



INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FALL 2012

TEAMSTERS
Running for Office
PAGE 8

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On November 6, Support Those Who Support Working Families

8 Vote Teamsters

Support Teamster Candidates
On Election Day

16 Romney's Ties To Union Busting

Federal Judge Said Company
Violated Labor Law

17 What President Obama Has Done

White House Prioritizing
Middle Class Families

18 Michigan And California Legislation

Collective Bargaining And
Prop 32 On Ballots

22 ¡Viva Los Teamsters!

Spirit Of Unity At Hispanic
Caucus Convention

24 Mobilizing The Movement

TNBC Delegates Meet In Charlotte,
Focus On Voter Turnout

26 Teamster Women

Building Power For 2012 And Beyond

28 Victory At Allegiant Air

Pilots Seek Scheduling, Pension
And Health Care Improvements



17



22



24



26

2 TEAMSTER NEWS

- Hoffa's Media Blitz
- Teamsters At The DNC
- Fighting Back At Republic Air
- BMWED Member Breaks New Ground
- Auto Dealer Contract Covers 450 Teamsters
- UPS, UPS Freight Negotiations

20 ORGANIZING

- Local 822 Welcomes Nash Finch
- General Cable Workers Join Teamsters
- Local 517 Organizes Marquez Brothers
- Republic/Allied Victory At Local 59
- YoCream Workers Join Local 305
- Local 449 Welcomes Carrier Coach

30 COURT MATERIAL

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VOTE!

A MESSAGE FROM GENERAL PRESIDENT JAMES P. HOFFA

As Teamsters, we know how important the middle class is to this country. With Election Day fast approaching, it is incumbent on us, middle class union members, to vote for those who stand with us.

The team of President Barack Obama and Vice President Joe Biden stand with unions and working families while Mitt Romney has made clear he thinks the nation's millionaires and billionaires deserve the most care and attention. Romney has also made clear that he wants a national right-to-work law and wants to stoke the already red-hot coals of the war on workers.

As union members working under Teamster contracts, we have done better than most middle-class workers. But the war on workers is affecting all of us and if Romney becomes president, you can expect union busting like we've never seen from an American president.

That is why I'm asking you to talk to your Teamster brothers and sisters, and your family and friends, about President Obama and what he has already done (see page 17) and who he is running against (see page 16).

Mitt Romney's plan is to favor the wealthy and big business while doing away with rights unions have worked for decades to enhance and preserve. In fact, the only thing Romney has been consistent about is his adoration of wealth and cheap labor.

It should not be normal for politicians to suggest that working Americans give up more so the wealthy can get even bigger tax cuts. But that has become the new norm among conservatives and corporations, who are also cutting pay and benefits of workers to give themselves bigger bonuses.

As governor of Massachusetts, Romney attempted to strip firefighters, police and other public service workers throughout the state of their collective bargaining rights. That alone tells you how out of touch he is.

Collective bargaining built America's great middle class after World War II. Workers who bargained for better wages and benefits were able to buy their own homes and put a car or two in the garage. Their spending fueled even more manufacturing and even more jobs.

Collective bargaining rights are under attack, threatening our middle class. It's no coincidence that the middle class is shrinking as collective bargaining rights are being taken away.

On November 6, vote for the candidates who will strengthen workers' rights, not dismantle them.





Hoffa—The Leading Voice For Working Families

REPUBLICAN CONVENTION WAS ANTI-LABOR



Teamsters General President Jim Hoffa made the rounds of several network TV and radio programs while attending the Democratic National Convention in Charlotte, N.C. in September. Kicking off just after Labor Day, Hoffa brought a strong union voice to the syndicated talk shows.

Hoffa began with the PBS NewsHour where he was a guest alongside Lee Saunders, President of the American Federation of Federal, State, County and Municipal Employees, and Mary Kay Henry, President of the Service Employees International Union.

“We are 100 percent behind President Obama and the Democratic Party. There is a war on workers and the Republican Party

is trying to take us out. We are targeted because we are the backbone of the progressive movement in this country. But this is just going to mobilize our members to fight back and win this election in November.”

On MSNBC’s Morning Joe, Hoffa sparred with host Joe Scarborough when he asked what the Republican Party could do to reach out to unions. “The problem with the Republican Party is that they have veered to the right,” Hoffa said. “At their convention they talked about how positive it was to be against unions and workers. They talked about how they supported national right to work for less and getting rid of project labor agreements. They are anti-labor.”

Hoffa said on the radio show First Shift

with Tony Trupiano, “We are growing, and the economy is getting better. Over 200,000 people are getting back to work, but we have a big job ahead of us. This is an important election because there is a choice; on the one hand you have a group that wants to take away Social Security benefits, they want tax cuts for the rich, to take away unemployment benefits and food stamps.”

On MSNBC’s Ed Schultz Show, Hoffa emphasized how, “You should vote your pocketbook. Republicans are trying to destroy unions, your health care, your pension,” he said. “We need people to understand that we stand on the shoulders of the union members who came before us. We need to vote for people who really care about us.”

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Doug Mills/The New York Times/Redux

TEAMSTERS AT THE DNC

Members Set Up Convention, Serve As Delegates, Address Attendees

Once again, Teamsters played a big role at the Democratic National Convention in Charlotte, N.C., from Sept. 4-6. Members of Charlotte's Local 71 helped set up the convention, but Teamsters were visible throughout the gathering that nominated President Obama for a second term for president. Many Teamster members even served as delegates for Obama.

A highlight for Teamsters was when one of their own, Carroll County Deputy Sheriff Ken Myers, addressed the

assembled delegates at the convention. Myers, a member of Local 238 in Cedar Rapids, Iowa, started out his speech saying, "I am a Teamster and a father." Here's some of his speech:

I'm lucky to walk a pretty quiet beat, as they say. But one evening last spring, me and two other officers answered a call, a domestic disturbance. As one of my partners knocked on the front door of the house, I went around back. That's when, through a window, I saw a man with a gun. And he saw us. He started firing. We took cover.

Backup arrived, and we spent the night trying to convince the suspect to surrender. By morning, he walked out the door, hands in the air. Thankfully, no one was hurt.

First responders like me put our lives on the line. We're proud to do it. It's the job we signed up for; to protect and serve. But we need a leader who will do the same for us. And that leader is President Barack Obama.

Governor Romney has said, 'it's time to cut back' on public employees like teachers, firefighters and cops. And that's exactly what his plan would do. When the Republican governor of Ohio attacked the collective bargaining rights of police officers, Romney supported him. The Romney-Ryan budget could cut funding for first responders by 20 percent. . .

In his big speech last week, Mitt Romney talked about helping families. We help families every day. And let me tell you, what Mitt Romney doesn't understand is that there's nothing helpful about undermining public safety. When you cut funding



for first responders, that means there will be fewer of them. And that means help may take longer to get there, or may get there far too late. President Obama understands that.

In places like Carroll County, we do things for ourselves. We're not strangers to hard work. But part of that work is looking out for our neighbors. That's why we need police. That's why we need firefighters and teachers. And that's why we need a president who fights for us, a president who stands up for middle class jobs and middle class communities. President Obama has our backs. And in this election, we have his.





