



THE LOCAL 174

Teamster Record

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IBT CONVENTION DELEGATE NOMINATION INFORMATION ON PAGES 6-7

SAND & GRAVEL MEMBERS RATIFY NEW CONTRACT



The 2010 Sand & Gravel Negotiations were tough. At the end of July, the Employers sent us a Last Best and Final offer. It was premature and their actions were an Unfair Labor Practice. The members gave us a 100% Strike Authorization Vote, at which point we tried to get the Companies to back off their LBF. They refused. So we struck. Photo by Bill McCarthy. See the full story and more photos on page 4.

SECRETARY-TREASURER RICK HICKS'S MESSAGE; LOCAL 174 GENERAL INFORMATION — PAGE 2
THIRD 174 LEADERSHIP DEVELOPMENT PROGRAM FOCUS: PUMPING UP POLITICAL POWER — PAGE 3
SAND & GRAVEL NEGOTIATIONS OVER AND AN IMPORTANT NEW CONTRACT RATIFIED — PAGE 4
NEW HEAVY CONSTRUCTION HIRING HALL RULES EFFECTIVE DECEMBER 1, 2010 — PAGE 5
IMPORTANT OFFICIAL 2011 IBT CONVENTION DELEGATE NOMINATION RULES — PAGES 6-7
LOCAL 174 TEAMSTER ACTION TRUCK HELPS JOINT COUNCIL 28 AND ITS LOCALS — PAGE 8
FIRST STUDENT MECHANICS NOW IN 174; FREIGHT DIVISION REPORT; BROKEN WHEEL — PAGE 9
SOFT DRINK, METAL, PAPER REPORT; UNITED PARCEL SERVICE DIVISION REPORT — PAGE 10
ALONG THE LOCAL 174 TRAIL: CASPER, STADLER AND KIRKMAN RETIREMENTS — PAGE 11
TEAMSTERS HISTORY: THREE 174 MEMBERS AT 2010 IBT BLACK CAUCUS CONFERENCE — PAGE 12



TAT — page 8

Secretary-Treasurer's Message

THANKS FOR YOUR HARD WORK

Sisters and Brothers:

I want to take a moment and thank all of you who worked so hard during this last Election Cycle. With your efforts and the trust Teamster members have in their leadership we were able to defeat some of the worst Initiatives I have seen on a ballot during my lifetime.

In doing so, we were able to save thousands of family wage jobs, keep Workers Compensation out of the hands of Corporate Insurance Giants looking to make a profit off your injury and keep Labor-friendly candidates in office, both in State and Federal legislative seats.

Make no mistake, the Mid-Term Election sweep nationally by those who don't support our issues is problematic; however, it could have been much worse. The success of keeping control of the U.S. Senate in addition to having a Labor-friendly President will give us an additional layer of protection needed to fend off a complete anti-worker, anti-Labor climate we were under for the eight years prior to Obama.

But my fear is there will be no improvements over the next two years — just gridlock.

Be that as it may, I want to focus on some of the positives that came from this Election. I want to start by telling you how much more powerful we as Teamsters have become politically during the past several months.

It all started when **John Williams** took over as Joint Council 28 President for retiring IBT Vice President **Al Hobart**. John traveled around the Joint Council and met with each Local Union Executive Board to ask them what role they saw the Joint Council playing in the future.

When he met with the Executive Board of Local 174, we told him without a doubt the Joint Council needed to return to the days where we were a Political Powerhouse. The days when the Joint Council President could pick up the phone and tell the Speaker of the State House or the Governor that a soda and candy tax was a bad bill and have it killed. The days where

politicians knew that the 50,000 registered Teamster voters in Washington State were going to punish them if we were ignored. Quite frankly we had lost that power and no politician feared us. In fact we were simply known as the International "Bank" of Teamsters.

Well, John Williams listened to our E-Board and all the rest of the delegates around JC-28 and the first thing he did was hire **Heather Weiner** as the new JC-28 Political Action Director. Some of you may recall she was with Change to Win heading up the Port Truck Drivers Campaign. Wow, has she brought energy to the Teamsters.

One day she and I were talking and she asked about the 174 Teamster Truck, and what we use it for. I told her we use it for various things such as rallies, organizing drives, strikes, parades and for the annual Truck Driving Championships and how it can be converted to a mobile classroom. Her creative mind took off and the next thing you know your Teamster Truck is now a mobile phone bank that traveled all across this State during the Primary and concluding with the General Election.

We crisscrossed the State showing up at worksites waiting for member volunteers to get off work and phone bank their fellow Teamster Sisters and Brothers and inform them about the important issues we were all facing. This was such a huge success that politicians started to ask if they could rent the truck to use as a phone bank for their campaigns.

Everywhere the TAT (Teamster Action Truck) went it was a hit. And all the while sporting that great Teamster Local 174 paint job letting those same politicians know the Teamsters are back and we are a force to be listened to. In the end we made tens of thousands of phone calls to our members and other likely voters to make sure they voted in these important Mid-Term Elections.

We truly did make the difference in a lot of key races and Initiatives and the Joint Council will once again be heard. I have a very good feeling that the IBT will no longer be the International Bank of Teamsters but will be known as the International Brotherhood of Teamsters and people should take notice.

Congratulations to all for these successes!



RICK HICKS

So You Want To Go On Vacation!?

Well, I finally broke down and took a vacation. It had been years since I actually had time to take a real "go somewhere, shut off the phone, don't check the e-mail, and stay off the computer" type of break. With all that comes with this job how could I ever do that?

After my recent battle with colon cancer I took a hard look at where my priorities were and how my family and health have fit into the picture. I vowed that I was going to work equally as hard to address both of those areas that had been long neglected due to the hours and demands of the job.

As I reported earlier, my wife **Lorri** never left my side for the entire thirteen days in the hospital and the weeks that followed. So imagine my reaction when she came to me and said she just got a job for half a day in tropical Hawaii with her airfare fully paid and that she had a \$99.00 companion ticket for me. Oh and because she is MVP Gold on Alaska, she got us both upgraded to first class, round trip.

We jumped on the reservation and waited like children for the departure date to arrive. When we landed in Hawaii it was a beautiful 80 degrees. We quickly raced for the rental car and proceeded to Waikiki Beach to the Hawaiian Hilton with a corner king room that was to have a full 180-degree sweeping view from Diamond Head to the Harbor.

As we approached the Hilton, my wife asked, "What are all those people doing surrounding the hotel?" I looked up and you guessed it — the hotel was ON STRIKE!



Rick, third from right, with his wife Lorri at his right shoulder and some new Hawaiian friends.

To make a long story short, we pulled over and found the principals of UNITE HERE Local 5 and informed them that we would not be crossing the picket line. They were so grateful they immediately got on the phone and called all over the Island and after about an hour found us a room at the Hyatt for a great stay!

We had a wonderful and relaxing time but in the end I was able to tell my wife that's why we don't go on vacation. I can't seem to get away from it!

Note: The STRIKE ended after five days and was a tremendous success!

In Solidarity, **Rick Hicks**

2010 General Membership Meetings

Dates And Times Of Remaining 2010 Local 174 GMMs
December 9, Thursday, 7 p.m.

Initiates Meetings

Initiates Meetings are held two hours prior to our General Membership Meetings.

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 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

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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.



THIRD LOCAL 174 LDP CLASS

Methods Of Pumping Up Our Political Power

By **BILL McCARTHY**, Local 174 Editor

The third Local 174 Leadership Development Program Class on Sunday, September 26, 2010 was an intense Workshop that dealt with the process of

Note: This article was written before, and printed after, November 2. On November 2, the hard work of opposing Initiatives 1082, 1100 and 1105 paid off for the Teamsters. All three odious Initiatives were defeated.

communicating the Teamster Viewpoint to fellow 174 members internally, and externally to the general public. The theme for the day was "Pumping Up Our Political Power."

The approximately 125 Shop Stewards and Activists attending considered how to "get out the vote" with the General Election of November 2 rapidly approaching, and how to convince others to vote against anti-Labor candidates and legislation, and in favor of worker-friendly candidates and issues.

Four excellent speakers were on the agenda.

REGISTER, AND SPEAK UP

First up was **Heather Weiner**, JC-28's Political Action Director. She urged the participants to get as many of 174's members and their relatives



HEATHER WEINER

registered to vote as possible. She pointed out that politics whether we like it or not, affects everything we do on our jobs as well as our standard of living.

