



THE LOCAL 174

Teamster Record



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TENSE SAND & GRAVEL NEGOTIATIONS



Sand & Gravel Negotiations began “officially” Tuesday, June 8 following weeks of hard preparatory work when the Local’s S&G Bargaining Committee met at the Local 174 Office to finalize the Union’s opening offer. That offer was presented to Management when the S&G Committee met face-to-face with them at the Bargaining Table June 9. An update on S&G progress and plans is printed on page 4.

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Secretary-Treasurer's Message

S-T HICKS RECOVERING

Sisters and Brothers:

As you may have heard by now I was diagnosed with colon cancer and am currently recovering from surgery. I wanted to take the time to thank all of you for your prayers, thoughts and concerns. Thank you very much.

On Wednesday, June 16th I had a colonoscopy (one that I put off for far too long due to the long-lasting Sanitation Negotiations). The colonoscopy revealed a cancerous tumor.



RICK HICKS

Surgery was quickly scheduled to remove the section of the colon which contained the cancer.

On Thursday, June 24th I had surgery at Valley Medical. The initial reports were great. The tumor was successfully removed and an initial check of 14 lymph nodes in the surrounding area showed no signs of cancer. Great news!

That great news was followed with one of the most difficult challenges I have ever been through in my life. A surgery that was supposed to be followed with three to five days post-op had some complications that tested my faith beyond belief.

On Day 8, my Surgeon was noticeably concerned and began talking about the possibility of starting over and repeating the surgery due to a possible blockage in the area where the twelve-inch section of the colon was removed

and sewn back together. As I stated earlier this was truly the low point for me. I was not sure how I was going to start over. But with the thought of all of your prayers, the constant support from the hundreds of you checking in every day, my faith in God, and most importantly the love and care of my wife **Lorri** (who never left my side in 13 days and nights while she slept in a chair), I was able to focus on the positive and on the ninth day the colon finally woke up and started working again!

It took several more days to completely restore enough colon functions to convince the Doctor we were safe and on the evening of the 13th day I was released.

My recovery is going extremely well due to the constant care from the love of my life, Lorri, and my daughter, **Ashlyn**, has been great as well. I have since met with an Oncologist and at the time this issue went to print the news just keeps getting better. With one more test scheduled for the 12th of August, my Doctor believes the cancer has been completely removed and there will be no need for chemo. Keep your fingers crossed!

I will keep you informed throughout this process and again, my family and I thank you, the members, for all your support. On a side note please don't make the same mistake I made. Have a colonoscopy even if you don't have any history (I had no family history of this). And remember that a simple procedure can catch and remove a polyp and you would not have to go through any of what I just did.

Thank you all and God Bless!

In Solidarity,
Rick Hicks

2010 General Membership Meetings

Day And Time

July, No GMM
August, No GMM
September 12, Sunday, 10 a.m.
October 14, Thursday, 7 p.m.
November 14, Sunday, 10 a.m.
December 9, Thursday, 7 p.m.

Initiates Meetings

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

Location

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

LOCAL 174 DUES OFFICE ANNOUNCEMENTS

◆ WITHDRAWAL CARD ◆

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

◆ NEW MEMBERS ◆

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

◆ HIRING HALL ◆

● As noted below, the new direct Hiring Hall phone lines are: (206) 441-0223 or 1-866-685-9459. Due to the large number of Hiring Hall members, it is imperative to call and take yourself off the List when you return to work — and remember to call and leave your name, Social Security number, and information when you need to get back on the List. The Dispatcher will log your calls and update your records automatically.

CONGRATULATIONS 2010 ROADEO'ERS

By **BILL MCCARTHY**, Local 174 Editor

Local 174 Boeing drivers again led the Union's medal parade on June 26, 2010 at the Washington State Truck Driving Championships, which also get called the "Annual Truck Rodeo" by oldtimers. This year the Rodeo was at the huge Boeing staging field in Kent at 68th Ave. S. and S. 204th St.

Many concentrated on food and drinks, which were plentiful, including at 174's tent and booth (see the Pictorial on page 7). However, early in the mornings of both the 25th and the 26th, in the background, the driving contestants slogged through an intense testing process. They steadfastly worked hard first on the comprehensive written quiz of tough questions about trucks, traffic and roadway rules — and thereafter on driving challenges.

The "Winners' Summary" was indicative of how rough the Competition was with its reports of "Class, Test, Pre-Trip, Problem 1, Problem 2, Problem 3, Problem 4, Problem 5, Problem 6, and Score." Each of the "Problems" consisted of tight turns around cones and other obstacles simulating what the drivers could face in actual situations. It's not easy in the Rodeo! Congratulations to all who competed in 2010, medalwinners or not. Just showing up to drive in these Championships takes a lot of gumption. We don't have room to itemize who took what prizes — but below are the scores for the Local 174 entries.

June 26 WSTD Championships Local 174 Top 3 in Each Class

Dana Moore, Boeing, Sleeper, 343; **Lisa Bry**, Boeing, Straight, 302; **Jeff Maas**, Boeing, Twins, 301; **Kevin Glover**, Boeing, Straight, 293; **Greg Unseth**, Safeway, 4-axle, 292; **Tim Davis**, Peninsula Truck Lines, 3-axle, 274; and **Deno Simpson**, Safeway, 5-axle, 270.

