 Teamsters Headquarters in Tukwila. The information contained in the SS&A Training Sessions is always of vital importance to the Local's members. Nothing these days is of greater importance to Local 174 members than benefits aimed at coping with health costs and retirement income.

**H&W BENEFITS.** Local 174 as part of the Teamsters Union's Health & Welfare System, has excellent coverage. But it is difficult to understand the many facets of the plans and subplans that affect 174's various contracts. At the Training, representatives of Northwest Administrators and the United Em-

ployees Benefit Trust discussed how the overall H&W System operates, and how items such as co-pays and exclusions affect all plans and subplans to a greater or lesser extent.

**OPEN FORUM.** There was an informative Open Forum on the subject of "Benefit Improvement Possibilities and How to Make our Great Plans Even Better." Local 174 Officers and Staff were part of the Forum, along with the NWA and UEBT representatives. The Stewards and Activists voiced some very thoughtful ideas, and showed an admirable depth of understanding of their Teamster Plans.

**PENSION PLAN DISCUSSION.** There was also a presentation on the Western Conference of Teamsters Pension Plan by WCTPP representatives. The Pension Plan is solid, but complex. The Stewards and Activists heard of the many economic threats those managing the Pension Plan must deal with.

### Teamsters Training Center

Is Looking For Apprenticeship Applicants To Be  
Teamster Construction Truck Drivers  
Women And Minorities Are Encouraged To Apply  
1-888-600-8297 or [www.teamsterstraining.org](http://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 Local 174 Business Agent **Dave Jacobsen** at 206-441-6060.
- Members can also purchase Local 174 merchandise at our General



# LOCAL 174 STAFF REPORT

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

## THERE HAS BEEN QUITE A BIT GOING ON

In my role as the Local 174 Education Director, I have the opportunity to work with our newest members through the Initiates Training before every General Membership Meeting. With this being the Local's Centennial Year, I try to mix in a fair amount of the Local's history, as well as anecdotes from my own personal experiences during my thirty years of membership into the program.

A couple of times during these monthly training seminars, I am reminded that I sometimes take for granted that the membership, fully understands the duties and responsibilities of their Union's staff.

I remember back in 1980, asking my Business Agent at the time, **Rod Mendenhall**, why I didn't see him more often. Rod patiently explained, in addition to his UPS duties, he had several other barns — about twenty others, to be exact — that he was responsible for. I was shocked at this revelation.

Today, nearly thirty years later, we as your Agent Staff, are equally challenged. We are responsible for negotiating and administering about 225 different contracts on behalf of our approximately 7,000 members.

Many of our employers may have one contract with the Local but several different locations. For instance, back when Rod represented **UPS**, where I was working, there were two buildings and six delivery centers averaging about 40 drivers each. The entire east side was delivered out of one center in the Seattle Hub! Today, UPS is spread out between 5 buildings, including three major hubs, and 10 "super centers" that average about 75 drivers each.

Another example of this, for instance, is current Agent **Dave Jacobsen**. He represents nearly 30 different employers spanning a geographical area stretching from Yakima to Blaine!

Speaking of Dave, he reports that a fully recommended, tentative agreement has been reached at **Pacific Ship Repair**. Those negotiations involved the Metal Trades Council in a multi-craft Negotiation Committee. Their ratification meeting is scheduled for June 30th. In similar bargaining, negotiations continue at **Lake Union Dry-dock**. Dave is also involved in another multi-Teamster Local negotiation with **Lee and Eastes Company**.

Dave is also chairing the Local 174 Centennial Celebration Committee and runs the Local 174 "Teamster Store" (have you ordered your limited edition Local 174 Truck yet?). Please read about the **100-Year Anniversary Celebration** on page 3

of this newspaper. Dave and a group of Local 174 active and retired members have been working hard on the agenda and everybody is invited to the event, which will be on Saturday, September 12.

Freight Agent **Roger Pardo's** responsibilities require him to travel monthly to the Master Freight's Multi-State Grievance Committee Hearings. Roger recently returned from an emergency Two Man meeting called by the IBT's Freight Director to discuss economic difficulties with **YRC**, the parent company of recently merged **Yellow Freight** and **Roadway Freight**, now known as **YRCW**.

The company is attempting to seek a waiver of pension contributions for the next 10-14 months in an attempt to remain financially solvent. Local 174 members participate in the Western Conference of Teamsters Pension Plan, as is the case with YRCW members throughout the 13 Western States.

In other parts of the country, YRCW members participate in their Local Union's own pension funds, thus creating a situation where YRCW must apply to over 30 different pension plans seeking this payment "holiday" as well as the Internal Revenue Service, Department of Labor, and the companies lending institutions. Once that process is complete, then it will ultimately be up to the members at YRCW to vote whether or not to approve such a deal.

Agent **Brian Davis** has been involved in the NW Regional **Reddaway** Negotiations. Those negotiations have always been contentious, and are now further complicated due to the fact Reddaway is also an YRC company. Separating the problems of the financially strapped parent from this formerly profitable regional carrier has been proving to be almost impossible. Bargaining resumes July 7th and 8th.

Our Construction Jurisdiction Agent **Tom George** reports that after long and contentious bargaining over many months, Local 174 and **Gary Merlino Construction** have finally come to a contract settlement fully ratified by the members there. This was a welcome development.

Agent **Ken Marshall** has been involved deeply in the **CleanScapes** negotiations, which are covered in depth elsewhere in this newspaper. But he has other companies in the Sanitation Jurisdiction that he deals with. Ken reported, "We have a ratified agreement for **Emerald Transport Services**.

Special thanks to Bargaining Committee Rank and File Member **Greg Golden** for all his hard work to help bring this all together. And we have a ratified agreement at **Baker Commodities**. Special thanks to Bargaining Committee Rank and File Members **Rik Hecks**, **Walter Stokes** and **Dennis Izzi** for their vast experience in the Sanitation Industry and hard work during the bargaining."

It has been a busy Spring for me as I have finished negotiations with **BUNZL Paper** and **Seattle Iron and Metal**.

Currently negotiations continue with **Alaskan Copper and Brass**. We have joined with Local 117 for these always difficult negotiations. Progress has been slow. Wages, Pension and Healthcare always seem to be main issues with many of our negotiations and ACB is no exception, although there are some other issues on the table unique to this employer. Seniority, or the lack thereof, is one of the non monetary issues we are fighting for. ACB has not historically recognized seniority in any manner, interestingly enough, including no probationary period. Another contentious issue is the length of the agreement. ACB is asking that this be their 3rd 6-year agreement. We are resisting agreeing to such a long-term agreement this time because such a long agreement inhibits our ability to address the changing economic landscape as it relates to both wages and rising health care costs.

The members at two other metal houses, **Earle M. Jorgensen** and **Pacific Metal**, recently agreed to one-year extensions of their existing agreements.

The members at **Unisource Paper** have begun preparations for their upcoming negotiations, by returning their contract surveys — and we will be scheduling their proposal meeting soon.

I would ask you to join me in sending thoughts of support and prayers out to longtime member and Steward **Jim Laws** from **XPEDX**, who is battling esophageal cancer.