The Republicans in Congress, backed by enormous corporate funding, are doing all they can to destroy Unions. The bad economy has led to severe budgetcutting in the States that has negatively impacted many Teamster jobs. With this going on, she stressed, it is vital that Teamsters throughout JC-28 including in Local 174 get out in the streets and on the phones and help lead to progressive voting on November 2nd.

This voter education effort by 174, Heather said, should be geared especially toward helping get many people to vote "No" on the three terrible anti-worker ballot measures — Initiatives 1082, 1100 and 1105.

1911 'GRAND COMPROMISE' AT RISK

The second speaker, former JC-28 Legislative Director **Owen Linch**, first spoke about the basics of 1082 at 174's second LDP Class on May 22.

This time, he went deeper into the history behind 1082 and the horrible impact it would have on Labor if it were to become law in Washington State. Owen said, "Back in 1911, there was what



OWEN LINCH

was called 'The Grand Compromise.' That was where workers gave up their right to sue their Employers over workplace injuries in exchange for a guarantee of sure-and-certain relief. The people who made this deal could never have envisioned Employers handing off the guarantee to a third party, especially a third party whose ONLY purpose is to make a profit off of its involvement with Employers."

He charged, "This same scheme has been perpetrated on workers in 46 States across the U.S. No one needs to ask what has happened to our part of the deal concerning sure-and-certain relief. It has become a casualty of the collusion between Employers and the Insurance Industry."

Owen continued, "Washington State is unique and special for thousands of reasons — one of which is that it has kept its word since 1911 concerning the Employers' role in sure-and-certain relief. If 1082 passes, that part of the deal CAN and WILL be handed off to a third party. But the part about you not being able to sue your Employers remains unchanged. Injured workers will be required to file claims with Insurance Companies like AIG — the world's largest Workers' Comp Insurance Company. Does that sound like sure-and-certain relief to you?"

"This Initiative is bad on many levels," Owen said. "It would leave Washington State's workers with less protection than workers in the 46 States that currently allow Private Insurance."

"I have just scratched the surface. Without your help defeating it, we will take one of the best Systems for protecting workers and overnight would make our injured workers the most vulnerable in the Nation. That is NOT the legacy I want to leave. That is NOT the legacy our leaders in 1911 ever anticipated."

HOW TO GET POLITICIANS TO LISTEN

The third speaker was Washington State Representative **Tom Campbell** (R-2nd Legislative District, Position 2, Spanaway). He told the Stewards and Activists how they should approach politicians in Olympia to make sure they are heard.

Rep. Campbell said they should not be nervous, and should remember the politicians work for them. Be polite, he added, but quickly and concisely get to the point of view, in a minute or so at most.

Rep. Campbell said it is best to talk with legislators before they are in a Session, rather than during one, when they are much busier. He added, do not feel intimidated, know the issues well, and be positive and persistent. He told the LDP attendees not to get discouraged if nothing happens immedi-



TOM CAMPBELL

ately, because many issues are complex and may be debated over several years and Sessions.

OPPOSE I-1100 AND I-1105

The final speaker was **Gabriela Quintana**, a representative of the Protect Our Communities organization. She outlined the dangers of Initiatives



GABRIELA QUINTANA

1100 and 1105, which would open up the currently State-run Liquor Sales Business to many new and uncontrolled stores. "The measures if they became law would lead to the elimination of some 800 Teamster jobs in Washington State. They put our communities and kids at risk, endangering basic community services just to benefit big Out-of-State Corporations. Estimates are there would be 3,000 more hard liquor stores in gas stations and convenience stores across Washington," she said.

There would be, she said, some 400% more teenagers getting their hands on hard liquor, and there would soon be 40,000 more problem drinkers in the State. These are some of the reasons Teamsters, nurses, firefighters, police, children's advocates, teachers and small business owners all are standing up and calling for "No" votes on 1100 and 1105.



After hearing the information about Initiatives 1082, 1100 and 1105, the participants at Local 174's third LDP Class broke into table groups to practice "issues discussion and views communicating." They developed presentations to use with fellow 174 members, politicians, and the public, and then shared their presentations with the entire group. Photos by Bill McCarthy.

SAND & GRAVEL NEGOTIATIONS

By PATTY WARREN, Local 174 Senior Business Agent

SAND & GRAVEL MEMBERS RATIFY CONTRACT

One of our bigger challenges this year has been the Sand & Gravel Negotiations. We opened bargaining with a very modest proposal, knowing the economy had hit the Construction Industry incredibly hard and work was slow. Many of the Sand & Gravel members have been laid-off, and many of those working have experienced a significant decrease in hours.

The four Companies involved took the opposite approach. Their proposal was not modest. The opening offer completely gutted thirty years of gains in



the Contract. We spent the next several months fighting off the takeaways and trying to make sure we had enough money on the table to cover the estimated costs of health care.

At the end of July, the Employers presented us with a Last Best and Final offer. In our view, it was premature and their actions were an Unfair Labor Practice. We took a Strike Vote, and the members gave us the 100% Strike Authorization we needed. We tried to get the Companies to back off their Last Best and Final, and they refused. So, in typical 174 fashion, we put the picket sticks in the air.

The initial Unfair Labor Practice Strike was against **Cadman** and lasted all of 40 minutes. They, all four Companies, agreed to convert the "Last Best and Final" into a counter-proposal and return to the bargaining table. The Strike could've been shorter, but we insisted on getting it in writing before we'd stand down.

We returned to the bargaining table and made some progress, but we didn't get enough movement from them to get to an Agreement. They once again gave us a premature "Last Best and Final."

We filed Unfair Labor Practice charges and on Thursday, September 16, we once again went out on an Unfair Labor Practice Strike. This time we struck the two multinationals, **Glacier** and Cadman.

We contacted **Stoneway** and



On this page are a few shots taken during the Sand & Gravel Negotiations. Many more are on the Local 174 Website, if you want to view them. Strike photos by Roger Pardo. Ratification Vote crowd shots and picture of the general members on the Bargaining Committee by Bill McCarthy.

Salmon Bay and told them they were next. The owners of the two local Companies came to the Hall and reached a Settlement on behalf of all of the Employers. This Strike lasted about eight hours from start to finish.

We scheduled a Ratification Vote for Monday night, September 20. The members ratified the Tentative Agreement by an 87% margin. Once again, the Courage and Solidarity of our members won the day.

THANK YOU to the members in the Sand & Gravel Industry, to the Bargaining Team, and to the staff of 174 who, as always, were all hands on deck at multiple locations to ensure the picket lines were operating smoothly.

NEW HEAVY CONSTRUCTION HIRING HALL RULES EFFECTIVE DECEMBER 1, 2010

The Direct Phone Lines For The Hiring Hall Are (206) 441-0223
Or 1-866-685-9459

Below are Local 174's newly revised and adopted Heavy Construction Hiring Hall Rules, which went into effect December 1, 2010. For more than a year, the elected leadership of Local 174, Local 174 Business Agents and Local 174's Legal Counsel has worked diligently to revise Local 174's Heavy Construction Hiring Hall rules to conform both to changed Industry norms and some new legal constraints which have been imposed on the Union by the National Labor Relations Board.

As a result of that process, the Hiring Hall rules have been revised in a number of ways.

If you have any questions about the revised Hiring Hall rules or about any of the procedures applicable to the Union's hiring hall, please do not hesitate to call Dispatcher **Laurie Wood** at (206) 441-0223 or (866) 685-9459 for more information.

GENERAL TEAMSTERS LOCAL UNION NO. 174 HEAVY CONSTRUCTION HIRING HALL RULES

1. For purposes of registration on the Local Union No. 174 Heavy Construction Hiring Hall ("Heavy Construction Hiring Hall") lists, the Local Union recognizes two types of registrants for referral:

A. "Active registrants," defined as applicants for referral who meet the qualifications as specified in these Heavy Construction Hiring Hall rules and relevant employer contracts, who are not currently working for any employer, and who are awaiting referral on either the Group One, Two, or Three Heavy Construction Hiring Hall lists.

B. "Inactive registrants," defined as individuals who are in good standing with the Heavy Construction Hiring Hall but who are not currently on any "Out of Work" list.