UPS, UPS Freight Negotiations Open

Talks Begin for Nation's Largest Collective Bargaining Agreement

National negotiations for UPS and UPS Freight kicked off Sept. 27 in Washington, D.C., with the Teamsters National UPS and UPS Freight Negotiating Committees vowing to protect pensions and health care.

"Our members have stated loud and clear that their top priorities are to protect their pensions and health care, to stop the harassment by supervisors and to deal with outsourcing. And that's what we are going to do," said General Secretary-Treasurer Ken Hall, Co-Chairman of the negotiating committees and Director of the Package Division.

The UPS contract is the largest collective bargaining agreement in the country. The UPS and UPS Freight contracts cover about 250,000 Teamsters. The current five-year agreements expire July 31, 2013.

"Our goal was to get a common expiration date for both UPS and UPS Freight and we're very pleased to have achieved that," said General President Jim Hoffa, Co-Chairman of the committees. "When you have 250,000 people behind you, that's a lot of leverage. That's a lot of bargaining power."

Preparations for negotiations have been occurring for months, and included surveys to UPS and UPS Freight members and member focus groups.

The very first meeting held to prepare for negotiations involved both UPS and UPS Freight Teamsters from all over the country who perform various jobs at both companies, including package delivery drivers, feeder drivers, loaders, unloaders and sorters at UPS, as well as road drivers, city drivers, dockworkers and clerks at UPS Freight. They came to Teamster headquarters to participate in focus groups to identify and discuss contract priorities.

Both Hall and Hoffa attended the meetings, as did other General Executive Board members and union staff to make sure that members' priorities were understood and recognized.

"Health care is very important to me, especially as a mother of five," said UPS part-time employee Donna Dieckman from Local 407 in Cleveland.



"Pensions are very important to our people," said Frank Jene-ski, a UPS Freight city driver from Local 639 in Washington, D.C.

Several UPS and UPS Freight members participating in the focus groups pointed out that the company is posting record profits. They urged Teamster leaders to stand strong against any UPS attempt to push for concessions.

"UPS is making a lot of money and we feel no concessions should be made," said Clarence Hemenway, a UPS worker from Local 486 in Saginaw, Mich.

"Good, I agree," Hall responded. "We are not going into negotiations to talk about concessions. We are going to talk about moving forward as we have in previous contracts. This highly profitable company makes its money on the backs of Teamsters. So mark my words: We are going to get a good contract."

After listening to members and reviewing membership surveys, priorities were identified. Screening committees also were convened to discuss and review proposals submitted by UPS and UPS Freight locals.

Finally, contract priorities were discussed at a "two-person meeting" in Chicago, which included two representatives from every UPS and UPS Freight local. All locals had a chance to review opening proposals and ask questions. Ultimately, the local unions unanimously approved both the UPS and UPS Freight proposals.

Hall said negotiations will initially focus on working conditions, work rules, harassment, subcontracting and safety, and then will tackle the economic issues of pensions, health care and wages.



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FIGHTING BACK



REPUBLIC AIRWAYS TEAMSTERS DEMAND FAIRNESS, RESPECT

Teamster pilots, flight attendants and mechanics at Republic Airways are fighting back against the company's anti-worker tactics, including rallies outside a shareholders' meeting and a march on the company's headquarters. Republic provides regional flights for United, American, Delta and US Airways as well as its own Frontier Airlines.

In early August, the workers protested outside the company's shareholders' meeting in New York City, warning the public that labor unrest is a real threat in light of the company's attack on workers.

"We came to New York to warn passengers and investors that a strike is on the horizon if management continues down its current path," said Republic Airlines First Officer Craig Moffatt, President of Local 357 in Plainfield, Ind. "A strike could disrupt air travel throughout the country."

Food Stamps

With no wage increase in more than five years, some Republic pilots now qualify for food stamps. The company is also destroying morale among other work groups by violating the workplace rights of mechanics.

"Since its purchase of Frontier and Midwest Airlines in 2009, Republic has pursued a business strategy that has antagonized

customers, squandered cash and undermined its core regional carrier business," said Ken Hall, Teamsters General Secretary-Treasurer.

Investors gave strong support to a Teamster shareholder proposal calling for an independent chairman of the board.

In its report, "Independent Board Leadership at Republic Airways—The Final Frontier," the Teamsters note concerns about the airline's clubby board and conflicted lead director who have allowed CEO and Chairman Bryan Bedford to create the current crisis at Republic.

Respecting Rights

In late August, workers marched on the company's Indianapolis headquarters, demanding that management honor the professional employees who keep the flying public safe.

"I'm here to tell the company to respect our federally protected rights to form our union," said Thad Tivin, a Republic mechanic based at National Airport near Washington, D.C. and four-year employee. "The company is violating our rights and we are fed up with these attacks. Management needs to start honoring their employees."

The Republic mechanics are trying to form their union, hoping to join the mechanics at Frontier, who are already Teamsters.



Car Dealer Contract Covers 450 Teamsters

Area Agreement for Local 618 Members Covers 40 Dealerships

A contract victory covering more than 450 Teamsters represented by Local 618 in St. Louis was ratified by 95 percent of the vote.

On September 16, Teamsters auto dealer members ratified a new five-year agreement. The contract covers workers at more than 40 individual car dealerships in the St. Louis and surrounding area who are parts managers, parts counterpersons, drivers, porters, order fillers and packers.

"With strong leadership by our local union officers and all Local 618 dealer members who are affected by this agreement, we were able to achieve a great contract that addressed our concerns and also gave us job security for the next five years," said Rob Boone, a member of the local bargaining unit committee who is employed by Lou Fusz Dodge. "We also ratified the agreement two weeks before the expiration of the contract."

Several meetings were held with Local 618 and the St. Louis Auto Dealers Association to reach the new agreement, which includes wage increases each year of the agreement; pension increases each year of the agreement; and fully funded Local 618 health and welfare.

"We were adamant in obtaining a five year agreement for our members to ensure their security long term," said Local 618 Recording Secretary Tom Cole, who represents the Local 618 dealership members. "We were successful in our goal."

"The vote clearly showed the membership was entirely behind the committee's recommendation," Kropp said.



Local 727 Welcomes New Members at Des Plaines Manufacturing Plant

GENERAL CABLE WORKERS JOIN TEAMSTERS

Workers at the General Cable manufacturing plant in Des Plaines, Ill., stood together and made their voices heard by voting for representation by Chicago's Local 727 on August 2.

"These hardworking men and women stood together amid management's union-busting tactics, and now they will have the representation they fought so hard for," said John Coli Jr., President of Local 727.

Local 727 representatives soon will begin preparing to negotiate for the new unit's first collective bargaining agreement. The 70 workers will join their counterparts at plants in DuQuoin, Ill., and Marion, Ind., who already are protected by Teamster contracts with other local unions.

"Everybody was tired of what was going on. We have to look out for ourselves and our families, and we need to stand up for what we want in our workplace. The only way to do that is through collective bargaining," said Joe Rodriguez, a two-year General Cable employee.