Jim, as the Steward at **Crown Zellerbach** earlier-on, had the unenviable task of teaching a somewhat new BA who had come out of UPS and only dealt with that company, that there was more to Local 174 than the "Big Brown." Yes, that BA was me. Well, together, we were able to negotiate one of the better contracts that group had seen up to that point, despite the fact Zellerbach was in the early stages of downsizing their operations.

Jim reports he will be going in for surgery in early July. We wish Jim the best.

## MACMILLAN-PIPER, MACY'S, RTS, AND BALLARD TRANSFER AGREEMENTS

By BILL McCARTHY

Local 174 Senior Business Agent **Tom Mann** had Agreements reached since our last *Teamster Record* edition in four Bargaining Units in his Jurisdiction. He thanked all of the members at the Units who helped on their respective Bargaining Committees.

"First off, our 52-member Local 174 Bargaining Unit at **MacMillan-Piper Inc.** overwhelmingly ratified a new Contract," Tom reported, "Its term extends the basic language of the existing 2006-2009 Container Service Agreement. But we achieved significant improvements."

The most dramatic improvement came in the areas of seniority language and bumping rights covering the six Seattle and Tacoma MacMillan-Piper facility locations covered, and Local 174 got the Unit's workers back into a Teamster Health & Welfare Plan, a big improvement over what they had been under before.

Tom said, "The new Extension is for one year, up until May 30, 2010. It keeps in effect the terms of the already bargained Contract. This is important, as Companies in the Container Service Industry nationwide are seeking many concessions from their employees, as this Industry is tied closely to International Trade."

Tom continued, "The second Contract involved our 19-member Local 174 Bargaining Unit at **Macy's Logistics & Operations** under our Tukwila Distribution Center Loader Agreement. This Contract is from April 1, 2009 through March 31, 2011."

Macy's Logistics & Operations employs the 174 Bargaining Unit's members to load or unload backhauls of trucks or trailers to its following Store locations: Southcenter (Store 8), the Furniture Clearance Store (Store 16), the Tukwila Furniture Gallery (Store 36), the BVX Warehouse, the Mattress Warehouse, the Fixture Warehouse, and the Tukwila Distribution Center facility.

Tom stressed, "Times are tough economically in the Retail Industry, to be sure. But the steep concessions first suggested by Macy's in our negotiating process were unacceptable."

He said, "Bargaining was tricky, as in this Industry, there have been many layoffs by this Company across the United States."

He added, "We worked together with our Brothers and Sisters in UFCW Local 21, which has many Bargaining Units inside the Stores for which our members do the delivery and pickup of merchandise."

He continued, "When the Company saw Local 174 and Local 21 were fighting together for our workers' Contract, they moderated, and we were able to come up with a reasonable Settlement despite very tough economic times."

The Contract Ratification Vote was unanimous. All important wage and benefit provisions were preserved intact from before, and Local 174 got some changes in the members' Health & Welfare Plans, which reduced the uncovered Maintenance of Benefits level that they had been paying under the predecessor Agreement with the Macy's Company.

"Third, at **Rail Terminal Services, LLC**, where

we have 28 members," Tom said, "the vote for their new Agreement was nearly unanimous. The Contract term is April 1, 2009 through March 31, 2012."

These are bad economic times for Companies in the Intermodal Terminal Industry. There have been many layoffs, business has been and continues to be slow, and the future looks bleak. Predictably, RTS's negotiators were contentious right from the start, and wanted the same types of reductions granted to Yellow Freight and other Employers which are under the Master Freight Agreement with the IBT.

However, Tom pointed out, "RTS is not under the Master Freight Agreement. This Company is on a White Paper Agreement with Local 174. Eventually, the bargaining became civil, and we came up with a fine Agreement that features substantial wage increases every year of the Contract, good Pension increases, an annual pension cap as opposed to the former less desirable monthly pension cap, and full Maintenance of Benefits under all Teamster Plan A Health & Welfare plans."

And fourth, Tom reported, "We bargaining a one-year Contract extension of the 2006-2009 Cartage Labor Agreement between Local 174 and the **Ballard Transfer and Storage Company**. There are 8 members in this Bargaining Unit. We got improvements in Health & Welfare, including MOB of Plan A plans, and a 15% Pension increase. We kept in force all the other wage and working condition language."

He stressed, "Again, we negotiated a strong and improved Contract despite the bad economy."

# ELECTION NOTICE & BY-LAWS

## NOTICE OF NOMINATION AND ELECTION OF OFFICERS OF LOCAL UNION 174

Notice is hereby given of the nomination and election of the following officers of Local Union 174: Secretary-Treasurer, President, Vice-President, Recording Secretary, and three Trustees. The terms of office for these officers will commence on January 1, 2010 and conclude on December 31, 2012.

**Nominations.** Nominations will be accepted at the regular General Membership Meeting of Local Union 174 to be held on October 8, 2009 at 7 P.M. at the Teamsters Building, Main Hall at 14675 Interurban Ave. S. Tukwila WA. Nominations shall be made from the floor of the meeting, by a member in good standing, with dues paid through the month of September 2009, and shall be seconded by at least two (2), but not more than three (3) members in good standing, with dues paid through the month of September 2009. (1) Candidates must accept nominations at the time made either in person, or, if absent, in writing and may accept nomination for only one office.

**Eligibility to Run for Office.** To be eligible to be nominated for Local Union office, a member must be in continuous good standing with the Local Union 174 and actively employed in the craft within the jurisdiction of the Local for twenty-four months prior to the month of nomination. "Continuous good standing" is defined as compliance with the requirements regarding the timely payment of dues, together with no interruptions in active membership because of suspensions, expulsions, withdrawals, transfers or failures to pay fines or assessments. A member on dues check off will not lose good standing as a result of a delay or default by the employer in sending dues to the Local or because of an employer's failure to make the proper deductions from the member's pay in any month in which the member had any earnings from which deductions could have been made.

Potential candidates are encouraged to check their eligibility, and the eligibility of their nominators and seconders, prior to the nominations meeting by submitting a written request to the Local Union Secretary-Treasurer.

**Election.** The election will be conducted by mail ballot. Ballots will be mailed to all active members and new applicants eligible for membership in Local Union 174 on or about October 22, 2009. All ballots must be received at the designated Post Office Box by 10:00 a.m. on November 12, 2009 to be counted. Members who have not received a ballot by October 29, 2009, should call the Local Union Office at 1-800-221-9952 to request a ballot. Duplicate ballots may be requested through November 6, 2009 by 4:00 p.m. Instructions for the completion of the ballot will be enclosed in the ballot package. This is a secret ballot vote. You should mark your ballot in private and mail your ballot, sealed in the secret ballot envelope, to the

designated post office box in the postage paid Business Reply Envelope provided. Do not give your ballot to anyone.

**Eligibility to Vote.** To be eligible to vote in this election a member of Local Union 174 must be in good standing with initiation fees fully paid and dues paid through October 2009. Members have until 5 p.m. on November 10, 2009 to pay their initiation fees or dues at the Local Union office in order to have their votes counted. Under the International Constitution, any member on dues check off shall not lose good standing as a result of a failure by an employer to send deducted dues to the Local or to make a proper deduction from the member's pay in any month in which a member has any earnings from which dues could have been deducted.

