



THE LOCAL 174 Teamster Record

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SANITATION MEMBERS AUTHORIZE STRIKE



The JC-28 Building's Main Hall was packed March 28th with Local 174 Sanitation Members at Waste Management and Allied Waste. After some intense discussion, they overwhelmingly authorized a Strike if needed in their Negotiations. The Secretary-Treasurer's Message on page 2 discusses details of the dispute and also the Neighborhood Trash Watch Program. Photo by Bill McCarthy.

FIRST LDP CLASS INTERESTING, WELL-ATTENDED

By **BILL McCARTHY**, Local 174 Editor

Nearly 150 Local 174 Shop Stewards and Activists gathered Saturday, February 27, at the Main Meeting Hall in the Teamsters Building in Tukwila for the Local's first Leadership Development Program class. The LDP agenda was set by 174 Senior Business Agent/Education Director **Tim Allen**. Tim and 174 Senior Business Agent/Organizer **Patty Warren** were the two Instructors, whose goal was to teach those present how to be "The Ethical Steward" in dealing with employees and their *Weingarten* Rights. The class began at 9 a.m. and ended about 1 p.m. It was preceded by a tasty Breakfast.

The proceedings were kicked-off by Local 174 Secretary-Treasurer **Rick Hicks**, who thanked everyone who had come for the training. He noted, "You are the eyes and ears of the Union. You folks do a tremendous job for your co-workers and your individual companies."

Tim then took over the moderator duties and started by telling those in attendance, "Today we're going to discuss in depth what *Weingarten* Rights are, why they are important to Union employees, and what Stewards should do and should not do regarding them in times of a Grievance Process." He added, "We'll talk about how to properly fill out a Grievance Report Form, and discuss what happens once one is filed."

But before all that took place, Patty gave an enlightening presenta-

tion with a Power Point slide show of how *Weingarten* Rights came to be, exactly what they are, and how Stewards should use them to benefit their fellow employees in confrontations with their employers.

Patty explained that the underlying law case was a minor one about alleged indiscretions by an employee, who then believed she was unfairly treated during her grievance legalities. The case eventually got to the U.S. Supreme Court. It was entitled "*National Labor Relations Board v. J. Weingarten, Inc.*, 420 U.S. 251 (1975)." The NLRB held that:

"The Employer's denial of an Employee's request that her Union
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Secretary-Treasurer's Message

NEIGHBORHOOD TRASH WATCH CAMPAIGN BEGUN APRIL 11

NEARLY 1,000 RESIDENTS PREPARE FOR WMI LOCKOUT
NEW TRASH WATCH TOLL-FREE PHONE NUMBER 1-800-976-0071 AND
NEW "SEATTLETRASHWATCH.COM" WEBSITE UP AND RUNNING

Sisters and Brothers:

Our tough Sanitation Negotiations are continuing as we go to press with this issue of the Teamster Record. You can read updates about the bargaining on the 174 Website or the 117 Website. Both Locals are involved in these Negotiations. We are getting tremendous support from other Unions, and the General Public.

On Monday, April 12, Locals 174 and 117 launched a toll-free phone number (1-800-976-0071) and a Website ("seattletrashwatch.com") for our new Neighborhood Trash Watch (NTW) Program. The Program provides residents of King and Snohomish Counties with a way to report service failures in the event that Waste Management, Inc. (WMI) locks out area Sanitation Workers or forces a Strike. This followed our launch of the NTW Program the day before.

Local 174's position in all of this is simple. We hope that our customers will not be forced to make use of the Neighborhood Trash Watch Program and that Waste Management will realize that their position is untenable. Our members want nothing more than to continue providing the first-class service to which residents of King and Snohomish Counties are accustomed. But this is a fight they can't afford to lose. Everyone can rest assured that we are going to do everything we can to make sure Waste Management doesn't trash its workers or our neighborhoods.



RICK HICKS

workers or our neighborhoods.

At our April 11 meeting in the Tukwila Teamster Building's Main Hall and other rooms near it due to overflow crowds, we noted that WMI may be trying to provoke a Strike or Lockout in a move to create a public health crisis to break an agreement between area cities and King County. The move could allow WMI to gain a foothold in the lucrative Waste Disposal and Fill Market that is currently run almost exclusively by King County. Such a move could cost King County \$85 million in revenue per year.

On April 11, the widespread and deep Community fear and distrust of WMI was shown when some 1,000 residents attended our NTW training to learn how they can help hold WMI accountable for any future service interruptions. Community activists learned how to start Trash Watches in their neighborhoods. The citizens in our Community are smart, understand what's at stake in our fight with WMI, and believe that protecting health care for Sanitation Workers is critical in this hazardous Industry.

The new NTW Website will keep residents informed about the ongoing labor dispute and will help them report service failures. Residents of King and Snohomish Counties who call the toll-free number will be connected to their Mayor's Office after they enter their zip code.

Many people are already showing their support for the Teamsters at WMI clearly, posting "Waste Management Stop Trashing Our Neighborhood," signs and setting up NTW's.