"Lately, it's like they want us to live here. They are demanding we work long shifts and we don't have a choice. They don't care that we have families. The Teamsters can help change that," said Mateo Torres, who has worked at General Cable for one year.

General Cable, a Fortune 500 company headquartered in Highland Heights, Ky., develops, designs, manufactures, markets and distributes copper, aluminum and fiber optic wire and cable products. The company has manufacturing plants, distribution centers and sales facilities all over the world.

"This company is a global giant, but our new members did not back down," Coli Jr. said. "They understand the importance of being in the union, and we vow to always represent them with the dignity and respect they deserve."

BMWED Member Breaks New Ground

STACI MOODY-GILBERT ELECTED TO LEADERSHIP POSITION

The Brotherhood of Maintenance of Way Employees Division's (BMWED) Burlington System Division made history on July 11, 2012, when delegates gathered for the quadrennial convention elected the first General Chairwoman. Staci Moody-Gilbert is the first woman within the BMWED to rise to that position.

While railroads have historically been reluctant to hire women into railroad positions, particularly the maintenance of way department, many talented BMWED women are proving railroading is not just for men. Gilbert is one of those women.

"This is the first time in the 125-year history of the BMWED that a female has been elected to this position," Moody-Gilbert said. "Fortunately I have a lot of great mentors in the union with experience they are generously sharing. I am very humbled to have been elected to this position."

Representing Members

After serving in the U. S. Navy for seven years, Gilbert went to work for the former Burlington Northern Railroad, now the Burlington Northern Santa Fe (BNSF). Gilbert began as a Track Laborer on April 12, 1993, but quickly gained seniority in a number of positions in the Track Sub-department including: Machine Operator, Truck Driver, Welder Grinder, Welder Helper, Assistant Foreman, and Foreman. She also worked for a while in the Bridge and Building Sub-department as a B&B Truck Driver, 2nd Class B&B Mechanic, and 1st Class B&B Mechanic.

Gilbert began her career with the BMWED in 2005 when she was appointed to the position of Assistant to the General Chairman, and later served as the Burlington System Division's Claims and Grievance Coordinator. Proving her ability and talent for representing the membership, she was rewarded in 2010



when the members elected her to serve as the Vice General Chairwoman for the Central Region. That same year she was also elected to serve as Vice Chairwoman for the BMWED Northwest Region Association, a position she held until 2012, when she became the Association's Secretary-Treasurer. She also serves as the Secretary-Treasurer for Local Lodge 1214 in Hastings, Nebraska.

"For several years the BMWED has been working to actively recruit members who are interested in serving the union in an official capacity," said Freddie Simpson, President of the BMWED and International Vice President of the Teamsters Union. "Staci is an excellent example of

someone who has worked her way up. We are pleased she has made this important commitment to the union."

Recently consolidated into one larger entity, the Burlington System division, where Moody-Gilbert is Chairwoman, covers six different railroads in 14 states and counts more than 2,600 men and women as members. Contract negotiations for some of the railroads will begin this next spring.

"Because my father was a union member, I've understood the value of a collective bargaining agreement," Moody-Gilbert said. "I look forward to the challenges ahead representing our members at the bargaining table."



DR. LEE ROGERS FOR U.S. HOUSE **California Podiatrist Challenges Anti-Worker Republican**

California podiatrist Dr. Lee Rogers, an affiliate Teamsters member through the California Teamsters Public Affairs Council, is running for U.S. Congress in California's 25th District.

Rogers is challenging Republican Rep. Buck McKeon, a longtime anti-worker congressman who has fought against organized labor and the Labor Department.

"The middle class is suffering while we're giving away billions in subsidies to profitable companies," Rogers said. "Let's focus our tax dollars here at home and protect working families."

Rogers has been endorsed by the Los Angeles County Federation of Labor. He specializes in podiatry and limb salvage at Valley Presbyterian Hospital in Van Nuys. He co-founded and directed the Amputation Prevention Center in the hospital, and has published more than a hundred scientific papers, articles and book chapters on health policy.

Rogers said in his first 100 days he would oppose Republican plans to gut Medicare, co-sponsor a constitutional amendment to overturn the U.S. Supreme Court decision regarding Citizens United, introduce legislation to ban x-ray scanners on humans for non-medical purposes and establish a yearly conference of local California leaders to establish legislative priorities.

He and his wife Susan live in Simi Valley with their two daughters.



JOSE HERNANDEZ FOR U.S. HOUSE

Teamster Astronaut: From the Cannery to the Cosmos

When Jose Hernandez was a kid, he worked in the fields of San Joaquin Valley, Calif., picking cucumbers with his family and dreaming about missions into space. Today, after serving as a NASA astronaut and spending 14 days orbiting Earth in 2009, Hernandez is running for Congress.

Hernandez credits his Teamster job at a cannery for helping him pay for college and setting him on the path to reach his dream.

"I went from a job that paid minimum wage to \$12 an hour plus benefits," he said. "That was big money in those days and it helped pay my tuition and keep me in school. It wouldn't have been possible without the Teamsters Union."

A former member of Local 601, Hernandez's impressive journey from migrant farmer to Teamster to astronaut has led to his current campaign to represent the people of California's 10th District.

Hernandez believes too many members of Congress are more concerned with scoring political points while working families struggle to make ends meet. That's why his campaign is about getting back to the basics. Keeping jobs in America and building the foundation for tomorrow's jobs through education are central to his mission in Congress.

As a boy, Hernandez remembers watching the launch of Apollo 17 and deciding at that moment that he wanted to be an astronaut. But his accomplishments were not limited to the stars. On the long road to becoming an astronaut, Hernandez was recognized for his engineering work using Cold War technology to develop lifesaving mammograms. He also worked with the U.S. Department of Energy on Russian nuclear nonproliferation issues.

Hernandez's life is a tribute to determination. He applied 12 times to become a NASA astronaut before he was finally accepted. During that time, he earned his pilot's license, became a master scuba diver and learned to speak Russian.

For Hernandez, his campaign is about creating jobs and making sure that the opportunities that he had as a child are available for all children in America.

"When I worked at the cannery, they told me I wasn't guaranteed a job the next summer after my first year of college," Hernandez recalled. "I talked to my shop steward and Local 601 fought for me so I was able to continue working and pay for school. That's the kind of advocacy we need in Washington—representatives fighting for working people."



STEVE BULLOCK FOR MONTANA GOVERNOR

State Attorney General Has Fought Misclassification

Montana Attorney General Steve Bullock knows a raw deal when he sees one.

The former labor attorney for Local 190 and current candidate for governor of the Big Sky State led a bi-partisan national group of state attorneys general in cracking down on FedEx Ground's illegal misclassification of 13,000 drivers across the country. Largely due to Bullock's efforts, the company has been forced to change its business model to more fairly protect workers' rights.

"They may have the money, but we have two things they don't; we're right and we'll work harder than them," Bullock told the Teamsters Convention in 2011. "It will be labor leading the resistance to the war on workers."

As governor, Bullock is committed to rebuilding Montana's manufacturing base and creating good, middle class jobs. A longtime worker advocate, he understands that Montana needs jobs that families can live on—with good health care and a secure retirement.