*New members paying initiation fees by checkoff in installments. Under the International Constitution, as amended in 2006, new members who have executed checkoff authorizations will be considered "members in good standing" from the first month in which dues are paid, provided that the initiation fee will be paid through checkoff deductions. For example, if a member applied for membership and signed a checkoff authorization in March 2009 and paid dues and a portion of his/her initiation fee by checkoff in April 2009, that member will be considered in good standing beginning in April even though the initiation fee may not be fully paid. (2)*

Elected officers of the Local Union shall, by virtue of such election, be delegates to any Joint Council with which the Local is affiliated, as well as to any convention of any subordinate body which may take place during their term of office. Elected Local Union Officers shall be delegates to such bodies in the order of priority set forth in the Local Union By-Laws. Copies of the Articles of the International Constitution, the Local Union 174 By-Laws and the Rules governing the conduct of this election are available, upon request, from the Local Union.

Fraternally,  
June 19, 2009, Local Union 174 Executive Board

(1) Local 174 has been advised by the IBT Legal Department that the IBT Constitution requires only one (1) second to a nomination for a valid nomination. More than one (1) second to a nomination may be permitted, but can not be required for a valid nomination.

(2) Note: The italicized language reflects changes necessary to conform with an amendment of Article XIV Section 1 (b) of the IBT Constitution ratified at the 2006 IBT Convention.

## NOMINATION AND ELECTION OF OFFICERS; RULES.

### 17. Nomination and Election of Officers; Rules.

A. Meeting for nomination of officers shall be held at the regular October general membership meeting, and the election shall be held by mail ballot which shall be mailed no less than fourteen (14) days nor more than twenty-one (21) days after the nomination meeting, and subject to safeguards for the honest and fair conduct of the election as the Executive Board shall establish. This Local Union shall elect its officers not less often than once every three years. Officers shall hold office until their successors are duly elected and installed.

*(Art. 17 A changed by the membership on May 8, 1997)*

B. Notice of Rules, Nomination Meeting and Election. At least twenty (20) days prior to the date of the nomination meeting, specific notice of the date, time and place of the nomination meeting and the offices to be filled shall be published in the local union publication mailed to the membership, and in that issue the election rules set forth in these By-Laws shall also be there published. Nominations shall be taken at the scheduled time and date even if there is no quorum present as required by these Bylaws.

*(Change approved by the Membership May 14th, 2008)*

### C. Eligibility of Members.

(a). To Nominate, Vote For, or Support Candidates. To be eligible to vote in the election, a member must have his dues paid up through the month prior to the month in which the election is held and must still be an active member on the day of the election. The candidate for each office who receives a plurality of the votes cast for the office shall be elected thereto, except in the case of Trustees, in which case the three (3) candidates receiving the highest number of votes shall be elected. In the event of a tie vote, the candidates shall resolve such tie by lot, except in the case of a tie for the office of Secretary Treasurer of the Local Union, in which case there shall be a re-election between only the candidates who have tied for the highest number of votes and only for that Principle Office. Except as provided above, no runoff election shall be held.

(b). To be eligible for election to any office in this Local Union, a member must be in continuous good standing in this Local Union and actively employed at the craft within the jurisdiction of this Local Union for a period of twenty-four (24) consecutive months prior to the month of nomination for said office, and must be eligible to hold the office if elected "Continuous Good Standing" means compliance with the provisions of Article X Section 5 of the International Constitution concerning the payment of dues for a period of twenty-four (24) consecutive months, together with no interruptions in active membership in this Local Union because of suspensions, expulsions, withdrawals, transfers or failure to pay fines or assessments. Provided, however, that if a member on withdrawal deposits his card in the month immediately following the month for which it was effective and pays his dues for both months in a timely manner as provided in Article X Section 5 (c), such period of withdrawal shall not be considered a break in continuous good standing in the Local Union.

Payment of dues after their due date shall not restore good standing status for such month or months in computing the continuous twenty-four (24) months good standing status required by this Section as a condition of eligibility for office. No member shall lose his good standing status for any month in which his dues, have been withheld by his employer for payment to the Local Union pursuant to his voluntary authorization provided for in a collective bargaining agreement by reason of delay or default in the payment of such dues by the employer to the Local Union. However, a member on dues check-off whose employer fails to make a proper deduction during any month in which the member has his earning from work performed during the month from which the dues could have been deducted, or has earnings from which the employer normally makes a dues deduction pursuant to the contract or established practice, shall not lose good standing status for that month. In such an event, the Local Union shall notify the member of his employer's failure and payment shall be made by the member within thirty (30) days of said notice in order to retain good standing status. Members in a reserve component of the military or National Guard who are called to active service lasting more than thirty (30) days but not more than twenty-four (24) consecutive months, may have their eligibility determined in accordance with Article II, Section 4 (4) of the International Constitution.

*(Change mandated January 2008, to be in compliance with The IBT Constitution)*

(c). Determination of Eligibility of Nominees. Election judges shall investigate all nominees and ascertain their eligibility as candidates and submit their recommendations to the Executive Board. The eligibility of each nominee shall be determined by the Executive Board of Local 174, after receiving the report of the election judges. This determination of eligibility of each nominee, as made by the Executive Board of Local 174, shall then be made known to said nominee within twenty-four (24) hours in writing and by registered mail by the Secretary Treasurer or President of Local 174.

*(Changed by the membership on May 9, 1996)*

(d). Appeals. Any member who desires to challenge a ruling on eligibility to run for office shall appeal, in writing, within forty-eight (48) hours after receipt of the ruling to the General President or his designee, who shall decide such appeal within seven (7) days after receipt of the protest. The decision of the General President shall be appealable to the General Executive Board pursuant to the provisions of Article VI, Section 2 of the International Constitution. In the event there shall be any protest or charges made concerning an election by any member prior to the holding of the election, such protest or charge shall be made in writing by such member within forty-eight (48) hours of his knowledge of the event complained of and shall specify the exact nature and specification of protest. Such protest or charges shall be made to the Local Union Secretary-Treasurer who shall refer the protest or charges to the Local Union Executive Board for disposition. The decision of the Local Union Executive Board shall be appealable to the General President, pursuant to the provisions of Article VI, Section 2 of the International Constitution.

### D. Nomination Procedures.

(a). Nominations and the conduct of the election and related questions shall be the first order of business at the nomination meeting and complete minutes shall be kept of that business.

(b). Nominations shall be made from the floor of the meeting, by motion of a member in good standing, and shall be seconded by at least two (2), but not more than three (3) members in good standing.

(c). Every member eligible to nominate candidates shall be entitled to nominate one candidate, but only one, for each office open.

(d). Nominations shall not be closed until a call for further nominations has been made three (3) times by the Chair without further nomination being made.