MEETING WAS VERY EFFECTIVE

At the April 11 meeting, Teamster Sanitation Workers and Community guests praised Allied Waste & CleanScapes — and held Waste



Sanitation Workers told their stories to the large crowd April 11 at the first Neighborhood Trash Watch meeting. Everyone listened intently and sympathetically. Photo by Bill McCarthy.

Management, Inc., accountable for its greedy attack on Health Care and its obvious push to privatize Waste Disposal and bust our Union.

WMI, the largest Trash Collection and Disposal Company in the U.S., accumulated more than \$11.8 billion in revenue in 2009. Despite its profit, it is attempting to destroy good Sanitation jobs in our region. Sanitation work tops the list of the most dangerous jobs in America, more dangerous even than firefighting and police work. Waste Management, however, obscures the hazards of trash collection to the public and ignores the concerns of its workers.

When Waste Management locked out its workers in Oakland, California a few years ago in a similar dispute, many residents did not get their trash picked up for one month. Now, Waste Management is attempting to implement a Lockout or a Strike here with those tactics.

On April 11, those attending heard several fine speeches about the facts and figures behind the dispute. By far the most impressive were those that came from affected Sanitation Workers who talked about their personal situations. Here were some of the comments:

- "Waste Management is spending millions of dollars to demonize its own employees," said **Longinue Shipp**, a five-year WMI Sanitation Worker. "I bust my hump every day and if I get sick or get injured on the job, I would expect to have health care. We're not asking for anything outrageous. We're asking to be treated fairly. After weeks of bargaining, WMI is seeking to eliminate retiree health care and refusing to provide the same employee health care protections provided by all the other major Waste Companies in the area."

- "Sanitation Workers often can't work past age 50," said **Tracey Thompson**, Secretary-Treasurer of Local 117. "They break down from being exposed to hazardous materials like feces and medical waste and fatigue associated with performing backbreaking physical labor 11 hours a day. Why can't the most profitable Waste Company in the world offer the same health care protections that their major competitors, Allied Waste and CleanScapes, do?"

- "We won't let Waste Management hold our Community hostage," said **Paul Benz**, a Lutheran Minister. "These workers aren't asking for anything outrageous. It's clear to us that Waste Management has an ulterior motive."

- "Our recycling efforts in Washington have come too far to see Waste Management turn back the clock with this landfill takeover strategy," said **Heather Weiner** of the Sierra Club.

- Martin Luther King County Labor Council Executive Secretary **David Freiboth** told the crowd, "The Teamsters are not standing alone against WMI. All of Organized Labor in the Northwest is strongly supporting the Teamsters Local 174 and Teamsters Local 117 Sanitation Workers."

—Sincerely and Fraternaly, **Rick Hicks**

2010 General Membership Meetings

Day And Time

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

Initiates Meetings

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

Location

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

LOCAL 174 DUES OFFICE ANNOUNCEMENTS

◆ WITHDRAWAL CARD ◆

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

◆ NEW MEMBERS ◆

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

◆ HIRING HALL ◆

- As noted below, 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.

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
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EDITING AND PRODUCTION Bill McCarthy

WEBSITE ADDRESS "www.teamsters174.org"

OFFICE ADDRESS 14675 Interurban Ave. S., Tukwila, Washington 98168-4614

HOURS Monday-Friday, 8 a.m.-5 p.m.
CONTACTING THE LOCAL Call: (206) 441-6060 or (800) 221-9952 or TTY (206) 728-5409
FAX (206) 441-4853

E-MAIL "local174@teamsterslocal174.org"

GETTING QUESTIONS ANSWERED

Hiring Hall (206) 441-0223 or (866) 685-9459
Medical And Prescription (206) 726-3277 or (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.



THREE ENLIGHTENING GMM'S BEGIN LOCAL 174'S YEAR



Members at Local 174's January 14, 2010 General Membership Meeting listen to the proceedings. GMM photos by Bill McCarthy.

By **BILL MCCARTHY**, Local 174 Editor

Local 174 had three lively and informative General Membership Meetings in the first quarter of 2010. If you weren't at them, please come to the future GMM's. They are important to you both as a person and as a Union member. All Local 174 GMM's are held at the JC-28 Building in its large first floor Main Meeting Hall.

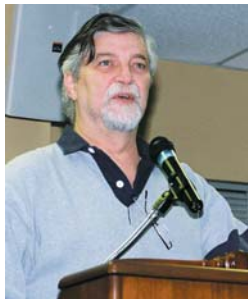
The first 2010 GMM was on Thursday, January 14. There was a short agenda which featured the swearing-in of the newly re-elected Executive Board. On hand to administer the oath of office to the Board members was **Ken Hall**, Teamsters Union International Vice President and Director of the IBT Package Division.

After the Board was sworn-in, the agenda proceeded as usual, with a report by Secretary-Treasurer **Rick Hicks** on Local 174 negotiations, Office Staff changes, budget considerations, and plans and policies of his Administration for 2010 and beyond. Hicks then formally introduced Ken Hall and thanked him for

specially coming to the Meeting and administering the oath of office.