 KIM GILLAN FOR U.S. HOUSE
Union Upbringing Grounds Candidate

Running for Montana's lone seat in the U.S. House of Representatives, Kim Gillan understands why having elected officials that fight for working families is so important.

Gillan is a former member of Local 853 in California. As Minority Whip for the Montana State Senate, Gillan helped develop job training programs, increase funding for road construction and close corporate tax loopholes.

She worked her way through college at a Unified Grocers warehouse. But her Teamster background didn't start there.

"My mother was a member of the Graphic Communications International Union before it became part of the Teamsters, and my father was a union dockworker and also worked for some time as a Teamster," she said. "That's why supporting labor for me is not just an election issue, it's a Gillan family value."

"I'm a product of the working class and when I get elected in Montana, I'll be a champion of the working class," she said.



 RICK NOLAN FOR U.S. HOUSE
Labor, Business and Legislative Background



Former congressman Rick Nolan retired from Congress in 1981, but he never stopped paying attention to what was going on in Washington, D.C.—or with his fellow Teamsters. That's why he's again running for the U.S. House Seat in Minnesota's 8th District.

"Unions are the backbone of the middle class in America," Nolan said. "Let's not forget that the union movement raised the working class out of poverty less than a century ago and provided a powerful voice for the average working man and woman. That voice is being challenged every day. Working families need more allies, and unions continue to fight for all of us."

"I worked my way through college as a Teamster at UPS. This is my union," Nolan said. He is committed to fight for the Employee Free Choice Act, pension protection and against right to work.

Nolan's background has not only shown him the importance of unions but of small businesses. He has been a successful local business owner who has created jobs throughout Minnesota through his sawmill and wood pallet factory, which is family run.

Nolan is a former three-term Minnesota congressman recognized nationwide for his battles on behalf of working families, farmers, small businesses and rural communities.



STEVE SODDERS FOR IOWA SENATE, DISTRICT 22

Deputy Sheriff Active in Teamsters Law Enforcement League

Iowa State Senator Steve Soddors represents District 22 in Iowa and serves as the Deputy Sheriff for Marshall County. Today, he is running for Iowa Senate District 36.

As a Teamster, Soddors is also an active member of the Iowa Teamsters Law Enforcement League. His Teamster experience has helped him represent working families in the state and lead on the issues that matter to them.

"It's been a great experience working with the Teamsters Law Enforcement League," Soddors said. "It has taught me that organization matters and it's given me leadership skills that helped me in the Iowa Senate."

Soddors is committed to pushing for initiatives that improve worker training opportunities and job placement for the unemployed.



JIM SWEERE FOR MISSOURI HOUSE, DISTRICT 16

Teamsters in Missouri Fight Back By Seeking Public Office

The recent attacks on workers in Wisconsin, Ohio and other states angered and alarmed working men and women everywhere, and Jim Sweere was no exception.

Sweere, a city driver/dockworker at ABF Freight System and member of Local 41 in Kansas City, decided to fight back by seeking a seat in the Missouri House of Representatives, District 16. It's his first bid for public office.

"I got mad," said Sweere, who has worked at ABF since 2004 and has been a Teamster off and on while employed in the freight industry over the past 30 years. "Shouldn't we all be mad? I saw the attacks on the labor movement. I saw the decrease in the viability of the middle class. I couldn't sit on the sidelines anymore."

Sweere's top issues include fighting the assaults on labor and working families, protecting and strengthening collective-bargaining rights and fighting for worker compensation reform that will protect workers.

"I'm a third-generation Teamster," said Sweere, who if elected would represent a portion of the north side of Kansas City. "My father is retired. He's collecting a pension. Prior to that, my paternal grandfather retired and collected a pension. They worked hard for what they got. They made some great sacrifices."

Sweere's campaign slogan is "Steppin' Up for the Middle Class."





REELECT CLINT ZWEIFEL AS MISSOURI STATE TREASURER

Active Teamster is Current State Treasurer

Clint Zweifel, a Democrat who was elected State Treasurer in 2008, was elected a Missouri State Representative in 2002 and served as Education and Research Director at Local 688 in St. Louis prior to that.

“Growing up in a union household, I witnessed firsthand the entry point to the middle class that labor has provided for many American families,” Zweifel said. “I understand the importance of a strong middle class and the need to grow opportunities for middle-class families.”

Zweifel said he has focused on helping working families as treasurer.

“We partnered with small businesses and farms on more than \$1 billion in low-interest loans that helped create jobs and grow our economy,” he said. “Through increased efficiencies and private partnership, we provided opportunities for families to save more money for college through matching funds and better program performance. As a commitment to working families, I continue to look for ways to make government more efficient, accountable and transparent so it works better for them.”



BOB BURNS FOR MISSOURI HOUSE, DISTRICT 93

Retired Teamster Wants to Kill Right to Work

Bob Burns, a 34-year Teamster, retired after a career as a beer truck driver and was a longtime member of Local 600 in St. Louis. Burns, a Democrat, is seeking the District 93 seat and will face a Republican who ran opposed in the primary election. After retiring as a driver, Burns worked for Congressman Dick Gephardt and U.S. Sen. Claire McCaskill as their union representative.

Missouri residents defeated right-to-work legislation at the ballot box in 1978, “but it keeps rearing its ugly head.”

“I’m going to Jefferson City to kill it once and for all,” said Burns, who is making his second run for the state House. He said he will fight for good paying jobs with protections for workers, great schools for children and access to affordable health care.

“Everything I have I owe to the Teamsters,” said Burns, who was elected and served as alderman in the city of St. George on the Affton School District Board of Education.



TERRY LESINSKI FOR MISSOURI HOUSE, DISTRICT 104

Committed to Improving Lives

Terry Lesinski, a 34-year Teamster who is a city driver for YRC Corp., is vying for a House seat as a Democrat in District 104, a suburban area in St. Charles County. Lesinski is a member of Local 600 in Maryland Heights, Missouri.

“My number one priority is to vote against right-to-work legislation every time it comes up,” said Lesinski, who is seeking elected office for the first time. His other priorities include funding school districts and creating more jobs by creating true incentives for small business to hire people permanently.

“Being a Teamster has taught me what it means to belong to a powerful, united group of people who are committed to improving lives,” he said. “That’s what I hope to do as a state legislator.”





REELECT DAVE HANSEN TO WISCONSIN SENATE, DISTRICT 30

Tireless Advocate for Working People

Sen. Dave Hansen (D-Wis.) understands working people because he is one of them.

“One day I was working on the garbage truck, and the next day I was working in Madison, hiring staff,” said Hansen, a former Green Bay Department of Public Works employee and 20-year member at Local 662.

A tireless advocate for workers’ rights, Hansen is one of the famous “Fab 14” state senators who left Wisconsin in 2011 in a show of solidarity against Gov. Scott Walker’s attacks on collective bargaining for public employees.

Since then, Hansen and his fellow Democrats have taken back the state senate and he is running for a fourth term in Senate District 30.

“It’s the 1 percent against the 99 percent and I’m representing working men and women in this state,” Hansen said. “I stood up for what I believed in and I will continue to stand up for working people—for affordable health care, quality education and care for our seniors.”