174 Participants by Category

◆ **3-axle:** **Tim Davis**, Peninsula Truck Lines, 274; **Dane Radke**, Safeway, 262; **Richard Ewing**, YRC, 248; **James Arroyo**, YRC,



Local 174 presented a plaque to longtime Business Agent and Rodeo Judge **Erv Lemon**. With **Erv** left-to-right are Senior BA **Larry Boyd**, **Erv's** wife **Cici**, and Washington State Trucking Association official **Mel Strand**. Photo by **Bill McCarthy**. More 2010 Rodeo pictures on page 7, by our main "Photog for the Day" **Cindy Grau**.

235; **Randy Pfeilschiefter**, Boeing, 204; and **Keith Townsend**, Reddaway, 189.

◆ **4-axle:** **Greg Unseth**, Safeway, 292; **Carl Bohm**, Reddaway, 256; **Shane Sanders**, Safeway, 206; **John Hnatishin**, Boeing, 198; and **Timothy Olson**, Boeing, 188.

◆ **5-axle:** **Deno Simpson**, Safeway, 270; **Brian Williamson**, Safeway, 207; **Gary Herrygers**, Boeing, 200; **Paul Grilley**, Boeing, 186; and **Daryl Millard**, Safeway, 106.

◆ **Straight:** **Lisa Bry**, Boeing, 302; **Kevin Glover**, Boeing, 293; **Richard Rowe**, Boeing, 243; and **Paul Patterson**, Boeing, 221. **Flatbed:** **Dan Poole**, Boeing, 219.

◆ **Twins:** **Jeff Maas**, Boeing, 301; **Joel Johannack**, YRC, 194; and **Bryan Nye**, Reddaway, 84.

◆ **Sleeper:** **Dana Moore**, Boeing, 343; and **Edwin Jeffries**, Safeway, 220.

◆ **Tanker:** **Gary Nickell**, Boeing, 242; and **Lyle Pond**, Safeway, 176.

The Local 174 Teamster Record

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

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EDITING AND PRODUCTION **Bill McCarthy**

WEBSITE ADDRESS "www.teamsters174.org"

OFFICE ADDRESS 14675 Interurban Ave. S., Suite 303, Tukwila, Washington 98168-4614
HOURS Monday-Friday, 8 a.m.-5 p.m.
CONTACTING THE LOCAL Call: (206) 441-6060 or (800) 221-9952 or TTY (206) 728-5409
FAX (206) 441-4853
E-MAIL "local174@teamsterslocal174.org"

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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.



INFORMATIVE 2ND LDP CLASS

Allen And Linch On I-1082 & Involvement

By **BILL McCARTHY**, Local 174 Editor

On Saturday, May 22nd, 125 Local 174 Shop Stewards and Activists gathered in JC-28's Main Auditorium for the second Leadership Development Program Class of 2010. Its theme was "The KEY to a Successful Union is Membership Involvement."

The participants had a delicious breakfast from 8:00 to 9:00 a.m. Then they settled in to hear two hours of information-packed talks by four speakers, followed by an hour of exercises testing what they had learned. The Class ended at noon.

The speakers were then-Joint Council 28 Legislative Director **Owen Linch**, who warned of the dangers of Initiative 1082, the anti-Labor pro-three-way insurance bill that will be on the General Ballot in November; LDP Director 174 Senior Business Agent **Tim Allen**; 174 Business Agent **Brian Davis**; and 174 Member **Dave Allison**.

The LDP Class 2 Educational Goals were:

- **Participants will better understand** the valuable role and responsibilities they play in greeting new members at their respective workplaces.
- **Attendees will be able to demonstrate** their ability to answer routine questions concerning new employee registration forms.
- **Attendees will gain important insight** into the many challenges that face them and their co-workers if Initiative 1082 were to pass.
- **At the conclusion** of the Class the attendees, using information about I-1082, will demonstrate their ability to create, implement and participate in a workplace Communication Action Network.

Cannot Rest on Our Laurels

Allen began the Class by saying, "Membership involvement hasn't been a problem for this Local. We have one of the most active memberships in the U.S. However, we can't rest on our laurels."

He said, "As I lead the regular 174 Initiates Meetings I am struck that few if any of our New Members have the vaguest idea what a Union is, let alone who the Teamsters are. We cannot take our notoriety for granted any longer. We must take positive action to make sure our new co-workers understand their role in this great Organization."

Linch Blasts Initiative 1082

Linch — JC-28's Legislative Director from 2002 until leaving that post in June 2010 a month after LDP Class 2 — described in detail the very clear intent of Initiative 1082. Pro-Business, anti-Labor I-1082 officially calls for "Privatizing Washington State's Workers' Compensation System."

Owen voiced 10 reasons to work to defeat I-1082:

1. **It is sponsored** by anti-union insurance companies and organizations.

2. **It would allow your employer** to unilaterally decide what insurance company you would have to fight with to get your benefits.

3. **It would prohibit** Washington State's Department of Labor and Industries from intervening



Left-to-right: Guest speaker Owen Linch, JC-28 Legislative Director; and 174 Senior Business Agent Tim Allen, Director of the Leadership Development Program. Photos by Bill McCarthy.

on your behalf if the "chosen" insurance company was wrongfully denying or delaying your benefits.

4. **It would make it more difficult** to gain wage increases by tying the cost of Workers' Comp Insurance to wages. As wages went up, so would the cost of Workers' Comp Insurance — making it more difficult to receive raises and giving employers still another big incentive to reduce wages.

5. **It would let big insurance companies** cherry-pick "best risk" customers and leave risky customers in the State Fund, driving up their smaller rivals' costs and potentially bankrupting them.

6. **Like in other States**, insurance companies would simply reject claims, forcing injured workers to appeal in order to just receive necessary medical care in order to let them someday return to work,

and time-loss payments to aid them in surviving financially until then.

