



THE LOCAL 174

Teamster Record

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OUR CENTENNIAL CELEBRATION



About 1 p.m. on Centennial Celebration Day, September 12, 2009, many of those present posed for a memorial shot in the parking lot in front of the Local 174 Truck. The photographer was Fred Nye. Nearly all of the Celebration photos in this issue were shot by Fred.

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Secretary-Treasurer's Message

WE SHARED TREMENDOUS DAY

Sisters and Brothers,

We have just officially celebrated our 100th Birthday as a chartered Local Union. Many of you joined us and had a grand time reminiscing about the past, catching up on the present and dreaming about what the future holds for our great Union.



RICK HICKS

We shared a tremendous day that started with a family celebration which included kids' games with prizes, pony rides, a bouncy house, cotton candy and hot dogs. The crowd of more than 500 throughout the day enjoyed live music from the band "Restless Legs" and culminated with a group photo by

the Teamster Truck that will be on display in the Local Union's dues office.

The evening was geared more towards an

adult celebration including a cocktail hour and an awesome sitdown dinner prepared by DHL member **Puni Daniels**. The combined crowd of retirees, spouses and current members were entertained by Local 174 member **Clayton (Elvis) Wagy** of E. Masins Furniture and another band called "Sister Ray."

A great time was had by all and my special thanks go out to the countless volunteers who made this a truly successful event. Most importantly my staff led by Business Agent **Dave Jacobsen** who was charged with planning and implementing the entire Commemoration. It was an outstanding job by Dave.

Others who were instrumental in this event are members **Kandy Paulson** (Hos Bros.), **Diane Norman** (DHL), **Janita Stone** (UPS), my wife **Lorri Hicks**, sister **Kim Bourbonnie** and many, many more retirees and members. Thank you all for being involved and creating a great Celebration of our first 100 years.

In Solidarity,
Rick Hicks,
Secretary-Treasurer

174 SCHOLARSHIP WINNER



Left photo: Skylar Johnson with Local 174 Secretary-Treasurer Rick Hicks. Right photo, Skylar, family and three friends who work with her father Darran Johnson, an 11-year 174 member at Rail Terminal Services. Her mother, Shauna, is an AFSCME member who works as a clerk for the Kitsap County Superior Court. Right photo, left-to-right: Shauna, Darran and Skylar Johnson, Wes Elmore, Rick Hicks, Chuck McManus, Rich Gerdl, and Senior Business Agent Tom Mann, the Local's BA servicing RTS. Photos by Bill McCarthy.

By **BILL McCARTHY**

Local 174 congratulates **Skylar Johnson**, shown in the left photo above with Secretary-Treasurer **Rick Hicks**, displaying the letter from the IBT James R. Hoffa Scholarship Program notifying her of her winning of a \$1,000 "Bootstraps" Award. She is now using the money at her college, Pacific Lutheran University in Tacoma, where she is studying with a goal in mind of becoming a microbiology research scientist.

Skylar got her award by writing an essay in which she expressed her personal and profes-

sional plans and goals, and her thoughts about living in a Teamster family.

Skylar will surely do well at PLU. She was an Honor Society member in high school, both at Peninsula High in Gig Harbor during her freshman and sophomore years, and Annie Wright High in Tacoma during her junior and senior years, graduating in 2009. She received "Washington State Honors" for being in the top 10% of students in our State.

Asked what her secret in school has been, she said simply, "I long ago found out that hard work and determination pay off."

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, your 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.

Local 174 2009 General Membership Meetings

Day And Time

October 8, Thursday, 7 p.m.
November 8, Sunday, 10 a.m.
December 10, Thursday, 7 p.m.

Initiates Meetings

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

Location

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

The Local 174 Teamster Record

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

EXECUTIVE BOARD OFFICERS

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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"

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.



100TH ANNIVERSARY PARTY

By DAVE JACOBSEN, Local 174 Business Agent

Please join us in this issue of the Teamster Record in a photographic remembrance of our Saturday, September 12, 2009 Centennial Celebration of Local 174's first 100 years as a Local Union affiliated with the International Brotherhood of Teamsters. As regular readers of this newspaper undoubtedly recall, Local 174 first joined the IBT on February 19, 1909. We had several smaller events noting our 100th anniversary as a Labor organization, and they were well attended, and fun.