He called Hall one of the best Teamster negotiators he has ever seen, and praised his dedication, hard work and superior leadership in Package Division bargaining. Hall is also President and Principal Officer of Local 175 in Charleston, West Virginia.

The Teamsters Package Division serves more than 200,000 members throughout the United States. United Parcel Service is the single largest employer in the Teamsters Union, and the Division is responsible for ensuring that Management abides by the National Master Agreement.



Local 174 Lobbyist **Gordon Baxter** at the February GMM.



IBT Vice President and Package Division Director **Ken Hall**, right, swears-in the Local 174 Executive Board January 14. Left-to-right, the Board members are: Trustee **Terry Zinter**, Vice President **Ken Marshall**, President **Ted Bunstine**, Trustee **Abe Taylor**, Secretary-Treasurer **Rick Hicks**, Recording Secretary **Carl Gasca**, and Trustee **Gary Bolen**.

Hall said, "It was a privilege to administer the oath of office to the Board. Local 174 is one of the best known, most successful, and toughest Teamster Locals of all. It is a pleasure to work with Secretary-Treasurer Hicks and the other Local 174 Negotiating Team members during negotiations."

After the GMM was completed the members partook in a catered dinner waiting for them — featuring Italian pasta, meatballs, lasagna, salad, rolls, drinks, and a piece of the special cake commemorating the beginning of the Hicks Administration's second three-year term.

The highlight of the February 14 GMM was an in-depth political report on Olympia developments by Local 174 Lobbyist **Gordon Baxter**, and the March 11 GMM was devoted to discussion of Local 174 negotiations — completed, ongoing, and in developmental stages.

HAZARDOUS MATERIALS INSTRUCTOR TRAINING

By **TOM GEORGE**, Business Agent

The Teamsters Apprenticeship and Training Trust offers FREE classes called Hazardous Materials Instructor Training (HMIT). The initial class was taught in two parts, the first on Saturday, April 3 and the second on Monday-Friday April 5-9.

The April 3 instruction consisted of an 8-hour DOT hazardous materials transportation worker class. The April 5-9 part was an intense 40-hour instructor training session.

Both parts were held at the Teamster Building at 14675 Interurban Avenue South in Tukwila.

What is this training aimed at?

The class is designed to teach people to become teachers of hazardous materials regulations. Anyone whose work includes or may include the transportation of hazardous (placarded) materials can become qualified to instruct co-workers and others so that the regulations are better known and better applied in the workplace.

Right now because so many are not working or are working reduced hours this is a perfect time to upgrade your skills and abilities. Through a grant from the International Brotherhood of Teamsters the Trust is able to offer this class to everyone who works



Instructor **Tom Hamilton** watches as two unidentifiable Hazwoper class students attempt to descend a stairway at the Teamster Building.

around the transportation of hazardous materials. So whether you're a driver, dock worker, dispatcher or office staff member, this is the class for you. AGAIN, THIS TRAINING IS FREE! If you missed this go-around, catch a future class.

- In addition by learning to teach others you develop leadership skills that help you become better Shop Stewards, Activists and all-around better Teamsters.

- Students learn how to prepare presentations with an objective in mind.

- They learn how to cover critical items in a specified timeframe.

- They learn how to check to be sure the group understands what has been presented.

- They learn how to take control of a group. They have the opportunity to give 7-10 presentations with review after each one. This gives participants more confidence speaking in front of a group of their peers.

- Remember – *If Knowledge is Power then Your Knowledge is Your Power!*

Please contact the Teamsters/AGC Training Center to sign up for this or any of the other upgrade training classes that are currently being offered, via telephone at (509) 545-8297 or online at "wactjato@yahoo.com".

POLITICAL REPORT

By MICHAEL GONZALES, Local 174 Organizer/Business Agent

SODA-WATER-BEER TAX THREAT TO OUR MEMBERS

Not only is the Local involved in a tough negotiation with Waste Management but in Olympia the State Legislature just wrapped a Special Session that produced a state budget which includes about \$800 million in revenue increases — but also includes \$750 million in spending cuts. The Legislature was faced with a \$2.8 billion state budget deficit and to raise revenue created new taxes that will hurt our membership and the companies they work for.

The most direct taxes that will affect our members are the soda, water and beer tax. The soda and water tax is 2-cents per 12-ounces and the beer tax will be increased 50-cents per gallon which works out to 28-cents a six-pack. These new taxes are projected to bring in a combined \$93 million to the state coffers over the next two years. All microbrews and wines are exempt from the new tax.

Teamsters Local 174 believes these taxes are regressive, cost jobs and hurt only the poor and middle class. The State Senate started out the 30-day Special Session looking to increase the sales tax by another three-tenths of a cent, which would spread the increase evenly over the state population. The House had other plans and wanted to make

more specific targeted tax increases to increase the State's revenue and close the budget gap.

Teamsters Locals 174 and 117, and JC-28 all went to work to try and oppose the soda, water, and beer tax. Lobbyists from all three talked to Senators working earnestly to carve these taxes out of the budget. After one last strong push to oppose these new taxes they were ultimately rolled into the new revenue package on a close 25-21 vote in the State Senate. The new taxes are set to expire in June 2013.