GARY MCDOWELL FOR U.S. HOUSE

Lifelong Teamster Runs for Congress

Gary McDowell (D-Mich.), a 33-year UPS driver and Teamster member, is a candidate in an election that will determine the fate of working people in Michigan and beyond.

McDowell is running for Congress in Michigan’s 1st District in what is currently one of the tightest races in the country. The winner of this race will help determine which party is in the majority in next year’s Congress. And the candidates’ platforms couldn’t be more different.

McDowell supports job creation, tax relief for middle-class families and strengthening Social Security and Medicare.

“I am a strong supporter of the working class and I will continue to stand up for workers in Washington as a U.S. Congressman. There’s no more important time to get people in Congress who understand the average working person and the struggles we face,” McDowell said.

The 1st District is Michigan’s largest geographical district, encompassing all of the Upper Peninsula and much of the northern Lower Peninsula. McDowell got to know many of his constituents in the region from his work as a UPS driver.

McDowell has considerable experience as a state representative, as well as a board chairman and member of the Chippewa County Board of Commissioners for more than two decades. He was also a trustee of the local hospital, a volunteer firefighter and volunteer EMT in his community and is a lifelong farmer.

McDowell urges Teamsters to not just go out and vote, but to talk with their co-workers about the importance of voting. With anti-collective bargaining bills being pushed in legislatures across the country, McDowell knows that union members can never take for granted their hard-earned rights to bargain collectively.

“This race is so important to working families. I’m going to fight with everything I have to improve the quality of life for all men and women,” McDowell said. “I’m especially proud to be a Teamster.”





JEROD WARNOCK FOR INDIANA HOUSE, DISTRICT 5

Hoosiers Look to Reclaim Indiana Legislature

A whole lot of union members in Indiana are furious and they're doing something about it.

Hoosiers are fighting to take back the government and repeal the right-to-work-for-less law that took effect in March. The largest class ever of union members is now running for state senate and representative. Three are Teamsters.

Jerod Warnock, business agent for Local 135 in Indianapolis, has a good shot at winning his race for state representative in Indiana's 5th District.

Warnock, a Democrat, spent his off hours recently at a church rummage sale, a police breakfast (at 4:30 a.m.), tailgate parties at a Notre Dame football game, the Elkhart Labor Day parade and knocking on doors. His big brother Bob Warnock, President of Local 364 in South Bend, has accompanied him on walks around the district.

Winning won't be easy. "It's going to be work," Warnock said. "We're good at that."



BRAD THOMPSON FOR INDIANA SENATE, DISTRICT 7

Teamsters Local 1070 President Knows Labor

Brad Thompson, President of Local 1070 in Delphi, is running as a Democrat for Indiana state Senate from District 7.

Thompson's roots go deep in his rural district, as his grandparents farmed there and he has years of experience working for corn and soybean processors.

He's running because he believes the citizens of the 7th District need a working-class state senator.

"The system is broke and we can't depend on career politicians to look out for the concerns of the working middle class," he said. "The Indiana legislature is set up to meet only two months of the year, setting it up to be a citizens' legislature. So it's time to send one of our own to Indianapolis to look out for the working-class interest."

He has two daughters, one a UAW member and one who wants to be a labor lawyer. They're helping him with social networking.



JIM CAHILL FOR INDIANA SENATE, DISTRICT 37

Lifelong Indiana Resident Also Teamsters Local 716 President

Jim Cahill, President of Local 716 in Indianapolis, was mad enough that Indiana passed a Republican-sponsored right-to-work-for-less law. He was even madder when he learned that no Democrat was running for state Senate in his district, the 37th. So he went and filed papers to run for the seat himself.

"When I saw no one was running, I decided to jump in," he said.

Cahill is passionate about repealing right-to-work-for-less. He was at the Statehouse every day for the past two sessions fighting against anti-worker legislation.

Cahill has lived in Indiana his entire life. According to his website, he "is seeking to become part of the Indiana legislature that is committed to furthering and bettering the lives of the working men and women of Indiana by introducing and supporting legislation and policies directly geared towards that end."

Cahill was a concrete mixer driver for 31 years with Southside Ready Mix and Irving Materials Incorporated.



OSMAN KAMARA FOR PENNSYLVANIA HOUSE, DISTRICT 106

Teamster Promises to Protect Working Families

A public sector worker in Dauphin County, Penn., Local 776 member Osman Kamara has seen his own job threatened by privatization. Kamara, who is running for the District 106 Pennsylvania House seat, will not stand by and let this trend continue.

"I'm a 16-year dues-paying Teamster that believes in fair wages, fair benefits and a fair tax system. I will fight against any attack on the labor movement," Kamara said. "An assault against labor is an assault against the middle class. I promise to represent and fight for labor if elected as a state representative and protect working families."



THOMAS QUACKENBUSH FOR NEW YORK ASSEMBLY, DISTRICT 111

Business Agent Inspired at Teamster Convention

Local 294 business agent Tom Quackenbush is no stranger to politics—he has held public office for more than 17 years at the local level. However, it wasn't until he attended the Teamsters 28th International Convention in 2011 that Quackenbush considered taking his love of public service to the next level.

"When President Hoffa called on Teamsters to run for office at the last convention, it inspired me to take my political aspirations a step further," Quackenbush said.

That is when Quackenbush, who has served six consecutive terms as Supervisor of the town of Minden, decided to run for New York State Assembly for District 111. An 18-year UPS driver prior to becoming a business agent in 2010, he knows how important labor is to the middle class.

"I'm a Republican, but my stomach turns when I see members of my party at the national level denouncing and degrading the labor movement," Quackenbush said. "I feel it's important to understand that just because you're a Republican, you don't have to be anti-union."



JOHN F. MURPHY FOR NEW HAMPSHIRE HOUSE, DISTRICT 8

Teamsters Vice President Running for Office

Over the past two years, there has been an unprecedented attack on New Hampshire's working people.