(e). All candidates nominated for office at the nomination meeting, shall have their names printed on the mail referendum ballot and on the paper challenged ballot, unless:

*(Changed by the membership in November, 1979)*

(1). Said candidate withdraws his name orally as a candidate at the nomination meeting, and his declination is entered upon the minutes of that meeting, or

(2). Said candidate withdraws his name as a candidate, in writing, within five (5) days of the nominating meeting said withdrawal to be delivered personally to the Secretary-Treasurer, or by registered mail to the Secretary-Treasurer within the said five (5) days, or

(3). He is determined to be ineligible to stand for election under the provisions of Article 17.

(f). The names of all persons nominated at the nominating meeting shall be referred to the Eligibility Committee, in accordance with Article 17 (C) (c).

(g). The Executive Board of the Local Union, within twenty-four (24) hours of the end of the nominating meeting, shall decide the eligibility of all such candidates and subsequently shall instruct the Secretary-Treasurer or the President of the Local Union to notify said candidates of the Executive Board's decision, and their decision shall be appealable to the General President, in accordance with the provisions of Article 17 (C) (d).

(h). In the event only one candidate is nominated for any office, no election shall be conducted for such office unless required by law, and such unopposed candidate shall be declared elected by acclamation.

(i). If any nominee should die before the election, his name shall nevertheless appear on the ballot. In the event such name shall receive the requisite number of votes to be elected, the position shall then be filled in the same manner as vacancies are filled when they occur during a term of office.

(j). If there is only one nominee for an office and he is finally ruled ineligible after the nomination meeting, then a new nomination meeting shall be held for such office only; however, such nomination meeting shall not delay the election for all other offices, and eligibility requirements to nominate, vote and stand for the office shall be determined as of the yearly dues quarter year in which the nominating meeting is held.

### E. Elections.

(a). After the nomination meeting, but not less than twenty (20) days prior to the election, specific notice of the date, time, and place of the election and offices to be filled shall be published in the Local Union publication and mailed to the member at his last known address.

(b). Voting shall be conducted by mail ballot referendum among the members in good standing, in accordance with the procedures promulgated by the International Union. There shall be no proxy voting. Each member shall be entitled to one vote.

*(Changed by the membership in November, 1979)*

*(Change approved by the Membership May 14th, 2008)*

(c). Each candidate shall have the right to have an observer who shall be a member of this Local Union to be in attendance at the preparation and mailing of the ballots, their receipt by the counting agency and at the opening and counting of the ballots. Candidates and their observers may challenge the eligibility of voters. Challenges to the eligibility of voters must be made before the given vote is counted; if the vote is challenged, the ballot shall be impounded in a blank envelope which in turn shall be sealed in an envelope with the name of the voter on it. Challenges shall be investigated to determine their validity only if the challenged ballots are sufficient in number to affect the result of the election. The blank envelope containing the ballot shall not be opened until all challenges have been ruled upon and the name bearing envelopes destroyed. Upon request of any candidate the vote shall be destroyed.

*(Changed by the membership in November, 1979)*

*(Change approved by the Membership May 14th, 2008)*

(d). When there are more than two candidates for an office, the candidate, or candidates, as the case may be, receiving the most votes shall be declared elected.

(e). No officer may run for another office in this Local Union, the term of which covers part of his current term, unless he resigns from his current office, effective upon the certification of the results of the election. He shall announce his intention to resign not later than thirty (30) days prior to the nomination meeting and will not be eligible for appointment to the vacancy created by his resignation. No officer may hold another office in any other local union during his term of office except by authorization of the General President and the locals involved.

(1). During the period between the date of election and the end of the term of office no extraordinary expenditures of Local Union funds shall be made, and no action shall be taken that commits the Local Union to make such extraordinary expenditures in the future, without the approval of the officers-elect and the membership. An expenditure shall be considered extraordinary if it falls within the definition set forth in Article XXII, Section 4 (e) of the International Constitution. In the event the election results in a new complement of officers, the outgoing officers must comply with the restrictions in Article XXII, Section 2 (b) of the International Constitution regarding entering into contracts for personal services.

*(Change mandated January 2008, to be in compliance with The IBT Constitution)*

(f). There shall be no write-in candidates, and any ballot containing a write-in candidate shall be void insofar as the vote for that office is concerned and such ballot for that office shall not be considered as having been cast in determining the vote.

(g). There will be six (6) election judges appointed. Each Secretary-Treasurer candidate shall appoint an equal number of election judges. If the number of Secretary-Treasurer Candidates is four (4) or five (5), Each Secretary-Treasurer candidate shall appoint one (1) judge and additionally each Secretary-Treasurer candidate shall name one (1) additional prospective judge. The final judge position(s) shall be filled by lot drawing from the prospective judges. If the number of Secretary-Treasurer candidates exceeds six(6) all judges positions will be filled by lot drawing with each Secretary-Treasurer candidate appointing one (1) prospective judge for the drawing. In the event of a delegates election each slate shall appoint judges in the same manner as a Secretary-Treasurer candidate would.

*(Changed by the membership on May 9, 1996)*

(h). In the event any protest or charges are made concerning the election by any member prior to the holding of the election, such protest or charge shall be made in writing by such member to the Local Executive Board within forty-eight (48) hours of his knowledge of the event complained of and he shall specify the exact nature of the protest. In the event there shall be any protest or charge by any member concerning the conduct of the election after the election has been held, such protest or charge shall be made in writing by such member within seventy-two (72) hours setting forth the exact nature and specifications of the protest and his claim as to how it has affected the outcome of the election. Such protest or charge shall be made to the Secretary-Treasurer of the Joint Council or State Conference if there is no Joint Council, with which the Local Union is affiliated and the protest or charge shall be referred to the Joint Council Executive Board for disposition. The decision of the Joint Council Executive Board shall be appealable to the General Executive Board for final decision, which is not appealable to the Convention.

### F. Duties of Secretary-Treasurer in Connection with Nomination and Election.

(a). The Secretary-Treasurer shall be responsible for getting out the notices of nomination meeting and notice of election in accordance with the directions in these By-Laws. Said notices are to be mailed to the last known address of every active member.

*(Change approved by the Membership May 14th, 2008)*

(b). The Secretary-Treasurer shall comply with all reasonable requests of any candidate to distribute by mail, or otherwise, at the candidate's expense, campaign literature in aid of such person's candidacy to all members in good standing of this Local Union, and he shall refrain from discrimination in favor of or against any candidate with respect to the use of such lists of members.

(c). Whenever the Secretary-Treasurer authorizes distribution by mail, or otherwise, of campaign literature of members on behalf of any candidate, or of the Local Union itself, with reference to such election similar distribution at the request of any other bona fide candidate shall be made by the Local Union, with equal treatment as to the expense of such distribution.

(d). Each declared and eligible candidate may use the mailer used by the Local Union, to mail any literature in support of his candidacy to the membership of this Local Union, at his own expense. The Secretary-Treasurer shall not delay the distribution of any candidate's mailing. Any reduced rate mailing permit available to any candidate shall be made available to all candidates on an equal basis.

(e). No moneys received by the Local Union by way of dues, assessment, or similar levy, and no moneys of an employer shall be contributed or applied to promote the candidacy of any person in the Local Union election. Such moneys of the Local Union may be utilized for notices, factual statements of issues not involving candidates, and other expenses necessary for the holding of an election.