7. **It would introduce, for the first time**, the profit motive into Washington's Workers' Comp System. Both insurance companies and employers would have an overwhelming interest in reducing what they are required to pay injured workers. No one should make a profit based on worker injury.

8. **It would have a devastating effect** on our small businesses who'd receive a 28% increase in rates due to the loss of employee contributions.

9. **It would cause a huge budget deficit** since State Government is the largest employer currently in the State Fund. They would need to make up the lost employee contributions by either adding further cuts to service, or increasing taxes,

10. **We have one of the best** Workers' Comp Systems in the U.S. now, with relatively high benefits and extremely low costs. Why change it?

Greeting New Members

Tim then spoke about the various ways available for Stewards to welcome New Members into the fold. In the first LDP Class, he recalled, "We discussed the need for you as Stewards and Activists to set a positive example in your respective workplaces. That important role really begins with greeting the New Members at your barn. The battle for their hearts and minds begins the moment they walk through the door."

An underlying problem, he added, is that, "They probably already know the owner or manager, because they are the ones who hired them. To that employee, who probably never worked in a Union Shop before, they 'owe their allegiance to the employer who gave them this great opportunity.' Your job in greeting this New Brother or Sister is to quickly establish a positive rapport between them and the Union. At this crucial First Contact it is YOU — not elected Local or IBT leaders — who to them are the 'face' of the Teamsters!"

Tim suggested several strategies for Stewards when approaching New Members, including:

- **The sooner you meet them the better.** Be friendly and open. Shake their hand and look them in the eye! Smile and be welcoming in your tone of voice. Explain your role as their Steward.

- **Introduce them to other co-workers.** Don't be negative about the employer. Explain the positives about being a Union member. Don't overwhelm them with facts, as sometimes less is more!

- **Keep in Mind** — The UNION is not the CURRENT ADMINISTRATION. Together WE are THE UNION! Badmouth it and you badmouth yourself!

Davis And Allison Share Communications Techniques



Left: Brian Davis outlines methods of educating members, and the attitude needed to be a Shop Steward. Right: David Allison. Photos by Bill McCarthy.

• **Brian Davis**, Local 174 Business Agent, was profiled before his presentation by moderator **Tim Allen**. Tim said, "I first met Brian when he was elected as a rank and file Bargaining Committee member during the 2000 Reddaway Negotiations. I was at the time working with JC-37 Local 162 in Portland representing Reddaway Truck Line drivers domiciled at the Kent Facility. Distinguishing yourself out in the workplace isn't just about railing against the employer or filing grievances. Sometimes it is some small innocuous thing that sets you apart from the crowd and gets you noticed."

He continued, "Early on as a Steward Brian saw the importance of educating New Members about the obstacles at the workplace, and he also wanted to educate them on the Union way of doing things. And so without any prompting or contractual requirement he took it upon himself to greet New Members at Reddaway — and now, I would like him to share his techniques with all of you. Since those early days, he has worked with members at several different Freight Companies."

Brian told the Stewards and Activists, "The most important thing is EDUCATION. Educated members are more likely to participate in Local Union activities than members who are not. They have more ability to protect themselves. Members who feel like they are part of the process are more likely to continue to be part of the process. Stewards will want to find out what the employer is willing to do to help educate their employees and make them more efficient. The employer needs to understand educated employees are better employees." General advice for Stewards from Brian includes:

- **Get to know New Members.** Find out if they've been a Teamster before, and about their families and interests. Let them get to know you — about how long you've been a 174 Steward, before, and with their new employer?

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- **Communicate.** How can the New Member reach the Steward if needed? Stewards need to be open to discussions and accessible to the members.

- **Be Confident.** The attitude, demeanor and the way a Steward carries himself or herself will go a long way in the overall picture you present to New Members. Lead by example!

- **Build Trust.** New Members will need to rely on you for many different issues over the course of time. Some will be very personal. If they can't rely on you or you can't take care of issues that come up they will go elsewhere and sometimes that will include going to the employer.

- **Education Distinctions.** Every New Member is different and needs to be dealt with differently. Learn how New Members think and operate. Find the best ways to approach them.

• **David Allison**, now a King County Solid Waste member of Local 174, was in the past for three years a Local 174 Business Agent. Dave was a communications all-star during the recently completed Allied Waste-Waste Management Negotiations. He worked on weekends and nights leading a special COMMUNICATION ACTION NETWORK. Tim said, "We realized we would need experienced assistance for 174's Vice President and BA **Ken Marshall** during the difficult Sanitation Negotiations. S-T **Rick Hicks** called on Dave. In addition to handling work-related issues while Ken was at the table, Dave also became the Local's Communication Action Network's pointman with the IBT, Local 117, and the Labor Community.

Dave talked eloquently about his own, and others', strategic efforts in setting up and running the Communication Action Network during the approximately three months the bargaining period lasted.

FREIGHT DIVISION REPORT

By BRIAN DAVIS, Business Agent

DEVELOPMENTS AT SEVERAL COMPANIES

In the Freight Department, recalls from lay-off seem to be going well, since our last report. Most of the Companies within the Freight Department seem to be recalling, at a minimum, drivers and in some cases even dock workers.

This is a good sign that our Industry is on the upswing and we can only hope that the sacrifices our members have taken will pay off for them in the long run.

At **Peninsula Truck Lines** 40-year Teamster **Dave Pursche** has finally decided that it is time for him to retire. Dave is one of those types that is a do-everything kind of guy. He has seen a lot in his time and his respect and wealth of knowledge will surely be missed. I personally give my heartfelt best wishes to Dave and his family.

