



THE LOCAL 174 Teamster Record

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JOHN ARSENIAN HAS SEEN A LOT *Veteran Local 174 Member Has Been A Teamster During The Terms Of Ten United States Presidents*

By **BILL MCCARTHY**

Teamsters Local 174 is fast approaching its 100th Birthday, which will be on February 19, 2009. Because of this momentous upcoming event in the Local's long life in the Labor Movement, we have been featuring historical stories in the past months. This month, we touch bases with one of the "Most Senior Members" of Local 174, **John Arsenian**.

John, who is 72, was sworn in as a Teamster way back in 1957, with a Mechanics & Helpers Local whose members eventually found themselves under the umbrella of General Local 741 in 1966. In those early years, he drove for Seattle Transit/Metro for 5 years, from 1961-1966. From 1966-1990, he drove for Garrett Freight Lines/ANR.

He recently completed his 50th year as an active Teamster and of course is now in Local 174, which merged with 741 in November, 2002. For the past 18 years he's been driving with King County Solid Waste out of the Cedar Hills Regional Landfill facility in Maple



John Arsenian at the King County Cedar Hills Regional Landfill with one of the many trucks he routinely drives on his job. Photo by Bill McCarthy.

Valley. John said, "I drive just about any piece of over-the-road equipment anywhere the County needs me to go within our jurisdiction. I haul loads in 53-foot trailers, drive dump trucks, special equipment – whatever I am asked to do."

The King County Solid Waste Division operates the Cedar Hills Landfill, which is owned by the County and is its only remaining landfill. It receives nearly 1 million tons of solid waste each year, according to the County's Website. It is not open to the general public. Garbage is accepted from residents and commercial customers at King County's eight transfer stations, is consolidated, and then is taken to the 920-acre landfill for disposal.

Needless to say, John spends a lot of time on the road driving the County's big trucks to and from its solid waste facilities as needed. As a Union member he has seen a lot of water flow under the bridge. He has been a Teamster during the terms of ten U.S. (Continued on page 4)

Local 174's 100th Birthday Art Contest

As part of Local 174's upcoming Centennial Celebration, we are holding a special 100th Birthday Anniversary Art Design Contest, which is open to all Local 174 members or family members. Local 174 Business Agent **Dave Jacobsen**, who is coordinating the competition, said, "We are attempting to get artwork we can use in the next few months as we approach our Local's 100th Birthday, which will be on **February 19, 2009**. Competition rules and design parameters are wide. The artwork you submit can be theme-oriented or involve a slogan, lapel pin, 174 100th Birthday Logo, whatever."

However, he added, "If you use the International Brotherhood of Teamsters in your art you must not alter the IBT insignia in any manner. This prohibition includes superimposing anything in such a manner as to cover any part of the insignia. Affiliation references, such as to a Local Union, Joint Council, or Conference names and numbers may only be applied above, below, beside or encircling the

official IBT insignia." As far as timing deadlines and size specifications, Jacobsen said, "The deadline for submitting artwork will be **August 29, 2008**. As far as size parameters are concerned, your art should be no bigger than an 8.5-inch by 11-inch sheet of paper. When you submit it to the 174 Office, please include your name, home address, telephone number, and workplace."

He added, "The Winner will be announced at the Sunday, September 14, 2008 Local 174 General Membership Meeting, which will start at 10:00 a.m. at the JC-28 Building in Tukwila. Good luck to all who enter the contest."

[NOTE: We have set up a 100th Birthday Rank & File Committee, to help get the Local ready for its Birthday Celebration. It is being chaired by 174's Vice President **Mary Stuart-Fairburn**. If you have ideas about what the Celebration should include, historical pictures, or stories to tell, please contact Mary at 206-441-6060.]

Secretary-Treasurer's Message

Great 2008 Washington State Truck Driving Championships

Sisters and Brothers:

I have long held that the Teamsters Union has the most professional drivers in the Trucking Industry and that Local 174 has the best skilled of that group. I am proud to announce my convictions have been validated.

On Saturday, June 14, the American Trucking Association held the 2008 Washington State Truck Driving Championships at Cheney Stadium in Tacoma. There were 159 drivers, Union and non-union alike, from some 25 different



RICK HICKS

trucking companies competing in this State Championship event.

Teamster drivers won first place in six of the eight different qualifying events and Local 174 Teamsters placed first in four of those six, including the Grand Champion who is from the Boeing Company, **Dan Poole**. Dan also finished first in the Straight Truck Classification and boasted the highest score overall.

Joining Dan in the Local 174 winners circle are **Mike Mygatt** from USF Reddaway competing in Twins, **Robert Ness** of Safeway competing in Four Axle, and **Dana Moore** from the Boeing Company competing in the Tanker Division. Dana and Dan are repeat champions – Dana having won 10 State Titles and five in a row and Dan now holds seven titles. Both are former National Champions. Mike is also a repeat champion and former Grand Champion.

They have all qualified for and will now move on to the National Truck Driving Championships in Houston, Texas the week of August 18-22. For a complete list of the Union Company Drivers

who placed in the 2008 Washington State Truck Driving Championships please see the chart below on this page. In order to participate in these events you must be accident FREE for the entire year leading to the competition.

Last year was the first time I attended this event that has been taking place for some 30 years now. I was amazed at the level of competition and participation taking place so I made a commitment to have Local 174 be more involved in supporting our members. At this year's event Local 174 rented a tent, grilled steak, chicken and hotdogs, and supplied refreshments for all those interested in stopping by. We passed out Teamster gear and cheered for our sisters and brothers.

I owe a special thanks to **Dave O'Hara** (Yellow Freight), his wife **Ranae**, **Aaron Tomaras**, and their crew who did a phenomenal job on the grill. Several of Local 174's staff members are also deserving of recognition for their hard work in making this a successful occasion. They are **Dave Jacobsen**, **Brian Davis**, **Bill Byington** and **Carl Gasca**. Another person who deserves special recognition is **Erv Lemon** for all his volunteer time in making this a fair and impartial contest. Erv is a past Champion and now makes sure the event runs smoothly.

This was a tremendous event that showcases the talent of Teamster Drivers and is well worth attending in the future. We will be more active next year and encourage all to join us. Whether as a participant or a spectator you will have a fun family time. We will keep you informed of future activities.

Again, congratulations to the winners and also to those who had the courage to compete. Good luck in the Nationals. You have the full support of this Administration and Local 174's membership.