But we waited to celebrate in a large way until September 12th for many reasons — including the 157-day Oak Harbor Freight Lines Unfair Labor Practice Strike, several important negotiations, construction at the Teamster Building in Tukwila, and lots of very bad weather earlier in the year.

Delaying the big shindig turned out to have been a great decision. The weather cooperated. The good times rocked and rolled. About 500 Local 174 members showed up for the Celebration, and with family members and friends it added up to more than 1,000 in attendance for Local 174's Centennial Celebration — totaling those at the "family-oriented" daytime agenda and the "adult-oriented" evening agenda.

Many volunteers showed up early on September 12th to assist the Local's staff in preparing for the festivities. We thank each and every person who had a hand in making the Celebration such a great success. That includes the Local 174 Executive Board, office staff, and building maintenance folks.

The 100th Year Committee worked countless hours throughout 2009 getting ready for September 12th. Official and unofficial Committee members, who helped me out immensely as the event's Coordinator on logistics, included **Kandy Paulson** (Hos Bros.), **Diane Norman** (DHL), **Janita Stone** (UPS), and several members of the General Teamsters Retirees Club, especially GTRC President **Hank Thompson** (Pres. Retiree Club), and GTRC members **Clint Copeland** and **Ed Merritt**.

The countless volunteers and professionals that made this event happen and run so smoothly can't all be mentioned here, but all of them have my personal gratitude and the thanks of the 174 E-Board. I will mention some of the main persons who helped the

most, though. They are as follows. We thank our three able photographers who busily snapped pictures throughout the Big Day, professional IBT photog **Fred Nye** and two very talented amateur photogs from the GTRC, **Mary Pekarek** and **Willy Clark**. Nearly all the photos in this *Teamster Record* were taken by Fred. Many of Mary's and Willy's photos will appear on the Local 174 Website.

The outstanding food served on September 12 was cooked and prepared by member Puni Daniels (DHL) and his family.

Puni and family are very Hawaiian ethnically and they shared their Hawaiian recipes with us, which culminated in a luau that was enjoyed by everyone except the pig.

The chief horse that was ridden by many enthralled youngsters was a big hit at the Party. Known as Thunder, the beautiful black stallion is owned by member **Jim Miller** (BMC West) and his lovely wife **Victoria**. There were also many other equines ridden, too, lest we insult them.

Donny Jones (Boeing) helped construct the stage used all day long by the musicians. **Rick Gasca** (UPS-"CSI") provided and put up the Gigantic Tent

that was central to everything that went on regarding staging and gathering. Throughout the Big Day we were helped by 174 members' wives, husbands, parents, friends, and significant others, especially aiding in logistics, constructing beautiful centerpieces for the nighttime dinner, and serving food throughout the entire Day.

The great music that entertained everyone all the Day was performed by a variety of musicians. The performers were the bands "Restless Legs," "Sister Ray," and a mini-band of Local 174's famous "Elvis" **Clayton Wagy**. Clayton actually usually has a large band, and an entourage of dancers and backup singers, when he is performing in big venues and roomy halls.

Finally, I thank all of the 174 Business Agents whose steadfast background support of myself as the Local's Centennial Coordinator and of our Committee made this whole thing come together. It was a community effort that will be talked about for many years to come. I look forward to the future and the memories yet to come. And by the way, there is still merchandise available commemorating the Centennial. Please contact the Local for more information or to purchase some of it.



POLITICAL ACTION REPORT

By MICHAEL GONZALES, Business Agent/Organizer and Political Action Director

IMPORTANT LOCAL 174 POLITICAL ENDORSEMENTS

This year has been a surprise in Local elections. For the first time in many years we will have a new King County Executive and Mayor of Seattle. Teamsters Joint Council 28 has not yet taken a position on the King County Executives race but has endorsed **Joe Mallahan** for Seattle City Mayor. Mr. Mallahan comes from a Union family and has assured the Labor Community not only is he willing to work with Labor but looks forward to bringing a culture to the City of Seattle bureaucracy that emphasizes the importance of the blue collar worker that makes our City the envy of the nation.