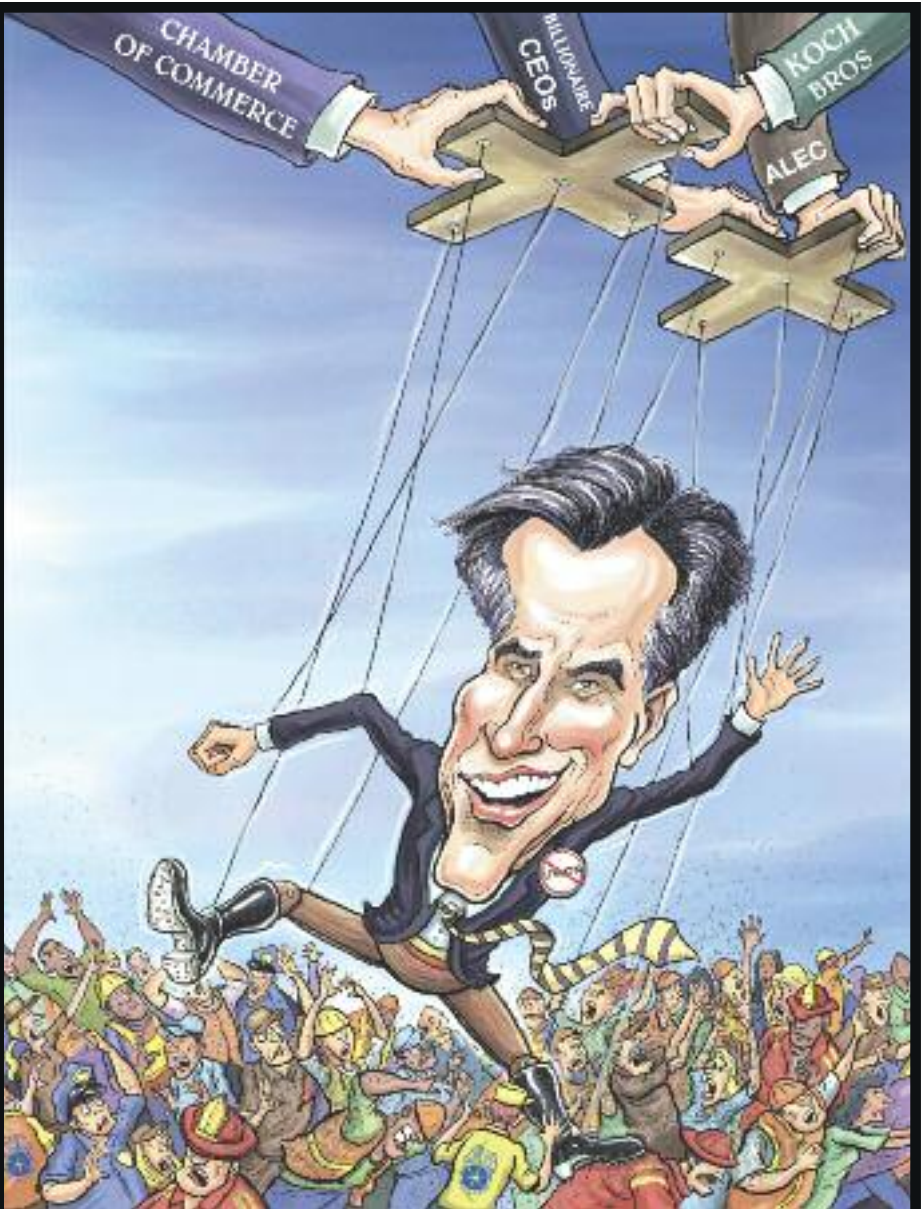
John F. Murphy, a Teamster for more than 40 years, is one of many Teamsters who are tired of the attacks and running for office. As an International Vice President and as Secretary-Treasurer of Local 122 in Boston, Murphy is acutely aware of the threats to the middle class that are occurring across the country.

Murphy is running as a Democrat in Rockingham County, District 8, for the town of Salem, N.H.

Murphy's campaign priorities are to defend collective bargaining rights in the public and private sector; invest in our children's future by maintaining the best public education system; and fight for meaningful tax reform so senior citizens are not taxed out of their homes.



ROMNEY'S TIES TO ILLEGAL UNION BUSTING



Federal Judge Said Company Willfully Violated Labor Law

Mitt Romney touts his background as a private equity tycoon as something that's supposed to help him manage the U.S. economy. But along with firing workers and outsourcing jobs, Romney's business experience includes union busting.

A recent report in the Financial Times says a Bain-controlled company ran an illegal campaign in the 1980s to stop employees from organizing:

"Key Airlines, an early investment for the private equity firm founded by a young Mitt Romney and two associates, broke the law by attempting to coerce and then dismiss two pilots

who tried to organize a union. Two months after a union vote failed, Bain agreed to sell Key Airlines at a large profit," the Financial Times reports.

Key Airlines was not just guilty of unfair labor practices. A federal judge said the company was engaged in willful and repeated violations of the Railway Labor Act while Romney was a director and shareholder of the airline.

The 21 pilots who were trying to form a union were motivated mainly by safety concerns. But Key responded by holding coercive meetings and intimidating the workers. Two of the pilots were told to sign resignation

letters as punishment for their organizing efforts.

"What do pilots trying to improve safety and other conditions on the job have to do with the unemployment rate and labor leaders?" asked Jim Hoffa, Teamsters General President. "The answer is nothing, unless you're trying to become a president who puts the interests of Wall Street bosses ahead of the interests of working Americans."

Romney's anti-union business experience is by no means surprising. But it gives working families yet another reason to fear a Mitt Romney presidency.



What President OBAMA Has Done

WHITE HOUSE PRIORITIZING MIDDLE CLASS FAMILIES

The Teamsters Union has endorsed President Barack Obama's reelection bid. Here are a few reasons why:

- In 2009, President Obama led the federal effort to rescue the domestic auto industry, overcoming the opposition of many who claimed it would be better to let the Big Three fail.
- Overall, President Obama has brought twice as many trade cases against China as President Bush, and he recently announced the creation of a new Interagency Trade Enforcement Center to improve coordination of U.S. government action against unfair practices by our trading partners.
- On the tax side, to discourage offshoring, President Obama has called for a minimum tax on all U.S. profits earned overseas, and has offered companies that scale back foreign operations a 20 percent tax credit for locating those factories back in America.
- One of the first bills the president signed into law was the Lilly Ledbetter Fair Pay Act, overturning a Supreme Court decision that restricted the rights of workers to file wage discrimination cases.
- The administration has requested \$25 million in additional resources to clamp down on the misclassification of workers as independent contractors.
- President Obama appointed the daughter of a Teamster shop steward, Hilda Solis, as the Secretary of Labor.
- President Obama signed into law the James Zadroga 9/11 Health and Compensation Act, legislation to provide medical treatment and compensation to the 9/11 responders made sick from toxic exposures at the World Trade Center.
- The administration reversed Bush policies that led to the contracting out of federal employee jobs and put forth a policy that encourages federal agencies to insource work that had been contracted out.
- The administration proposed and won significant new funding for worker protection agencies and stepped up enforcement by OSHA, MSHA and the Wage and Hour Division. It also restored and expanded a health and safety training grant program for workers.
- In 2011, the Obama NLRB issued new regulations to streamline the representation election process and reduce opportunities for employer manipulation and delay.
- Shortly after taking office, President Obama issued executive orders to prohibit federal contractors from using government funds to block union organizing. Another executive order required federal contractors to post a notice informing workers of their right to form and join unions, reversing an earlier Bush notice requiring only the posting of the right not to join a union.
- In 2009, Obama appointed union-side attorneys Craig Becker and Mark Pearce to the NLRB, and named then-member and former Teamster lawyer, Wilma Liebman, as chairman. After the Republicans filibustered Becker's nomination, the president appointed Becker using his recess appointment authority.
- "Having a voice on the job and a chance to organize and a chance to negotiate for a fair day's pay after a hard day's work, that is the right of every man and woman in America—not just the CEO in the corner office, but also the janitor who cleans that office after the CEO goes home," Obama said on Labor Day in 2011. "Everybody has got the same right."