2008 WASHINGTON STATE TRUCK DRIVING CHAMPIONSHIPS

UNION COMPANY DRIVERS WHO FINISHED 1ST, 2ND OR 3RD IN THEIR COMPETITIONS

CLASS	COMPANY	SCORE
Straight Truck		
1st Daniel Poole	Boeing Company	428
2nd Kevin Glover	Boeing Company	323
Three Axle		
1st Johnny Malone	Spokane Transfer	367
Twins		
1st Mike Mygatt	USFReddaway	339
Four Axle		
1st Robert Ness	Safeway	318
2nd Steven Sheridan	Boeing	309
3rd Chris Bates	Roadway	302
Five Axle Van		
1st Joel Martinez	Roadway	330
2nd Fabien Boucher	Safeway	328
Five Axle Flatbed		
3rd Edwin Jeffries	Safeway	334
Five Axle Tank		
1st Dana Moore	Boeing	419
2nd Lyle Pond	Safeway	388
Sleeper Truck		
1st Roy Garcia	Peninsula Truck Lines	363
2nd Dane Radke	Safeway	345
3rd Chuck Snowden	Boeing	319

2008 General Membership Meetings

Day And Time

June, July, August, No GMMs
 September 14, Sunday, 10 a.m.
 October 9, Thursday, 7 p.m.
 November 9, Sunday, 10 a.m.
 December 11, Thursday, 7 p.m.

Initiates Meetings

Initiates Meetings will be held 2 hours prior to each above General Membership Meeting. However, there will be an Initiates Meeting on July 13, Sunday, at 8 a.m., although there won't be a GMM that day.

Location

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

The Local 174 Teamster Record

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

WEBSITE ADDRESS

www.teamsters174.org

OFFICE ADDRESS

14675 Interurban Avenue South
 Tukwila, Washington 98168-4614

BUSINESS HOURS

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

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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

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(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.



Grievance Arbitration Concludes With A \$22,798.83 Award To Steve Backus

By **BILL McCARTHY**

A lengthy ordeal for Local 174 member at Boeing **Steve Backus** has finally ended — very favorably for him with a sizeable arbitration award to him of \$22,798.83. On April 25th, Senior Business Agent **Erv Lemon**, who was deeply involved in the situation throughout, reviewed what happened.

“Three years ago,” Lemon explained, “the Boeing Company decided that they would not allow an employee with any kind of medical restriction on file, to work the overtime as called for in our Contract on

Steve Backus Payment For Lost Weekend Overtime

Saturdays	\$11,005.68
Double Time Days	\$10,239.52
Pension Contributions	\$1,553.63
Total Award to Steve	\$22,798.83

Saturdays, Sundays and Holidays. The Sundays and Holidays are double time, the Saturdays are time-and-one-half, and the weekend overtime is rotated so all employees have an opportunity to work some of the weekends.” Backus had some minor medical restrictions, but they were not severe enough to not allow him to do everything necessary on the job.

Backus filed a grievance, and Lemon as his Business Agent tried to solve the dispute amicably and without legal implications. He recalled, “I tried to persuade the Company for several months to do the right thing, follow the language in the Contract, and allow Steve to work the weekend overtime. The Company resisted, which forced us to move to a Board of Adjustment and we received a settlement at the Board of Adjustment. However, the Company violated that agreement as well.”

So, the case progressed, and Local 174 had to get tough and go through the time-consuming, expensive legal steps that have to be pursued when employers do not listen to reason.

IGLITZIN COMPLIMENTS LEMON

Commenting on the Backus arbitration case, Local 174 Attorney **Dmitri Iglitzin** said in clarifying what was going on as far as the court system was concerned: “Although there were a lot of different legal issues, the one thing this case came down to, to the Arbitrator, was the question, *Can Backus do the job even with his work restrictions?*”

Iglitzin added, “That is NOT what I had hoped for, because Boeing called in any number of management people to explain all of the many job functions which might, at least occasionally, require overhead pulling by both arms, and ladderclimbing. Boeing sang its song about how safety, its ‘number one concern,’ was the only thing that dictated its decision not to employ Backus on weekends.”

Usually, Iglitzin said, arbitrators “will defer to management’s ‘safety concerns’ even in the face of all other evidence to the contrary.” But that did not happen in this case, thanks to the efforts of Local 174’s



Local 174 Senior Business Agent **Erv Lemon**, right, presents the arbitration award check to **Steve Backus**.

veteran Contract watchdog, Lemon.

Iglitzin complimented Lemon for his steadfast defense of Backus, the Contract, and Union Rights. He noted, “At numerous key points in the decision, the Arbitrator recounts the employer’s witnesses’ testimony about the job duties that might at least OCCASIONALLY be involved in performing work duties relating to the semi tractor, then quotes Erv Lemon’s testimony that, in fact, this was not the way the job was done.”

“It is clear from the ruling that at each of these critical points,” Iglitzin emphasized, the Arbitrator in the Backus case “ended up crediting Erv’s enormous expertise and total veracity over that of whomever Boeing had called to contradict him.”

The Local 174 Attorney added, “I am used to Business Agents providing support and assistance at arbitrations, but much more even than is usually the case, Erv’s extremely lucid recall of all of the history of this situation, combined with his personal experience as a contest-winning driver and his overwhelming credibility, made all the difference in this case.”

He summed it up, saying: “Needless to say, if it had just been Backus claiming that he could drive a semi, versus Boeing saying he couldn’t, the outcome would have been very different.”

Local 174 UPS Division Participates In Annual IBT DRIVE Campaign

By **BILL BYINGTON**
Local 174 Business Agent

During the week of April 7-11, the Local 174 UPS Division participated in the annual IBT DRIVE Campaign.

DRIVE stands for “Democratic Republican Independent Voter Education.” DRIVE was originally started back in the 1950s by then-General President **James R. Hoffa**’s wife **Josephine**, in the attempt to further the building of Teamster power through creating strength and solidarity within Congress and to help influence the politicians, who at that time in our Country’s history, were being influenced by Corporate America and its lobbyists.

Over time, by Teamsters contributing to DRIVE, we have been able to stop attacks on legislation that would have weakened or totally eliminated such items as work rules and overtime laws.

DRIVE continues to move forward with programs of fighting the elimination of jobs in the U.S., such as those lost due to actions resulting from NAFTA; preserving and protecting wages and health & welfare and pension benefits; insuring worker safety; and preserving the standards that are in place now.