This was a tough budget Session that saw cuts in all services, furloughs, and layoffs for state employees. Schools and universities were also hard-hit. I am still very positive on the future of this Local when it comes to politics. In the largest show of Solidarity I have seen during my time at the Local, 1,000 members, their families, and activists including those from over 30 Community groups came together Sunday, April 11th, to support our fight with Waste Management.

The Local will continue to grow our Political Program, partnering with other Locals to make our voices heard.

STAFF REPORT

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

SOFT DRINK, WATER, AND METAL PROGRESS

▣ Negotiations for **Coke** and **Pepsi** are underway. Both negotiations are regional in their scope involving several Western Washington Locals. The Soft Drink Industry has been going through many changes as both of the major brands have been consolidating locations and operations. Also on the horizon for both is some corporate restructuring, which will add a touch of intrigue to what have been traditionally cordial but tough negotiations. Despite all of this or perhaps because of these moves, both report robust profit margins. However, as we have learned with others, just about every employer out there is seeking to take advantage of the current state of the economy regardless of whether or not they actually need it.

▣ One industry that has been feeling the pinch of the economy has been the Metal Industry. Our metal houses in the Kent Valley — **American**, **EMJ**, and **Pacific Metals** — are coming open or will be opening later in the fall. EMJ warehouse workers and Pacific Metals both settled for one-year extensions last year, hoping the economy would turn around in 2010.

▣ I have been assisting fellow Senior Agent **Tom Mann** with his negotiations at **American Water Services**. For many of you living in

Seattle, you probably didn't know that the water you drink from your tap is actually "Teamster Water!" American Water has a contract with the Seattle Public Utilities at the Tolt River Treatment Facility out in Carnation.

These highly trained and certified brothers and sisters are a relatively small Bargaining Unit whose primary responsibility is guarding the public health and ensuring our drinking water is safe!

These also have been tough negotiations; we have had 7 bargaining sessions. The last session — Bargaining Unit Representative **Russ Higgins**, Tom and I spent an entire Saturday bargaining from 8 a.m. until after 11 p.m.

Turnover has been a big issue at American Water, due to the fact that when looking at the comparables, we believe that these employees are being paid significantly lower wages and benefits than other Water Treatment professionals in the area — and are being lured away by these other Systems and Utilities.

The members there unanimously rejected the employer's first offer and we have returned to the table in an attempt to reach agreement on a package worthy of our members' skills and abilities.

FREIGHT DIVISION REPORT

By BRIAN DAVIS, Business Agent

SOME POSITIVE NEWS IN OUR JURISDICTION

▣ For the first time in a long time we seem to be able to report some good news from the Freight Division. It seems that most freight companies are either in the process of or are preparing to call some of our members off of layoff. Some members have been on layoff for close to 2 years and just the discussion of recalls makes us feel optimistic that we are now, finally, on the other side of the worst period of layoffs we have seen in decades. Let's just hope this isn't a spike in volumes that plateaus or bottoms out in the near future.

▣ A Subcommittee was formed and has been having discussions trying to get some of the outstanding issues at **Oak Harbor Freight Lines** resolved. The members continue to hold strong and we hope to someday have a contract in place for these members to vote on. While our members are back to work and the NLRB has ruled that many of our charges have merit, resolution to these charges still could take a while. At time of print, the NLRB is scheduled to have their day in court with Oak Harbor, on our behalf, in late June. The Company may come to Local 174 and try to settle some of the outstanding issues before June, but we do not anticipate that.

▣ **Reddaway** still is working with an extension in place and we are holding our ground on the Company trying to impose a deal that asks our members to sacrifice more out-of-pocket concessions than any other Reddaway employee. Local 174 has continually told the Company that we will not recommend a proposal to our members that asks them to concede more per hour than what they are asking other employees to concede.

The members at Reddaway have faced similar challenges that other

Freight Companies have faced over the last 2 years. Decreased volumes and a pricing war that has never been seen. It also hasn't helped that during contract negotiations the parent Company (YRC) has stated over and over that they have needed equal sacrifice from all employees to survive and has proposed that the Reddaway members under the NW agreement take more of a sacrifice than any other Reddaway employee. That offer was voted down and then the Company proposed moving Union work to a non-union facility. The dates proposed by the Company to make that move came and went without the movement taking place. This was only after discussions where the Union and Company agreed that that work would stay Union. The Union expects a full proposal from the Company for the members to vote on, any day.

▣ The bad economy has probably hit **Peninsula Truck Lines** as hard, if not harder, than any Company Local 174 represents. The members have made some hard decisions and some huge sacrifices to help keep this Company going. Hopefully, 2010 brings the Company additional freight volumes and revenue that keeps this Company moving forward.

▣ The members at **United Warehouse** and **Herche Transfer** seem to be getting their hours and keeping the Company moving forward. With the bad economy the Company isn't putting as much volume on trucks as they have in the past, but they still seem to be busy enough for overtime and plenty of hours. This is good news for our members as in the last round of negotiations; Local 174 Secretary-Treasurer **Rick Hicks** achieved a huge victory in getting language that increased their annual maximum pension hours from 2080 to 2150.

