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



# THE LOCAL 174 Teamster Record

Official Publication of Teamsters Local 174 • Tukwila, Washington • Volume 2, Number 3 • July-September 2008

## OAK HARBOR UNFAIR LABOR PRACTICE STRIKE

### Provoked By Federal Labor Law Violations As Trucking Company Refuses To Bargain In Good Faith



Teamsters Local 174 picketers in the Unfair Labor Practice Strike against Oak Harbor Freight Lines. Worker spirit remains high. Story on page 4.

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# Secretary-Treasurer's Message

## Please Vote November 4th

**BARACK OBAMA '08 — CHRISTINE GREGOIRE FOR GOVERNOR — AND 'YES' ON PROPOSITION 1**

Sisters and Brothers:

We are at a crossroads in our Country when it comes to "Labor" and the "Middle Class." As a Nation we are faced with political choices that will greatly impact many different areas affecting workers — not just Union Workers but all workers in the United States and around the globe.

On November 4th — or sooner if you are an absentee voter — you will be asked to cast your vote for the next President of our Nation, for



RICK HICKS

the Governor of Washington State, for National Congressional Senators and House Representatives, and for State Legislative Senators and House Representatives.

In addition, there will be a number of Initiatives and Propositions to vote on. (For a complete rundown on the endorsements from your Local Union and the

Joint Council see page 3 of this publication.)

**Each of these areas is vastly important but I would like to touch on three in particular.**

### PRESIDENTIAL RACE

The first and most important is the Presidential Race. At no other point in my lifetime can I recall a more important choice that must be made. Make the wrong choice and the consequences to all of us are dire.

Once you cut through all the dirty politics and allegations from both Campaigns, Barack Obama clearly emerges as the choice for Working People and the Middle Class.

Despite the false charges, most if not all of you will see a tax reduction.

Obama's position on the Employee Free Choice Act (EFCA) alone should be reason enough to vote for him. Imagine the power Unions would have once again when it comes to national as well as local politics. Organizing would be at a record high and all politicians

would once again take us seriously.

He will be a President that would for the first time in a long time advocate for workers and against the anti-union/anti-worker corporate greed that has destroyed the Middle Class.

**The fearmongering of the McCain Camp is a continuation of George Bush's Mantra — scare you into voting for the wrong guy.**

### WASHINGTON STATE GOVERNOR RACE

The second area of focus is the choice for our State's top Executive. I will tell you without question Christine Gregoire has been the best Governor for working people this State has ever elected. Governor Gregoire has consistently led the way for Family Wage Jobs and Worker's Rights.

It is mind-boggling to me that this election is not over already. Dino Rossi's Campaign also subscribes to the same divisive Republican tactics McCain is using — repeating ad after ad ripe with misinformation, distorted truths and even outright lies.

Rossi is spending \$15 million to win this election — so who do you think he will reward if he were to win? I promise you it will not be Working Class People that he will reward.

**Governor Gregoire has established herself as a proven leader and at a time when we are facing tremendous economic uncertainty, she deserves the chance to continue to lead.**

### PROPOSITION 1

The final area I would ask you to consider is Proposition 1. Although I have had my own issues with Sound Transit, this is a Proposition we need to support, especially those of you in the Construction Industry.

**This Proposition, if passed, will create hundreds of jobs and put our members back to work.**

### PLEASE VOTE NOVEMBER 4TH

I appreciate your consideration in all these areas — but more importantly, I appreciate you taking part in the process.

**Please Vote — Obama '08, Gregoire for Governor, and "YES" on Proposition 1!!!**

## 2008 General Membership Meetings

### Day And Time

November 9, Sunday, 10 a.m.  
December 11, Thursday, 7 p.m.

### Initiates Meetings

Initiates Meetings will be held 2 hours prior to each above General Membership Meeting.

### 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

#### WEBSITE ADDRESS

www.teamsters174.org

#### OFFICE ADDRESS

14675 Interurban Avenue South  
Tukwila, Washington 98168-4614

#### BUSINESS HOURS

Monday-Friday, 8 a.m.-5 p.m.

#### CONTACTING US

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

#### FAX

(206) 441-4853

#### E-MAIL

"local174@teamsterslocal174.org"

#### EXECUTIVE BOARD OFFICERS

Secretary-Treasurer Rick Hicks  
President Ted Bunstine  
Vice President Mary Stuart-Fairburn  
Recording Secretary Launa Running  
Trustees Carl Gasca, Jeff Anderson, Sr., Gary Bolen

#### TEAMSTER RECORD PRODUCTION

Editor Bill McCarthy

#### GETTING QUESTIONS ANSWERED

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

#### Hiring Hall

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

#### Medical And Prescription

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

#### Dental

(800) 554-1907

#### Vision

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

#### Pension

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

#### Retirees Trust

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

### DUES

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

Note: If you aren't on dues checkoff, your checks should be made out to "Teamsters Union Local 174" and mailed to "14675 Interurban Avenue South, Suite 303, Tukwila, WA 98168-4614."

Dues are payable by the Quarter and are due on the first day of January, April, July and October, and are to be received no later than the last day of the month; otherwise, a late charge of \$10 will be assessed and your benefits may be affected. Dues will continue to be charged regardless of whether or not you are working, unless you take out a withdrawal card. Your dues payments must be current for Local 174 to issue you a withdrawal card.