DRIVE IMPORTANT IN WASHINGTON STATE

Here in the State of Washington, DRIVE has been one of the factors in fending off attempts by Big Business to make Washington a “right to work state” — or as we like to point out to our members a “right to work for less state.”



Local 174 UPS workers during the April 7-11 DRIVE Campaign. Photo by **Bill Byington**.

Even with the Teamsters Union’s large 1.4 million membership helping to make DRIVE a strong and powerful political action committee, Corporate America, including UPS, outspends DRIVE by \$11.00 to every \$1.00 that the Teamsters spend.

A major portion of the total DRIVE contributions is used for supporting political candidates who have proven voting records of supporting working people and their issues regardless of what political party they belong to.

Other key programs and issues DRIVE is used for are: Voter registration; keeping members and their families informed on key issues; providing members with voting guides showing the voting records of the Senators and Representatives in the U.S. Congress; and rallies, news conferences, advertisements and phone banks to build support on issues of concern to working people.

During the week in April, Local 174 UPS Business Agents **Matt Webby**, **Jeff Sullivan** and myself, along with IBT DRIVE Coordinator **Joey Gasca** visited all the UPS locations in Local 174’s jurisdiction. At those locations, UPS members in the effort to support the Teamster DRIVE Program generously stepped up and signed payroll deduction cards averaging anywhere from \$1.00 to \$5.00 per week to be deducted from their weekly check.

At the end of the week tallies showed a total of DRIVE cards signed of over 200 — an impressive number of Local 174 UPS members ready and willing to support DRIVE. Local 174 takes pride in the fact that in Joint Council 28, our Local is a leader in the percentage of our members who contribute to the Teamster DRIVE Program.

JOHN ARSENIAN HAS SEEN A LOT

(Continued from page 1)

Presidents: Dwight Eisenhower, John Kennedy, Lyndon Johnson, Richard Nixon, Gerald Ford, Jimmy Carter, Ronald Reagan, George H.W. Bush, Bill Clinton and George W. Bush.

John does not like the wrestling match that politics has become at all levels of society, from the Federal Government on down, even into the Unions. "It used to be a lot more civil and calm in our society," he said. "Campaigns for the U.S. Presidency and the Congressional relationships between the Democrats and the Republicans used to be a lot friendlier and sometimes even cordial. No longer. The relations between the White House, U.S. Senate and U.S. House are pretty strained these days, and the same is true in our State Legislatures." The same discord has been true, unfortunately, inside Union organizations, too, where relations between seated administrations which are in power and their past, present and future challengers are often strained.

ADVICE FOR YOUNGER LOCAL 174 MEMBERS

What advice does this veteran have for younger Union members in Local 174?

"I have personally been a Local 174 Shop Steward for the past five years," John said. "As a Steward, I try to help members who work with or near me if they need assistance getting questions answered by their employer."

The IBT regularly passes out a booklet entitled "Teamster Members: Welcome to Your Union." It says of Shop Stewards:

"The Steward System is the way through which members enforce their rights in the workplace... Every time you have a problem in relations to your employer, you should let the Steward know about it."

John agrees with that. He stressed, "As a Steward I try to help individual members who have problems. But I do so with the entire bar-



John Arsenian, center, at the King County Solid Waste's Cedar Hills Regional Landfill facility with some of his co-workers, all but one of whom have worked with him since 1990. Left-to-right with their years of membership in the Teamsters Union noted: Chris Stensgaard, 18; Greg Shurtz, 18; Dave Burdick, 24; John, 51; Don Eddy, 18; Dave Ogg, 21; and Dan Dantzler, 9. Photo by Bill McCarthy.

gaining unit, and with the whole Local Union and the IBT in mind. We are all Teamsters. I hope in helping individual members, I am actually helping everyone in the Teamsters Union to some degree."

In John's case, and also in those of his co-workers with King County, contractual questions often can get complicated. Working for a governmental employer can lead to special bureaucratic challenges.

John's main advice to Teamster members when it comes to dealing with on-the-job troubles is simple but vital. He said, "Everyone in a Union should talk with his or her Steward first, and not with management representatives."

John has had a long, rewarding career, and sees no reason to retire anytime soon. He likes

driving, though admits it is tougher on the roads nowadays than it has been in the past. "Congestion and rude drivers make it more difficult on the road than in past years," he said. "But it is still a good job, and I know that what I do helps a lot of my fellow citizens, and that is a good feeling."

John doesn't like to talk much about himself and his family personally. "I'm a low-profile guy," he said. "But I would like to say that my wife of 52 years, and in earlier years our son and our daughter, and I have been helped immensely by the job security and the health & welfare and pension benefits my Teamster jobs have provided."

He added, "The Union experience has continued in my family's case for over half a century now, and it continues to be a great ride."

WE OWE A LOT TO WWII 'ROSIE THE RIVETERS'

(Local 174's 100th Birthday is coming up February 19, 2009. We are concentrating on historical news this year as it approaches. Local 174 member Kandy Paulson, aware of this, submitted the following editorial after attending an event at the Museum of History & Industry in Seattle honoring some of our area's so-designated "Rosie the Riveters.")

By **KANDY PAULSON**
Local 174 Member, Hos Brothers

In the 1940's when World War II was underway and many of this Nation's men left their homes and careers to go fight in the global conflict, someone needed to do their jobs. In our own neighborhood, Boeing and other Companies such as Todd Ship Yards put ads in the papers around the United States asking women to come and work in the factories to fill recently male-vacated jobs.

The soldiers, sailors and airmen needed planes and submarine nets and other things to help them in the Battle. Many women answered the call and came to Seattle and the surrounding area to help the War Effort by building planes, making submarine nets, working in labs, and repairing military vehicles.

I can't imagine what it was like to go from being a full-time housewife or a girl fresh out of high school — and moving to a new place by yourself. That's what many women did in the 1940's. These women are what we now know as "Rosie the Riveters."

CHILD CARE, PAY LEVELS & HUSBANDS

Day care was set up in some factories for the women who needed it. When day care was not available for them, the women worked out the first job sharing arrangements.

For some of them this was the first time they had worked outside the home. They made 62.5-cents per hour. Some of them joined the Union and paid 90-cents a month for membership, and some worked on permits and paid \$2.90 per month.

The women took these jobs — with bad pay and few if any benefits — knowing that they were doing their part to help the War Effort. It is estimated that 6,000,000 women answered



Kandy Paulson with one of the "Rosies."

the call to help around our Country by working in the factories, and another 2,000,000 went to work doing clerical jobs.

Many of the women were single and met their husbands during this time. A few of them lost their husbands.