Two of the most important races to Teamsters Local 174 are the Port Commission races for Positions number 3 and 4. The Port is a huge economic driver for our Teamster members. Local 174 and Local 117 both represent members at the Port and we also represent a lot of Construction companies that do business with the Port.

Joint Council 28 is making the following endorsements for the Port of Seattle races 3 and 4:

● **ROB HOLLAND FOR PORT POSITION NUMBER 3**

Mr. Holland has committed to do the following: "1. Champion infrastructure projects and industrial land zoning around King County that support livable-wage jobs. 2. Build stronger ties to international markets; exports are critical to developing a balanced economy and maintaining a strong middle class. By supporting local manufacturers and exporting to major markets around the world we achieve this goal. 3. Expand the Port's economic development role by creating hundreds of new green collar jobs that will assist in training workers for a

green recovery and support the Port's role as a green gateway. 4. Complete the Port's 2008 Northwest Ports Clean Air Strategy goals in less than a year by converting port-owned vehicles and cargo operating equipment to electric, biofuels, natural gas or ultra low-sulfur diesel."

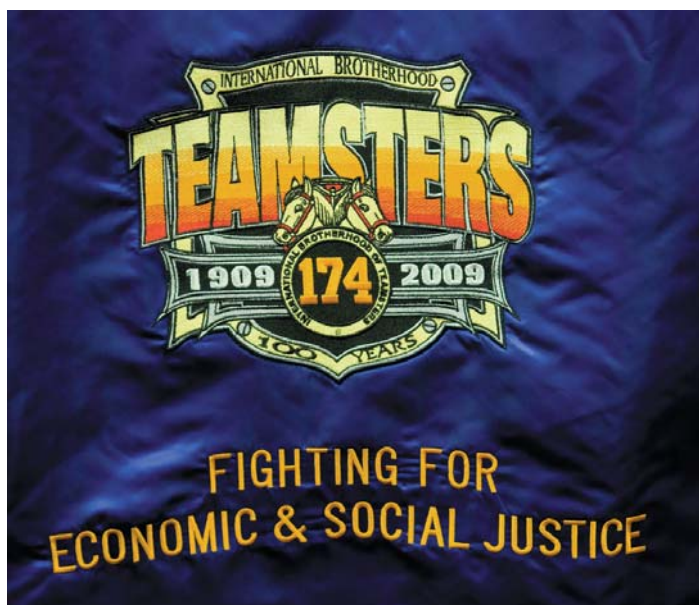
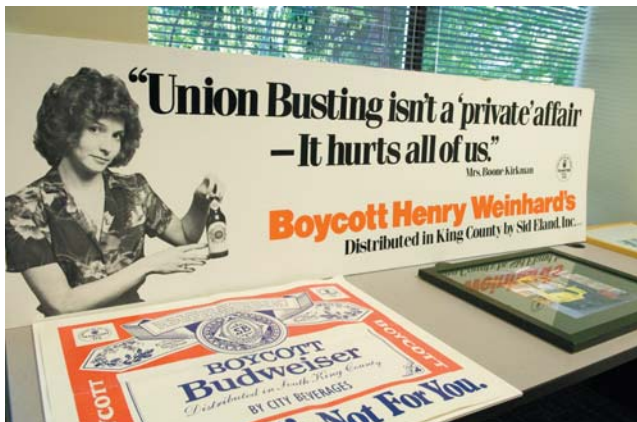
● **MAX VEKICH FOR PORT POSITION NUMBER 4**

Mr. Vekich has committed to do the following: "The Port of Seattle is in a period of transition. We need strong leadership with expertise in port operations to ensure that we no longer return to the fraud and cronyism of the past. 1. As Port Commissioner, I promise to work with our neighboring communities to ensure that the Port lives up to its responsibilities while serving taxpayers and the general public. 2. Seattle's industrial lands are a critical part of our diverse economy and are the foundation for future success. We must protect our urban industry and the thousands of good jobs that it creates. 3. The Port also has a responsibility to protect the environment. This means embracing new technologies that reduce our carbon impact, cleaning up the trucks at the port, and working toward more efficient freight solutions. This also means controlling dumping in our waters and working with tenants to reduce and eliminate toxic runoff. Finally, this means we stop playing the blame game with the Duwamish River cleanup."