On another note with **Peninsula**, we are getting dates together to sit down with the Company and discuss how they have done over the last year and see if we can recoup some of the concessions our members gave back to the Company last year.

Up the street at **Reddaway**, there hasn't been a lot of newsworthy activity other than as of this date we still have not met with the



Dave Pursche holds one of the "farewell presents" given to him by Company Owner Stan Van Der Pol at a recent farewell party held in Dave's honor. Several of his friends and co-workers were at the party. Dave decided it was a good time to call an end to his long and successful 40-year career at Peninsula Truck Lines.

Company regarding Contract Negotiations. If you remember, the members voted down the Company's last proposal in March and the Company has yet to respond.

New developments include a vote on a wage concessions package for all members from **ABF**, which called for a 15% wage reduction over the next three years. The package, which was recommended by the IBT but not Local 174, was rejected by a 56-44% margin with approximately 80% of the members at ABF participating in the vote.

The National Labor Relations Board (NLRB) trial began with **Oak Harbor Freight Lines** on July 6, 2010. As of press time we have settled many issues with Oak Harbor stemming from the Unfair Labor Practice Strike which went from September of 2008 to February of 2009. While those settlements have been positive the big issues surrounding Health & Welfare, Pension, and Retirees Health and Welfare are still out there.

This case is now in the hands of an ALJ (Administrative Law Judge) and when he will rule on the matter is anyone's guess. The trial went through July 16, 2010. See the letter from Joint Council 28 President **John A. Williams** below for more details.

OAK HARBOR FREIGHT LINES LEGAL MEMORANDUM

DATE: JULY 27, 2010
TO: ALL MEMBERS SIGNATORY TO THE OAK HARBOR FREIGHT LINES LABOR AGREEMENT — LOCALS 81, 174, 231, 262, 324, 483, 589, 690, 760, 763, 839 & 962; and Joint Councils 28 & 37
FROM: JOHN A. WILLIAMS, PRESIDENT, JOINT COUNCIL OF TEAMSTERS NO. 28
RE: UNITED STATES GOVERNMENT'S PROSECUTION OF OAK HARBOR FOR MULTIPLE VIOLATIONS OF FEDERAL LABOR LAW

Dear Brothers and Sisters:

As you will remember, following a full investigation, the Seattle Office of the National Labor Relations Board concluded that Oak Harbor had engaged in multiple violations of federal labor law around the time the strike began in September, 2008 and again in February and March, 2009, when the strike ended. The NLRB filed a lengthy complaint against Oak Harbor and proceeded to trial on July 6, 2010. The trial ran nine days, concluding on Friday, July 16, 2010.

As a result of a number of settlements, the main issues left to be decided by the Administrative Law Judge was whether the company broke the law when it unilaterally ceased pension and retiree health and welfare coverage (placing contributions in an escrow account), and changed current employee health and welfare coverage when the strike ended.

The Union's trial attorneys report that the trial could hardly have gone better on this issue. As you probably know, company attorney John Payne had repeatedly claimed that he and Bob Braun had an agreement with the Union to give "returning strikers" company health and welfare and to place their pension and retiree contributions into an escrow account at a bank. Yet, once placed under oath, attorney Payne admitted that this was a "misstatement." He admitted that (as Union leaders Al Hobart and Buck Holliday had testified) any such alleged agreement was expressly limited to people who crossed the picket line during the strike, and had nothing to do with "returning strikers" when the strike ended. As the Government's lawyer established that attorney Payne had repeatedly reiterated this misstate-

ment in his communications with the NLRB, some of the starch appeared to go out of him. His two young associate lawyers, both of whom sat beside Payne through virtually the entire trial, were powerless to rescue him.

Equally heartening, in discussions that were partly off the record, the Administrative Law Judge appeared to reject the company's main defense. He indicated that the company could not contend that it did not have an obligation under federal law to continue to honor the benefits provisions of the expired collective bargaining agreement when the strike ended.

Finally, the Union's trial attorneys report that the company largely failed to articulate a defense to the Government's charges. The Judge, the Government's attorneys, and the Union's attorneys repeatedly challenged the company's attorneys to state their defenses and to confirm or deny particular defenses. For the most part, the company maintained an awkward silence or did not respond directly and clearly, saying that it would deal with all issues in its post-hearing briefing.

While the Union is optimistic, it cannot, of course, guarantee victory. At present, it appears that the company's defense is based entirely upon technicalities, and we do not know whether the Judge will be impressed by them.

Post-hearing briefs will be submitted by all parties on September 30, 2010. A decision is expected several months after that.

The Union is also extremely pleased with its settlements of several other Government charges against the company. We are elated to welcome back 174 member Travis Tuttle, who was illegally fired after the strike. Travis has been reinstated with partial backpay. Numerous Auburn and Portland drivers whose reinstatements were illegally delayed received supplemental wage payments totaling tens of thousands of dollars. Two Auburn Local 763 members also received payments for a delayed offer of reinstatement and an improper layoff. Portland member Mike Neubauer, who was illegally fired after the strike, decided to take a healthy buyout and move on to other endeavors. We wish him all the best.

The Union remains committed to a negotiated solution and invites the company to forward a response to the Union's comprehensive offer of April 15, 2010.

SAND & GRAVEL NEGOTIATIONS

By LARRY BOYD, Local 174 Senior Business Agent

A TERRIBLE COMPANY OPENING PROPOSAL

Sand & Gravel Negotiations have been ongoing since May 27, 2010. Following a Demands Meeting with the members, it was assumed we would be facing an uphill battle with the four signatory Companies — **Cadman, Glacier-Cal/Portland, Salmon Bay** and **Stoneway Sand & Gravel** — given the current economic conditions.