Some of the Washington State Rosies went back to their homes when the War was over, but a few stayed and eventually retired from factories like those of Boeing.

HONORING OUR ROSIES

The above comments refer to just a small portion of what I learned on March 6, 2008 at the Museum of History & Industry in Seattle. This is where Washington Women in the Trades directly honored 12 of the original Rosie the Riveters from our State, and of course many others indirectly.

As I entered the room at the Museum about noon to await the start of the proceedings an hour later, there were only a few people waiting for the event to start. But by 1:00 p.m. the Museum staff was scrambling to find more chairs. The meeting room was filled, and we were all anxiously waiting for the 12 Rosies sitting in the front of the room to tell the story of their lives.

These featured dozen were the "women of the months" that were picked by Washington Women in the Trades to be specially featured in their recently completed first-ever Rosie the Riveter Calendar honoring the Rosies' service to America. But as I looked around the room I saw what must have been at least 30 more Rosies like them, also anxious to talk about themselves, too.

THE ROSIES HAD A LOT TO SAY

There were many young people in the audience. Some came to ask the Rosies if any of them knew of their grandmothers or mothers who were also Rosie the Riveters.

The 12 Calendar women answered questions, there was much interesting discussion of their experiences — and other Rosies in the audience added comments. And then the 12 featured Rosies, many other Rosies in the audience, and many younger generation folks like me who had come to hear them speak, went downstairs to a reception. At the reception the 12 featured ladies signed copies of the Rosie Calendar.

Their group story, their individual personal sacrifices — and their tremendous accomplishments during WWII and also after it — are the kind of thing that helps keep today's women working in the Trades going strong.

This was truly an awe-inspiring day!

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Women And Minorities Are Encouraged To Apply

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Governor Chris Gregoire's Achievements

By **BILL MCCARTHY**

Joint Council 28's Spring Semi-Annual Delegates Meeting was held in Tukwila on Sunday, April 13, 2008. Local 174's delegates along with those of the other JC-28 Locals heard from



Governor Chris Gregoire speaks. Photo by Bill Byington.

honored guest speaker Washington State's Governor **Chris Gregoire** (D). Her visit was just "social," as it was not a campaign speech. But when she is campaigning later this year for reelection to a second term in November at the polls, much of what she said at the Teamster get-together will be discussed.

Following is a review of her talk's main points. Local 174, in case you are unaware, is strongly backing Governor Gregoire. She has been an excellent pro-Union leader during her first term.

Challenges And Results

She started out by saying to the delegates, "I have taken on tough challenges and gotten positive results for the people of Washington." She added, "Less than four years ago, in one of the closest races in U.S. history, I narrowly defeated Dino Rossi, a staunch supporter of the Bush Administration and its failed policies. Now he's once again running against me."

She won her election in 2004 by just 133 votes out of the millions cast.

After 3-1/2 years in office, she has compiled a very strong record of achievement, and has been extremely successful building the State's economy. She noted that "together with the business community we have fostered a strong business climate."

In fact, *Forbes Magazine* recently ranked Washington as being among the five best states with which to do business. Late in 2007 Gregoire was the only Governor honored by



Governor Gregoire is front and center in this shot with her Teamster friends after her address. Many Local 174 Delegates are among those in the picture. Photo by Bill Byington.

Governing Magazine with the distinction of being one of their top public officials of the year, referring to her, she said, as the "negotiator-in-chief for my efforts to bring divergent points of view together in the decisionmaking process."

This April, she added, "Washington State was awarded an A-rating and singled out as one of the three best managed states by the Pew Center on the States" for being "well managed during challenging circumstances, delivering strong services to the public and effectively managing the State's dollars."

Gregoire has worked hard to knock down government barriers and expand our job markets by adding both high tech and "green collar" environmentally-friendly jobs. She has also worked hard to give the State's children the education and the skills they need to fill 21st Century jobs.

"When I took office Washington had one of the highest unemployment rates in the Country and now we have the lowest unemployment rate in our our State's history," she emphasized. "The bottom line for my Administration so far, is that we have created nearly 225,000 good family wage jobs since I took office."

She has been prominent in the fight against the Bush Administration's efforts to cut access to healthcare for poor children. She

stressed, "Today we cover 84,000 more kids with basic healthcare in our State than we did just three years ago. They represent the children of the working poor, and uninsured parents who don't have the means to pay for coverage for their kids. My goal is to cover all children in this State with basic health insurance by 2010."

Also, she noted, "Not only are we taking care of our kids, but using the State's bulk-buying power we drove down costs for prescription medication by an average of \$25 per prescription for more than 75,000 of our State's low income seniors and families."

She told the delegates that one of the biggest challenges for her as Governor, was to change our approach to protecting Puget Sound. She said, "To many of us the Sound is part of our rich quality of life, but it's also a \$20 billion economic engine in our State."

Threats from toxins, storm water runoff, leaking septic tanks, and other pollution sources are threatening the Sound, which she called "the source of thousands of jobs, and countless recreation opportunities." If re-elected she will, she said, "continue to vigorously protect the Sound and all of the jobs and opportunities it creates."

Following her remarks, Gregoire took time to pose for pictures with her Teamster friends.

UNION MEMBERS AT OAK HARBOR STAND STRONG



After the joint Local 174-Local 763 Oak Harbor Freight Lines Informational Meeting May 4th, many of those present gathered for this "Solidarity" picture with the Local 174 Truck in the JC-28 parking lot. Photo by Bill McCarthy.

By **BILL MCCARTHY**

The negotiations of the Teamsters with the Oak Harbor Freight Lines Company have dragged on for months. The Contract expired on October 31, 2007.

About 600 members are in the multi-state, multi-Local Union bargaining unit. Signatory to the OHFL Agreement are Locals 81, 174, 231, 252, 324, 483, 589, 690, 760, 763, 839 and 962; Alaska/Washington/Northern Idaho JC-28 and Oregon JC-37.

Local 174 and Local 763 conducted an Informational Meeting at JC-28 Headquarters in Tukwila on Sunday, May 4th starting at 2:00 p.m. — to update their Oak Harbor members on the progress or lack thereof of the bargaining. Local 174 has approximately 200 OHFL members, and Local 763 has approximately 70.