COLLECTIVE BARGAINING ON THE BALLOT IN MICHIGAN



A Message from **JIM HOFFA,** General President

The Greatest Generation won two World Wars, put a man on the moon, built the interstate highway system and created the most dynamic economy on earth. Between 1946 and 1973, the U.S. economy was a powerhouse. The middle class grew strong and millions of Americans rose out of poverty. The words “Made in America” meant something—something the world envied.

The Greatest Generation recognized that if people have a right to capitalize their ideas and their country’s resources, then people also have the right to capitalize their labor. When the Greatest Generation ran the country, workers bargained collectively for their fair share of the prosperity they created.

Those important rights should be protected as part of the state constitution. I urge Michigan voters to support the Protect Working Families initiative on the ballot in November.

Collective bargaining built America’s great middle class after World War II. It created a virtuous loop that strengthened the American economy. Workers bargained for better wages and

benefits. Their spending fueled even more manufacturing and even more jobs. Collective bargaining allowed employers and employees to negotiate their differences productively, to work together to solve problems, to find efficiencies and to build better products.

Those rights have been weakened by job-killing trade deals that let employers pit American workers against low-paid, unskilled foreign workers. Globalization is severely weakening collective bargaining rights.

Collective bargaining rights are under attack, threatening our middle class. It’s no coincidence that the middle class is shrinking as collective bargaining rights are being taken away. The U.S. Census Bureau says the middle class makes up 51 percent of adults, down 16 percent from 1971. In the past decade, the median income for the middle class fell to \$69,847 from \$72,956, and median wealth fell 28 percent.

We’ve already seen what collective bargaining did to help save the auto industry. Auto management and auto workers negotiated to make historic changes in production, pay and benefits. Since then, productivity has increased, government loans have been repaid and sales have soared. That couldn’t have happened without collective bargaining.

Voting Yes on 2 to protect collective bargaining rights should be a no-brainer for Michigan voters—because it’s good for all of us.

STOP PROPOSITION 32

DECEPTIVE NEW ATTACK THREATENS CALIFORNIA WORKERS

One of the most important labor battles this election season is one that many outside of California don't know about: Proposition 32. The future of unions in California, and perhaps in the nation, is on the line.

The problem is, Prop. 32 is not what it seems. It's called the "Stop Special Interest Money Now Act" but it's really the "Special Exemptions and Corporate Loopholes Act."

Bankrolled by anti-union millionaires, Prop. 32 does nothing to stem the flow of money into politics from wealthy corporations. In fact, it exempts all of them (and many more corporate interests, like real estate developers, insurance companies and Wall Street hedge funds) while silencing the voice of unions and workers.

Unions and their members can't fight for good jobs if they don't have a voice. If the anti-union millionaire backers of Prop. 32 succeed in tricking voters into passing this measure, it won't stop there. This is just the first step of a one-two punch that ends with union members losing rights, like workplace health and safety, wage protections, health care, retirement security—even the right to have a union at all.

Manipulative Legislation

Here's how it works: The measure seems to apply to both unions and corporations equally—but there's a catch. The initiative is cleverly worded specifically to restrict unions and workers who give money to politics through payroll deductions, while exempting secretive Super PACs and corporate front groups.

Currently, Teamster members voluntarily fund political campaigns through weekly contributions to DRIVE, the union's political action committee. Because the union receives those contributions through payroll deductions, Prop. 32 would ban them. This measure would take away Teamsters' right to support DRIVE.

The people behind Prop. 32 will tell you that Sacramento is broken and this is the way to fix it. But that's a lie. This isn't campaign finance reform. It's unbalanced, unfair and does nothing to address the broken system in Sacramento.

The loopholes and exemptions written into Prop. 32 mean that unions will be silenced while big business interests are still allowed to contribute directly to political candidates.

"Proposition 32 is an attempt to weaken unions. But we're Teamsters. We stand up and fight," said Randy Cammack, International Vice President and President of California's Joint Council 42.

"Prop. 32 is the most vicious, anti-worker measure on the ballot I've ever seen," said Rome Aloise, International Vice President and President of Joint Council 7 in San Francisco. "If this passes, we'll have no political power to fight for our members' rights—in Sacramento or at the bargaining table."

Learn more and join the fight to Stop Prop 32. For more info, go to: www.stopspecialexemptions.org.





ORGANIZING POWERHOUSE



500 Corrections, Transportation Workers Join Local 385 in Florida

In the span of one week, more than 500 Florida workers with the Osceola County Department of Corrections and MV Transportation joined Local 385 in Orlando, proving that there is strength in numbers.

"We're honored to welcome these hardworking new members to the Teamsters," said Mike Stapleton, President of Local 385.

More than 200 correctional officers with Osceola County came together seeking fairness, an end to favoritism and a voice at work. They joined the union after seeing the success of the nearly 20,000 Florida Department of Corrections officers who joined the Teamsters in November last year.

"We're all very excited and the morale has definitely gone up," said Officer Laura Forehand. "I know the Teamsters have a good reputation and a good name. We needed a real union."

"They stood strong, never waived and stayed motivated. They voted 2 to 1," said Roger Allain, an organizer with Local 385.

Officer Gabriela Torres, a 10-year veteran with the department, said she wants to close the gap between the officers and the administration.

"We should all be working together. I want this to be a safer, healthier and more proactive working environment for the officers. The Teamsters represent a lot of law enforcement and we need a union with that experience on our side of the table," Torres said.

"Our health care premiums went up. We've had no raises for three years. The favoritism is heavy, with picking and choosing of who gets which posts," Officer Pete Hernandez said. "We've come together and everyone is happier now that we're moving in the right direction. We've accomplished something big."

The 300 MV Transportation drivers, who also recently voted overwhelmingly to join Local 385, provide para-transit services in the Orlando area.

"We need help badly here, and living in a right-to-work state, we need the right representation. The company has the resources to fix the equipment, the pay and the way things are run," said Al Rollock, an MV Transportation driver and 20-year Teamster with DHL.

The drivers were previously members of another union, but dissatisfaction over declining wages, rising health care costs and favoritism, among other concerns, led to the change in representation.

"We're looking forward to a new beginning with the Teamsters. I was a Teamster and I know our situation will improve as Teamsters," Rollock said.

LOCAL 822

Nash Finch

Drivers at Nash Finch, a wholesale food distributor, recently voted to become members of Local 822 in Norfolk, Va. The vote was 64-41 and there are 109 drivers in the bargaining unit.

"It feels great to finally have an opportunity to make improvements here and have a voice on the job," said Arthur Padmore, a 10-year driver with Nash Finch who was a leading member on the drivers' organizing committee.

"This is a huge win and we look forward to negotiating a new contract for these drivers," said James Wright, President of Local 822.

The drivers in Norfolk will join 430 other Nash Finch Teamsters at nine other facilities throughout Ohio and Indiana. The Minneapolis-based Nash Finch is the second largest publicly traded food distributor in the U.S.

LOCAL 385

MV Transportation

Drivers with MV Transportation have voted overwhelmingly to join Local 385 in Orlando, Fla. There are 300 workers in the bargaining unit.