WHY IBT DRIVE MATTERS TO YOU



IBT Package Division Director Ken Hall and Local 174 Secretary-Treasurer Rick Hicks also were in the field on DRIVE Day, speaking with UPS members about their concerns. Photos by Bill Byington.

During the week of February 8-12 Local 174 UPS Business Agents **Matt Webby, Jeff Sullivan** and **Bill Byington**, along with Local 174 President/UPS Division Director **Ted Bunstine**, visited UPS locations throughout Local 174's Jurisdiction — signing up members onto the International Brotherhood of Teamsters DRIVE Program. DRIVE — short for Democratic Republican Independent Voter Education — is the Political Action Committee of the Teamsters.

DRIVE was first started back in the 1960's by General President **James R. Hoffa's** wife **Josephine**, when she realized the importance of the Teamsters Union and its members having a strong and powerful

voice in the Political Arena. The Teamsters Union's DRIVE Program's mission is to support political candidates and issues that are important and vital to the Teamsters and Organized Labor. This support starts at the local level from City Council candidates all the way to supporting the candidate for President of the United States.

DRIVE Committees are formed to meet those goals through activities such as screening and recommending favorable candidates, launching registration drives, and developing plans for get-out-the-vote campaigns in primary and general elections.

Funding is strictly voluntary and kept separate from dues.

Several of the important concerns and issues throughout the years that DRIVE has been an intricate part of, are the Employee Free Choice Act, the enactment of the Family Medical Leave Act, and the support of legislation in the State of Washington to fight off laws that would allow it to become a Right-to-Work State.

ONGOING BATTLE

Local 174 has continued to introduce DRIVE language into several of its Collective Bargaining Agreements, which in turn allows the Local to sign up employees and for each employee's convenience, have his or her DRIVE contribution submitted directly to the Local the same as dues check-off.

Local 174 members need to realize the IBT and its members have an ongoing fight with big corporations and their political allies as they continue in the attempt to erode workers' rights and benefits by outspending Organized Labor at a ratio of eleven-to-one to push their issues and candidates.



Local 174 UPS members, here in meeting rooms back inside their buildings, met with the Local's and the IBT's representatives, talked about the political issues of the day, and many of them signed up with DRIVE.

174 HELPS OUT AT 2010 ST. PATRICK'S DAY PARADE

Many non-Irish folks in Seattle turn a "little bit Irish" around St. Patrick's Day each year, unless they already are Irish — like Local 174 Business Agent **Dave Jacobsen**. Dave has been Chairman and chief organizer of the yearly St. Patrick's Day Parades for many years. During those years, friends from 174 have helped him with logistics and transport getting ready for the annual event, which is a Seattle tradition.

This picture shows the Local 174 Semi — driven by Boeing member **Donny Jones** and his two sons **Jeff**, 14, and **Pete**, 11 — in the 2010 St. Patrick's Day Parade March 13. Among the several thousand spectators who watched along the Parade route on Fourth Avenue were people who just happened to be downtown and suddenly found themselves staring at bagpipers, Irish dancers, leprechauns and the 174 Truck.

"It was a beautiful sunny day for one of the largest Parades that we have ever had. Over nine bands participated this year, including one from Ireland," said Dave. "The Parade has grown in popularity over the last 25 years. We have welcomed all to join the Irish in celebrating this wonderful heritage of the people who have moved to America and helped make it what



it is today." He added, "I would like to thank Teamsters Local Union 174. They have donated the semi truck and driver since 1996. There is a strong presence of the Teamsters Union in the Irish Heritage Club organization. I am glad to be a second generation Irishman."



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.

STEVEN MARK WOG, Waste Management

JACK PEDDICORD, Allied Waste

SYBIL BOWMAN, Wife of **CHUCK BOWMAN**, Safeway

ROBBIN KREGER, Wife of **BRIAN KREGER**, Stoneway

EZRA NEWELL, UPS

ADAM COSTA, UPS

LEADERSHIP DEVELOPMENT PROGRAM



Above: Instructor Tim Allen and the gathered Shop Stewards and Activists at Local 174's first Leadership Development Program class on February 27 consider Weingarten Rights data on a Power Point slide. Below: Some of the participants are shown at the pre-class Breakfast, and during the class's Grievance Report Form exercises. Photos by Bill McCarthy.

(Continued from page 1)

Representative be present at an investigatory interview which the Employee reasonably believed might result in disciplinary action constituted an Unfair Labor Practice..." The Board referred to applicable sections of the National Labor Relations Act, Patty said. These included:

- Section 7 of the Act guarantees the right of Employees to act in concert for aid and protection. An Employee's right to Union Representation is based on Section 7. That says, "Employees shall have the right to self-organization, to form, join, or assist Labor Organizations, to bargain collectively through Representatives of their own choosing, and to engage in other concerted activities for the purpose of Collective Bargaining or other mutual aid or protection..." However, Patty warned:

- The right arises only in situations where Employees request Representation.
- The right to request Representation is limited to situations where the Employee reasonably believes the investigation will result in disciplinary action.
- The exercise of the right may not interfere with legitimate Employer rights. The Employer does not have to justify its refusal. The Employer is free to carry on the investigation without interviewing the Employee.