## 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.



Art by 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.**

**PAVEL KRIVORCHUKO'S CHILD**  
Pavel's employer ABF Freight

**CHRIS HUGHES' CHILD**  
Chris's employer USF Reddaway

**GLEN SCHWENKE**  
Waste Management

# VOTER GUIDE

## JOINT COUNCIL 28 AND LOCAL 174 ENDORSEMENTS FOR THE NOVEMBER 4 GENERAL ELECTION

### PRESIDENT

Barack Obama (D)

### CONGRESS (District)

CD 1 Jay Inslee (D)\*  
 CD 2 Rick Larsen (D)\*  
 CD 3 Brian Baird (D)\*  
 CD 4 George Fearing (D)  
 CD 6 Norm Dicks (D)\*  
 CD 7 Jim McDermott (D)\*  
 CD 8 Darcy Burner (D)  
 CD 9 Adam Smith (D)\*

### WASHINGTON STATE MAIN RACES

#### Governor

Chris Gregoire (D)\*

#### Attorney General

John Ladenburg (D)

#### Insurance Commissioner

Mike Kreidler (D)\*

#### Public Lands Commissioner

Peter Goldmark (D)

#### Treasurer

Jim McIntire (D)

#### Supreme Court Justices

Position 3  
 Mary Fairhurst

Position 4  
 Charles Johnson

Position 7  
 Debra Stephens

#### Court of Appeals

Division II  
 Robin Hunt

### LEGISLATURE

#### State Senate Races

##### (District)

1 Rosemary McAuliffe (D)\*  
 2 Marilyn Rasmussen (D)\*  
 3 Lisa Brown (D)\*  
 4 Judi Owens (D)  
 10 Mary Margaret Haugen (D)\*  
 11 Margarita Prentice (D)\*  
 19 Brian Hatfield (D)\*  
 22 Karen Fraser (D)\*  
 23 Phil Rockefeller (D)\*

(\* Indicates Incumbent)

25 Jim Kastama (D)\*  
 27 Debbie Regala (D)\*  
 29 Debi Srail (D)  
 34 Joe McDermott (D)\*  
 39 Fred Wasler (D)  
 40 Kevin Ranker (D)  
 41 Fred Jarrett (D)  
 49 Craig Pridemore (D)\*  
**State House (District-Position)**  
 1-1 Al O'Brien (D)\*  
 1-2 Mark Ericks (D)\*  
 2-1 Jean Marie Christenson (D)  
 2-2 Tom Campbell (R)\*  
 3-1 Alex Wood (D)\*  
 3-2 Timm Ormsby (D)\*  
 5-1 Jon Viebrock (D)  
 5-2 David Spring (D)  
 6-1 Don Barlow (D)\*  
 6-2 John Driscoll (D)  
 10-1 Tim Knue (D)  
 11-1 Zack Hudgins (D)\*  
 11-2 Bob Hasegawa (D)\*  
 15-1 Vickie Ybarra (D)  
 16-1 Maureen Walsh (R)\*  
 17-1 Tim Probst (D)  
 17-2 Deb Wallace (D)\*  
 18-1 VaNessa Duplessie (D)  
 19-1 Dean Takko (D)\*  
 19-2 Brian Blake (D)\*  
 20-1 Mike Rechner (D)  
 21-1 Mary Helen Roberts (D)\*  
 21-2 Marko Liias (D)\*  
 22-1 Brendan Williams (D)\*  
 22-2 Sam Hunt (D)\*  
 23-1 Sherry Appleton (D)\*  
 23-2 Christine Rolfes (D)\*  
 24-1 Kevin Van De Wege (D)\*  
 24-2 Lynn Kessler (D)\*  
 25-1 Rob Cerqui (D)  
 25-2 Dawn Morrell (D)\*  
 26-1 Kim Abel (D)  
 26-2 Larry Seaquist (D)\*  
 27-1 Dennis Flannigan (D)\*  
 27-2 Jeannie Darneille (D)\*  
 28-1 Troy Kelley (D)\*  
 28-2 Tami Green (D)\*  
 29-1 Steve Conway (D)\*  
 29-2 Steve Kirby (D)\*  
 30-1 Mark Miloscia (D)\*  
 30-2 Carol Gregory (D)

31-1 Ron Weigelt (D)  
 31-2 Chris Hurst (D)\*  
 32-1 Maralyn Chase (D)\*  
 32-2 Ruth Kagi (D)\*  
 33-1 Tina Orwall (D)  
 33-2 Dave Upthegrove (D)\*  
 34-1 Eileen Cody (D)\*  
 35-1 Kathy Haigh (D)\*  
 35-2 Fred Finn (D)  
 36-1 John Burbank (D)  
 36-2 Mary Lou Dickerson (D)\*  
 37-1 Sharon Tomiko-Santos (D)\*  
 37-2 Eric Pettigrew (D)\*  
 38-1 John McCoy (D)\*  
 38-2 Mike Sells (D)\*  
 39-1 Scott Olson (D)  
 40-1 Dave Quall (D)\*  
 40-2 Jeff Morris (D)\*  
 41-1 Marcie Maxwell (D)  
 41-2 Judy Clibborn (D)\*  
 42-1 Kelli Linville (D)\*  
 43-1 Jaime Pedersen (D)\*  
 43-2 Frank Chopp (D)\*  
 44-1 Hans Dunshee (D)\*  
 44-2 Liz Loomis (D)\*  
 45-1 Roger Goodman (D)\*  
 45-2 Larry Springer (D)\*  
 46-1 Scott White (D)  
 46-2 Phyllis Kenney (D)\*  
 47-1 Geoff Simpson (D)\*  
 47-2 Pat Sullivan (D)\*  
 48-1 Ross Hunter (D)\*  
 48-2 Deb Eddy (D)\*  
 49-1 Jim Jacks (D)  
 49-2 Jim Moeller (D)\*

### BALLOT MEASURES

#### Initiative 985 OPPOSE

Concerning transportation: open high-occupancy vehicle lanes to all traffic at times, synchronize traffic lights, and funding directed to traffic flow purposes.

#### Initiative 1029 NO POSITION

Longterm care services for elderly and persons with disabilities.

#### Proposition 1 SUPPORT

Sound Transit Regional Improvements — King, Pierce and Snohomish Counties — addressing population growth, congestion.

# ATTORNEY PAU JOINS STAFF

By **BILL McCARTHY**

Local 174's new Legal Counsel **Lisa Pau** was introduced to the members in attendance at the first General Membership Meeting of the Fall Sunday, September 14th. As Secretary-Treasurer **Rick Hicks** explained, having Lisa as an on-staff Attorney should save the Local tens of thousands of dollars each year and will improve representation for 174's members. He said she will handle NLRB charges, will assist in difficult contract negotiations, and will represent members in unjust discharge cases.