We had no idea it would be as difficult a task as we have faced thus far.

We met with the Company's representatives on June 9, 2010 to pass our opening proposals. We had anticipated a relatively friendly start to the Negotiations, but unfortunately, the response to our proposal was the worst we had ever encountered.

It was a total disgrace and solicited an immediate response from the Bargaining Unit members.

UNEXPECTED DISRESPECT AND NEGATIVITY

The bargaining members had not expected the amount of disrespect and negativity coming from the employers. Nonetheless, we will continue through this very difficult Negotiation process with the hope that the respective employers will come to the table with an acceptable proposal and an idea of how badly they offended their drivers.

I will continue to keep everyone informed as we move through this process.

SOFT DRINK, METAL, PAPER

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

SEVERAL DEVELOPMENTS IN MY INDUSTRIES

SOFT DRINK INDUSTRY

Soft Drink Negotiations have dominated most of my late Spring and Summer so far.

Both **Pepsi** and **Coca-Cola** Negotiations began back in April — however, both have been extremely slow going. Health and Welfare seems to be the biggest stumbling block for both groups, although Coca-Cola's last economic offer was one of the most pathetic we have seen from a major Corporation in quite some time.

This prompted the Locals involved to ask their respective members to take a Strike Authorization Vote, which the members overwhelmingly approved.

The Strike Authorization Vote was followed then, a couple of weeks later, by a Solidarity Action at Pacific International Raceways, where during the NHRA event Coke members passed out earplugs and leaflets, seeking racing fans' support in telling Coke to "keep their hands off our healthcare."

One of Coke's proposals (along with first-year hourly wage freeze) was to increase a member's cost for family coverage 500%! Also complicating Negotiations was the Employer's announcement that they were closing three out of the five Union facilities consolidating their entire Western Washington Operation, from just north of Vancouver to the Canadian border, into the Tacoma and Bellevue facilities.

Pepsi Negotiations, while also very slow, have in stark contrast to Coke been somewhat cordial. The slow pace has been due primarily to Pepsi undergoing some dramatic restructuring which has created uncertainty as to just what the Company's health care program will look like and cost.

METAL INDUSTRY

In between the Soft Drink Negotiations, Negotiations for the **Metal Industry** are also underway. This is an Industry that was boom-

ing four years ago during the last Contract cycle but is now in desperate need of the politicians getting off their asses and getting on with funding the rebuilding of this Country's infrastructure.

Pacific Metal signed yet another one-year extension with full maintenance of benefits but no pay increases. Since their last full Agreement relied heavily on a profit sharing plan with quarterly bonuses, the downturn has been particularly cruel. No profits, means no bonuses.

Earl M. Jorgenson Warehouse and Drivers Contracts are both open. While they are doing a little better than their cousins at Pac Metal, an economic package worthy of the members' hard work during this downturn is proving elusive. On the positive side, at least

the Employer is offering pay increases. The tough part is making sure those economic gains aren't eaten up by increases in Medical Insurance. But isn't that the case in most of our Negotiations?

Good thing the politicians saved us all from that Socialist single-payer healthcare idea! We have the best healthcare money can buy! Too bad we have little money with which to buy it.

PAPER INDUSTRY

As Fall rapidly approaches — hey, what happened to Summer?! — the **Paper Houses** await the opening of their Agreements. It has been a rough couple of years for the Paper Industry as well.

Speaking of Paper, **Service Paper** is completing their move from Renton to Sumner.

IMPORTANT INFORMATION

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

LEADERSHIP DEVELOPMENT PROGRAM CLASS 3 COMING UP ON SEPTEMBER 26

I am busy planning for the next Local 174 **Leadership Development Program** Class, which will take place on Sunday, September 26, 2010.

Due to the importance of such Initiatives as 1082 (privatizing Workers' Comp) and 1100 (if you liked Trucking Deregulation, you are going to love this one), we have moved what was originally planned as our Fourth Quarter LDP Class up so we can practice our role as Union Activists in a real-time, meaningful scenario, not just in some roleplaying exercise I dreamed up.

OUR TEAMSTER BUILDING ASSOCIATION

I have also been elected as the **Teamster Building Association** President. In that role I oversee the day-to-day operation of your Union Hall. Like a lot of members (and staff) I used to assume the Building just ran itself. I am now learning that that impression was naively misguided!

CARTAGE, WAREHOUSE, RELATED CRAFTS

By TOM MANN, Local 174 Senior Business Agent

IT HAS BEEN A BUSY TIME IN THIS JURISDICTION

This Spring has been a busy time in my Jurisdiction with five Agreements opened for Negotiations. Thus far we are pleased to report that three have been ratified.

Special thanks are due to my Bargaining Committee members **Russ Higgins** – American Water; **John Middleton** – Ballard Transfer; **Aaron Martin, Danny Owens, Shaun Shaffer, Darrin Singer** – MacMillan-Piper; **Clayton Wagy** – Masin Furniture; and **Jeff Radol** – System Transfer. I would also like to say thank-you to fellow Senior Agent **Tim Allen** for flying second seat at American Water and Masin's Fine Furniture.

■ **American Water:** This was an interesting bargain to say the least. Just when you think you have heard every possible way for Employers to cry "Poverty," along comes a new one. American Water is a contractor for the City of Seattle; our members operate one of two water purification plants the City owns which produces the water many of you drink every day. When the Employer came to the table, they tried to convince us that people had cut back on drinking water because of the recession. This is probably the best one I've ever heard. Anyway, our members stood strong and unanimously rejected two substandard Contract offers while unanimously Authorizing a Strike two times.