2. Active registrants' names will be placed on the appropriate Group list, commonly referred to as the A, B, & C "Out of Work" lists, according to their qualifications. The list qualifications are as follows (pursuant to Section 10.3.1 of the Associated General Contractors of Washington Agreement with Teamsters Locals 38, 174, 231, 252, 313, 589, hereinafter "AGC Agreement"): All Teamsters, upon appropriate registration for employment, shall be hired and/or rehired in strict accordance with their total length of service with any Employer* or combination of **Employers***, under the terms of this or predecessor agreements, as follows:

A. GROUP ONE ("A" list) - Teamsters who have worked an aggregate of 500 hours during the two (2) year period immediately preceding registration. Persons who have successfully completed the Teamster Training Program shall also be entitled to registration in Group ONE category.

B. GROUP TWO ("B" list) - Teamsters who have worked an aggregate of less than 500 hours during the two (2) year period immediately preceding registration.

C. GROUP THREE ("C" list) - Teamsters and other registrants for employment that have accumulated no hours during the two (2) year period immediately preceding registration.

3. First time applicants who wish to register on the Heavy Construction Hiring Hall must do so in person at anytime during normal office hours and must provide the following:

A. Completed Heavy Construction Hiring Hall application.

B. A copy of their valid Drivers License (CDL with appropriate endorsements if applicable).

C. Current Medical Card if applicable.

D. Department of Motor Vehicles five (5) year complete Driver's Abstract no more than 30 days old.

E. Applicants must be available to interview with the Heavy Construction Hiring Hall Review Committee, if deemed necessary by the Committee Chair. Applications will be reviewed and applicant will be given a date and time for their interview with the Heavy Construction Hiring Hall Review Committee

F. Any applicant desiring to be dispatched to a job requiring special certifications, such as Hazwoper, forklift, Smart Mark, OSHA 10 or other shall provide the Dispatcher a copy of such certification. Absent such applicable certification on file with the Local Union, an applicant shall not be eligible for dispatch to a job requiring such special certification.

G. All qualified applicants shall be positioned in Groups ONE, TWO, or THREE (also known as A, B, and C) in the order in which they applied, provided they meet the requisite qualifications stated above. Dispatches will not be issued unless the applicant has registered and been properly assigned to a Group.

4. Registrants who wish to update or modify their job qualifications and/or special certifications shall communicate that desire in writing to the Heavy Construction Hiring Hall Dispatcher ("the Dispatcher") and provide appropriate documentation where applicable. In order for registrants' records to be updated or modified, registrants must also provide the dispatcher with a copy of their current valid Drivers License, including CDL with appropriate endorsements if applicable, a copy of their current Medical Card if applicable, a Department of Motor Vehicles five (5) year complete Driver's Abstract no more than 30 days old, and current copies of any special certifications.

5. Initial dispatch will be made exclusively by telephone. At the time of initial registration, applicants for referral must provide one telephone number where they may be reached between the hours of 8:00 a.m. and 4:30 p.m. on weekdays. It is the responsibility of the applicant to inform the Dispatcher of any changes in the phone number the applicant wishes to designate for this purpose.

6. Active registrants are obligated to remain available for dispatch between the hours of 8:00 a.m. and 4:30 p.m. on weekdays and to be reachable by telephone at the one phone number designated by them for such calls no less than thirty (30) minutes after the Dispatcher attempts to contact them. Should any active registrant fail to answer the phone when called for a potential dispatch by the Dispatcher, and subsequently fail to return that call within thirty (30) minutes, the registrant will have failed to satisfy this obligation (this will be considered a refusal). Should this occur two (2) consecutive times, or should it occur two (2) times within any 90-day period, the registrant will be suspended from the Out-of-Work list for a period of six months. The Dispatcher will leave a message on any answering machine or voice mail system that the registrant uses, to facilitate a return call, but it is the registrant's obligation to ensure that such a system exists and is functioning.

7. Upon request from an employer for Teamsters, the Union shall dispatch qualified and competent active registrants in the manner specified. Initial dispatch will be made exclusively by telephone in order of the referral lists, beginning with qualified individuals from Group One. If the Dispatcher is unable to fill the dispatch with

qualified individuals from Group One, he/she shall dispatch qualified individuals from Group Two in their order on the referral list. If the Dispatcher is unable to fill the dispatch with Group Two applicants for referral, he/she shall dispatch qualified individuals from Group Three in their order on the referral list.

8. All Teamsters, whether new hires, re-hires or re-calls after termination or lay-off, must be dispatched through the Heavy Construction Hiring Hall. Hours accumulated other than through a proper dispatch may not be considered for grouping qualifications. Teamsters or others employed contrary to the hiring provisions of this agreement, other than under the circumstances addressed in paragraphs 9 and 19, below, shall be deemed to be unlawfully employed. The Union reserves the right to require that the unlawfully employed individual be terminated from that employment. In addition, that individual shall thereafter be ineligible for dispatch to the employer involved for a period of six months and shall be placed on the bottom of the list. If a member is deemed unlawfully employed for a second (2nd) time he/she will be ineligible for the Heavy Construction Hiring Hall list for a period of one (1) year. The third (3rd) unlawful employment will make the member ineligible for the Heavy Construction Hiring Hall for life.

9. Employers are entitled to recall any former employee by "callout." A former employee entitled to a personal call (callout) who accepts same must immediately (within twenty-four (24) hours) secure a dispatch from the Dispatcher. Any registrant who accepts a personal callout without notifying the Dispatcher within this 24-hour time period will suffer the following consequences:

A. First Offense: as of the date the Dispatcher learns of the failure to comply with this requirement, the registrant will be moved to the bottom of the list.

B. Second Offense: as of the date the Dispatcher learns of a second documented failure to comply with this requirement, the first failure having previously been sanctioned as a First Offense consistent with the above provision, the registrant will be immediately removed from the list, and will also be suspended from the Out-of-Work list for a period of six months.

C. Third Offense: as of the date the Dispatcher learns of a third documented failure to comply with this requirement, the first two failures having previously been sanctioned consistent with the above provision, the registrant will be expelled from the Hiring Hall for a period of two (2) years.

10. Active registrants who suffer illness or injury and are unable to respond to a dispatch will be removed from the list during their illness or injury and returned to their original place on the list when they are released by their doctor provided such written release is submitted to the Dispatcher.

11. Members of the military who are called to Active Duty will be removed from the list and returned to their original place on the list when they are released from active duty. The Dispatcher must be provided a copy of their Active Duty orders, DD214, discharge or other appropriate document.

12. When a registrant has been rejected, laid off as unsatisfactory, or discharged for cause by an Employer, and the Employer makes a written request that this registrant not subsequently be dispatched to that Employer and identifies the "cause" which is the basis for this request, at that time the Employer shall notify the registrant and the Union in writing. The Employer's request will be honored for a period of two years following the date of that request. Such a request may be grieved by a registrant in accordance with the procedures set forth in the AGC Agreement. Under no circumstances will any written request that a registrant not subsequently be dispatched to the requesting Employer be honored for a period of time in excess of two years; however, an Employer may renew such a request in writing to the registrant and the Union for additional two-year periods, should it choose to do so, subject again to the registrant's right to grieve that renewed request.

13. A registrant who three (3) Employers have either discharged for cause, rejected, or laid off as unsatisfactory with a request that he or she not subsequently be dispatched, within a two-year period will be expelled from the Hiring Hall for a period of two years following the date of the last adverse employment action. Decisions by Employers rejecting, laying off as unsatisfactory, or discharging for cause may be grieved by a registrant in accordance with the procedures set forth in the AGC Agreement. Any grievant who is expelled from the Hiring Hall pursuant to this provision may apply for reinstatement in the Hiring Hall after the end of the two-year period of expellment, and such an application will not be unreasonably denied.

14. A registrant will not lose his/her place on the Out of Work list unless he/she has worked for more than five (5) days for one employer without an intervening dispatch to another employer. Days worked will be counted sequentially commencing with the first day worked after accepting the original dispatch, such that when such worker returns to being an active registrant, he/she shall only be restored to his/her previous place on the list if he/she still has performed no more than five (5) days of work for that employer without an intervening dispatch to another employer.