Lisa hails from Oakland, California. She has worked for Labor Unions and workers continuously since graduating from law school in 1998. She attended the University of California, Hastings College of the Law and, prior to that, graduated from the University of California at Berkeley with a Bachelor of Arts degree in English.

Her background with Unions includes advocacy for workers in the Construction Industry (Operating Engineers, Tile Setters, Laborers, Ironworkers, and Painters), the Service Industry (including work on behalf of SEIU, UFCW, and HERE), and the Transportation Industry (Teamsters).

Lisa has also worked on campaigns to organize immigrant workers and has experience with collective bargaining in the Public Sector. For the last several years, she has worked at a private law firm specializing in serving the Teamsters of Northern California.



**Lisa Pau speaks at the Local 174 General Membership Meeting September 14. Photo by Bill Byington.**

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

# MEMBERS AT POZZI BROTHERS RATIFY NEW THREE-YEAR AGREEMENT

We are pleased to announce we have a ratified agreement at Pozzi that was achieved in three bargaining sessions. The Owner of Pozzi came to the table ready to bargain knowing that the members' expectations were high given the rising costs of groceries, gas and the most recent cost of living numbers for the Seattle metro area.

The Union Committee of **Rick Hicks, Tom Mann** and elected bargaining unit member **Paul Knudsvig**, achieved substantial wage increases, pension increases and conditioned full maintenance of benefits. Unlike some employers these days, retiree medical benefits was a

non-issue in this bargain, as Pozzi understood and agreed to fully fund this moral obligation. In addition to the economics, the committee was successful in obtaining improved language related to sick leave and layoff/recall rights. Also a new provision was added that protects our members from potential identity theft when they are required to enter secure customer facilities.

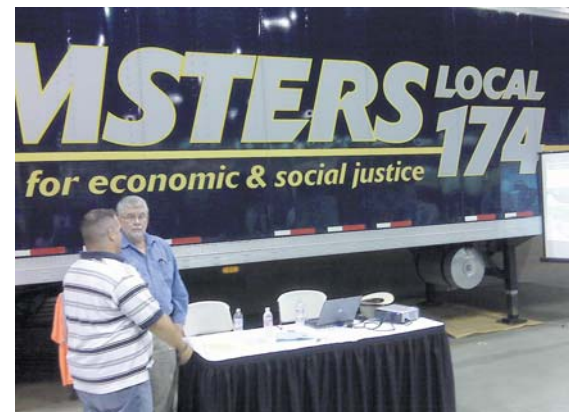
"The Members at Pozzi work hard to keep the State's liquor delivered and deserve this fine settlement. Tom Pozzi really stepped up," said Hicks.

# LOCAL 174 AGENTS AND TRUCK AT BUILDING TRADES DAY

Heavy Construction Business Agents **Tom George** and **Larry Boyd** and the Teamster Local 174 Semi-Truck helped advertise the Teamsters/AGC Apprenticeship Training Program on Building Trades Day at Seahawks Stadium July 29. The Seattle-King County Building and Construction Trades Council sponsors the annual event to bring attention to the hardworking members of the affiliated Construction Trades Unions whose members built Qwest Field and the new Virginia Mason Training Center in Renton.

On Building Trades Day, Touchdown City is opened to the Construction Unions and each is provided booth space to advertise their Apprenticeship Program. "For the Teamsters, all we need is truck parking," said George. "Our Local 174 Teamster Truck is a show all by itself."

The Teamsters/AGC Apprenticeship Program provides a comprehensive training experience for anyone over 21-years old who wants a career in truck driving in the Construction Industry. No previous experience is necessary though many applicants come to the program with other types of driving experience. After 6 weeks of classroom and behind-the-wheel training apprentices move into the Construction In-



dustry and receive 3,000 hours of on-the-job training.

Applications are available year-around for limited placement in Spring and Summer classes and must be obtained directly from the Teamsters/AGC Training Center by mail at 2410 E. St. Helens, Pasco, Washington 99301 — on line at "www.teamsterstraining.org" — or by calling (888) 600-8297.

# SEATTLE TIMES & PENSKE AGREEMENTS



Seattle Times members gathered at the Joint Council 28 Building in Tukwila for their September 21 Strike Authorization Vote Meeting.

By **PATTY WARREN**

**Local 174 Senior Business Agent/Organizing**

The Tentative Agreements reached between Teamsters Local 174 and the Seattle Times, and Teamsters Local 174 and Penske, were

ratified by our members on Sunday, September 28, 2008, by a 93% margin. On Tuesday, September 23, 2008, Teamsters Local 174 and the Seattle Times had reached a Tentative Agreement on outsourcing to Penske. The Agreement was fully recommended to our members at the vote on September 28.

The Tentative Agreement was achieved after a Sunday, September 21, 2008, vote in which Teamsters Local 174 members working at the Seattle Times overwhelmingly authorized a Strike.

On November 30, 2007, the Seattle Times had notified Local 174 that it intended to outsource the work performed by our members to a third party contractor in order to save money and to move away from a "non-core" business operation, transportation, to "core" operations, publishing its newspaper. Our members currently deliver the *Times* and the *P-I* to warehouses throughout the Puget Sound area.

Since that time, we had attempted to reach agreement on either a new contract between the Seattle Times and Local 174 or, in the alternative, on an arrangement under which we would find outsourcing acceptable. To that end, we worked long hours trying to reach an Agreement which we could recommend to our members. Finally, we were able to do so.

"We were at a crucial crossroads in these negotiations with the Seattle Times," said **Rick Hicks**, Secretary-Treasurer of the Local. "We are very pleased now that we have reached an Agreement."



Bargaining Committee members, left-to-right, Secretary-Treasurer **Rick Hicks**, Senior Business Agent/Organizing **Patty Warren**, **Bill Phillips**, **Sam Taylor**, **Nate Wickliff** and **Mike Tresslar**. Photos by **Bill McCarthy**.

# TEAMSTERS ULP STRIKE AT OAK HARBOR

By **BILL MCCARTHY**

The Oak Harbor Freight Lines Unfair Labor Practice Strike is continuing. Teamsters at OHFL in Washington, Oregon, and Idaho walked off the job September 22 in response to hostile efforts by Company representatives to bully and intimidate workers.