(f). The Secretary-Treasurer to the extent required by law shall upon reasonable notice make available for inspection by any bona fide candidate the membership list of the local union covered by union security agreements once within thirty (30) days prior to the election date. No candidate shall be permitted by the Secretary-Treasurer to copy any names or addresses of employees shown on such list and such inspection must be made in the presence of the Secretary-Treasurer or his designee.

(g). The Secretary-Treasurer shall retain copies of all requests for distribution for campaign literature and copies thereof, shall make a record of the date the literature was distributed, the cost thereof and the amount received therefore, a copy of the notices of nomination and election, a copy of the ballot, and ballot return envelopes, the official tally sheet submitted by the tellers and such other records including election rules as shall relate to the conduct of the election. All copies and records shall be retained for one year following the date of the election.



# SPOTLIGHT ON 174 MEMBERS

## LOCAL 174 TEAMSTER TRUCK IN THE COMMUNITY

By GARY BOLEN

Local 174 Trustee and Organizer, and YRC Driver

Occasionally, I get the honor of driving the Local 174 Teamster Truck to and from events in and around Seattle. Usually, the groups involved call us and ask for our help with the Truck, and we are glad to oblige.

In recent weeks, I got the chance to respond three times on behalf of Local 174. It was fun, our efforts were appreciated, and once again the public saw 174's big blue Truck out in the public arena, something that always benefits our Local's public relations with the outside community.

A nice personal note is that I get to take along my family members on these outings, which all of us enjoy.

### LETTER CARRIERS ANNUAL DRIVE TO STAMP OUT HUNGER

● The last of the three events was the May 9th Letter Carriers Annual Stamp Out Hunger Food Drive, for which we transported 42 totes from the Lynnwood Post Office to the Volunteers of America Food Bank in Everett, totalling over 50,000 pounds of food.

It took two full truckload trips with the Local 174 Teamster Truck. My wife **Betty**, son **Cameron** and daughter **Megan** helped pack the food for transportation.

### DELIVERING DOG FOOD

● Before that was a unique day, April 6th, when I drove the Teamster Truck to Sea-Tac Airport and picked up 20 pallets of dog food that was donated to Northwest Harvest. I took it to NWH's Kent location.

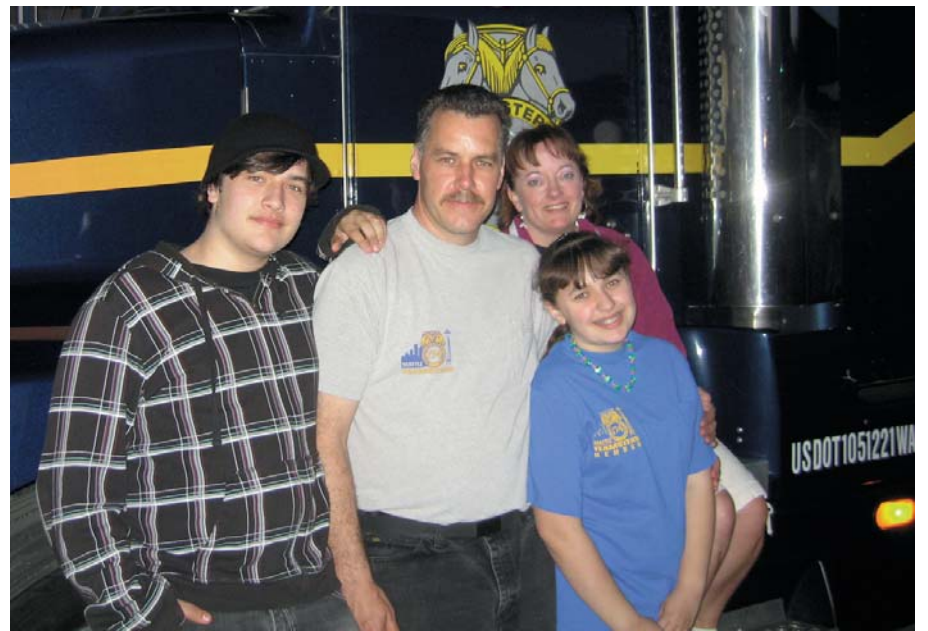
Everyone wonders how dog food got into the picture. Well, the Port of Seattle used the bags of dog food as part of a test of their new conveyer system. Also, they were using bags containing steel bars and simulated drugs, but we didn't get involved with those bags. Just the dog food bags, which were it seems being used to see if the conveyer system would divert those types of items off to different conveyer locations.

### WWIT CAREER FAIR

● And back on March 27th Megan and I took the Teamster Truck to the Washington Women in Trades Career Fair at the Seattle Center. For that one, we loaded the Truck up with information on the Teamster Construction Apprenticeship Program and in our Booth at the Fair we handed out brochures, flyers and stickers to the women looking for jobs in the Trades.

So to sum it up — we got contacted by the Letter Carriers Union, the Seattle Airport and Port of Seattle, and the Washington Women In Trades. We helped all three of them out with our mobile, roomy Truck.

We got some nice pictures, too, while helping the folks out.



The Bolen Family — Megan and Cameron, their Dad Gary, and their Mom Betty — posed for a picture at the Northwest Harvest facility after they and other volunteers had unloaded the Teamster Truck.



The Local 174 Truck and its cargo of dog food are shown at the Northwest Harvest facility in Kent.



In the photos above, the Local 174 Teamster Truck is shown parked at the Washington Women In Trades Career Fair at the Seattle Center, and a WWIT worker minds their main Booth.

## VICKI TASCHÉ: TEAMSTER POWER HELPED

By DAVE JACOBSEN, Business Agent

Through snow and ice and freezing rain, longtime Local 174 member **Vicki (Brown) Tasche** would make sure all the Christmas gifts were delivered, even if she had to walk a few blocks to get them there.

We applaud Vicki, who always has showed those fine traits of dedication and determination on the job — and off the job, too. She is a strong Union supporter and a hard worker.

Vicki started at Airborne Express as a driver on March 16, 1987, trading in long hours as a waitress at Huckleberry Square in Burien, Washington. She also spent some time working for the Elevators Union as an apprentice.

It takes a village to raise a child, and Vicki relied on her family on many occasions to assist her in raising her two sons as a single mom. Fortunately, working for a Union Shop erased the other fears — like medical coverage, low wages and retirement. The working hours might have been long 12-hour days, but her boys were taken care of financially and emotionally.

Vicki remembers working in the bellies of the planes, performing loading and assisting the loadmasters with the loads. She often worked with another female driver and 174 member, **Lori Leach**, where they would have to use their legs to push the containers in order to get them into place. Vicki said, "It was nice when the Company was Airborne Express, it was more like a family."

Being a package delivery carrier is not always easy, especially when new neighborhoods are popping up all over the area and the driver is working out of a recent version of the Thomas Guide.

Vicki reported, "I was very grateful for the security of the Teamsters Union, the fair wages thanks to it, and for never feeling discriminated against because



Vicki Tasche

of my contract protections." The Union was a major force behind her long Union employment. "If you do your job, and carry your own weight, you can be successful in life," Vicki said. The Union helped give her the chance to do that, and it was there in its many aspects to back her up in times of need.