15. An applicant for referral's eligibility for placement upon the Group listings maintained by the Heavy Construction Hiring Hall is governed exclusively by the Local Union No. 174 Heavy Construction Hiring Hall rules, the Associated General Contractors of Washington agreement and/or applicable provisions in other relevant Local Union No. 174 employer contracts. Should a conflict exist between any of these rules and provisions, the rules and provisions set forth in the Heavy Construction Hiring Hall rules will prevail to the extent legally permissible.

16. First time applicants for referral pay a one time \$25.00 processing fee and thereafter all applicants for referral pay a \$50.00 per month fee. This fee is due by the last business day of the month to be eligible to be on the list for the next month. Any applicant who is not current with their Hiring Hall service fees will not be eligible for referral and will be removed from the Group list and placed on inactive status.

17. Member/registrants for the Heavy Construction Hiring Hall who wish to remain active registrants may do so for six (6) consecutive months by paying full dues each month instead of Heavy Construction Hiring Hall Fees. After six (6) months on the list registrants will be placed on withdrawal and must pay the monthly Heavy Construction Hiring Hall service fee of \$50.00. Member/registrants who are active members in good standing at the time of their registration and elect to pay the monthly Heavy Construction Hiring Hall service fees of \$50.00 will be placed on withdrawal until they are dispatched to and/or provided work by a signatory employer.

18. Applicants for referral may not be registered on a hiring hall of more than one (1) Teamster Local Union that is signatory to this Agreement at the same time. A violation of this rule shall result in exclusion from all hiring hall lists for six (6) months. In the event that a Teamster desires to be placed on the hiring hall lists of another Local Union signatory to this Agreement, he shall register with such Local Union in accordance with its rules and regulations and be placed in the same group in which he established eligibility prior to transfer.

19. Once a registrant is signed up on the "Out of Work List," he/she is required to call the Dispatcher within 24 hours if he/she obtains any type of employment, whether in or outside the industry, so he/she can be changed to inactive status and be removed from the list. Failure to do so will result in a 6-month suspension from the list for the first offense in a rolling twenty-four (24)-month period and a 12-month suspension for the second offense in that same period of time.

* "Employer" and "Employers" mean: (1) any Employer party to the AGC Agreement; (2) an out-of-town Employer who adopts or works under the AGC Agreement and contributes to the Health and Welfare and Pension plan; and (3) any Employer who employs Teamsters under the terms of the AGC Agreement and is a contributing Employer within the meaning of the Health and Welfare and Pension Plans.

2011 IBT Convention Delegate Nominations

Nomination Notice — Local Union 174

Nomination of candidates for 9 delegates and 6 alternate delegates to the June 2011 International Brotherhood of Teamsters Convention in Las Vegas, NV, will be held on:

Date: Monday, January 3, 2011
Time: 7:00 PM
Location: Teamster Building Main Auditorium
14675 Interurban Ave. S., Tukwila, WA 98168

The expenses of sending the delegates to the IBT Convention will be paid by the Local Union. The expenses of sending 6 alternate delegates will be paid by the Local Union.

Eligibility To Nominate

To be eligible to nominate or second, a member must have paid dues through December 2010.

Dues and arrearages must be paid by 5:00 PM on 01/03/2011 at Teamsters Local 174, 14675 Interurban Ave. S., Suite 303, Tukwila, WA 98168.

Eligibility To Run

To be eligible to run for Convention delegate or alternate delegate, a member must:

1. Be a member in continuous good standing of the Local Union, with one's dues paid to the Local Union for a period of twenty-four (24) consecutive months prior to the month of nomination with no interruptions in active membership due to suspensions, expulsions, withdrawals, transfers or failure to pay fines or assessments;
2. Be employed at the craft within the jurisdiction of the Local Union for a period of twenty-four (24) consecutive months prior to the month of nomination; and
3. Be otherwise eligible to serve if elected.

It is strongly recommended that each prospective nominee request advance verification of his/her eligibility to run for delegate or alternate delegate. In order to maximize the opportunity for the Election Supervisor to verify eligibility in advance of nomination, this request should be made in writing to the Election Supervisor as soon as possible, but in no event less than five (5) working days prior to the nomination meeting. The Election Supervisor will not be able to verify eligibility of any prospective nominee who requests verification less than five (5) working days prior to the nomination meeting.

Method Of Nomination

Delegate candidates will be nominated and seconded separately from alternate delegate candidates.

All nominations for delegate and alternate delegate shall be at large.

Any member may:

1. Be nominated and seconded orally from the floor by members in good standing other than the nominee; or,
2. Be nominated and seconded in writing by members in good standing, other than the nominee, unable to attend the nominations meeting. A written nomination or second must:
 - Be submitted to the Local Union Secretary-Treasurer so as to be received no later than 5:00 p.m. of the day of the nominations meeting;
 - State whether it is a nomination or a second;
 - Identify the name of the person being nominated or seconded;
 - Identify if the nomination or second is for delegate or alternate delegate;
 - Be signed and have the last 4 digits of the member's Social Security Number; and,
 - Be treated by the presiding officer as if it had been made from the floor.
3. Nominate or second more than one candidate;
4. Be nominated or seconded by more than one member;
5. Decline to be nominated or seconded by a particular person or persons.

Any member who intends to nominate or second a candidate may also request that the Election Supervisor verify his/her eligibility. All such requests must be in writing and must be received by the Election Supervisor no less than five (5) days prior to the nomination meeting.

Acceptance Of Nomination

The nominee may accept either:

1. In person at the meeting; or, if absent, in writing.
2. If acceptance is made in writing, the document must be presented to the presiding Local Union officer no later than the time the member is nominated. Any member present at the meeting may produce the written acceptance at the time the absent member is nominated.

No member may accept nomination for both delegate and alternate delegate.

Any candidate for delegate and alternate delegate is permitted to run as a member of a slate, which is defined as any grouping by mutual consent of two or more candidates. To qualify on the election ballot as a slate, a slate declaration form, which is available from the Secretary-Treasurer or the Election Supervisor at the addresses shown below, must be completed and submitted to the **Secretary-Treasurer with a copy to the Election Supervisor**, no later than three (3) days after the Local Union's final nominations meeting.

Any attempt by a person or entity to limit, interfere or retaliate against any IBT member for exercising the right to nominate, second or run as a delegate or alternate delegate, may result in disqualification of a candidate who benefits from the violation, imposition of criminal penalties under federal law and/or other consequences or remedy.

For additional information relating to the nomination or election process for IBT International Delegates or Alternates, please contact your Local Union Secretary-Treasurer, the Election Supervisor, or the Election Supervisor Regional Director.

The Election Supervisor may be contacted at:

Office of the Election Supervisor for the International Brotherhood of Teamsters
1801 K Street, N.W., Suite 421-L, Washington, D.C. 20006
(202) 429-8683; (877) 317-2011 Toll Free — Facsimile: (202) 429-6809
E-Mail: ElectionSupervisor@IBTvote.org

The Election Supervisor Regional Director may be contacted at:

Name: Christine Mrak
Address: 2357 Hobart Ave. S.W., Seattle, WA 98116
Phone: (206) 932-4288 — Fax: (206) 938-2953
E-Mail: chrismrak@gmail.com

2011 Nominaciones Para Los Delgados Para La Convención International De La IBT

Anuncio De Las Nominaciones — Sindicato Local 174

Nominación de candidatos para 9 delegados y 6 delegados suplentes para la Convención Internacional de la IBT de junio de 2011 en Las Vegas, NV, se llevará a cabo en:

Fecha: Lunes, 3 de enero, 2011

Hora: 7:00 PM

Lugar: Teamster Building Main Auditorium
14675 Interurban Ave. S., Tukwila, WA 98168

El Sindicato Local cubrirá los gastos para enviar a los delegados a la Convención de la IBT. El Sindicato Local cubrirá los gastos para enviar a 6 delegados suplentes.

Elegibilidad Para Nominar Candidatos

A fin de calificar para nominar o secundar, el miembro deberá haber pagado sus cuotas hasta Diciembre 2010.

Las cuotas y los atrasos deben ser pagados antes de la(s) 5:00 PM del 01/03/2011 en Teamsters Local 174, 14675 Interurban Ave. S., Suite 303, Tukwila, WA 98168.

Los trabajadores temporales en la industria temporal de alimentos calificarán para nominar y secundar siempre que (1) hayan mantenido un empleo regular durante un periodo de doce (12) meses antes de las elecciones, y (2) que hayan pagado sus cuotas hasta el último mes de empleo.