- **Advise** the Employee to leave the meeting if the Employer refuses to grant the member's request for a Steward. "I decline to answer questions in the absence of my Union Rep," is what the member should say.

3. Specific things the Steward should do:

- **Ask** the Member what the meeting is about before going into the room.
- **When** the meeting starts, ask Management what the meeting is about.
- **Once** you know what it's about, caucus with the Member to discuss facts.
- **Ask** questions during the meeting.
- **Raise** affirmative points in the Member's defense.
- **Caucus** with the Member during the meeting if it is necessary.
- **Inform** the Employer of the Union's right to information should it decide to discipline the Employee.

The next LDP class is set for Saturday, May 22, 2010. Its theme will be "Active Member Involvement is the Key."

WHAT WAS THE NLRB PROTECTING IN THE WEINGARTEN RULING?

Said Patty, "The Act is designed to eliminate the inequality of bargaining power between Employees and Employers. Requiring a lone Employee to attend an investigatory interview which he reasonably believes may result in the imposition of discipline perpetuates the inequality the Act was designed to eliminate, and bars recourse to the safeguards the Act provided to redress the perceived imbalance of economic power between Labor and Management.

"A single Employee confronted by an Employer investigating whether certain conduct deserves discipline may be too fearful or inarticulate to relate accurately the incident being investigated, or too ignorant to raise extenuating factors. A knowledgeable Union Representative could assist the Employer by eliciting favorable facts and save the Employer production time by getting to the bottom of the incident."

SKITS WERE VALUABLE

Tim then introduced three skits in which Local 174 Staff and Stewards showed clearly how to proceed, and to not proceed, in times when grievances are happening or about to do so. Also, the participants spent a good deal of time near the end of the class learning the correct ways to fill out Grievance Report Forms. The lessons of the day, Tim pointed out in summarizing the LDP class, included the following:

1. Weingarten rights, which were spelled out dramatically in skit form, are:

- **The right** to a Union Representative of the Employee's choosing (absent extenuating circumstances); the Steward has no independent right to invoke *Weingarten*.
- **The right** to consult with the member prior to the meeting,
- **The right** to advise and to provide active assistance to the member.
- **The right** to speak up on behalf of the member during the meeting.
- **The right** to caucus with the member mid-meeting if necessary.

2. Conversely, the skits showed the Steward under *Weingarten* cannot:

- **Turn** the meeting into an adversarial proceeding.
- **Prevent** the Employer from questioning the Employee.
- **Interfere** with legitimate Employer prerogatives to conduct an investigation in the absence of member cooperation.



UPS DIVISION REPORT

By TED BUNSTINE, 174 President & UPS Division Director

WHAT CAN BROWN DO TO U?

[Note: The text within quotation marks below is reprinted from a flyer that was distributed to the members on the UPS Seattle Night Sort. The part at the end not in quotation marks, I have added for this column.]

“After months of speculation and rumors, Local 174 has been notified by UPS of their intent to eliminate the Seattle Night Sort. The Union is very aware of the potential ramifications of the Company’s action as well as our members concerns regarding their future at UPS.

“To be clear, at this time Local 174 **has not** been given any details of how the potential elimination of the Night Sort will be handled. The Union received news of the Company’s intentions via phone call Thursday afternoon April 8, 2010. After being notified of the Company’s intentions we set out to immediately contact your Stewards in an attempt to get the information to them so that they could help address any rumors which inevitably will begin to circulate.

“It is the position of Local 174 that the Company’s actions must follow the appropriate course outlined in the collective bargaining agreement as set forth in Article 38 of the NMUPS Agreement.

“Article 38 of the NMUPS Agreement states in part — **‘(a.) The Employer agrees that prior to any change in its operation that will result in a change of domicile and/or possible layoff of seniority employees, it shall notify the affected Local Union(s) in writing and then meet jointly with them to inform them of the proposed changes and to resolve questions raised in connection with the proposed change.’**

“Local 174 is currently putting together a plan to address these changes when we meet with the Company and are presented with their plan to implement these changes.

“As always Local 174 will attempt to provide its members with as much timely information as possible and to allow for member input.

“When we meet with the Company we will be including your elected Stewards in meetings with the Company to help address the memberships concerns and questions surrounding this issue.”

Since we broke this news to the members on the Seattle Night Sort we have had many phone calls and conversations with members who are very upset, and concerned about how this will affect their future.

I, too, am frustrated that UPS continues to place more value on making huge profits than on taking care of their employees, the people who have carried them to become the profitable company that they have become. It seems that every attempt to make more of a profit during this economic recession has fallen on the backs of you, the hard working member. When will UPS management reward you for being the best workers in the Package Delivery Industry? We all need to ask UPS management:

When will this BS end?