The members first heard from Local 174 Secretary-Treasurer **Rick Hicks**, Local 763 Secretary-Treasurer **Dave Grage**, 174 Busi-

ness Agent **Brian Davis**, 763 Business Agent **Evie Gradilla**, and the rank and file members of their Bargaining Committee. Then they heard from Local 174 Attorney **Dmitri Iglitzin**, who talked about proper behavior on picket lines and elsewhere during strikes and other types of work stoppages — and also about unemployment insurance concerns, strike pay, and the rules of both stationary picketing and ambulatory picketing.

The **good news** is, all the affected members of the OHFL bargaining unit including those in 174 and 763 are hanging tough and showing great Solidarity against their stubborn, arrogant, greedy, increasingly anti-union employer.

Hicks, who moderated the Tukwila 174-763 Meeting, told those present that the next decision on what happens will be made by the IBT, which is now deeply involved in the Oak Harbor bargaining. All efforts to deal with the owners by the two Locals, with help all the way up

to the International Headquarters offices, have been coldly rebuffed by the Company.

OHFL is essentially thumbing its condescending nose at the entire Teamsters Union. That could prove in the long run to be an unwise decision, because the general public, once they find out about the facts, does not feel very charitable toward companies that treat employees the way OHFL is treating their Teamster workers. Hicks promised to report any new bargaining developments to the Oak Harbor members immediately. In the meantime, he suggested everyone hope for the best, but plan for the worst. He urged the bargaining unit members to save their money, and be ready for a prolonged fight for their rights should one become necessary.

He summed it up with: "We are all in it together. We will accept nothing less than a fair contract. We will rise or fall together. Carry that message back to the shop floor and get it across to the employer."

NATIONAL DHL EXPRESS AGREEMENT

(Editor's Note: More than 7,000 Teamsters working at DHL Express ratified their first National Agreement by a solid 82% collective vote. The contract, which boosts wages and benefits, improves working conditions and strengthens job security, marks the Union's second new National Agreement in the past few months — the other being UPS Freight. Following are post-National DHL Agreement considerations.)

DHL RESTRUCTURING PLANS

After months of speculation concerning the restructuring of its United States operations, Deutsche Post World Net — that is, DHL Express's Parent Company — announced those intentions on May 28th. The cornerstone of their restructuring plan is the surprise announcement that DHL will be subcontracting its airlift operations to UPS.

EVALUATION OF IMPACT

Upon notification, the Teamsters Union immediately began an evaluation of the Agreement and the potential impact on Teamster members at both DHL and UPS. New IBT Express Division Chairman **Bill Hamilton** arranged for a conference call that day with the Officers and Agents of all Local Unions with

DHL members. While Chairman Hamilton stated his belief that this was "not a negative move," by DHL, he also expressed great concern about the potential impact the announcement will have on the nearly 600 Teamster pilots at ABX, the airline that currently handles most of DHL's air package volume, as well as other Teamster members at ILN.

Many of the Agents and Officers on the conference call also expressed similar concerns for their members working in airport operations. In some cases, Locals fought long and hard with DHL during the recently concluded negotiations to secure additional work in their air operations. What impact this announcement will have on those Agreements and workers is unclear, but one thing is certain — DHL will have to bargain over any changes the UPS arrangement brings.

Local 174 Senior Business Agent **Tim Allen**, DHL National Negotiating Committee member, noted: "Until we get more information, speculating on how this new arrangement might affect the members of Local 174 is counterproductive." He added, "Due to the nature of the operation at BFX, our members may not be affected at all."

"However, one thing is clear," he emphasized. "Local 174 Secretary-Treasurer **Rick**

Hicks and I are unwavering in our commitment to this bargaining unit. DHL will have to bargain with Local 174 if there are any changes that impact our members."

A POSSIBLE SECONDARY DEVELOPMENT

Somewhat lost in the announcement concerning DHL's deal with UPS was the second part of DHL's plan — which calls for turning over more of DHL's unprofitable rural delivery areas over to the Post Office resulting in a decrease in the number of ICs (independent contractors).

This could potentially lead to further expansion for Local 174 in the Puget Sound Region. Some progress was made during Local Rider negotiations and this new announcement may provide an opportunity to further expand the Seattle Cluster's service area.

Asked for one last comment, Senior Business Agent Allen had this to say:

"For over a year the pundits have speculated about a FedEx alliance or takeover of DHL's U.S. operations, which would have left all our small parcel/express members with an uncertain future. This unexpected move should strengthen both DHL and UPS — two great TEAMSTER Companies — and put their non-union competition on the defensive."

PENINSULA TRUCK LINES SETTLEMENT

By **BRIAN DAVIS**
Local 174 Business Agent

By an overwhelming 120 to 10 vote, Peninsula Truck Lines workers ratified their new Labor Agreement on April 20, 2008. The bargaining unit consists of members throughout JC-28 in Locals 174, 839, 760, 231, 763, 252 and 589. This history-making contract for the Peninsula members was recommended 100% by the Bargaining Unit Committee.

Local 174 had two rank and file members who sat through the entire process and their efforts and willingness to bring a great contract to the members of Peninsula Truck Lines cannot go unnoticed. I want to thank them, **Dale Barnes** and **Dan D'Andrea**, as well as Local 174 S-T **Rick Hicks**, for their hard work

and dedication during the process.

Some of the highlights of the improvements to this Agreement are:

- Guaranteed wage increases of \$3.10 over the 5-year deal.
- Changing the pension language from 2,080 straight time hours to the first 2,080 hours with hard money pension increases.
- Improved sick leave language.
- Many improvements in the line haul work language.
- Improvements in the lead man language.
- Improvements in the vacation scheduling.
- H&W money with any leftover money going back to our members.
- More people off on personal holiday per day.
- 5th week of vacation for all employees.

■ Giving our members the opportunity to choose how they want seniority within the vacation selection process to be.

- Improved bereavement leave.
- And other improvements as well.

SIGNIFICANT PROGRESS

We have made some significant improvements that the members at Peninsula have deserved for a long time. This is a longtime Teamster Company and some of the employees that work for it have been members for nearly three decades. They have deserved better and now they have achieved better. This is a great deal for these members and I am proud to have been part of the process to bring them what they deserve.

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

ACTIVE USA UPDATE

LOCAL 174'S NEGOTIATIONS WITH THE EMPLOYERS CONTINUE

By **TOM MANN**
Local 174 Senior Business Agent

As previously reported the Western Area Carhaul Negotiations started the week of March 24th. Since then Local 174 representatives have met with the Employers for continued talks during the weeks of April 21st, April 28th, and May 5th.