This Employer went as far as to fly in out-of-state strikebreakers and had the full contingent of scabs at the plant while our members were working. This all played out at the same time the Local 174 Sanitation Contracts were being negotiated. It almost came down to a "No Garbage Pick Up, No Water" scenario. Can you imagine?

In the end our members at American Water unanimously ratified a nice, fully recommended offer.

■ **Ballard Transfer:** The members at Ballard Transfer unanimously approved a new one-year Agreement with full maintenance of benefits and significant "all compensated hour" improvements in pension.

■ **MacMillan-Piper:** We are extremely proud of our members at Piper. Last year, when the international forwarding market constricted and the steamship lines mothballed many ships and containers, the future

looked bleak. We approached that bargain under the premise of "equal sacrifice" and our members stepped up to help the Employer. A one-year Agreement was ratified with "snap back" provisions.

We are happy to report that unlike some companies, MacMillan-Piper ownership honored those provisions, restored the sacrifices made and agreed to significant increases in wages, pension, improved seniority provisions that allow bumping rights between facilities and the ability to re-domicile outside of the annual bid. A true success story for all involved. Thank you, S-T **Rick Hicks**, for your leadership and personal attention to this bargain.

■ **Masin Furniture:** We have met with the Employer in two bargaining sessions and are optimistic an Agreement will be obtained.

■ **System Transfer:** At press time we have tentative dates set to start.

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.

JAMES NAON Glacier Northwest **JIM LAWS** XPEDX
RON HERRELL Nelson Trucking **DEAN SCOTT** Seattle Times
JOHN ZAVALA Peninsula Truck Lines
VICTOR JABLONSKI BN Transport & Local 174 Business Agent

ALONG THE LOCAL 174 TRAIL

Helping Local 760 in Silgan Strike

By ABRAHAM TAYLOR, Local 174 Trustee

On May 14th, 2010, Business Agent **Roger Pardo** and I traveled to Toppenish, Washington to support Local 760 members out on Strike with Silgan Containers. We brought the Teamsters Local 174 Semi-Truck to show our solidarity with our brothers and sisters involved in it.

Upon arrival in Toppenish, we immediately witnessed signs of support from the community. Sounds of car horns and motorists stopping by the picket line were just a few ways the public showed their support.



Demonstrators gathered in Toppenish in front of Local 174's Truck to get out the Teamster message.

The members of Local 760 welcomed us with open arms as though we had known them for decades.

Members and volunteers chanted "THE PEOPLE UNITED WILL NEVER BE DEFEATED!" The shouting was so deafening, the company was unsuccessful in drowning out the chants with loudspeakers. We were proud to represent Local 174 and will continue to support any and all of our Brothers and Sisters. "An injury to one is an injury to all."

King County Signs and Markings

By LARRY BOYD, Local 174 Senior Business Agent

This Featured Member is really a group of members: the **King County Signs and Markings Crew**. The work within King County that accounts for the upkeep and maintenance of many of the roads in the County are performed by the 174 members. They repair and replace signs necessary for the public safety



In the picture are 12 of the Signs & Markings members, from left-to-right: Jeff Bernhardt, Jon Wager, Christian Loko, Dave Thorbeck, Lamont King, John Wade, Scott Benson, Wesley Harvey, Ula Tuifua, Kory Larson, Brian Morrow and James Sorenson.

as well as doing the placement of stripping and markings on the road surfaces. Without the work of these folks it would be extremely dangerous for the general motoring public to get from here to there without multiple accidents or possibly death.

Voluntary Recognition For Container Delivery Drivers At Waste Management-Seattle

By PATTY WARREN, Local 174 Senior Business Agent

The Container Delivery Drivers at **Waste Management-Seattle** signed Authorization Cards last Fall. Since then, the Local has had numerous conversations with Waste about voluntary recognition. We could have filed for an NLRB election, but that would result in the CD Drivers being in a separate Bargaining Unit.

It was our goal to get voluntary recognition and bring them under the terms of the Sanitation Agreement covering the Seattle facility and not have them covered by a separate Contract.

On June 23, we finally got the signature on the dotted line. We sent Waste the Agreement we reached last Fall with **CleanScapes** covering that same job classification and set negotiation dates for the week of July 12. Waste has agreed to fold them into the Seattle Contract but we have to bargain over their terms and conditions of employment, as well as negotiate a wage rate.

Two of the employees have a unique skill — they operate and maintain the boiler and autoclave. The autoclave basically nukes waste to eliminate germs. They have special licensing and we need to recognize that when we negotiate wages for this group.

Congratulations to the Waste Management-Seattle CD Drivers!

Featured: Two UPS-BFI Stewards

By BILL BYINGTON
Local 174 Business Agent

Christine Prince-Holmgren

Christine Prince-Holmgren is a Local 174 Shop Steward at UPS on the Twilight Sort at the Boeing Field Gateway operation. She has been a member of Local 174 since November 2005, and a Twilight Sort Steward since 2009.

She also is employed at Group Health Cooperative in the Pharmacy Warehouse where she has also been a member of UFCW Local 1001 (which is now part of Local 21) and has partici-



CHRISTINE PRINCE-HOLMGREN

ipated as a member of their Bargaining Committee for two Contract Negotiations.

It is Christine's belief that it is important for all members to be involved with their Local Union and to take an active part on the Shop Floor. Christine graduated from Evergreen High School and attended Highline Community College where she took classes in Business Transportation, as well as attending Bryman University. When she is not working her two jobs, Christine's interests include hiking, skiing and ice skating.