Elegibilidad Para Presentarse Como Candidato

Para que un miembro califique para presentarse como candidato a delegado o a delegado suplente a la Convención deberá:

1. Ser un miembro que haya cumplido continuamente con sus obligaciones en el Sindicato Local por un periodo de veinticuatro (24) meses consecutivos antes del mes de la nominación, sin interrupciones en sus obligaciones como miembro activo debido a suspensiones, expulsiones, retiradas, transferencias o incumplimiento en el pago de multas o recargos;
2. Haber trabajado en el gremio dentro de la jurisdicción del Sindicato Local durante un periodo de veinticuatro (24) meses consecutivos antes del mes de la nominación; y
3. Ser elegible para desempeñar su función si resulta elegido.

Se recomienda enfáticamente que cada posible nominado solicite por adelantado una verificación de su elegibilidad para presentarse como candidato a delegado o delegado suplente. Para que el Supervisor de la Elección tenga el máximo de tiempo posible para verificar con anticipación la elegibilidad de la candidatura, esta petición deberá hacerse por escrito al Supervisor de la Elección lo más pronto posible, a más tardar cinco (5) días hábiles antes de la junta de las nominaciones. El Supervisor de la Elección no podrá verificar la elegibilidad de cualquier candidato que solicite verificación menos de cinco (5) días hábiles antes de la junta de las nominaciones.

Método De Nominación

Se nominarán y secundarán las candidaturas para delegados independientemente de las candidaturas para delegados suplentes.

Todas las nominaciones para delegados y delegados suplentes serán en general.

Todos los miembros pueden:

1. Ser nominados y secundados oralmente en el momento de la reunión por miembros que hayan cumplido con sus obligaciones sindicales que no sean los nominados; o
2. Ser nominados y secundados por escrito por miembros que hayan cumplido con sus obligaciones sindicales, que no sean los nominados y que no puedan asistir a la junta de las nominaciones. Las nominaciones por escrito así como los documentos para secundar por escrito deberán:
 - Presentarse al Secretario-Tesorero del Sindicato Local a fin de ser recibidos a más tardar a las 5:00 PM del día de la junta de nominaciones;
 - Indicar si se nombra o se secunda una candidatura;
 - Identificar el nombre de la persona a la que se nombra o se secunda;
 - Identificar si se nombra o se secunda la candidatura de un delegado o de un delegado suplente;
 - Estar firmados y llevar los últimos cuatro dígitos del número de Seguro Social del miembro; y
 - Ser considerados por el oficial que presida la junta como si hubieran sido hechos en el momento de la reunión.
3. Nominar o secundar a más de un candidato;
4. Ser nominados o secundados por más de un miembro;
5. Rehusar a ser nominados o secundados por una o varias personas en particular.

Todo miembro que tenga la intención de nominar o secundar a un candidato puede también solicitar al Supervisor de la Elección que verifique su elegibilidad. Todas esas solicitudes deben hacerse por escrito y el Supervisor de la Elección debe recibirlas a más tardar cinco (5) días antes de la junta de nominaciones.

Aceptación De La Nominación

Los candidatos nominados pueden aceptar ya sea:

1. Personalmente durante la junta; o en caso de ausencia, por escrito.
2. Si la aceptación es por escrito, el documento deberá presentarse al oficial del Sindicato Local que preside a más tardar en el momento de la nominación del miembro. Cualquier miembro que esté presente en la junta puede presentar la aceptación escrita en el momento en que el miembro ausente es nominado.

Ningún miembro puede aceptar a la vez las nominaciones a delegado y delegado suplente.

Todo candidato a delegado y delegado suplente puede presentarse como miembro de un grupo electoral, que se define como cualquier agrupación por consentimiento mutuo de dos o más candidatos. Para calificar como grupo electoral en la votación, se deberá llenar el formulario de la declaración de grupo electoral, que se puede obtener del **Secretario-Tesorero o del Supervisor de la Elección** en las direcciones mencionadas a continuación, y enviarlo al Secretario-Tesorero, con copia al Supervisor de la Elección, a más tardar tres (3) días después de la junta final de nominaciones del Sindicato Local.

Todo intento por parte de una persona o entidad de limitar, interferir o tomar represalias en contra de cualquier miembro de la IBT en el ejercicio de su derecho a nominar, secundar o presentarse como candidato a delegado o a delegado suplente, puede resultar en la descalificación del candidato que se beneficie con la infracción, imposición de penas criminales conforme a las leyes federales y/o otras consecuencias o recursos.

Para mayor información sobre el proceso de nominaciones y de elecciones de delegados y delegados suplentes internacionales de la IBT, favor de comunicarse con el Secretario-Tesorero de su Sindicato Local, o con el Supervisor de la Elección, o con el Director Regional del Supervisor de la Elección en la dirección y números listados a continuación:

El Supervisor de la Elección:

Oficina del Supervisor de la Elección de la IBT
1801 K Street, N.W., Suite 421-L, Washington, D.C. 20006
Teléfono: (202) 429-8683, (877) 317-2011 (numero gratis) — Fax: (202) 429-6809
Correo electrónico: ElectionSupervisor@IBTvote.org

Director Regional del Supervisor de la Elección:

Nombre: Christine Mrak
Dirección: 2357 Hobart Ave. S.W., Seattle, WA 98116
Teléfono: (206) 932-4288 — Fax: (206) 938-2953
Correo electrónico: chrismrak@gmail.com

TEAMSTER ACTION TRUCK HELPS JC-28



Local 174's mobile Teamster Action Truck — or the TAT as it was affectionately called — during the 2010 Primary and General Election campaigning enabled Washington State JC-28 Locals to make many valuable phonecalls in their home neighborhoods on behalf of Teamster-endorsed candidates, and to warn fellow Teamster members and the general public about bad anti-worker Measures that would be appearing on the November 2nd Election Ballot. Specially targeted were horrible Initiatives 1082, 1100 and 1105. All three of these Initiatives were defeated November 2, by the way — thanks in part to the intensive Teamster phonecalling. This photo of the TAT was taken by Lily Wilson-Codega, Local 117 Political Action Coordinator.

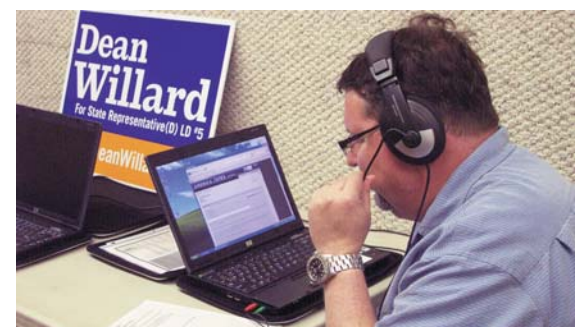
TAT VITAL TO GET-OUT-THE-VOTE EFFORTS

By **BILL MCCARTHY**, Local 174 Editor

During the five months of campaigning before the November 2, 2010 General Election, one of the most visible vehicles on the roads throughout Washington State was the Local 174 Teamster Action Truck — the TAT. It was and is, of course, the venerable 174 Semi-Truck. Joint Council 28 — in an effort to expand and strengthen its Political Action Program, and to do its utmost to help get pro-Teamster candidates elected — asked Local 174 if it could temporarily convert the Semi-Truck into a Mobile Phone Bank during the Primary-General Election campaigning. Local 174 happily obliged. The inside of the Truck was refurbished and computerized phone equipment was installed by JC-28.

For a productive 20 weeks the TAT, driven by Local 174 member-drivers volunteering their time to the cause — went all over the State on a busy schedule managed by JC-28 Political Action Director **Heather Weiner**. The TAT Mobile Phone Bank was heavily used by elected leaders, staffs and memberships of the Washington State JC-28 Locals to voice the Teamster viewpoint. Stops included multiple settings in Tukwila, Seattle, Tacoma, Everett, Bellingham, Port Angeles, Bremerton, the Tri-Cities, Centralia, Chehalis, Pasco, Wenatchee, Yakima, Spokane, and Walla Walla.