Also as we reported, it was a major goal of the Local 174 Administration to schedule negotiations in our area, which would for the first time ever allow our Stewards the opportunity to sit at the table across from their Employers and be a part of the Western Area Supplemental Negotiations. Well, we are very

pleased to announce that we did accomplish this goal.

To win this right, both sides had to compromise on the issue. The Company agreed to meet with our Committee on back to back dates, but the talks had to take place in the West instead of here locally. In an unexpected move and in true Local 174 style, your Secretary-Treasurer **Rick Hicks** stepped up and made it happen.

"I know that previous Administrations have taken some heat for travel costs, but making this process work for our Active USA Stewards is money well spent," Hicks explained. "As I have said before, involving our Stewards

at every set of negotiations is a commitment that I won't back away from."

"I am proud of both **Vince Beedle** and **Dave Rinehart** for how they conducted themselves and represented their co-workers at the table. I am sure this is not what the Management Committee expected," he added.

We will keep you updated, as the Master Agreement expired on May 31st.

[Editor's Note: At the time the Local 174 Teamster Record and Tom's article went to press, the International Brotherhood of Teamsters had reached a tentative National Carhaul Agreement.]



Art by David Jacobsen

BROKEN WHEEL

The following Local 174 members passed away recently. We offer our sincere condolences to their families and friends.

JOHN VAN GEISTHOLT
Nelson Trucking, retired
ROBERT KARAMATIC
Dallas and Mavis/Active USA, retired
JACK BARBER
Pacific Fruit and Produce, retired

CHARLES ERLNMEYER
Boeing
WILLIAM VINYARD
CTI
STEVE RUSSELL
UPS

ALDRICH JOHN DeVRIES
Peninsula Truck Lines, retired
DANNY MANN
Port of Seattle, retired

May They All Rest In Peace

POLITICAL ACTION REPORT

By MICHAEL GONZALES, Local 174 Business Agent and Political Action Director

What A Political Year!

What a year for politics 2008 is in Washington State.

Our State has been identified as a battleground contest in the upcoming Presidential Election; we will have a Governor's race which will probably go down in history as one of the most expensive ever; and also we have a U.S. House of Representatives campaign between **Darcy Burner** (D) and Dave Reichert (R) for the 8th Congressional District that will be watched on a national scale.

Our Union has a plan to help Labor candidates win in this very important year. We held a Shop Stewards and Activists Training on Saturday, June 28th to train our membership on the importance of DRIVE (Democrat, Republican, Independent, Voter, Education) and how to help ensure Labor-friendly candidates win.

Many Challenges

The Labor Movement today is still very strong and Unions are on the rise everywhere but we are at a crossroads heading into the future.

Despite the recent growth, we have seen our rights as Union members challenged by the current Administration, demonstrated by George Bush's appointments to the National Labor Relations Board.

We have seen our rights to card-check neutrality agreements, back pay for unjust terminations during organizing campaigns, and an overall interpretation and enforcement of our Labor Laws being rolled back after years of recognized law.

This is the year as Union members that we must put aside our disappointment in a po-



Darcy Burner in April at a meeting of Joint Council 28 Political Coordinators at JC-28 Headquarters in Tukwila. She thanked the Teamsters for their support of her campaign in the State's 8th Congressional District. Photo by Bill McCarthy.

litical process that seems to have forgotten the working man.

Teamster Endorsements

In this year the Teamsters Union is endorsing **Barack Obama** (D) for President, **Christine Gregoire** (D) for Washington State Governor, and the earlier-mentioned **Darcy**

Burner (D) for Congress. All of these candidates support reforms in health care, the Employee Free Choice Act, and strong rights for union members.

As Teamsters, part of the strongest and most powerful Union in the Labor Movement, we need to lead and make sure we take an active role in helping these candidates win office; we must take control of our future and not leave it up to chance.

Teamster Store At Local 174

● *Monogrammed Local 174 logo coats, hats, shirts and many other items can be purchased at the Local 174 Office.*

● *For prices of the items, please contact Local 174 Business Agent Dave Jacobsen at 206-441-6060.*

● *Members can also purchase Local 174 merchandise at our General Membership Meetings.*

UNITED PARCEL SERVICE REPORT

By TED BUNSTINE, Local 174 President and UPS Division Director

UPS Freight

Since the last edition of the *Teamster Record* we have welcomed 140 new members from UPS Freight into Teamsters Local 174. These members formally worked for Motor Cargo in Kent, and Overnite in Tukwila.

It has been a 50-year struggle for the former Overnite employees to become Teamsters. Local 174 was chosen to be in the first wave of Local Unions to be included in the contract ratification process. In a Contract Ratification Meeting held on April 6, 2008 at the Teamster Building in Tukwila, Washington, the contract was ratified by an overwhelming 88% of the members in attendance.

Across the Nation there are approximately 12,600 UPS Freight workers, and 9,900 were covered under the initial wave of the contract ratification. I would encourage you to warmly welcome our new Sisters and Brothers as you encounter them while make your daily deliveries.

What Can Brown Do To You?

We have just returned from the May 2008 NW 5 States Grievance Panel held in Spokane, Washington. The good news is Local 174 had no members who had been terminated at this grievance hearing. The bad news is I heard several termination cases from outside the Washington area. A recurring theme was drivers who were terminated due to information that UPS had initially gained from GPS.

There were cases where drivers claimed to make a delivery attempt, or claimed a package to be at "no such address" when the GPS showed the driver made no attempt to deliver the package.

In another case a driver was driving 19 miles off area to go home for lunch, and then taking a longer lunch than was recorded.

The moral of the story is, do the job as if your supervisor was in the jump seat on a daily basis because Big Brown is watching you.

ORGANIZING DEPARTMENT REPORT

By PATTY WARREN, Local 174 Senior Business Agent and Organizing Department Director

Coming off the successful campaign of UPS Freight, which brought in close to 140 new members, Local 174 now finds itself in another national organizing effort with the independent drivers who work the Port of Seattle and Tacoma. This effort will involve a tremendous amount of political work in concert with the organizing model that worked so well down in Los Angeles.

The drivers who haul containers for the shipping lines and customers who receive this freight are being exploited now more than ever. I know all of us feel the sting from the gas prices that have exploded in the last couple of years and it is a problem that affects all families.

Now imagine you lease a truck from your employer, you are responsible for the full cost of your health care, truck payments, maintenance, and fuel cost. Because the cost of diesel has risen to \$5 dollars a gallon, the company you lease a truck from has added a fuel charge to the cost of freight yet does not pass it on to you. Now in order to pay for all this plus the cost of trying to raise a family the person who you lease a truck from pays you anywhere from \$45 to \$60 per turn.