UPS VETERANS CALL IT A CAREER

By JEFF SULLIVAN, Business Agent

On February 27 a retirement celebration was held at the Emerald Queen Casino in Fife to honor five former Local 174 UPS feeder drivers. **Leonard Williams, Ray Wartinger, Rick Higgins, Diane Bolton,** and **Phil Segadelli** were honored by the 140 guests as the latest group of UPS feeder drivers to reach this milestone. Also honored were feeder drivers **Barry Foster** from Local 231 in Bellingham and



Left-to-right: Leonard Williams, Ray Wartinger, Rick Higgins, Diane Bolton, and Phil Segadelli.

Mike Sack out of Local 38 in Everett. This event was well attended by family, friends, co-workers, and retired Teamsters. A good time was had by all.

Festivities started with a cocktail hour at 6 p.m. followed by a buffet dinner. After dinner the retirees were introduced by Emcee **Mike Responte**. All had a few words for the crowd. The night closed with lively open mike comments. Thanks to Mike and **Shelly Chandler**, both feeder drivers, for their hard work making this event successful.

The Local 174 retirees were each presented with a Certificate of Appreciation from Local 174 signed by Secretary-Treasurer **Rick Hicks** and President **Ted Bunstine**. With the Certificate was a letter from Rick informing the retirees that the Local 174 E-Board has approved and paid one year of retirement dues to the General Teamsters Retirees Club.

WASHINGTON STATE TRADES WORKERS LEAD WAY

By KANDY PAULSON

Hos Brothers Teamster Driver

A Historical Event took place recently for Local 174 Members who work in the Building Trades, and for all their Brothers and Sisters in the Labor Movement. Washington State Trades People have taken the lead in “Training Future Disaster Response Heroes.” But first, we need to discuss some past history for perspective.

It should be a familiar subject to Local 174 members who have attended our recent General Membership Meetings, at which I have spoken in depth on this subject.

SITUATION SET UP ON 9/11

After the September 11, 2001 attacks on the World Trade Center, many Teamsters, Ironworkers, Operators, and other trades from all over the US answered the call for help. They used their skills and trade knowledge to work heroically to recover the bodies of victims, clean up the site, and make ground zero safe.

Because we don’t face disasters in our day to day work lives, many of these skilled workers had no training in how to protect their own health, or the specific safety issues of a disaster site clean up. They just knew they wanted/needed to help. Emotionally and physically, there is a vast difference in conditions at a disaster site as opposed to the wellregulated workplaces we are accustomed to. The asbestos- and silica-laden dust of the collapsed Twin Towers gathered in workers’ lungs, and some have become permanently disabled. At least one tradesman has died from lung disease caused by his work in serving others as a disaster responder and others will have their lives considerably shortened.

In response concerned citizens from Emergency Management and the Building Trades started working on a program to train construction trades people to safely volunteer and work on disaster sites. One of the pioneers, **Lee Newgent**, now at the King County Building Trades Council, had personally responded to the disasters at The Federal Building in Oklahoma and to Ground Zero after 9/11. Being a worker on those sites he noted the need for increased communication, chain of command and safety training for the responders. He helped design a training program in Seattle, FIRST (First Responders and Skilled Trades), a joint training for City of Seattle Firefighters, Operating Engineers, Ironworkers and Laborers to work together to respond to disasters locally.

This training was so well received by all its participants that it has become the model for others throughout the country. OSHA used that training outline to build its OSHA Construction Worker Disaster Training (OSHA 7600), a 16-hour disaster site safety course. It addresses the different sorts of safety hazards workers might encounter in responding to a disaster site.

In a normal work environment, unidentified airborne particles, downed



A photo from one of the training sessions.

electrical lines, unlabelled confined spaces filled with toxic fumes, chemical spills, and unstable structures are not usually a factor. Disaster recovery workers will often face these challenges as well as the difficulties of working with and for people they are unfamiliar with, in a dangerous and emotionally charged environment where it is hard to remember to keep your safety and your coworkers’ safety as a first priority. The OSHA 7600 course trains recovery workers — who come on a site after first responders — to navigate those kinds of hazards while helping their communities recover. It is now possible to acquire a “Federal Program Card” for disaster response, for those who’ve taken OSHA 10 & OSHA 7600 — and a “40-Hour Hazwopper Card” as a trained disaster response worker.

Sisters in the Building Trades, a tradeswomen’s organization based in Western Washington, is using its unique ability to reach out across trades and agencies to spearhead a project to create a critical mass of cardholding trained workers in Puget Sound, so that in the event of an earthquake, the eruption of mount Rainier, a terrorist attack, or any other big emergency, we have a trained workforce to call upon to get us back on our feet without sacrificing recovery workers’ health.

The program currently offers the OSHA 7600 Training, OSHA 10, HAZWOPER 40, First Aid, and is implementing a database of trained volunteers and equipment that could be volunteered, for Emergency Management officials to call upon when needed.

TEAMSTERS STEPPING UP & READY TO HELP

In November 2009, 3 Teamsters attended the first Sisters in the Building Trades organized OSHA 7600 training and an introduction to the FIRST Program. The November Training was the first time Washington State Emergency Management or King County Emergency Management had been fully introduced to these programs. Since then 18 more Teamsters have attended the Sisters’ OSHA 10 class in February 2010 and 19 attended the second Disaster Response training on March 6th & 7th, 2010.