The Oak Harbor employees' Negotiating Committee is led by **Al Hobart**, Teamsters Joint Council 28 President/International Vice President.

"The last thing we want is a Strike," said Hobart on September 23. "We understand that service disruptions during the peak shipping season and the Holiday rush hurt everyone. Oak Harbor's owners just have not left us with any alternative. The Company seems to be more interested in violating the law than protecting the interests of its customers."

Union officials report the National Labor Relations Board is investigating several labor law violations committed by the Company — including coercing and threatening employees, as well as making unlawful changes to working conditions.

"The bargaining position taken by the Company made this Strike unavoidable," said **Tyson Johnson**, International Vice President and Freight Division Director, also on September 23. "Oak Harbor's customers will likely experience service disruptions soon."

On September 29, Teamsters began picketing Oak Harbor Freight Lines' trucks in California and Nevada to support striking employees in Washington, Oregon and Idaho.

"Oak Harbor's customers in California and Nevada will likely experience service disruptions as we begin following the Company's



Morale on the Oak Harbor ULP Strike picketline in Auburn, Washington is high. And as can be seen by this photo, there is a lot of ingenuity and talent among the picketers when they are behind the scenes between stints on the line.

trucks with ambulatory pickets," said Hobart on September 30. Also that day Johnson said, "Teamsters up and down the West Coast are standing strong with our Brothers and Sisters in the Northwest. Oak Harbor's customers would be wise to seek out alternative carriers while our members are on Strike."

Teamster members in the first few days of October began a nationwide campaign to show support for striking Oak Harbor Freight Lines trucking employees by passing out handbills at Gap, Old Navy and Banana Republic stores. Oak Harbor Freight Lines transports merchandise on the West Coast to these stores. Oak Harbor elected to cut off health care coverage to retirees to punish workers who walked off the job in Washington, Oregon and Idaho September 22 in protest.

"Several of Oak Harbor Freight Lines' largest customers have acted responsibly by shifting their shipments to other regional carriers," said Teamsters General President **Jim Hoffa** on October 6.

"But other companies continue to do business with a Company that is needlessly hurting seniors and families in our community and violating America's labor laws," he emphasized.

Oak Harbor Freight Lines, one of the largest regional trucking companies on the West Coast, provides time-sensitive delivery services to some of the largest companies in the country including JC Penney, Burlington Coat Factory, Sally Beauty Supply, K-Mart, Sylvania, HD Waterworks, Owens & Minor, Snap-On, Bargreen Ellingson, McKesson, Cardinal Health, Siemens, Georgia Pacific, GM & Chrysler Parts, Urban Outfitters and Maytag.

# HUTTIG BUILDING PRODUCTS SETTLEMENT

## CONTRACT APPROVAL FOLLOWS LONG, HARD BARGAINING



In mid-July 2008, some of the Huttig Building Products workers and friends celebrate the successful negotiations of their contract at JC-28 Headquarters in Tukwila. The Huttig employees had just discussed their proposed new contract at an informational meeting. Photo by Dave Jacobsen.

By **DAVE JACOBSEN**  
Local 174 Business Agent

After many long hours of negotiations and mediation, we ratified a new 4-year Labor Agreement with Huttig Building Products.

- We made significant language changes in favor of the members.

- We decreased a significant amount of money the rank and file had been paying for Health and Welfare. We now have a 90/10 plan with 7% maintenance of benefits that covers our members from this point forward.

- We secured Pension increases and wage increases.

- Finally, we were successful adding another full-time run to Spokane. The members stood together and proved Solidarity always prevails.

I would like to thank the other Bargaining Committee members – Local 174 Secretary-Treasurer **Rick Hicks**, **Wilson Worthen** and **Larry Almaas** – as they were instrumental during negotiations. Our Teamster Pride was proven to the Company.

Huttig Building Products, for those who are unfamiliar with the Company, is the largest national distributor of millwork and building products to professional dealers, and it services 41 States. The Washington State facilities are located in Auburn. Huttig has the largest pre-hung door capabilities in the U.S., with 21 of its 31 branches able to pre-hang and ship interior, exterior and patio doors.

The Company itself goes way back to 1866.

## UPS DIVISION REPORT

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

### WHAT CAN BROWN DO TO U — GRIEVANCE UPDATE

Tuesday, September 16, 2008 the grievances concerning the elimination of 31 full-time 22.3 jobs at BFI, and UPS not bidding the vacated full-time 22.3 jobs in Redmond, were heard by the NW 5 States Grievance Committee in Salt Lake City, Utah.

It is the Union's position in these cases that Article 22 of the National Master UPS Agreement required UPS to "offer part-time employees the opportunity to fill **at least twenty-thousand (20,000) permanent full-time jobs** throughout its operations covered by this Agreement." Further, it is the Union's position that these full-time 22.3 jobs are "guaranteed from **replacement** by part-time employees."

If you were in attendance at the Saturday, August 9, 2008 meeting concerning these grievances, you will recall I had hoped to move these grievances through the Grievance Procedure as quickly as possible. Article 8 of the National Master UPS Agreement allows for "Deadlocked cases involving National Master language may be submitted to the Na-

tional Master Panel for decisions." Both sides of the Grievance Committee, Union and Company, must agree to send the grievance directly to the National Committee. After a long battle by the Union Committee no agreement could be reached to send the grievances directly to the National Committee.

Rather than slowing down the process by deadlocking over where to send the grievance, a decision was made to deadlock the grievance to the West Region Grievance Committee, which will meet October 27 through 30 of this year.

It is my understanding UPS is not done evaluating the remaining full-time 22.3 jobs. UPS has made it known that these evaluations may lead to further eliminations of full-time Article 22.3 jobs. If you are aware of a job that is not bid once it is vacated, or if your Article 22.3 job is eliminated, please contact your Business Agent at (206) 441-6060.

## SEPTEMBER 13 SHOP STEWARDS AND ACTIVISTS TRAINING REVIEWS NEW 'WELLNESS PLAN'

By **BILL MCCARTHY**

Local 174 held another of its continuing series of Shop Stewards and Activists Training Seminars on September 13, 2008. It took place in the Main Meeting Hall of Teamsters Joint Council 28's Headquarters Building in Tukwila.