With all this stacked against these drivers you can see how they are some of the most exploited workers in the United States today.

As this campaign moves forward, the Teamsters Union will be calling upon our members

for help to bring these people the social and economic justice they deserve.

On the local side the IBT is developing campaigns to go after some of the bigger non-union competition to our Union Companies and in turn drive down our work conditions and benefit package. These campaigns will be put into full swing in the coming months and when appropriate we will notify the membership and ask for their help when the IBT has defined the approach Local 174 can implement to help out the overall national situation in our area of the Country.

I also want to thank all the members who have already volunteered to help, and assure you that we will be calling on you soon.



TEAMSTERS HISTORY



Graphic Art by David Jacobsen

SIMILAR 1960 & 2008 POLITICAL SCENES

By BILL McCARTHY

The 2008 General Election is approaching fast, and the Democratic candidate for U.S. President is **Barack Obama**, 46, a U.S. Senator from Illinois with charisma. The only similar situation took place 48 years ago during the 1960 General Election. Then, the Democratic candidate for President was charismatic Massachusetts U.S. Senator **John Kennedy**, who was 43-years-old. Join us on a trip back into 1960 in excerpts from the pages of the Local 174 *Teamster Record*. Some interpretive editorial comments along the way will help out.

CAVANO V. BREWSTER VOLCANO ERUPTS

COMMENT 1: In 1960, volatile, ambitious Secretary-Treasurer of Local 174, George Cavano, was just getting rolling as a major player in Northwest and National Teamster politics. He had for years been stifled by his predecessor as Local 174 S/T, the then-Joint Council 28 President Frank Brewster. The Brewster-Cavano battle had begun in the early 1950's and would extend until Brewster's retirement in 1966. But in 1960, the Cavanoites launched a major assault on Brewster.

From May 31, 1960 Teamster Record — May 26, 1960 Letter To Joint Council 28 Executive Board: "It has been reported to us that it is the intention of some members of the Joint Council to retain Frank W. Brewster as a salaried officer or paid employee of Joint Council No. 28 despite the action of the Executive Board of Local 174 on May 24, 1960 ordering said Frank W. Brewster expelled and to pay a total of \$15,000.00 in fines. ... Under the provisions ... Frank W. Brewster not only is now expelled, but stands suspended from all privileges of the International, including a suspension from holding office in, or being a delegate to, or paid employee of Joint Council No. 28 or the International Union. ... Fraternaly yours, George Cavano, Local 174 Secretary-Treasurer."

Also from May 31, 1960 Teamster Record — May 11, 1960 Letter To Local 174 Executive Board: "These very stale charges generally involve matters concerning which I was extensively examined by the McClellan Committee during a period of four full days in March, 1957. With respect to our book-keeping methods and the handling of Union funds, I now again request that a copy of the audit reports which have been made at the expense of Local 174 be made available for my inspection. I also request that a complete audit be made by certified public accountants covering the entire period from 1950 through 1959. I make this request as a member of Local 174 and who has served as an employee and officer of Local 174 for approximately 40 years. When such audit has been made, and I have been afforded the opportunity of examining the audit reports and original records, I shall ... give an accounting and explanation of any or all transactions ... during my administration as Secretary-Treasurer or President of Local 174.

"I am convinced that the charges made against me were inspired by ... present Secretary-Treasurer, George Cavano ... for the sole purpose of trying to destroy me as President of Joint Council 28, in the hope that he might succeed me as President of the Council. ... Fraternaly yours, Frank W. Brewster."

ATTACK ON TEAMSTERS RAGING IN 1960

COMMENT 2: In 1960, the Teamsters, and all of Organized Labor, were reeling from the initial early devastating effects of the 1959 Landrum-Griffin Act. That Act required unions to handle struck goods and imposed complicated legal reporting and disclosure requirements on all unions. One of its chief authors was U.S. Senator John Kennedy. In those days, the Act was called the Kennedy-Landrum-Griffin Bill.

From June 20, 1960 Teamster Record — Cavano column: "Unfortunately, there are special groups which would like to turn back the clock to the 'good old days' ... when the individual worker took whatever he could get — because he had to. These groups were successful in getting the Kennedy-Landrum-Griffin Bill passed in 1959. A bill that has seriously hurt labor and set it back many years. But that doesn't satisfy these groups. It was only a part of the overall plan of weakening organized labor."

GOVERNMENT V. JAMES RIDDLE HOFFA

COMMENT 3: In 1960, the U.S. Government was in the midst of an assault on the IBT. It had earlier sent Teamster General President Dave Beck to prison in 1957. By 1960 it was enmeshed in a never-ending attack on Beck's successor Jimmy Hoffa, which ended up with Hoffa in prison in 1967. Perhaps the two major leaders in the persecution of Beck and Hoffa, and staunch foes of the Union Movement itself, were the Kennedy Brothers Robert and John. Following is an excerpt from a very wrong opinion piece about Hoffa.

From August 15, 1960 Teamster Record — "Teamster President James R. Hoffa has triumphed over his enemies, says Page 8



John Kennedy, left, and Barack Obama, two charismatic politicians. The 1960 and 2008 Presidential campaigns were both about "Change."

the *New York Times*. An article by ... A.H. Raskin following the recent Court of Appeals ruling declared that 'the probability that the hard-driving Mr. Hoffa will soon be in free marks the final phase in a campaign of conquest in which he has triumphed over the combined opposition of the White House, Congress, and the AFL-CIO.' Raskin wrote that 'no union leader ever faced such sustained hostility from so many powerful forces — criminal prosecutions, investigations, special legislation, ouster from the merged federation, public exorciation.'