Also for the record, Mr. Vekich is a fellow Union Brother who has been a longtime ILWU member. He also is a former State Representative from the 35th District who has a history of standing up for social and economic justice for working people.

LOCAL 174 PICTORIAL: AT...

ALL BUT THREE OF THE PHOTOS IN THIS TWO-PAGE PICTORIAL WERE TAKEN BY IBT PHOTOGRAPHER FRED NYE AT THE LOCAL 174 CENTENNIAL ANNIVERSARY CELEBRATION SATURDAY, SEPTEMBER 12, 2009. MORE CELEBRATION PHOTOS BY FRED ARE ON PAGES 1, 3 AND 8. MANY PHOTOS BY THE OTHER TWO PHOTOGRAPHERS AT THE CELEBRATION, MARY PEKAREK AND WILLY CLARK, WILL BE FEATURED IN A PHOTO GALLERY SLIDE SHOW ON THE LOCAL 174 WEBSITE.



...CENTENNIAL CELEBRATION



THE CONTAINER DELIVERY DRIVERS AT CLEANSCAPES GO UNION

By PATTY WARREN, Local 174 Senior Business Agent/Organizer

When the Container Delivery Drivers were hired by CleanScapes, the Company that took over the largest service section of the Seattle City contract, most of them thought they would be covered by the existing Union contract. They were not however as the Company found a loophole to exclude them. They all wanted the advantages that being a Union member would bring so in July, 100% signed Union Cards.

The Union quickly moved to gain voluntary recognition for the new group. CleanScapes agreed to use the same neutral third party to check the Cards we had used for the first two pieces of organizing. Local 174 was certified as the representative of the Container Delivery Drivers on July 11 and we rapidly moved into negotiations.

We spent eight months bargaining the main contract with CleanScapes and did not want to start at square one bargaining this one. We were successful in getting management to agree, and we started talking about how to fold the new group into the current contract.

Things broke down rather quickly. We expected the process to take a few short sessions, primarily to negotiate the wage rate. CleanScapes had a different idea. They wanted us to agree to lesser conditions for the Container Delivery Drivers, mostly through a much lower pension rate.

We saw which way the wind was blowing and chose to change its direction. As August went by, our last major piece of leverage for any action was approaching — Bumbershoot. Local 174 was resolute not to let the Bumbershoot Weekend go by without an agreement. During our bargaining session the week before Bumbershoot, management seemed determined to drag things out through the holiday weekend. We told management we wanted a last best and final offer and that we would vote whatever we had on the table. We got a proposal which was not acceptable, and early Friday morning we voted the Container Delivery Drivers, who unanimously rejected the offer and authorized a strike.

Over the Saturday and Sunday of Labor Day Weekend, I exchanged e-mails with the Company's attorney. I made it clear Bumbershoot would not go by without us taking action. The Company in a last-ditch effort to avoid a strike suggested we go into federal me-

diation. I did not reject the proposal, but emphasized mediation would not delay us in our resolve. With a new offer on the table from the Union, our deadline passed. At shortly after 6 p.m. on Labor Day, we put picket signs in the air. The Sanitation Business Agent, **Ken Marshall**, knew a small crew was due to start work that night, and the picket line was timed to prevent that from happening. The CD drivers and 174 Staff put pickets on both gates.

It was a dramatic night. CleanScapes accused us of engaging in an illegal strike. Our Container Delivery Drivers were on strike, but the rest of our members are covered by a contract with a no-strike clause. We let them know they were not striking, but were being asked to honor the picket line of their Brothers and Sisters who were on strike.

Management decided to drive a couple of trucks across the picket line and ask our members to get behind the wheel. We put a picket on each of the trucks, which had been left running and unsecured in the middle of the street. None of the drivers would get behind the wheel.

The Company called the cops, but the Seattle Police were great. They emphasized they were there to make sure it was peaceful and complemented us on our picket line. About 12:30 that night, the owner of CleanScapes called Rick. We pulled the pickets down after getting an immediate raise for the CD drivers to \$20.30 (a \$3.30 an hour raise!), an agreement they would get covered by the Union medical, and the settling of an unfair labor practice charge. That left two big issues to be resolved — break in wage rates for new hires, and pension.