The Union medical insurance saved her when her one of her sons had to have throat surgery amounting to over \$8,000, but Vicki only ended up paying \$6.50. Not only that, but Vicki could use her paid vacation and sick leave to care for him. This is worlds away from any benefits she may have had as a waitress.

Vicki is looking forward to retirement under the Peer 80 Plan, and she only has 3-1/2 years to go. She will have been working 26 years as a Teamster and a member of Local 174.

It is sometimes difficult being a woman working in a man's shop, but Vicki reports that if you stay with it, you are rewarded with financial security and the physical strength to keep healthy. She has endured a hurt shoulder and scoliosis, but the constant exercise has kept her strong. "Single women will be able to buy their own home and have security for your children," Vicki says. "You can show your kids how to be a leader." Being a Teamster has helped Vicki be a well-rounded mom.

Vicki comes from a long-line of Union members, including several Teamsters. Her father **Francis Brown** was a member of Local 174 working at Van Waters Chemical. Her brothers **Melvin Centers** and **Blake Brown** are both Teamsters.

Her son **Brett Tasche** is a member of Sheetmetal Local 66. Her son **Dustin Tasche** is an electrician and a member of International Brotherhood of Electrical Workers Local 46. And Vicki's husband of 5 years, **Bob Tasche**, is also a member of Sheetmetal Local 66.



# LOCAL 174 ENTRANTS DOMINATE THE STATE 2009 TRUCK DRIVING CHAMPIONSHIPS ON JUNE 12-13



Local 174's contestants in the Washington State Truck Roadeo competition on June 12-13, 2009, posed for a group shot in front of the Local's Truck. They were very successful as a group in the event, with many excellent performances including several 1st place awards. Photos by Bill McCarthy.

By **BILL MCCARTHY**

As a group, Local 174's entrants in the 2009 Washington State Truck Driving Championships dominated the competition. The event, also known as the "Truck Roadeo," provides a tough test for professional truck drivers. Local 174 Senior Business Agent **Erv Lemon**, himself a former Boeing driver, knows more than just about anyone about the Championships.

He has been helping out on Roadeo logistics behind the scenes for about two decades. That followed an active competitive period when he competed seven years in a row in the driving contests, and took home one State Grand Champion trophy, and seven 1st place trophies — three in 5-Axle Van, three in Tanker, and one in Flatbed.

Erv said, "After my competitive driving ended, I shifted my efforts to helping the Washington Trucking Association put on the Championships each year. I was helped during my early career by others who preceded me who helped run the Roadeos, and I wanted to return the favor and help those who followed me get the wonderful experience of competing. I also helped the WTA's parent organization, the American Trucking Association, put on the National Championships."

That won't be the case this year, though. The Nationals are being held in Pittsburgh in August, and Erv said that's "just too far to travel right now."

But the 1st place trophy winners from the 2009 Roadeo, including several Teamsters, will be there. Every year, about 150 drivers enter the Washington State Truck Driving Championships. About 350 enter the Nationals.

So, how did the Local 174 entrants in the 2009 State Roadeo do?

Erv said: "This year's contingent was a large one, and they did extremely well. The Local 174 participants, and the Local 690 participants, too, stood out among the crowd of drivers. They were personally neat and clean, handled themselves politely and professionally, and did an exemplary job of representing their Union and their various Companies. The most amazing results of all were those of the Boeing Company drivers. Our Local 174 Boeing contestants alone took home four 1st places."

Erv said the testing of the drivers is much more complex than most people know. The actual driving competition takes place in unfamiliar trucks that do not belong to their own Companies, he explained. Also, the contests which are so dramatic and are watched by big crowds on the public Roadeo days, represent only one of three parts of the total scoring. The first part takes place the day before the obstacle course testing, and it is a rigorous written test. The second part takes place early in the morning on the main Roadeo day, but long before the obstacle courses are faced. That part involves a vehicle exam, where the State Department of Transportation oversees the contestants inspecting their vehicles for defects — and again, they are strange vehicles and not from

their Companies. "Our Teamster drivers," Erv reported proudly, "were well prepared and everyone who competed did a good job — though of course, not everyone could receive 1st, 2nd and 3rd place trophies."

Two Boeing drivers particularly stood out this year. The Grand Champion of the 2009 Washington State Truck Driving Championships, with the highest total score of all at 386, was **Jeffery Maas**, who took 1st in Flatbed. It was, said Erv, the fourth time since 1991 that the Grand Champion was a Boeing driver. The 2009 Rookie who scored the most points, 336, was **Richard Rowe**, who took 1st in Straight.

Two other Boeing drivers took 1sts, also. **Chuck Snowdon** was 1st in Sleeper, 385; and **Dan Poole** was 1st in Tanker, 384.

Two non-Boeing Teamster drivers took 1sts. Local 174 driver at Safeway, **Robert Ness**, took 1st in 4-Axle with a score of 295; and Local 690 driver at URM, **Michael Dickinson**, took 1st in 5-Axle Van with a 345 score.

Teamster drivers who took home 2nd place trophies were from Local 174 **John Hnatishin**, Boeing, 4-Axle, 273; and from Local 690, **Brian Williamson**, Safeway, 5-Axle Van, 303.

Teamsters taking 3rd place trophies were Local 174's **John Enyeart**, Safeway, 5-Axle Van, 300; 174's **Gary Nickell**, Boeing, Flatbed, 335; and 174's **Dane Radke**, Safeway, Sleeper, 319.

Other Teamster competitors, and their Locals, Companies, Events and Scores were:

**Dana Moore**, 174, Boeing, 3-Axle, 289; four 174 members at YRC who competed in 3-Axle, **Keith Johnson**, 222, **Bill West**, 192, **Ricardo Martinez**, 184, and **Jasper Majors**, 137; and Local 174 drivers in 4-Axle **Steve Whipple**, Safeway, 243; and **Tim Olson**, Boeing, 218.

Non-award winners competing in 5-Axle Van included Local 174 drivers **Gary Herrygers**, Boeing, 288; **Jean Mooney**, Safeway, 244; **Robert Rautenberg**, Safeway, 243; **Shane Sanders**, Safeway, 242; **Jerome Duncan**, Safeway, 226; **Chris Skidmore**, Boeing, 197; **Steve Polinsky**, UPS Freight, 189; **Matthys Basson**, Safeway, 184; and **Jose Martinez**, YRC, 164 — and from Local 690 **Dennis Heur**, Safeway, 241.

Non-award winners in Sleeper were Local 174's **Donavin Brockel**, Boeing, 250; and **Gurvinder Gill**, Safeway, 160. Non-award winners in Tanker were Local 174's **Edwin Jeffries**, Safeway, 256; and **Matt Bertash**, UPS Freight, 168. And there was one non-award winner in Twins, Local 174's **Gary Bolen**, YRC, 206. There might have been Teamster winners in the only category not aforementioned — Step Van — but no one entered.

Congratulations to all who competed in 2009. And good luck to the 1st place award winners who will be heading for the Nationals in Pittsburgh later this year — from Local 174 **Robert Ness**, **Jeffery Maas**, **Chuck Snowdon**, **Richard Rowe** and **Dan Poole**; and from Local 690 **Michael Dickinson**.