"While there may be other future efforts to 'get' Hoffa, Raskin wrote that 'if the decision is left to the men who drive the trucks and man the warehouses, there is little doubt that Mr. Hoffa has nothing to worry about. They are satisfied with his leadership and they are eager to have him hold on.' ... Raskin said that 'almost everyone now agrees that the wisest course is to wind up the Monitorship with minimum delay and to proceed with the holding of a new convention under court-imposed rules to protect democratic expression. There is equally universal agreement that, no matter how rigorous the devices to guarantee full franchise for the rank and file and to bar any hanky-panky in the conduct of the election, Mr. Hoffa will win.' In assessing the reasons for this, Raskin wrote of Hoffa's 'invulnerability to public criticism and official attack.' ... 'He not only has made his union grow but he also has conciliated most of the locals that were identified with the anti-Hoffa forces at the convention three years ago.' The article also pointed out that 'the AFL-CIO ordered all its affiliates to shun alliances with the exiled Teamsters. ... The device that had appeared most likely to ... unseat, the Teamster boss was the three-man Board of Monitors, now moving from ineffectuality toward extinction. The board was an unusual development in internal union policing and its record makes it improbable that any other union will ever undertake a similar experiment.' "

ROBERT KENNEDY NO FRIEND OF THE IBT

COMMENT 4: In 1960 Robert Kennedy was Chief Counsel to the Senate Rackets Committee, from which he resigned that year to lead Brother John's Presidential run. John, meanwhile, had been pursuing Teamsters like Robert as one of four Democrats on the corresponding U.S. Senate Select Committee on Improper Activities in the Labor or Management Field, chaired by U.S. Senator John McClellan (D). The Brothers continued their battle against the Teamsters in general and Hoffa in particular from the White House — John as Top Dog and Robert as his appointed U.S. Attorney General.

From September 30, 1960 Teamster Record — "Teamsters News Service: Bobbie Kennedy and former Monitor Terrance McShane were charged in U.S. Court of Appeals last month with a conspiracy to rig the election of McShane to the Federal court-appointed Board of Monitors. ... McManus and Milone would vote to oust Monitor Lawrence Smith and to vote McShane in as Monitor and then give McShane 90 days working with Godfrey Schmidt to kick out Teamster President James Hoffa, Vice Presidents Harold Gibbons, John O'Rourke, Bert Brennan and several others and to "clean up" the Teamsters Union. ... Hoffa charged that Kennedy's attempt to rig the Board of Monitors was 'typical of the Hitler gestapo tactics used by Bobbie-boy and his Presidential candidate brother throughout the period of the McClellan-Kennedy Committee's smear campaign against the Teamsters Union.' ... With McShane acting as errand boy for Bobbie Kennedy and his brother Senator John Kennedy the Board of Monitors would be rigged 2 to 1 against ... Hoffa. Martin O'Donoghue, then chairman of the Monitors and McShane could outvote the Teamster-nominated Monitor William Bufalino on all occasions."

Also from September 30, 1960 Teamster Record — Cavano column comments: "I've read and heard a lot about

what Kennedy says he wants to do for the ordinary working person. For example, correction of the recent labor bill—the Kennedy-Landrum-Griffin Bill. A bill for which he has taken the greatest share of 'credit' — and his running partner, Lyndon Johnson, also rightly claims a lion's share of the 'credit' for the bill's passage. I don't need to tell you what this bill has done and is doing to the laboring man and his unions. The added costs it has piled high on the backs of the union. The attorneys' fees ... it is commonly known as 'the full employment bill' for attorneys. I don't need to tell you of the complications it has created on secondary boycotts. The problems it has created and the need for attorney's advice: On when you can and cannot recognize a strike and what you can do. I should say, what you cannot do. This bill has ... hamstrung unions and set the working man back 25 years. ... And now the two men who labored mightily for the few to get this bill passed at the expense of the many — now these two men are seeking the votes of the very people they did everything in their power to hurt. And did hurt. ...

"You've read the expenses the Monitors have incurred for the Union. You've read the strange story of the way the Monitors have operated ... to break the Teamsters and place them under a dictatorship controlled by Big Business. Can you name one single thing the Monitors have done for the benefit of the rank and file members? ... No, the Monitors have concentrated on attacks against just one man. A man duly elected in a democratic manner to head the Teamsters ... who has been investigated, reinvestigated and subjected to the closest scrutiny ... President Hoffa. But have any charges been proven? No. Yet, Kennedy in a recent TV appearance stated that he was not satisfied to 'see men like Jimmy Hoffa in charge of the largest Union in the United States, still free.' No mention of the facts. Does this sound as though Kennedy was interested in the welfare of the rank and file ... members? On the contrary, despite his campaign speeches, it indicates that he is still interested in just one thing as far as Labor is concerned — getting Hoffa... "

TEAMSTER-GOVERNMENT FIGHT GOES ON

COMMENT 5: In 1960, the fight was raging between the Teamsters Union and the U.S. Government. It had begun in earnest right after the end of World War II, which had seen working people and their unions get very powerful. It is still going on, with the Feds continuing to monitor the IBT.

From October 15, 1960 Teamster Record — Cavano column comments: "The Democrats over the years have been generally considered the friend of organized labor, and normally they have been. Yet it was this Democratic (Congress that came up with the) greatest single piece of anti-Labor legislation — the Kennedy-Landrum-Griffin bill. The key architect of this Break Labor bill was another Democrat, John Kennedy who is now the Democratic nominee for the office of president. ... Here's a man who authored a bill that: pits union against union by legal technicalities; makes an effective strike virtually impossible; forces union members to cross picket lines; and, that man now poses as a friend of Labor. The same man who is greatly responsible for the Monitorship that has caused the Teamsters so much trouble, and cost them so many thousands and thousands of dollars, and — accomplished nothing."

From October 31, 1960 Teamster Record — Cavano column comments: "I urge you to ... note how Kennedy has repeatedly worked against Labor, how he turns one face to one group and another face to the opposite group. He reminds me of that little lizard, the chameleon, that changes its colors to meet its current background. Kennedy tells the working person that he doesn't approve of the Kennedy-Landrum-Griffin bill, the very bill he authored and ... when he talks to or writes to management ... (tells) them that it is a very good bill."

MISPERCEPTIONS AND OMINOUS OUTLOOK

COMMENT 6: On November 8, 1960, John Kennedy was elected U.S. President. Local 174 and S/T Cavano did not write anything about JFK's victory in November-December.

From November 14, 1960 Teamster Record — "Teamster General President James R. Hoffa on Sunday, Nov. 13, addressed the fall quarterly meeting of the Joint Council No. 28. ... 'I was very pleased that President Hoffa could make this visit to Seattle,' said George Cavano. ... 'He is a great Labor leader, and has continued to fight for his members despite the charges, and resultant bad publicity...' President Hoffa has stated that he hopes the International will be able to hold a Convention within the next few months. 'When the Convention is held,' George Cavano stated, 'I think that Hoffa will have no opposition and will be re-elected President because he has done such a splendid job for his people.' "

From November 30, 1960 Teamster Record — "Why Pick On Hoffa Again? Senator McClellan has announced that he would again initiate a probe and submit Teamsters General President James R. Hoffa to further questioning."