All interested Local 174 members are welcome and encouraged to attend these events, which are also referred to as "Teamster University" SS & A Trainings. They are interesting and packed with information. The participants get the chance to interact with their Local's officers and staff.

And there are always special guest speakers. The September 13 Training featured a special presentation by representatives from Northwest Administrators about "Anticipated Improvements to the Washington Teamsters Health Care Plans." They updated the problems of high health care costs in the U.S. with information from national surveys, and from the Washington Teamsters Welfare Trust's own studies for 1991-2008. All Local 174's Medical Plans and Dental Plans are managed under the WTWT. In particular, the NWA speakers reviewed enhancements in the WTWT Medical Plans – including strategic changes, and the Trust's new "Wellness and Health Management" concept.

The "Wellness Program" encourages Medical Plan members to use

web-based tools to assess their own health status – which can help them know better what assistance to ask for regarding health issues they notice during their "personal health assessments." By completing the assessments, Medical Plan participants qualify for additional benefits such as Lifestyle Coaching.

The bottom line, the NWA representatives said, is that the new "Wellness" approach combines benefit design with health promotion, disease prevention, self-care management, and disease management.

### TEAMSTER STORE AT LOCAL 174

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

# MULTI-GROUP AGREEMENT REACHED AT TODD PACIFIC SHIPYARD



Local 174 Secretary-Treasurer Rick Hicks addresses Todd Pacific Shipyard bargaining unit members in the Main Meeting Hall at the JC-28 Building in Tukwila. The Todd group was there for the initial ratification vote on their proposed new contract. They rejected the proposal at this meeting and then also at a second meeting. But ultimately they ratified it on their third vote, thus avoiding a Strike.

By **BILL MCCARTHY**

The approximately 450 members of the Todd Pacific Shipyard eleven-Union bargaining unit have a new five-year Agreement. The Unions negotiate together under coordination by the Pacific Coast Metal Trades Council. By a 68% majority in a vote held at Todd facilities in Seattle, Everett and Bremerton September 17, 2008, they ratified their new contract.

It was their third and final vote on it — that is, a third “No” vote would have resulted in a Strike. The Todd members in their first vote September 4 at the Main Meeting Hall at the JC-28 Building in Tukwila had turned down the same Agreement. They also voted “No” on it at a second vote September 8 at the Todd facilities in the three cities.

The twice-nixed and then approved Agreement had been proposed after lengthy collaboration between the negotiators from the Company and all eleven Todd Unions represented within the PCMT Council, including the Teamsters. It had been fully recommended by the Todd Negotiating Committee. The Todd group had been without a contract since July 31, 2008.

Todd Pacific is the largest private Shipyard in the Pacific Northwest. The contract provides for a 22.68% wage and benefit increase over the next five years. The new Agreement is critical to allowing the Shipyard to build several new ferries in upcoming years.

After the successful third vote the *Seattle Post-Intelligencer* reported, “Securing the new accord, with its unusually long duration, is important to Todd’s ability to move forward under a contract it won in December 2007 to build as many as four 144-car boats for Washington State Ferries, said Todd’s general counsel, Michael Marsh, in an earlier interview. The contract requires bonding, and ‘in general, it’s doubtful you could get surety bonding without a labor contract covering the labor period,’ Marsh said. [He] called the latest vote ‘the culmination of five months of negotiation’ and said the Company is ‘looking forward to a good five-year relationship and hopefully to a lot of work.’”

## FACTS ABOUT THE COMPLEX TODD PACIFIC SHIPYARD BARGAINING UNIT

The Todd group is complex. The workers include Boilermakers, Carpenters, Sheet Metal Workers, Painters, Machinists, Pipefitters, Electricians, Laborers, Operative Engineers, and as noted, Teamsters. Its thirteen involved Local Unions include Teamster Local 174 with 14 Todd members and Teamster Local 117 with eight Todd members. The 174 Todd workers are truck and forklift drivers who deliver con-

sumables, materials, and personnel to jobsites; the 117 Todd workers are involved in issuing equipment and inventory. The Teamster members of the large multi-group Negotiating Committee have been Local 174 Secretary-Treasurer **Rick Hicks**, 174 Business Agent **Dave Jacobsen**, 174 Todd Shop Steward **Stu Snow**, 117 Business Agent **Wil Rance** and 117 Todd Shop Steward **T.R. Leary, Jr.**

On its website, Todd says that for almost nine continuous decades, the Todd Shipyards Corporation has “proudly built and repaired ships on the Seattle waterfront and provided thousands upon thousands of jobs to generations of skilled craftspeople throughout the Puget Sound area. Today, the Company’s operations are conducted through its wholly-owned subsidiary, Todd Pacific Shipyards Corporation... Todd is a commercial and military vessel construction, repair, and maintenance facility located on Harbor Island on the shores of Elliot Bay and the Duwamish River in Seattle, Washington, with satellite operations in Bremerton and Everett, Washington.”



Four of the Teamsters involved in the bargaining on the large Todd multi-group Negotiating Committee, left-to-right: Dave Jacobsen, Stu Snow, T.R. Leary, Jr. and Wil Rance. Photos by Bill McCarthy.

# ACTIVE USA UPDATE

## LOCAL 174’S NEGOTIATIONS WITH THE EMPLOYERS CONTINUE

By **TOM MANN**

**Local 174 Senior Business Agent**

On September 29, 2008, I sent out the following letter to all Local 174 Members employed by Active USA about their new Tentative Agreement. It sums up the current status of our ongoing complex negotiations.

“Dear Members:

“As we are sure you know, the National Committee has successfully achieved new Tentative Agreements. This would not have been possible, if not for your valuable input collected from the surveys in which all of you participated.

“In the Western Area Driveaway, we are especially pleased that all of the objectionable existing operations, one seniority board, and the backhaul language were deleted from this new offer.