Teamsters Local 174 is fortunate to have Christine Prince-Holmgren as one of our hardworking Stewards. She does an excellent job of representing our members at UPS/BFI.

Justin McDermott

Part-time employee **Justin McDermott** was recently elected as a Shop Steward on the Boeing Field Sunrise Sort. Justin has been at UPS since 2001 and has worked in several different positions at BFI including Tug Driving and working on the Top Deck loading and unloading the Boeing 767 aircraft from Ontario, California daily. Justin is also a member of the BFI Sunrise Safety Committee along with be-



JUSTIN McDERMOTT

ing a "Wellness Champion" — a position that encourages employees to live better by encompassing both health and safety through out their day both at work as well as at home.

Justin's purpose in becoming a member of the BFI Safety Committee as well as getting involved as a Local 174 Shop Steward was that he wanted to be more active in the issues and concerns of his co-workers relating to safety and fair treatment in the workplace.

Justin grew up in the Kent area. He graduated from Kent Meridian High in 1987. He got an Associates Degree in Pastry Preparation and Baking from South Seattle Community College, and also has an Associates Degree in Science from Highline Community College. Justin has also attended Eastern Washington University.

During his off-time Justin enjoys various hobbies such as art, gardening and camping. He has also recently taken on the ominous task of home improvement by doing a complete kitchen remodel at his home.

Teamsters Local 174 is proud to have Justin as one of the Shop Stewards serving our members on the BFI Sunrise.

PICTORIAL: 2010 STATE TRUCK ROADEO

By **BILL McCARTHY**, Local 174 Editor

Food, drinks, competition by 174 drivers in the classroom and on driving runs, and camaraderie were all abundant at the 2010 Truck Roadeo. Officially known as the Washington State Truck Driving Association Regional Championships, the event this time was held at Boeing's huge Kent facility at 68th Avenue South and South 204th Street.

This year Local 174 was helped especially by photographer **Cindy Grau**. The Local again had an official Booth, and 174 staff and volunteers passed out the vittles and libations — hamburgers, hotdogs, steaks, soft drinks, bottled water, and the regular “fixings” of potato salad, beans, chips, veggies and such. Competing 174 drivers did well; contest results are printed on page 2. These are a few of Cindy's pictures. Many more are on 174's Website.





TEAMSTERS HISTORY



Graphic Art by David Jacobsen

HISTORICAL 2010 SANITATION EFFORT



The JC-28 Main Auditorium was jammed with people on Sunday, April 11, 2010. It was the start of what turned into a juggernaut of public support in the outside community for Locals 174 and 117 in their bargaining with Waste Management, Inc. Photo by Bill McCarthy.

TEAMWORK IN LOCAL 174 AND LOCAL 117 BARGAINING WITH ALLIED WASTE AND WASTE MANAGEMENT NORTHWEST THIS YEAR WAS A HIGHLIGHT IN THE ANNALS OF JOINT COUNCIL 28 AND IBT NEGOTIATING

By BILL MCCARTHY, Local 174 Editor

Joint Council 28 Sanitation workers in Local 174 and Local 117 working at Waste Management, Inc., on May 2, 2010 overwhelmingly approved with a 96% "Yes" vote a new five-year agreement in one of the most memorable Negotiations in the JC's 98-year history. It was a nationally celebrated display of Teamster solidarity, determination, and strength. The agreement provides wage increases and secures health care protections for workers and their families over the next five years.

Local 174 Secretary-Treasurer **Rick Hicks** said, "The accord will have lasting impact for Teamsters in the Solid Waste Industry in our region, not only for Local 174 garbage haulers who are covered under it, but also for Local 117 yard waste and recycling drivers whose contract will expire in 2012."

Undivided support of 174's WMI workers from Teamsters Local 117 WMI members, along with strong support from fellow Labor organizations, environmental groups, faith-based groups and the community at large, was instrumental in achieving the new agreement. Local 174 pledged the same level of unwavering solidarity for Local 117 members when their contract expires and 117's contract negotiations with Waste Management commence again in two years.

Teamsters at Waste Management went out on a two-day unfair labor practice strike on April 21-22 in an effort to combat the Company's illegal bargaining tactics. During the strike, not a single member of the Union, including 350 members of Local 117, crossed the picket line.

"I thank all of the Teamsters who supported the Local 174 drivers in their effort to win a fair contract," said **Tracey A. Thompson**, Secretary-Treasurer of Teamsters Local 117. "Your commitment and solidarity were awesome." Local 174 S-T Hicks said, "This was a true Teamster Team Effort. I thank everyone who helped from the IBT, JC-28, and the Locals. And of course, we are very grateful for the steadfast support of the memberships of both Local 174 and Local 117."

HICKS ON OVERALL SCENARIO

"The tough Sanitation Negotiations concluded very favorably for our Local 174 members at Allied Waste and Waste Management, Inc.," Hicks said. "There was wonderful teamwork shown between Local 174 and Local 117 during the bargaining and the brief strike — and we don't want to forget our many other Teamster supporters and friends from other Locals, JC-28, and the IBT who pitched in, too. However, I would like to comment separately and distinctly about the 'outside' support we got from other non-Teamster Unions and Groups, and from the General Public. It was vital to our success."

Local 174, with the help of 117, launched a withering multimedia defense of the Union position against the well-oiled unionbusting strategy of WMI. It involved written materials, TV, the Internet, and face-to-face meetings with the public.