The TAT “pumped-up JC-28 Political Power.” At all stops Locals’ folks gathered around the TAT to hear speeches and meet visiting political dignitaries. They made thousands of phonecalls inside the TAT on behalf of Teamster-endorsed candidates and against Teamster-opposed Ballot Measures including I-1082, I-1100 and I-1105. Educational literature was passed out by Heather, discussion of candidates and issues was intense, and many enjoyable picnics were held.



Pictures taken at an August 10th gathering of Locals 174, 117 and 763 at Tukwila JC-28 HQ. Shown are folks making phonecalls inside the TAT, and a posed group shot in front of it. Photos by Bill McCarthy.

VICTORY FOR FIRST STUDENT MECHANICS

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

WELCOME TO TEAMSTERS UNION LOCAL 174!

On Tuesday, October 5, 2010, the Mechanics working at First Student in Seattle voted to go Teamsters Local 174! It has been a long battle at First Student. We have been fighting to represent the employees now for four years.

Initially, we sought representation in a combined group of Drivers and Mechanics. We agreed to separate the Drivers and Mechanics into two separate bargaining units. While the organizing efforts on behalf of

the Drivers faltered, the Mechanics held strong — 100% of the eligibles voted, and 100% of them voted for Teamsters Local 174.

DEMANDS MEETING, NEGOTIATING SOON

We will be scheduling a Demands Meeting soon and starting the process of negotiating a Contract for the Mechanics.

To the First Student Mechanics — welcome to 174!

FREIGHT DIVISION REPORT

By **BRIAN DAVIS**, Local 174 Business Agent

FREIGHT MEMBERS RATIFY YRCW RESTRUCTURING

Teamster members who work at YRC Worldwide Inc.'s (YRCW) Operating Companies **YRC**, **Holland** and **New Penn** have ratified the latest "Restructuring Plan." YRC and Holland members ratified the Agreement by a 62% to 38% margin, while members at New Penn ratified the Agreement by a 69% to 31% margin. About 67% of YRCW Teamsters cast ballots. The "Restructuring Plan" extended the YRC concessions until 2015 and moved the end of the pension relief from January 1, 2011 to June 1, 2011, if allowed by the Trusts. It also called for numerous work rule changes. Following are excerpts from an official IBT press release about the Agreement, which was released to the public in mid-October after preliminary voting tallies.

AGREEMENT IS AIMED AT SAVING MORE THAN 25,000 JOBS

Washington, D.C. — Teamster members who work at YRC Worldwide Inc.'s (YRCW) operating Companies YRC, Holland and New Penn have ratified the "Restructuring Plan" that is aimed at saving more than 25,000 Union jobs. ...

The ratified Restructuring Plan is the product of months of discussions and difficult negotiations by the **Teamsters National Freight Industry Negotiating Committee** (TNFINC) in consultation with Teamster Local Unions. On September 29, leaders from Teamster Freight Local Unions unanimously recommended to send the Plan to a membership vote.

Union members voted by mail ... and ballots were counted... ..

"We realize that in ratifying this Restructuring Plan our members will continue to make huge sacrifices, which have been very difficult for our members and their families during the worst economic Recession in decades," said **Tyson Johnson**, Director of the Teamsters National Freight Division. "However, we firmly believe this Plan is the only hope for saving our members' jobs as this recession continues to cause so much hardship," he stressed.

"As painful as the sacrifices are on an individual level, our members understand that by approving this Restructuring Plan they would be setting the stage for the Company's existing lenders to do their part and make this Company an attractive investment for new investors and preserve their jobs," Teamsters General President **Jim Hoffa** said. "As this restructuring moves forward over the next three to six months, the Union will be involved every step of the way," he emphasized.

During negotiations with the Company, the Union received input from a team of experienced, respected and independent financial and restructuring experts it assembled over the past year to verify the Company's financial situation and to assist in developing this Restructuring Plan. Through this lengthy ongoing process, the Union has reviewed numerous financial and operational reports on YRCW and determined that this Restructuring Plan is the only avenue to save and hopefully grow the respective Companies it operates.

ABF

On Monday, November 1 the Teamsters Union received copies of a grievance and a lawsuit filed by **ABF Freight Systems, Inc.** (ABF) in federal court in Arkansas against the Teamsters and other parties,

TEAMSTERS/AGC TRAINING CENTER TRAINING TEAMSTERS SINCE 1982

The Teamsters/AGC Apprenticeship Program is now accepting applications.
SONS, DAUGHTERS, NIECES, NEPHEWS, FRIENDS, NEIGHBORS

Go To www.teamsterstraining.org for more information and an application.

BROKEN WHEEL



Art: David Jacobsen

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

DUANE ARCHIBALD
Sea Transfer and Wicks Air Freight
JESSE DUKELLIS
UPS
JOE WAKAZURU
Several Delivery Companies
ROBERT "BOB" SULLIVAN
Movie Industry
DENNIS CHRISTENSEN
Roscoe Energy System

SOFT DRINK, METAL, PAPER REPORT

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

SNAIL'S PACE AT COKE

It has been a full couple of months since my last Report. The continuing saga of **Coca-Cola** negotiations continues at a snail's pace. We met across the table the last week of September with a high ranking official from Coca-Cola but little was accomplished. The day we returned to the table, the Teamster Action Truck rolled up in front of the Bellevue Plant so members could reach out to their potential Brothers and Sisters in Atlanta who were attempting to organize there. Sadly, that effort failed; however, numerous Unfair Labor Practice charges have been filed in an attempt to overturn the vote.

We were once again across the table the first week in November with a delegation from Coca-Cola, for a lesson in bargaining history presided over by JC-28 President and former Secretary-Treasurer of Local 117 **John Williams**. John led the Union's Coalition during several previous negotiations and eloquently put forth the Union's position on the current health care crisis with this truculent Employer.

Pepsi members have received a portion of their post-ratification settlement money, but eagerly await the final retro check as well as a signed copy of their Contract.

Our efforts in opposition to **Initiatives 1082, 1100 and 1105** paid off at the polls as all three of them were defeated. Attendees at the third installment of the LDP Training, volunteered in great numbers to participate with the Teamster Action Truck (see related articles on pages 2 and 8) in phone banking duties.

Our next **Leadership Development Program Training Class** is scheduled for Saturday, December 11, 2010 at 8 a.m. until 1 p.m. with this session's theme being "The Steward's Role at the Bargaining Table." Training is open to all, so please plan on attending.

To reserve your place, please call **Kat** at 206-441-6060. As always, breakfast will be served from 8-9 with the Program starting at 9 a.m.

As I have mentioned in previous articles, along with Construction, the Industries I represent seem to be some of the hardest hit during this Recession. We recently concluded bargaining with **XPEDX**, resulting in modest gains. After some very heated negotiations, we let "discretion be the better part of valor" and agreed to another 1-year extension at **Unisource**.

As we go to press, we have started negotiations with **American Steel**. Four years ago, the 12 drivers there ratified perhaps their most financially rewarding Contract ever. As we begin bargaining, we are down to only 3 drivers.

Surveys have been returned at **Service Paper** and our Demands Meeting took place the first weekend in November.

I was also gearing up for a Spring date with **Patent Scaffolding** — now called **Harsco Construction Services**. Sadly, those negotiations are now effects bargaining as the Local was notified in late October that they plan on closing their Kent location. Their demise will close the book on a relationship that spanned over 50 years. The generous severance offered the remaining 6 members there, is small consolation when compared to the prospect of being unemployed after the Holidays.

Our exuberance over the hard-won Initiative victories is tempered by the cold reality that after two years of the Democrats trying to placate the obstructionist Republicans to no avail, the American people in their infinite wisdom, have put the same idiots who got us into this mess in the first place, back in control of the House and wiped away a (in theory) filibuster-proof majority in the Senate.

A compromise on the Bush tax cuts will no doubt be in the works, once again putting the desires of the wealthiest 1% ahead of the needs of a rapidly dwindling middle class. Instead of debating the Employee



On the Coca-Cola Strike picket line. Photos by Roger Pardo.

Free Choice Act, we can expect to be fighting National Right to Work legislation, attempts to lower the minimum wage, and rollbacks of key financial regulations.

There is a tough road waiting ahead, but together we can navigate it! Get involved! We have a **General Membership Meeting on December 9th**. BE THERE! We then will have **another one on January 13th** of next year. BE THERE! Remember, there is no U-NION without "U"!