“In addition, we have secured personal assurances from the National Director and the Western Area Director that if necessary, the Union will force Active USA to the table in order to bargain our local issues. These include the ability to bargain you into the Washington Teamsters Health, Dental, Vision and Retiree Medical Plans. If agreed to, this move would produce a monetary savings, of which will be bargained into the local Agreement.

“The other very significant news to come out of this bargain is the fact that under the newly enacted Pension Reform Act, collective bargaining Agreements whose Pension Plans are in the ‘Red Zone’ must be renewed within 180 days of expiration or face mandatory reductions in benefit levels for current Retirees. Without ratification NMATA Retirees would face certain pension benefit cuts on and after November 27, 2008.

“Therefore, after very careful thought and considering the current and projected economic turmoil in the New Vehicle Transport Industry, the Local 174 leadership approved the Agreements and is recommending ratification.”

# NEW LOCAL 174 STAFF ATTORNEY PAU INTRODUCED AT SEPTEMBER 14 GMM

By **BILL McCARTHY**

The Summer Recess — with no 174 General Membership Meetings in June, July or August — ended. The first GMM of the Fall was held Sunday, September 14th.

• Local 174's new On-Staff Legal Counsel **Lisa Pau** was introduced to the members in attendance. She spoke briefly, saying she was looking forward to the many challenges that await her in her new job. *(More on page 3.)*

• There was discussion of the redesign of Local 174's Washington Teamsters Welfare Trust Medical and Dental Plans. They are now

incorporating a new Medical Plan "Wellness Program." The new approach was covered in depth on September 13th in the latest Local 174 Shop Stewards and Activists Training Seminar. *(More about the "Wellness" concept in the story about the Seminar on page 5.)*

• There were reports by Local 174 staff members about the goings-on during the Summer in negotiations — including ratifications of agreements at Ruan, Lincoln Moving & Storage, Pozzi Brothers, Kraft-Nabisco, Huttig Building Products and Lehigh Cement; the continuing Seattle Times/Penske bargaining;

and planning for the start of bargaining with USF Reddaway, Baker Commodities, Emerald Services and Suburban Propane.

• Many other items also were covered, including a huge over-\$300,000 arbitration victory at King County Solid Waste which we will write about in a future *Teamster Record*, and the new leadership at Local 117. Former 117 S-T **John Williams** retired from that post to concentrate on his other job, IBT Warehouse Division Director. The newly appointed 117 S-T is **Tracey Thompson**, with whom 174 will work a lot on shared issues over the years.



Some of those in attendance at Local 174's September 14th General Membership Meeting at the JC-28 Building in Tukwila. Photos by Bill Byington.

## ORGANIZING DEPARTMENT REPORT

By **PATTY WARREN**, Local 174 Senior Business Agent/Organizing

### CLEANSCAPES FIRST-CONTRACT BARGAINING UNDERWAY

Last Fall, a new player in the local Sanitation Industry, CleanScapes, Inc., won the bid for the sanitation contract in Shoreline. The previous employer doing collection in Shoreline was Waste Management and the work was covered by a Union contract.

**Ken Marshall**, Local 174 Sanitation Industry Business Agent, participated in and spoke at Shoreline City Council meetings. Due to Ken's hard work, the RFP (request for proposal) required any bidder to pay prevailing wage as well as offer jobs to any displaced employees. CleanScapes also won the bid on a considerable portion of the City of Seattle work, previously done by Allied, also a Teamster employer. They are scheduled to take over the Seattle work in Spring of 2009.

In the Sanitation Industry, Teamsters Local 174 has traditionally represented garbage truck drivers and Teamsters Local 117 has represented recycle truck drivers. After CleanScapes got the bid, the two Locals met with CleanScapes to discuss the possibilities of unionizing. CleanScapes told the two Locals they want to do business in a new way —

combining garbage and recycle on the same truck.

The two Locals met and discussed jurisdiction. In a historic first, Teamsters Locals 174 and 117 agreed that 174 would have exclusive jurisdiction over the combined work covered by the Shoreline and Seattle contracts with CleanScapes. Local 174 and CleanScapes negotiated and signed a voluntary recognition agreement. Signed union cards and signature exemplars were sent to a neutral third party, who verified Teamsters Local 174 represents

a majority of employees.

Negotiations have now begun, with the two sides meeting initially to discuss process — and there have since been several foundational meetings as the bargaining process is unfolding. The initial first contract will only affect 14 members. But as of April 1, 2009 after the Company's expansion noted earlier, the CleanScapes bargaining unit will number approximately 200.

If you see the CleanScapes trucks, please welcome your new Brothers to Local 174!

### 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)*



# TEAMSTERS HISTORY



Graphic Art by David Jacobsen

## FROM BUTTE TO LOCAL 174 WITH STYLE

By BILL McCARTHY

In this *Teamster Record* we reminisce with **Henry "Hank" Thompson**, who goes back half a century with Teamsters Local 174 and Local 66 during which time he was first an Activist general member, then a 174 Business Agent, and now is the President of the General Teamsters Retirees Club. He hails from one of the most notorious places on the face of the Earth — Butte, Montana, which he left as an infant but got to know well over the decades via visits to see relatives. We'll let this interesting, outspoken unionist tell his own story.

**Q: What's it been like as a Teamster "lifer"?**

A: I'll give you a couple of examples. Life as a Business Agent at 174 during tough times was not all grim and depressing. We developed a macabre sense of humor. On one occasion, when several of the Agents felt the boss, at the time Secretary-Treasurer **Al McNaughton**, had made a strategic blunder, he received a mysterious warning letter, allegedly from JC-28. Suspecting an internal prank, he was livid and questioned several suspects. The culprits were never found, but Al always suspected I was among their number. Another time, some scalawag drew an unflattering picture of McNaughton's Executive Assistant **Rod Mendenhall** on the blackboard of the 174 Boardroom. Rod was not amused, and removed the blackboard and locked it in his office ostensibly to show to the boss, McNaughton, the next day. Somehow, after Rod had left for the day, his office door lock was picked, the blackboard was erased, and shazzam, the "evidence" was gone.