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Top: A contestant negotiates the Roadeo course on June 13. Below: Folks watched the competition when drivers were in action, and when they weren't they feasted on food and drink served under the sponsors' tents — one of which was Local 174's.



# ABOUT 400 LOCAL 174 MEMBERS, FAMILIES AND FRIENDS CHOWED-DOWN AT TRUCK ROADEO

By **BILL McCARTHY**

The competition is intense every year at the Washington State Truck Driving Championships. But it is party time under the tents of the sponsors who are serving food and drinks. There is no tension at all there. This year, over the two days of the event, the Local 174 chefs served meals to an estimated 400. About 75% of the total meals were served the “public” day of the driving contests, which was Saturday, June 13th. The rest were served to the smaller crowd that showed up for the unpublicized first day of the Truck Roadeo — Friday June 12th, when the contestants took the all-important written tests. They are judged each year equally on their physical skills and their brainpower as knowledgeable drivers.

I visited every Booth at the Truck Roadeo on the 13th, and the very best one was Local 174's. All the Booths had great barbecued meats and “the fixings,” and also soft drinks. But only Local 174's Booth was serving great homemade salads, and that was due to the hard work of one of the volunteer chefs — **Debra Byington**, who is the wife of Local 174 Business Agent **Bill Byington**.

Debra spent several days prior to the 12th and 13th at home making delicious potato salad, pasta salad, baked beans and cole slaw — enough to feed an Army. In addition she, and some helpers, also prepared sliced onions and tomatoes — enough to feed a Navy.

While Debra took care of dispensing the salads and sundries, the BBQ grill work on hotdogs, hamburgers and steaks was done by her husband Bill, fellow Local 174 Business Agents **Brian Davis** and **Dave Jacobsen**, and Brian's girlfriend **Araina Zak**. All five of them served the food and drink both days for a grueling period of about four hours each day.

Their culinary efforts and hard work were much appreciated by the many Local 174 members, families and friends who stopped by the 174 Booth to “pig out.” The five along with a few other able volunteers unloaded and loaded all the foodstuffs, drinks, condiments and cooking gear before and after the Roadeo.

While the “eats” were being enjoyed throughout the two days of competition — the written testing on the 12th and the driving testing on the 13th — Local 174 entrants were kicking butt! Read about that on page 10.



Local 174's team of chefs at the Washington State Truck Roadeo on June 13, 2009. Left-to-right: Debra Byington, Araina Zak, and 174 Business Agents Dave Jacobsen, Brian Davis and Bill Byington. In the other pictures are people of several generations, who enjoyed the food and drink they got under the tent at the 174 Booth. Many more photos of folks at the Roadeo are on the Local 174 Website. Photos by Bill McCarthy.



## LOCAL 174 VETERANS KEEP ON TRUCKING

By **HANK THOMPSON**, General Teamsters Retirees Club President  
Retired Member of Local 174 and Former 174 Business Agent

The younger members of Local 174 get most of the media attention now, but many of us Local 174 retired members are still very involved in 174 affairs through the General Teamsters Retirees Club. In this 100th Anniversary Year for 174, I've been introducing the younger set in our fine organization to some of us vets. This issue, meet **Mary Pekarek**, **Don Lawrence** and **Ed Goldsbary**.

### MARY PEKAREK, 67

How many women do you know who are artists, mothers, architects, home builders, gardeners, bridge players AND drove a mixer rig for a Sand & Gravel Company for the better part of 28 years?! It just so happens to describe **Mary Pekarek**, who was born in 1942 in Minneapolis, grew up in the suburb of Edina and graduated in 1960.

Mary entered the University of Minnesota spent a couple of years there until she met her future husband. They moved to California in 1963, and then to Kent in 1965 now having three children. She was an artist and along with mom duty had a studio in Downtown Seattle and painted abstract oils. Needing more income, she was told about Companies needing more women and she wound up at Lonestar. Her strength test, can you believe this, was to “armwrestle” the Dispatcher. I almost beat him,” she said!

She trained at Glacier and joined Local 174 in 1976. She said her experience was a love-hate relationship as many of her male co-workers resented the presence of women and let it be known, frequently in graphic ways. Recalling those years, she sighed and said, “But we were family. Shop Steward **Frank Schantz** stood up for me and the 174 membership gave me a retirement.”

She built a 3,000-square foot house herself on Vashon Island, and resides there along with her 45-year-old disabled son and dog.

She also is the Secretary-Treasurer of the General Teamsters Retirees Club.

### DON LAWRENCE, 70

**Don Lawrence** and his lovely wife **Evelyn** are comfortably ensconced on the Columbia River near Davenport, Washington. He golfs, hunts with a bow, and oversees a fish project that raises millions of trout in pens. Don was born in Seattle in 1939. He graduated from Renton High in 1957 and went in the Army. In 1960, now married, he and Ev moved to California where he attended San Fernando Community College.

Back in Seattle, Don worked at several jobs, finally landing at N.P. Trans-Local 174 Teamster Record • Tukwila, Washington • Volume 3, No. 2 • April-July 2009

port in 1964, entering Teamsters Local 174. He was recruited by **George Cavano** to be a Business Agent in 1975, and led to believe he would have a job when leadership passed to **Bill Simmons**. However, Simmons fired Don and two other Agents. Don wound up scrambling for work, getting on at Weyerhaeuser in 1976 and driving there until 1983, when he was summoned to be the Grocery BA for Local 174 by the newly-elected S-T, **Wayne Triplett**. Don handled grievances, negotiated contracts, and along with his many other duties was a great storyteller. His last three years at the Local were spent as a “Senior Business Agent” and this completed 30 years of Teamster service. Asked for a quote, Don said, “Ask not what your Union can do for you, ask instead what you can do for your Union.” He was only half kidding and added, “You make sure you tell them I love that Union.” Consider it done, Brother.



Mary Pekarek



Don Lawrence

### EDMEN GOLDSBARY, 88

**Ed Goldsbary** is the kind of Union Man that makes Locals like 174 admired. He retired from Ballard Transfer in 2003 and is 88-years-old! He still volunteers to stand picket duty and every once in a while, ponys up a hefty contribution to the Retirees Club's Scholarship Fund or Food Drive. He originally went to work for Safeway in 1946 and joined Teamster Local 910, which later merged with Local 174. In the picture Ed, left, holds a picture taken with some of his Union Brothers and **Dave Beck**, while the handsome gentleman next to him holds Ed's One-Million Miles Safety Plaque. Ed is a heck of a driver.



Ed Goldsbary and Hank Thompson





# TEAMSTERS HISTORY



Graphic Art by David Jacobsen

## NEGOTIATING DEMANDS HAVE INCREASED

By BILL McCARTHY

In past issues of the *Teamster Record*, we've looked a lot at the early days in the Local's 100-year history and the triumphs and trials of past Local 174 Administrations. The Local's 100th Birthday was on February 19, 2009 — so we are now in the first year of 174's Second Century as a leading Teamsters Union Local.

In this *Teamster Record*, we'll bring our analysis up-to-date and consider present-day times as regards the chief task of all Local 174 Administrations — Negotiations. This Centennial Year fortunately has been one of the best Bargaining years ever for the Local.