The following week, we had two stressful and contentious bargaining sessions with the assistance of a federal mediator. At the end of the day, we reached agreement that phased in the pension but got the CD drivers up to the full amount by November of next year. We also agreed to another \$1 an hour raise in April and \$.50 in November. On Sunday, September 20, the Container Delivery Drivers unanimously approved their new contract.

This would not have been possible without the Solidarity of the Garbage and Recycle truck drivers. They were faced with accusations of honoring an illegal strike, with pressure from their supervisor to get behind the wheel of the truck, and with the Police. They stood strong, and their support made the difference.

Thanks for your support. You make us all proud to be Teamsters!

UPS DIVISION REPORT

By TED BUNSTINE, Local 174 President and UPS Division Director

WHAT CAN BROWN DO TO U?

It has come to Local 174's attention that UPS has attempted to harass and intimidate workers when they attempt to file a Workers Compensation claim. Teamsters Local 174 would like to remind our members of their rights.

♦ *You should report all on the job injuries immediately to a supervisor.* Just because you don't think the injury is severe enough to necessitate going to a doctor, you should still inform management.

♦ *You have the legal right to file an injury claim.* It is a contractual violation as well as a potential violation of Washington State Law if any representative from the Company harasses you in any way. Violations that have come to our attention include telling an employee they will be fired or they will lose their preferred job if they fill out a claim. This is unacceptable.

♦ *UPS will attempt to force you to see their physician.* Under Washington State Law you do not have to see the Company doctor for

care. Local 174 strongly recommends you exercise your legal right and see the doctor of your choice. If you do initially see the Company doctor you may change the doctor of record by having your doctor send a notification of "change of care" to the Company's third party self-insurer Gallagher Bassett. You are required to attend a scheduled I.M.E (independent medical exam) upon written request from the Company's insurance carrier. CALL YOUR LOCAL UNION if you have questions or concerns about this process.

If you are currently experiencing any type of harassment please ask to speak with your Shop Steward or call your Local Union Business Representative. You may also contact Washington State Labor and Industries to file a complaint at 360-902-6901. Teamsters Local 174 will not tolerate harassment of our members.

If you have any questions please call Local 174 at 206-441-6060.

LOCAL 174 PICKETS NORTH BY NORTHWEST

On Tuesday, September 15, 2009, an Area Standards Picket of North by Northwest took place.

North by Northwest, a non-union movie production Company, was greeted that day by a contingent of picketers from Teamsters Local 174 and Teamsters Local 399 (Hollywood, CA) at a filming location in Des Moines, WA.

Teamster Drivers and Location Managers represented by 174 Business Agent **Tom George** met the production crews as they set up to shoot a scene from the upcoming movie "The Ward." The Spokane-based Company is attempting to expand their operations into the Puget Sound Region and was sent the message loud and clear, that **"Seattle is a Union Town."**

The action resulted in the scheduling of talks surrounding their next production that is planned to be shot entirely in the Seattle area.



LOCAL 174 STAFF REPORT

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

TAKING TURNS ON THE LOCAL 174 'HOT SEAT'

With the 100th Anniversary Celebration now in the rearview mirror, along with the summer hiatus, activity is beginning to pick up around the office. (Did it ever really slow down?) Your Business Agents put in an incredible amount of time and effort on your behalf every single day, so it is tough to single any one of them out as having a tougher time than the others. Each of us it seems, gets to take a turn on the "hot seat."

But in my humble opinion, **BA Brian Davis** has had a tougher 2009 than just about everyone on staff. He has had to deal with the **Oak Harbor** Strike and continued fighting ... I mean litigation ... I mean Negotiations, and in the middle of that also deal with the equally difficult **Reddaway** Negotiations.

I was very much involved in creating the NW Regional Reddaway Agreement back in 1995 and continued working on two successor agreements while I was in Portland. Negotiations were always difficult, but towards the end of bargaining in 2005 matters got even more complicated when US Freightways, Reddaway's parent corporation, was sold to YRC. Reddaway had always been an extremely profitable regional carrier, largely thanks to its Union workers in Oregon and Seattle, but they have been on a downward slide ever since the YRC takeover.