**Q: When did it all start for you personally?**

A: It all started in 1937, when my mother **Helen** boarded a train in Seattle, and rode back to Butte, Montana, where she and my father **Elmer** had been raised. She introduced me to the world in Saint James Hospital, Silver Bow County, Montana, on June 15. My dad had stayed in Seattle during my birth working and my mom headed back to Seattle after a few months of recuperation. They were together for three years as of 1937, and in all were married for 44 years. Also, her father, my grandfather **Nicholas Burkard**, had died the month before I was born. He had been a proud member of the Industrial Workers of the World, the IWW, also known as the Wobblies. Mom's family was still grieving his loss when I was born. My first instance of bad timing. My mother was later a member of the Butchers Union from 1950-1958 — a meat wrapper for Safeway and Art's Food Center. I come by my Union Heritage honestly. After my dad's work retirement, they headed back to their childhood home in 1972. Dad died in 1975, but mom lived till 1993. I got to know Butte well visiting their old stomping grounds nearly every year with them as a kid, and on my own with my wife **Bonnie** and our kids after their 1972 return.

**Q: How do you personally feel about Butte?**

A: Butte gets insulted a lot. The infamous Joint Council 28 *Washington Teamster* Editor and Columnist in the mid-1940's through 1984, **Ed Donohoe**, occasionally referred to Butte as the "Asshole of Creation." I took offense. I still do when people knock the city, which I love. On the surface Butte is old, worn out, dirty and beat up — but it has a golden heart and is resilient, tough, and funny in a sort of bigoted redneck way.

**Q: How did your Butteite parents end up in Seattle?**

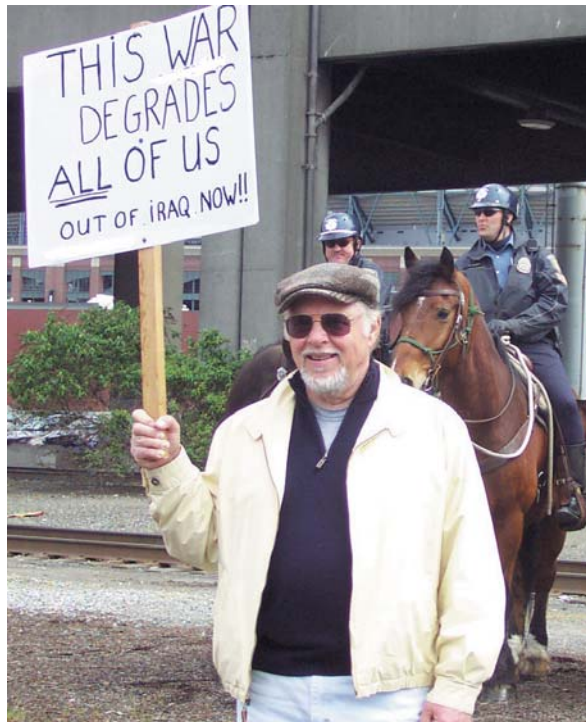
A: My parents came to Seattle during the Great Depression to find work. An attempt at "being their own bosses" was a dismal failure, as the Cozy Cafe, which they opened on Broadway Street downtown in 1935, had to pack it in after 8 months in business. My dad worked at Howard Motors, a Ford dealership in Seattle, from 1936-1942. During the mid-1920's through the 1930's **Dave Beck**, in those days JC-28 President, Laundry Drivers Local 566 President and an IBT Organizer, was busy organizing the car outfits in Seattle. Beck, who later became IBT General President, called a Seattle car strike in 1936. My dad was the only employee at Howard to go out. My mother recalled years later him coming home from picket duty with a torn shirt and a fair amount of blood on him. Dad told me he took a pipe wrapped in burlap to the picket line each day. The strikers allowed the scabs to go to work in the morning, but in the evening made sure they "talked" to the scabs to see if they couldn't change their minds about going to work the next day.

**Q: How violent did it get on the picket lines?**

A: When they were youngsters, my folks were impressed when IWW Organizer **Frank Little** was kidnapped out of his boarding house, dragged behind a car through the streets of Butte, and finally hanged till dead from a railroad trestle. His body was allowed to hang there for several days to warn others what the consequences of being a "Union Man" were at the time there. I am proud to say that my folks both rest in the same Mountain View Cemetery in Butte as Frank Little.

**Q: Did your father become a Teamster? And you?**

A: My dad was a Teamster for 30 years, retiring in 1972. I got a job at Medosweet Dairy in 1959, and my first order of



Hank Thompson at the Organized Labor May Day 2008 March in Seattle. Photo by Bill McCarthy.

business was to go up to the Union Hall and join JC-28 Milkdrivers Local 66. At my first meeting, the other new initiates faced the stage and were administered the Oath of Fidelity to the Union. After the oath, we new hires were told to turn around and meet our Brothers. I recall getting a chill as the Hall erupted in applause. Secretary-Treasurer **Eric Ratcliffe** was soon replaced by **Art Hademan**, who held that post until 1992. My first Business Agent was **Bud Ellis**. When I first started, I was sitting in the drivers' room one morning thumbing through my route books, making sure of directions. In walks Bud, and he asks me, "What the hell are you doing?" That was the last time I did that, as he pointed out that you do not give the employer any free time, and that included sharpening pencils. In those days the old-timers took you under their wings and schooled you as to what was proper Teamster behavior.

**Q: How did you get into Local 174?**

A: I loved that job at Medosweet. By 1964 I was the father of four children. By 1969 company-owned retail milk routes were starting to go the way of the dodo bird. I managed to get on as a beerdriver with Sid Eland, and transferred into Local 174 that year, 1969. **George Cavano** was the S-T of General Local 174 then, was very powerful, and was close to Art Hademan. Between the two of them, they fashioned the Pension and Health & Welfare Plans most JC-28 Teamsters enjoy today. Without those H&W benefits for a family of six, I don't know what we would have done. In late 1969 Eland offloaded his newly-acquired Gallo Wine to K&L Beverage, where I worked through 1982. In 1982 I supported **Wayne Triplett** for 174's S-T. He won, ousting six-year incumbent 174 S-T **Bob Cooper**. When I became a Business Agent starting in 1983, I had no idea what I was getting into.