UPS DIVISION REPORT

By TED BUNSTINE, Local 174 President and UPS Division Director

UPS GRIEVANCE PANEL UPDATE

As this *Teamster Record* edition goes to press the Teamster/UPS NW 5 States Grievance Committee will be meeting in Seattle, Washington. Teamsters Local 174 has been very successful with the outcome of the members' grievances. Over the last several Grievance Panels, Business Agents **Matt Webby** and **Bill Byington** have prevailed in multiple 9.5-hour grievances totaling well over \$10,000 dollars for Local 174 members. Business Agent **Jeff Sullivan** continues to win supervisors working grievances, and all three Local 174 Business Agents have very important discharge cases scheduled to be heard.

Teamsters Local 174 Honored

Teamsters Local 174 has always been the largest UPS Local in the NW 5 States Grievance Panel System. At the end of this year, Union Chairman **Tom Monthey** from Local 222 in Utah will be retiring. This leaves the position of the Union's Chairman open needing to be filled.

With that in mind, at the October 2010 West Region Grievance Committee Hearings International Vice President **Ken Hall** named me, in

my capacity as Local 174's President and UPS Division Director, as the new Union Chairman for the NW 5 States Grievance Committee succeeding Chairman Monthey's departure, effective January 1, 2011.

I am very proud to have been given the opportunity to represent not only the UPS Teamsters of Local 174 as the Union's Chairman, but all UPS Teamsters in the NW 5 States Area. It is important for the Union to have a strong presence both at the Grievance Panels and on the Shop Floor during this time when UPS has turned up the pressure on UPS Teamsters both part-time and full-time.

UPS Teamsters are tired of the constant harassment over production and misloads, and though it may seem like a losing battle we must all continue to fight and file grievances when we are forced to work over 9.5 hours, or suspended for misloads that the Company can't even prove we loaded.

We at Local 174 wish outgoing Chairman Monthey a happy and healthy retirement, as we ready ourselves for what UPS will throw at us in the New Year.

ALONG THE LOCAL 174 TRAIL

THREE VETERAN LOCAL 174 MEMBERS HEAD FOR HARD-EARNED RETIREMENT

UPS DRIVERS CASPER AND STADLER CALL IT A CAREER

By BILL BYINGTON, Business Agent

42 Years With UPS And Local 174

On Friday, October 29, 2010, Issaquah Center Package Car Driver **Gene Casper** retired after 42 years with **UPS**.

Gene, along with his wife **Mary**, received congratulations and best wishes on his retirement from his co-workers as well as a presentation of a Retirement Certificate from Local 174.

Gene began his career at UPS in 1968 as a package car driver. Gene originally delivered in the Capitol Hill area of Seattle before moving to East Center in 1971.

In the late 1980's Gene transferred to the Redmond facility where he completed his outstanding career.

Gene and Mary just recently celebrated their 42nd wedding anniversary. They plan on catching up on home projects along with spending time with their 6 grandchildren. Gene is also looking forward to continuing playing the piano at his church.

Local 174 wishes the best to Gene in his retirement and congratulates him on his years as a Brother Teamster.



MARY AND GENE CASPER

31-Year UPS-174 Stint Draws To Close

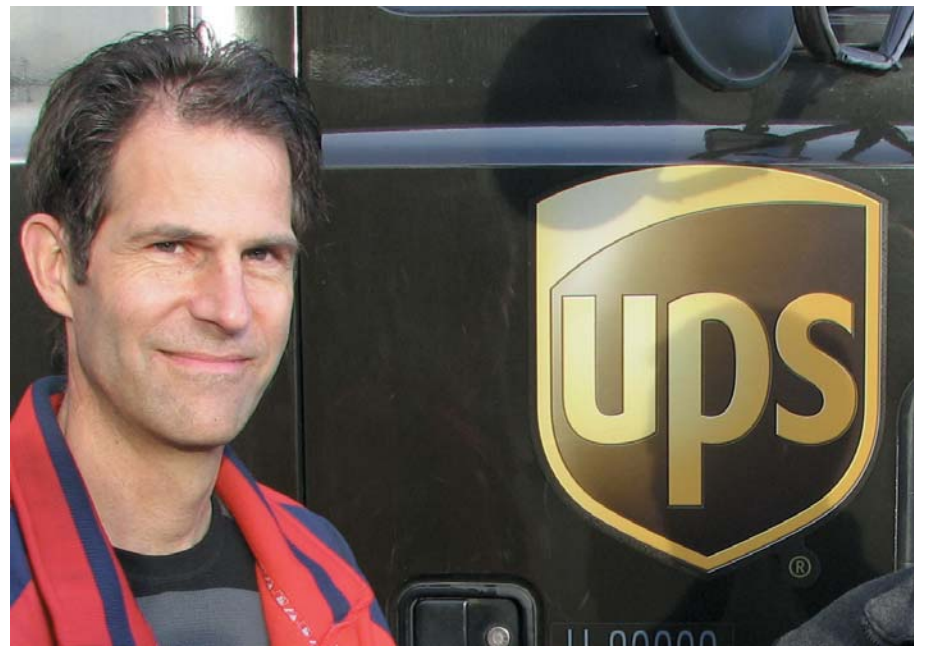
On October 8, 2010, full-time Inside Employee **Dan Stadler** retired from **UPS** after 31 years of service.

After college Dan started his career with UPS in the Tukwila Building on February 12, 1979 as a part-timer. After 22 years in the part-time ranks, Dan took a full-time inside position in the Tukwila location where he remained for his final 9 years.

Dan is looking forward to purchasing a condominium in Phoenix, Arizona, where he plans on spending winters away from the grey and rain of the Pacific Northwest.

His future plans include playing tennis and mountain biking along with volunteering to work with kids.

Local 174 congratulates Dan on his well-deserved retirement and wishes him luck in his future endeavors.



DAN STADLER

LONGTIME DRIVER BOONE KIRKMAN HANGS UP KEYS

By DAVE JACOBSEN
Business Agent

Famous Seattle native professional boxer "Boom Boom" **Boone Kirkman** retired this year from his "second" career as a Driver with the **Boeing** Company after 32 years in all as a Teamster. His first, very successful career from 1966-1978 as a heavyweight pugilist made him a Pacific Northwest legend, and a hero in the Emerald City. Kirkman hung up his gloves when he found it tough to duck some of the fierce punches of opponents like George Foreman and Ken Norton. As a pro pugilist he



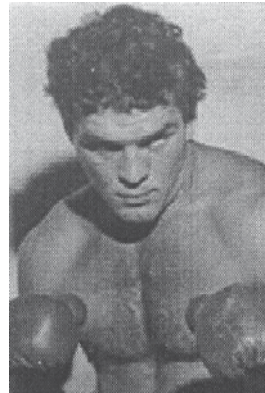
Boone Kirkman, holding the plaque, with co-workers at his retirement party.

had a fine record of 36 wins and 6 losses, and he fought the best boxers around at the time. He has now hung up his "truck keys" and ended career two. Kirkman, now 65, got out of boxing at age 33, luckily, pretty much unscathed. He still is in great physical shape and looks about like he did in his boxing days.

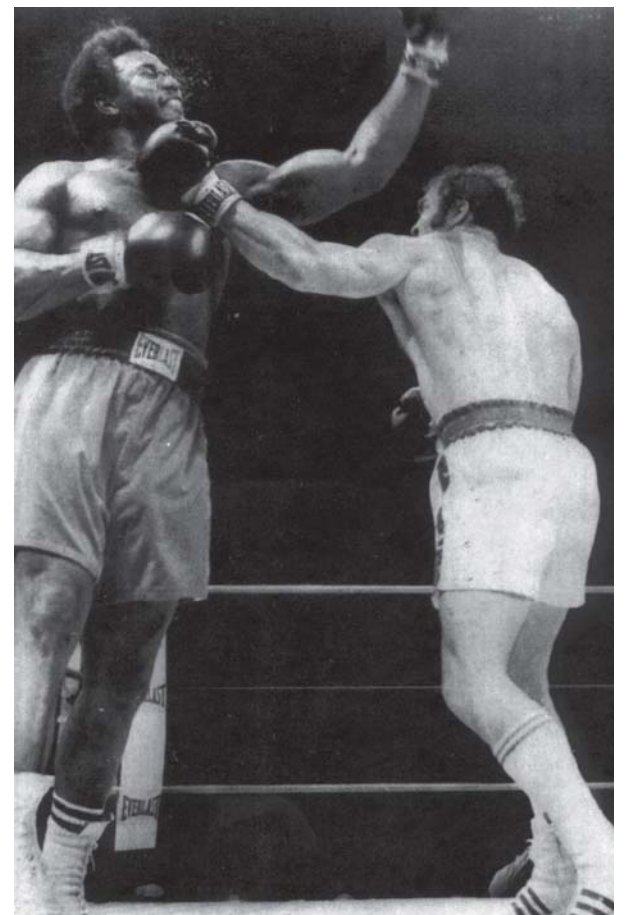
Kirkman's career with the Teamsters in 174 spans over four decades. He began driving for **Sid Eland Inc. Beer Distributor** in 1976, then drove for **Milwaukee Trucking**. He left Milwaukee in the early 1980's and was hired by Boeing, for whom he worked 26 years. Kirkman has many work friends, and will be dearly missed. He and wife **Terese** are looking forward to an active, peaceful retirement. He plans to



"Boom Boom" in three mid-1970's photos from his pugilistic heyday.



spend a lot of his time personally hiking and walking their dog "Gidget." The Teamsters congratulate you, Boone. Enjoy retirement. You earned it.