These Teamsters now have the knowledge and training to be called out to help in the aftermath of a natural or man made disaster. Any Teamster who takes the time to certify themselves as a disaster responder will be ready to help their community, know better how to keep themselves and their family safe, and will have certifications that can be helpful in many jobs and which are required for others.

This training has so far been offered without charge thanks to generous sponsorships from local organizations and community colleges that found it worthwhile. Due to the nature of disasters, you never know when you might need it. **Congratulations to the 22 Teamsters who’ve taken advantage of this opportunity — invaluable training all should consider.**



TEAMSTERS HISTORY



Graphic Art by David Jacobsen

REMEMBERING 1999 ANTI-WTO SPECTACLE

By **BILL MCCARTHY, Local 174 Editor**

A little over ten years ago Seattle was the location for one of the biggest Labor Demonstrations ever — targeting the World Trade Organization, which was in the Emerald City for a weeklong meeting. The protest involved many Unions, but the Teamsters were by far the most visible, best organized, and loudest of them all. IBT President **Jim Hoffa** and many International representatives were on hand. The “hometown contingent” was led by then-Joint Council 28 President **Jon Rabine**. Predictably, the most-involved JC-28 Local was 174.

Over a decade later, many now mistakenly think the Demonstration was just one notori-



thugs, looting, smashed windows, confused Seattle Police, and the silly antics of so-called anarchists. What was missed by the media was the main message of the Unions, especially the IBT.

That message both in 1999 and today is:

1. “Free” Trade Agreements like NAFTA and its ilk are bad. 2. “Fair” Trade Agreements controlled by U.S. laws managing deregulation, privatization, safety, wages and benefits would be good. 3. Globalization and opportunistic shipping of former U.S. jobs overseas by greedy U.S. businesses to use slave labor are obscene and should be ended!

Unwise trade manipulating has had a major role in causing the current miserable worldwide economy. And still in 2010, few really know who runs the WTO, or even what it is and how it operates,



Above, then-JC-28 President Jon Rabine addresses Council participants on November 30, 1999, right before the Day 1 march and rally against the WTO. The other photos on this page were taken during the march and at the rally at the Seattle Center. Many Local 174 members were there not just on Day 1, but throughout the weeklong demonstrating at many other events, too.

ous November 30, 1999 march and rally that happened all over Seattle, featuring about 50,000 anti-WTO participants, culminating in speeches and song at the Seattle Center. True, that day was the most memorable. But it was actually followed by four more days of other, smaller Teamster marches and meetings, all over the Greater Seattle area, and in Tacoma, Olympia and even Blaine, Washington. Few from the JC-28 contingent steadfastly attended all the events — but members, staff and officers of Local 174 were at every one, often accompanied by the Local 174 Semi-Truck.

The TV coverage both in Seattle and on the national networks throughout the entire WTO week was terrible — focusing on people in costumes, fires, teargas, topless women, rioting



CHRONICLES OF A TRUE PROGRESSIVE TEAMSTER

By **CRAIG K. CRAMER, DHL Teamster Driver**

During the beginning of the Pre-World War II period, there was a man who began his career — and it launched a new beginning in the Teamsters Movement. His name? **Henry DeLauro**. Now this gentleman is no ordinary driver. During his unprecedented 41 years of service, he drove all types of vehicles (*i.e.*, bobcats, singles & doubles). Let’s go into more depth about Henry’s character.

He started with Mission Macaroni in 1940 at a salary of \$5.50 PER DAY driving a 1.5-ton International to haul 5-ton loads to the plant. You could say he was a little overloaded. Needless to say this was not a Union job — YET. After a long period of time talking to **George Cavano**, 174’s Secretary Treasurer at this time, he was finally accepted into the Local. The pay at this time was \$7.20 PER DAY... He was, he thought then, living the “high life!”

The first truck that was assigned to him was a Federal with a 28-foot trailer that he did his store deliveries in, which he wore out. The next truck that he got was a brand new 1953 GMC, 26,000 lbs. He drove the tires off of it — 186,000 miles.

In 1956 Mission was sold to Golden Grain Macaroni and one of

the biggest assets was Henry DeLauro with this deal. During this time there many changes, including Strikes and lost wages, which never wavered this guy. In about 1970 the Company decided there would be no more store deliveries and sold all their bobcat trucks and changed to semi-trucks only. Henry started a new era driving singles and doubles long haul.

During the autumn of his career the Company saw Henry as one of the most valuable drivers they had and made a special position for him. He was the only extra driver they had who had all of the qualifications to perform all aspects of the job.

At the end of his career, which lasted 41-plus years with the Union, he received an all-expenses paid 22-day trip to Europe and a gold watch — and two parties with the Company’s top brass. For all worried about

retirement — the checks have been there on time for Henry. He hasn’t missed one in 29 years. This is someone I’ve looked up to all my life, and at 92-years young now, he still loves life and the Union.

He has set the bar so high that it may be very difficult to achieve like he has. It’s just a blessing that I, too, can follow in his 174 footsteps.



Local 174 retiree Henry DeLauro past and present.