YRC's financial difficulties have only intensified the usual animus between the parties. Brian has really risen to the task, representing his former co-workers with a sense of pragmatism and professionalism, not usually found in a new agent, particularly when it is their former employer they are dealing with! Brian reports that YRC has replaced their lead negotiator, HR VP Jim Draper with Tom Walters, Labor Relations VP for YRC. Most everyone associated with the NMFA is well acquainted with Walters from his days as the Labor Relations Manager at Roadway. He has a reputation amongst most Union officials as being a guy who is tough but fair. This will be in sharp contrast to Draper's "my way or no way" temper tantrums. IBT President **Jim Hoffa** has appointed Western Region Freight Director **Bob Paffenroth** to assist the Union's Chief Negotiator, **Roger Niedermeyer** of Local 162, in breaking the current stalemate. I can remember a time back in the 1990's when Reddaway members wondered if President Hoffa knew they existed. I think they now have their answer. (Like it or not.)

Penn Truck members are currently voting on taking an additional 7.3% reduction in wages as well as giving up the 2009 Day after Thanksgiving and 2009 Christmas Eve holidays as paid holidays. This is on top of the 5% cut they took earlier this year and also dropped their medical plan one tier. The silver lining in this dark cloud is that all concessions are scheduled to "snap back" to their originally negotiated levels on January 1, 2011. The ballots must be returned in time for the October 5th vote count.

While **Secretary-Treasurer Rick Hicks** didn't invent the concept of the snap back, he has made it the cornerstone of any concession requests by employers. What's the advantage to this strategy? Before when employers asked for concessions, the wages and or benefits were just rolled back, and it was left to future negotiators to try to recapture wages and benefits they had previously won. Some of the items popularized after deregulation was the two tier wage system. In most cases we have eliminated them from our current contracts, but it took nearly 20 years in some cases to do so, not to mention deferral of other wages and benefits to get what took only minutes to institute. The snap back reinstates the wages and benefits moving forward and puts the onus on the employer to justify continuing reductions. This is particularly important to this group of members who saw the best contract in decades negotiated on their behalf back in 2007.

BA Roger Pardo has been dealing with issues involving the "temporary" reductions at YRC, arguably the most onerous of those being the "freeze" on pension contributions for those members. Roger wants to remind everyone that effective August 31, 2009 all *Return to Duty* and *Follow-Up* DOT drug testing will utilize mandatory *direct observation* during specimen collection. This requirement will affect members who tested positive for controlled substance and completed a rehabilitation or education course. This DOT rule change applies to all transportation members who are or will be in unannounced follow-up testing programs on and after August 31, 2009. This regulatory requirement supersedes any language in collective bargaining agreements.

In other developments, *CSA 2010 (Comprehensive Safety Analysis)* is being implemented to better use FMCSA resources to identify drivers and motor carriers that pose safety problems and to intervene to address these problems as soon as they become apparent. The current FMCSA system does not evaluate the safety fitness of individual commercial drivers. Through its *Comprehensive Safety Analysis 2010*, FMCSA will be initiating new ways of using its resources to identify carriers and drivers who pose safety problems and intervene to correct them. Within the *Comprehensive Safety Analysis (CSA 2010)* quantifies both on-road safety performance of carriers and drivers to identify candidates for interventions, to determine the specific safety problems exhibited by a carrier or driver, and to monitor the same. *Safety Measurement System (SMS)* will replace *Safe Stat* in the new operation model. The new formula is much more aggressive and can trip the intervention process much easier than expected. *CSA 2010* is going to happen and will affect every one for more information go to "CSA2010.com".

I share an office with **BA Dave Jacobsen**, who chaired the Committee that planned the Anniversary Celebration. Dave did a great job. Dave's jurisdiction encompasses the lumber barns, Huttig, BMC, Woodinville Lumber, Limback Lumber, Blue Linx, Armstrong, Tri-County Truss — and of course, with the downturn in the economy and the Home Construction Industry, isn't doing to well. Dave reports BMC West a few months ago announced that it was filing for bankruptcy (reorganization). They are optimistic that they might emerge out of bankruptcy sometime in mid October 2009. With the help of **Senior Business Agent Patty Warren**, Dave along with Rank and File members **Glen Cramer**, **Dan Wend** and **Roger Iverson** met with the Company in early September. The Company explained where they were in the bankruptcy process and what they foresee as the future for BMC West. They then asked for some concessions in their current contract with us. The Local resisted these requests because, unlike their competitors who had gained concessions in lieu of layoffs, BMC West has closed at least one facility and is contemplating additional layoffs and closures along with an ongoing battle over outsourcing our work. Dave is also involved in multi-Local negotiations at Lee and Eastes and reports they are in the final steps of reaching a possible tentative agreement.