Boone Kirkman and his wife Terese at his retirement party.



TEAMSTERS HISTORY



Graphic Art by David Jacobsen

2010 IBT BLACK CAUCUS CONFERENCE

Three Members Of Local 174 Attend The Event

In this issue we focus on the individual Teamsters History of the IBT's Black members, and the IBT group many of them belong to — the Teamsters National Black Caucus. On August 23-28, 2010, the TNBC held its 35th Annual Conference. Some 600 Teamster members converged on Washington, D.C. for the gathering. Three were from Local 174 — **William Calahan** and **Michael Raines**, who both work at **CleanScapes**; and **Abe Taylor**, who works at **Columbia Distributing**.

Highlights of this important IBT event included:

- TNBC members took part in the "Reclaim the Dream" march Saturday, August 28th, in Washington, D.C., led by the Teamsters in cooperation with event organizers Rev. **Al Sharpton** and **Martin Luther King, III**. It was participated in by many groups and individuals. It commemorated Rev. **Dr. Martin Luther King, Jr.**'s march 47 years earlier.

- IBT General President **Jim Hoffa** addressed the TNBC Conference. At one point he said, "The best Civil Rights Program is a Teamster Contract."
- IBT General Secretary-Treasurer **Tom Keegel** celebrated the accomplishments of Union Women at the TNBC meeting in a special presentation.

- TNBC Chair and President **Al Mixon** was full of hope and optimism as he spoke at the Conference.

- TNBC members discussed many issues of importance to all Union members in general — and specifically to Black Union members in the IBT.

BUILDING RELATIONSHIPS AND SHARING RESOURCES

Following are some comments by two of the Local 174 members who attended, as well as in-depth information provided by IBT News Services.

▮ **WILLIAM CALAHAN**, CleanScapes Driver:

"I recently attended the TNBC Convention in Washington, D.C. Prior to going, I was unaware who the Caucus was or what it stood for. I discovered it is not a separate Union. It is an organization of Black Teamster men and women, reaching out to other communities of color, who are unified by their special concerns for rights and conditions of workers, while working within the framework of the IBT.

"Historically, the TNBC's first unofficial meeting took place on July 7, 1971 in Miami, Florida at the Playboy Plaza Hotel. The meeting goal was to bring about a major change in the way the Teamsters International did business. **Robert Simpson**, from Local 753 in Chicago, Illinois, was chosen as spokesman for the African-American delegates. He said Blacks had been omitted from high-paying leadership positions at the IBT level and also noted that Blacks served as Special Organizers in times of Black crises without salary or title. IBT General President at the time, **Frank Fitzsimmons**, formed a Committee to address the problems and promised Blacks would be considered for vacancies occurring on the General Executive Board before the 1976 Teamster Convention. That is how the TNBC was born 35 years ago. It's still going strong today.

"This trip was a great opportunity for me to see other Black individuals holding high positions under the umbrella of the IBT, and I want to thank Local 174 for the opportunity to participate in it."



Local 174 members, left-to-right, William Calahan and Michael Raines in Washington, D.C. at the Teamsters National Black Caucus's Annual Conference for 2010. Photo by Abe Taylor.

▮ **MICHAEL RAINES**, CleanScapes Driver:

"This trip was very important to me. It gave me the opportunity to meet and socialize with Black Union Sisters and Brothers from all over America.

"The theme of the 2010 TNBC Conference was 'R and R' — Relationships and Resources. Building a relationship and sharing resources all over the U.S. is very important in our struggle for fair and equal treatment from our Employer and our Union.

"On the first day of the event we were fortunate to meet so many people who were actively involved with their Union, and opened their arms to new members of the Teamsters National Black Caucus.

"It was very powerful to hear our Chair and President **Al Mixon** speak during the opening general session on how important we are to the Movement as Teamsters. We also had Women's Day to honor those women who have been there from the beginning putting themselves on the front lines and moving into leadership positions within the Unions.

"The whole experience was incredible, to meet other Union members and leaders from around the country who had a lot of respect for Local 174 and for our membership."

FUNDAMENTAL TNBC OBJECTIVES

The stated Foundational Objectives of the TNBC were considered at the 2010 Conference. They are:

"To uphold the principles of the Teamsters Movement and to foster the opportunity for all Teamsters to serve in Leadership capacities throughout the International Brotherhood of Teamsters and its affiliates. To unite Blacks and other minorities, and other persons of good will for promoting cultural, civic, legislative, political, educational, fraternal, charitable, welfare, social and other activities which further the interests of minorities directly or indirectly.

"To assist financially, morally or otherwise, other organizations having purposes and objectives related to this organization. To engage in community activities which will advance the interest of this

organization and its members in the community' and in the nation, directly or indirectly.

"To assist TNBC Chapters and the International Brotherhood of Teamsters and its affiliates. To organize the unorganized."

GENERAL QUESTIONS AND ANSWERS

What do I do if I want to join the TNBC?

If you are interested in joining the Teamsters National Black Caucus Northwest Chapter, please e-mail Abe Taylor for informational details at the 174 Office — at ataylor@teamsterslocal174.org.

Why is Union membership so important for Black Americans?

Union membership translates into significant economic gains for Blacks. At the beginning of the 1900's, the full-time median weekly earnings of Black workers who were Union members (male and female) was \$603. This was about 25% higher than earnings of \$463 a week received by Black workers who didn't belong to Unions.

In addition to increased earnings, a Union card brings other benefits including better health & welfare coverage, pension protection, and increased job security. Blacks have been workers since they first arrived on the shores of North American Continent.

At first, they labored as "indentured servants" and "slaves." Their skills and labor helped the country experience major economic growth. However, because of discrimination and national oppression, African-American families failed to reap the benefits of its growth. Despite the country's economic upswings, African-American workers continued to labor under inferior wages, in deplorable working conditions, and without needed benefits.

A major breakthrough for Blacks in their quest for equal employment opportunity came under the leadership of the great Labor and Civil Rights leader, **A. Philip Randolph**. It was Randolph who organized the first "March on Washington" for Dr. King back in 1941, demanding justice for Black workers. Randolph was a quiet leader who cared a lot about achievement but little about personal kudos.

From that historic 1941 march that Randolph orchestrated, came the first Presidential Executive Order forbidding discrimination by federal contractors. Many other positive developments followed.

How many Blacks have joined Unions?

Black workers represented by various Unions total almost 3 million. This equals about 25% of all Blacks in the workforce. Nearly 33% of the Teamsters Union's overall membership is Black. This puts the number of Blacks in the Teamsters Union at about 450,000 men and women in many different occupations and industries.

Studies show Black workers join Unions in proportionately higher numbers than all other segments of the general working population. The results — 1 out of every 6 Black workers is a Union member. Today, Blacks hold many leadership positions throughout the Trade Union Movement.

Members of the TNBC serve in many top elected offices within the Teamsters Union.



William Calahan, Michael Raines and Abe Taylor participated in the huge march and rally in Washington, D.C. August 28, 2010, to "Reclaim the Dream" of Dr. Martin Luther King, Jr. Photo by Abe Taylor.