**Q: What do you mean by that?**

A: As I look back on my membership in, and working for, Local 174 the pride I feel is a mixed bag. In the 1970's and 1980's when all the other Teamster Locals enjoyed white ballot elections, not 174. Every 174 election was a pitched battle. I realized after I became an Agent in 1983 how tenuous the job was. During the 1985 election, on one occasion, the fellow running against my boss for Secretary-Treasurer, **Rod Schmidt**, poked his head in my office which I shared with three other Agents, and remarked, "Thompson, don't get too comfortable behind that desk, because when I win, you're outta here." Fortunately, he lost. Local 174 had some of the strongest contract language of any Local Union in the region. We had retiree health & welfare, picket line clauses, 12 holidays, MOB, a COLA, and rights to seniority if your employer passed on a product to a unionized competitor, to name a few. This Local was, and still is, a highly mobile and volatile workforce representing many of the toughest and dirtiest jobs that workers perform. Our members were the guys most likely to run into a picket line, or argue with their Business Agent, or get into a fight at a Union Meeting. During my BA tenure our Local had work stoppages with Penneys, Sears, Associated Grocers, Rainier Brewery, Mutual Materials, and Bekins to name a few. We used to be referred to as the "Kick Ass Local." I also recall that there were many members of other Locals who asked if it would be possible for them to get into 174. Along with being feared and respected by employers, that is the highest compliment a Local Union can receive.

**Q: Will you elaborate on the affect on the Teamsters and Organized Labor of some of the issues then?**

A: The 1980's were the decade when Republican President **Ronald Reagan** gave Corporate America the green light they are still using today, by destroying the Air Traffic Controllers Union, PATCO — and backing Business over Labor from the White House. The Teamsters strongly backed PATCO and soon the IBT was externally fighting the Feds, Business, the Media, the Public, and other Unions — and internally Teamster Locals started fighting each other like never before. Hard feelings mushroomed and extended to other issues. For example, the relationship between Locals 174 and 117 became rocky for awhile over the 1981 Puget Sound Area Grocery Strike, and during the nasty 1980-1983 Northwest Beer Strike.

**Q: Controversy at Local 174? Surely you jest?**

A: We must face it. Local 174 has always been in the forefront of controversy. We are and have always been mavericks. When in 1983, the IBT inexplicably endorsed the obviously anti-Labor President Reagan for reelection in 1984, our Local, via our newsletter, endorsed the pro-Labor Democratic Presidential candidate, the former Vice President, **Walter Mondale**. Then-174's In-House Attorney **John Cronin** and I walked over one day during the 1983 campaign, and picked up Mondale yard signs at his headquarters on 3rd Avenue. On the way back to the Local, we passed Reagan reelection headquarters. John and I decided that they deserved to be picketed, and so we did. All went swimmingly, until the JC-28 President at the time, **Arnie Weinmeister**, who was also Local 117 Secretary-Treasurer, spotted us. John and I caught hell, and also at the next JC-28 Policy Meeting, Arnie pointed out our sin and reminded Local 174 "what happens to horses when they leave the team."

**Q: Overall, how has the IBT done during your involvement with the Union?**

A: The IBT on the whole has done very well, but there have been a lot of hurdles along the way. I might point out that I have been a member during the terms of seven of the ten IBT General Presidents that have held the office.

**Q: Can you go into some detail?**

A: The IBT's General Presidents started to be targets of the Federal Government gumshoes after the Teamsters' second General President **Dan Tobin's** long tenure, 1907-1952. The first President, **Cornelius Shea**, served from 1903-1907, and he was obscure. The Teamsters weren't strong then, and were just a fledgling Union. Tobin worked closely with the Federal Government, and under his amazing reign, the IBT went from a struggling national presence to a huge Labor Movement juggernaut. Third President **Dave Beck**, 1952-1957, and fourth President **James R. Hoffa**, 1957-1971, saw their terms get abruptly ended by prison time. The Feds hassled the following five Presidents, too, but not as much as Beck and James R. Hoffa. They were fifth President **Frank Fitzsimmons**, 1971-1981, sixth President **Roy Williams**, 1981-1983, seventh President **Jackie Presser**, 1983-1988, eighth President **Billy McCarthy**, 1988-1992, and ninth President **Ron Carey**, 1992-1997. Thankfully the Feds have eased up somewhat. Our tenth President, **James P. Hoffa**, 1997-present, has even developed improved relations with many strong Democrats and Republicans in Washington, D.C. In the 1990's we had a Civil War in the IBT. I supported Carey, but did not belong to nor support his Teamsters for a Democratic Union; however, I did think they had some good ideas. I withstood some grief because of that. Carey had served in the Marine Corps, and had supported Republican U.S. Sen. **Barry Goldwater** for President in 1964, so he was not the wildeyed radical that his opposition painted him out to be. In any event, when his brief tenure as IBT chief dissolved in shame, I was terribly disappointed and chagrined. I truly believe Carey was undone by underlings. Anyhow, I'm glad the sun is now shining again under IBT President Hoffa.

**Q: What is your viewpoint now as a retired Teamster?**

A: In 1993 when I retired, I needed to decompress. I tutored gradeschool kids, golfed, babysat, and fell into a routine, not wanting to hang out with old guys. But soon I was an old guy. I went to my first retiree meeting in 1999. I have now been President of the General Teamsters Retirees Club — a consortium of Locals 38, 117, 174 and 763 — for 5 years. My wife has been supportive especially through my tumultuous last working years at 174 under Ron Carey and TDU-supporting rebel 174 S-T **Bob Hasegawa**. But she does have a sense of humor. Sometimes when we drive past a homeless person, she says things like, "That's probably another guy you and **Clint Copeland** negotiated a contract for." Clint is also a former 174 BA, GTRC officer, good friend and golf buddy. The Teamsters have been a huge part of my life and my heart. I am concerned about the future of our Union and the U.S., which is in such a mess after 8 years of **George W. Bush** and his GOP cohorts. Unless my "ticket gets punched" I hope to be around for 174's Centennial next year. What a long, glorious history this Local has had. I'm proud to still be part of it.