On Monday, April 12, Locals 174 and 117 launched a toll-free phone number (1-800-976-0071) and a Website ("seattletrashwatch.com") for a new Neighborhood Trash Watch (NTW) Program. The Program provided residents of King and Snohomish Counties with a way to report service failures in the event that WMI locked out area Sanitation Workers or forced a Strike. This followed the launch of the NTW Program the day before. Local 174's position in all of this was simple. As stated in handouts passed out throughout the communities, "We hope that our customers will not be forced to make use of the Neighborhood Trash Watch Program and that

Waste Management will realize that their position is untenable. Our members want nothing more than to continue providing the first-class service to which residents of King and Snohomish Counties are accustomed. But this is a fight they can't afford to lose. Everyone can rest assured that we are going to do everything we can to make sure Waste Management doesn't trash its workers or our neighborhoods."

MAIN POINTS IN HANDOUTS

The handouts outlined clear charges against WMI. Here are some of the main points in them, which quickly turned public opinion against the Company when they were read:

- ♦ **Waste Management, Inc. is the largest** trash collection and disposal company in the U.S. Its operating revenue was more than \$11.8 billion in 2009. Its net income, or profit, in 2009 was \$994 million.
- ♦ **WMI hired lobbyists** to repeal a recycling law in many states that required grass clippings and leaves to be composted, to restore fertility to depleted soils. WMI wants to add them to landfills where they will create the dangerous green house gas methane, whose ability to trap heat in the atmosphere is 72 times greater than that of carbon dioxide over the next 20 years.
- ♦ **Landfills depend on** barriers to isolate dangerous wastes. WMI opposed efforts to beef up and extend financial assurances to maintain these liners. After the barriers deteriorate, there would be major site failures that could cost hundreds of billions of dollars that would be left to taxpayers. In the past three years, WMI has paid tens of millions of dollars in fines for violating air, water and waste laws at its landfills.
- ♦ **WMI employs 43,400** people. Approximately 9,900 employees are covered by collective bargaining agreements. The Teamsters represent approximately 8,500 WMI workers. Waste collection and disposal is the fifth most dangerous U.S. job.
- ♦ **A Sanitation worker is more likely to die** on the job than firefighters or police officers. Exposure to hazardous substances is a daily occurrence for Sanitation workers — including rotting meat, parasites, maggots, used syringes or other medical waste, asbestos, and blood products.



On May 5, 2010 Local 174 hosted a Thank-You Luncheon for Local 117 on behalf of 174's Sanitation workers for 117's steadfast help during the three-month Negotiation Process. Here, 174 Secretary-Treasurer **Rick Hicks** presents 117 Secretary-Treasurer **Tracey A. Thompson** with a "card" signed by grateful 174 members.

♦ **In the last five years**, WMI has been cited by the Occupational Safety and Health Administration (OSHA) with 249 citations for safety violations and fined \$127,693.75. In the last five years, 220 charges were filed against WMI with the National Labor Relations Board for violating labor laws.

♦ **During the ongoing contract Negotiations** with approximately 300 Sanitation employees in Seattle represented by Teamsters Local 174, WMI refused to put an end to workplace harassment, to change safety practices that pushed workers to cover up public safety hazards and workplace accidents, to end unjust terminations, and to correct flawed pay procedures.

♦ **In an effort to intimidate** Seattle employees, WMI during bargaining housed some 300 strikebreakers in area hotels. The public watched, and disliked, WMI's bully behavior.

CRUCIAL APRIL 11 MEETING

On April 11, the widespread and deep community fear and distrust of WMI was shown when an estimated 1,000 residents, Hicks recalled, "attended our NTW Training to learn how they could help hold WMI accountable for any future service interruptions. Community activists learned how to start Trash Watches in their neighborhoods. The citizens in our Community are smart, understood what was at stake in our fight with WMI, and believed that protecting health care for Sanitation workers was, and is, critical in this hazardous Industry."

Public support of the Teamsters was significant. The NTW Website kept residents informed about the ongoing labor dispute and helped them report service failures. Residents of King and Snohomish Counties who called the toll-free number were connected to their Mayors' offices. Many showed support for the Teamsters at WMI by posting "Waste Management Stop Trashing Our Neighborhood," signs and setting up NTW's.

♦ **At the April 11 meeting**, Teamster Sanitation workers and community guests praised and complimented Allied Waste & CleanScapes — and then held Waste Management, Inc., accountable for its greedy attack on Health Care and its obvious push to privatize Waste Disposal and bust the Union.

♦ **It was asked:** Waste Management collected \$11.2 billion in 2009. So why is this garbage giant trying to destroy good jobs in our community and leave you knee-high in trash?

♦ **It was pointed out:** Every day Sanitation workers place their bodies in harm's way to protect the public health. Sanitation work is as earlier noted the fifth most dangerous job in America, more dangerous than police or firefighter work. But rather than take care of their employees, Waste Management wanted to lock out or force a strike on Sanitation workers in our community. These are workers who grew up here and are trying to raise families, pay taxes, and put food on their tables.

♦ **It was noted:** When Waste Management locked out its own workers in Oakland, California a few years ago, many residents did not get their trash pick-up service for one month.

♦ **It was stressed:** The Teamsters were, and are, not standing alone against WMI. All of Organized Labor in the Northwest was, and is, strongly supporting the Teamsters Local 174 and Local 117 Sanitation workers.

♦ **It was suggested to the public** at the April 11 Meeting: *Protect Your Family, Protect Your Neighborhood, and Stand with Local Workers. Come to the Neighborhood Trash Watch Training. Tell Waste Management to Stop Trashing Our Community. Join the Neighborhood Trash Watch.*

♦ **And sure enough, the public listened**, turned their wrath against the greedy Company, and backed the Teamsters.