Fresh off of his great organizing effort and first contract with the **CleanScapes** Container Delivery Drivers, **Vice President and BA Ken Marshall** informs me he is preparing for negotiations with the Eastmont Transfer Driv-

ers. As I write this I see outside my office that **Senior BA Tom Mann** is prepping with **Steward Steve Mowatt** and **S-T Hicks** for **Pacific Delivery** Negotiations later today. Tom is also preparing for a demands meeting for the **Single Source** drivers.

BA and Organizer Michael Gonzales and the employees at King County eagerly await the outcome of the King County Executive Race. Susie Hutchinson is sounding awfully Republican-like in this non-partisan race with her, "Let's bash the employees' Unions" approach. It is an interesting position to take for someone that the *Seattle Times* reported kept her employment thanks to her Union after committing a dishonest act then filing a grievance over the incident. (She called in sick after a vacation request was denied.) Fine example she sets. Hutchinson's other favorite topic is the employee benefit package of the Union employees.

Many of us on staff joined **BA Tom George** in conducting an informational picket at the old Masonic Home in Des Moines against North by Northwest Production Company who was in our area from Spokane for one day of filming (story and photos on page 6). After several hours, word came down that the producers wanted to meet with Tom to discuss the use of 174 members on future projects in Seattle. After discussing the situation with the **Steward, Craig Stewart**, and the rest of the rank and filers on the line it was determined we had met our objective and the line came down!

Tom Mann and I also sat on a Board of Adjustment for Tom at ICON where the company failed to recognize their responsibilities under the longevity language they negotiated in 2007. The case(s) deadlocked and will proceed to the Local's Arbitration Review Committee for further action.

My summer was spent working on the **Alaska Copper and Brass** negotiations. As I reported earlier, we were collaborating with Local 117 and negotiating with the employer twice a week since March. On September 18th I attended a Federal Mediation session with 117 after which 117 and ACB were able to reach a tentative agreement. Utilizing that framework should allow us to finally conclude those difficult negotiations. **Unisource Paper** negotiations started back in August. Unlike previous negotiations, the employer has rejected joint bargaining with Local 117. So like Alaska Copper, I am sitting in with 117 during their sessions and they are doing the same with ours. The employer has proposed a one-year extension with some MOB money, but that offer will result in greater out of pocket increases for the members with no new money in wages. Rick and I attempted to explore the option of changing health plans but those attempts were rebuffed by the employer. Because of that attitude by Unisource we are not inclined to agree to the one year extension and are attempting to set bargaining dates. We shall see what happens. Surveys have just out to the members at Bloch Steel as we begin preparations for bargaining there. Their contract expires December 31st.

I have also been busy in my role as Education Director planning for the upcoming **Steward and Activist Appreciation Breakfast on October 3rd**. We plan to roll out our new **Leadership Development Program**. I encourage everyone, Steward or just interested member, to participate in the program. Breakfast is served promptly at 8 a.m.!

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



TEAMSTERS HISTORY



Graphic Art by David Jacobsen

SEVERAL GENERATIONS REPRESENTED AT LOCAL 174 CENTENNIAL CELEBRATION

By **BILL McCARTHY**

Local 174 made history itself on September 12, 2009 by celebrating its 100th Birthday — that is, a Century of time as an IBT-affiliated Local Union. The Birthday Party was in September, but the actual 100th Birthday was on

February 19th. One of the pleasures of the Celebration was seeing several generations of Teamsters and families intermix and discuss the things that made this Local Union such a huge success. Some of the folks — veteran retired Local 174 members, active members, and

future members who mainly wanted candy, pop, hotdogs and a nap — are shown below at the Party. The photos illustrate quietly a lesson Local 174 fortunately learned long ago: **“Unions that communicate well internally and externally, can live long and prosper.”**



Art: David Jacobsen

BROKENWHEEL

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.

DALE MOES
UPS

MIKE KELLY
YRC (Retired)

REGINAL DAVIS
UPS