Back in 2006 present Secretary-Treasurer **Rick Hicks** campaigned on a platform promising intensive team negotiating with affordable legal costs. In 2009, that promise had become reality. Local 174's energetic membership, skilled elected and appointed Officers, an able staff of veteran Senior and young new Business Agents and Organizers, and devoted Activists and Shop Stewards, have together as a Team molded 174 into a Negotiating Juggernaut. The U.S. has been in a deep recession, many businesses have failed, and yet Local 174 has still managed to get admirable results in its many Negotiations. In this *Teamster Record*, successes in Beer, Sanitation, Boeing, Construction and several other areas are covered in depth.

When it comes to Bargaining, nobody in the Teamsters Union does it better than Local 174 is doing it now.

### BIG AND OUTSPOKEN

Let's look back for a moment. In the early years, from 1909 through about 1952, Local 174 was the biggest and internally the most outspoken Teamster Local in the Northwest. It was for decades the most influential Local in Joint Council 28. Then there came a period of political confusion in the early 1950's for the IBT, Joint Council 28, the then-in-effect Western Conference of Teamsters, and Local 174. This unstable period was worked out nationally and regionally, and locally in Local 174, it ended with the 1958 official election as Secretary-Treasurer of **George Cavano**, who had actually been acting S-T for several years before that. But like the Scarecrow in the Wizard of Oz, though he was brainy, he lacked a diploma. He got his diploma with his 1958 election, an election monitored and overseen closely by both the IBT and the Federal Government. With Cavano's ascent soon came the October 1958 first issue of the Local 174 *Teamster Record*. Cavano created this newspaper to get the political and social views of 174 into the open, for all the public in and out of the Teamsters Union to see — where for years before him there was secrecy and little talking.

Starting in 1958 Cavano put much effort into the main concern of all members of Local 174 and in fact all Teamsters — bolstering and refining Bar-



Negotiations continue with Oak Harbor Freight Lines, following cessation of the 157-day Unfair Labor Practice Strike. Photo by Denise Roseth shows Local 174 picketers in Auburn on Halloween.

gaining Table Power. He dominated all the contract negotiating, a one-man crew with a few helpers on the side. He was successful and his approach worked in his day, which was much less complicated at the Bargaining Table than it is today. The "800-pound Labor Gorilla" at the Table worked through the 1970's, but starting with anti-union Republican Rule under President **Ronald Reagan** in the 1980's, Labor negotiating changed dramatically.

The once-level playing field became tilted drastically in favor of Management.

After Cavano retired in 1976 his successors in the 174 S-T post kept 174 Bargaining strong, but every year the Republicans chipped away at unions and longstanding labor law.

But Cavano and most Secretary-Treasurers in 174 after him did not have to put as much emphasis on the process involved in Bargaining as has to be put on it today. In these times of Business dominance thanks to past Republican Federal rule, especially during the past eight years under viciously anti-worker President **George W. Bush**, Negotiations are brutal.

The deck is stacked against Unions legally these days. But Labor has been fighting back by developing new negotiating techniques — and is making progress. The playing field undoubtedly will get more level now that Democratic, pro-worker President **Barack Obama** is in the White House.

Negotiating effectiveness in Local 174 is at an all-time high right now under present S-T Hicks. Hicks has revolutionized the way Local 174 goes about Bargaining.

All previous 174 Administrations including Cavano's would negotiate, then rest, then negotiate again, then rest again, and so on — using an understandably laid-back and leisurely cycle that worked in the "old days."

### TIMES CHANGED

The "old days" are long gone. Management, with an army of lawyers, politicians and unionbusters helping them, never sleeps and so Local 174 negotiators can't sleep either.

Under Hicks Local 174's negotiating never stops. The lessons learned and strategies employed in individual completed Negotiations are utilized in all other ongoing and upcoming Negotiations. Local 174's Bargaining Teams typically go into each Bargaining Period at a full head of steam right from day one.

Hicks personally leads all Negotiating Teams — aided logistically by Senior Business Agent/Organizer **Patty Warren**, President **Ted Bunstine**, and full-time 174 Staff Attorney **Lisa Pau**. Helping also on the Negotiating Teams when needed for their specific Jurisdictions are Senior Business Agents **Tom Mann**, **Tim Allen**, **Erv Lemon** and **Larry Boyd**, Business Agents, Organizers, and member-elected Rank & Filers.

For many years Local 174 was the biggest JC-28 Local. Now it is the second biggest, with a membership of about 7,200. Local 117 is the biggest now, with about 17,000 members.

But throughout the entire 100-year history of Local 174, whether biggest or second biggest, it has led JC-28 in purposeful group outspokenness and solidarity in times of negotiating strife.

### FIGHTING BACK WITH UNITY

The important thing is that when bargaining gets roughest, the entire membership of the Local always unites. Local 174 fights back with unity whenever Management tries to unfairly or unethically victimize any individual 174 Bargaining Unit.

This past year during the unpleasant 157-day Unfair Labor Practice Strike against Oak Harbor Freight Lines, Local 174 members fought hard for the rights of the OHFL Teamster workers — working closely with the IBT's personnel assigned to direct the complex multi-Local, multi-State Oak Harbor bargaining scenario.

The Oak Harbor ULP Strike was discontinued, the workers are back to work, and negotiating is continuing in Federal Mediation stages. The memorable picketline courage of the 174 OHFL workers, backed by their many Teamster and non-Teamster friends, was remarkable and will be remembered forever in 174's history.

The determined Oak Harbor picketers in Auburn, Washington, gained national admiration and got widespread media coverage. Oak Harbor Freight Lines got the message sent out by 174 members at that Company, and from OHFL members in other Locals — don't mess with Teamster Contracts, follow through on your promises, and respect our Union, or face dire financial consequences.

The Oak Harbor ULP Strike was not lost by the Teamsters. It ended when a financially much-hurt OHFL agreed to keep bargaining with the Teamsters Union if the workers returned to work. They have done so, working as before the ULP Strike on the terms of their expired contract. There is at least a chance the bitterness can be overcome amicably.

### LOCAL 174 COURAGE

As noted previously Local 174 since 1958 has publicly had its own newspaper and aired its views — which sometimes anger fellow Teamsters and people in other Unions. Though published Local 174 statements sometimes raise ire, though, they gain general respect for the Local's members as a group. Flak taken from critics is usually worth it.

What is behind the stubborn unwillingness of Local 174's members and its elected leaders to be pushed around by anybody? It probably has to do with the unique makeup of Local 174. All 174 members are essentially working for Companies which have something or other to do with Trucks and the Trucking Industry. With the commonality of structure in jobs and careers, Local 174 members are a Band of Brothers and Sisters.

The members of Local 174 through the past Century have been proud of Trucker Bargaining Table power, and they are not about to lose it due to apathy or inhibition. Company honchos who try to kick this Truck Driver Local around will always be in for a struggle — at the Bargaining Table.



Negotiations have been completed with Boeing. Photo by Dave Jacobsen shows the members of the Local 174 Boeing Bargaining Committee.