"We're looking forward to a new beginning with the Teamsters," said Al Rollock, an MV Transportation driver and 20-year Teamster with DHL. "I was a Teamster and I know our situation will improve as Teamsters."

The drivers were previously members of another union, but dissatisfaction over declining wages, rising health care costs and favoritism, among other concerns, led to the change in representation.

LOCAL 517

Marquez Brothers

More than 200 new brothers and sisters who work at Marquez Brothers Inc. in Hanford, Calif., recently voted to join Local 517 in Visalia. Marquez is the largest dis-

tributor of Mexican consumer products in the United States.

Organizing was not an easy feat. The company held daily meetings to try and influence their employees against joining the union. Marquez Brothers is now challenging the election results and spreading fear throughout the workplace in hopes of coercing employees into calling for a new election.

Rome Aloise, President of Joint Council 7 and Director of the Dairy Conference and Food Processing Division, is reaching out to Latino elected officials to ask for their support in future negotiations with Marquez.

Joint Council 7 understands that organizing is part of a long-term project to build power for Latinos in the Central Valley. The same week that the employees at Marquez Brothers in Hanford voted to join the union, a Teamster-supported project registered more than 500 Latinos to vote in the city of Hanford.

LOCAL 59

Republic Services/ Allied Waste

By a nearly 3-1 margin, workers at Republic Services/Allied Waste, who serve all of Cape Cod, voted to join Local 59 in New Bedford, Mass. The vote was 22-8.

"We will work hard to negotiate a strong first contract for these front-load drivers, residential drivers, mechanics and container repair workers," said George Belanger, Local 59 Secretary-Treasurer. "For far too long, they have had to endure terrible working conditions and a lack of respect. That will change immediately now that they have joined the Teamsters."

"We want respect," said Ed Swale, a driver who has worked at the company since May 2011, when he returned from Iraq serving in the Army National Guard. "The workplace had really spiraled out of control. We had a new district manager who treated us poorly and nine workers left. As Teamsters, we will have the respect we deserve."

Swale said he contacted the Teamsters after learning that 113 workers at Republic joined Local 251 in East Providence, R.I. in May.

LOCAL 305

YoCream

Dairy workers with YoCream International Inc., a division of global French food group Danone SA, have voted overwhelmingly to join Local 305 in Portland, Ore., seeking better conditions and a voice at work.

"We're very satisfied that we are getting representation from the Teamsters because the Teamsters represent almost all of the dairies in our area," said Christopher Greenlee, a lead pasteurizer and one of the 45 new Teamster members at YoCream. "We organized to improve our pay, have better communication with the company and have a say in our work rules."

YoCream, a family-owned frozen yogurt company founded in 1977, was purchased by Danone for \$103 million in 2010. The Danone brand is marketed in the United States as Dannon.

LOCAL 449

Carrier Coach

Drivers and monitors with Carrier Coach in Tonawanda, N.Y., have voted by more than a 2-1 margin to join Local 449 in Buffalo. The 51 workers mainly transport disabled schoolchildren, adults and the elderly.

"Our management recently changed and they were trying to change everything on us. I had never been in a union before, but I did my research and decided this is in our best interest," said Anthony Rick, a driver. "I like what I do because we're helping people," Rick said.

"We're thrilled to have them on board," said Jeff Brylski, President of Local 449. "Like every other group they're looking for respect on the job and equal work rules. We look forward to representing them."



¡Viva Los Teamsters!



Hundreds of Teamster delegates and members came together in July for the 2012 Teamster Hispanic Caucus Convention in Los Angeles. In the largest gathering of the Caucus to date, Hispanic Teamsters heard from labor leaders, elected officials, workers, and civil rights icon Dolores Huerta.

With the middle class continuing to face attacks by the ruling 1 percent, speakers at the convention emphasized the importance of get-out-the-vote efforts and beating back the war on workers.

“We must reverse the trend of attacks on workers over the last few years,” said George Miranda, Hispanic Caucus President, International Vice President and Secretary-Treasurer of Local 210. “It’s our job to register Latinos and get out the vote because if Mitt Romney becomes president, right-to-work-for-less will be the law of the land.”

The emphasis on political involvement was not limited to the national sphere. Speakers and attendees highlighted the attack on unions in California where anti-worker politicians are pushing Proposition 32, a measure that would restrict the political advocacy of unions on behalf of workers. Teamster ally Maria Elena Durazo of the L.A. County Federation of Labor echoed Joint Council 42 President Randy Cammack who urged delegates to help defeat Proposition 32 and other anti-worker measures around the country.

The battle for workers in California underscored the need to elect union men and women to political office—someone like former Teamster and astronaut Jose Hernandez, who is running for Congress in California’s 10th District. Hernandez, a former member of Local 601, was a keynote speaker at the convention. His incredible journey from migrant farmer to astronaut to politician amazed Teamsters at the convention.

“We need to fight in Congress to protect collective bargaining and create jobs so we can say to our kids that the sky is not the limit, space is,” Hernandez said.

Delegates also heard from International Vice President Al Mixon, Chairman of the Teamsters National Black Caucus, who delivered a message of solidarity to the Hispanic Caucus and stressed the power of unity.

Organizing for Rights

This year’s convention was also an opportunity to highlight recent organizing victories and ongoing campaigns in which Latino workers are leading the fight for dignity and respect in the workplace.

“Coming to a convention like this gives me strength,” said Karla Campos, a sanitation worker and leader in the campaign to organize workers at American Reclamation. “It’s inspiring to know that when I go back to work, we have

so much support from the Teamsters.”

Workshops were held on coalition-building and developing alliances with immigrant rights and environmental groups. Teamsters learned about organizing immigrant workers like car wash employees in Los Angeles and discussed strategy with organizers from the Los Angeles Alliance for a New Economy (LAANE) and Don’t Waste L.A., two coalitions formed in part by the Teamsters.

The Caucus also passed a resolution pledging to take the lead in struggles for immigration reform, a theme discussed throughout the convention.

Rep. Luis Gutierrez (D-IL) sent a video message to the Caucus. U.S. Secretary of Labor Hilda Solis sent a message reaffirming the Obama administration’s commitment to a strong middle class and growing labor movement.

Officers Reelected, Labor Legend Speaks to Caucus

On the final day of the convention, Hispanic Teamsters were honored to hear from Dolores Huerta, the trailblazing labor activist who co-founded the United Farm Workers union along with the legendary Cesar Chavez. Huerta shared her decades of wisdom as a union organizer and inspired Teamsters facing the present-day attacks on working families.

“The most important thing for us to do is to educate our communities because a lot of people don’t understand what unions do,” she said.

Huerta added that labor needs to join forces with women and LGBT groups and it needs to stand up against racism, which the 1 percent uses to divide working people and break unions.

“Every worker needs to be an organizer. Labor built the middle class and without the middle class you do not have a democracy,” Huerta said.

As Huerta finished her remarks, the 82-year-old veteran of labor and civil rights struggle brought the crowd to its feet chanting “¡Sí se puede!” (Yes we can!)

Delegates voted for the Hispanic Caucus to remain involved in the fight against the war on workers and passed a resolution to work with the International on get-out-the-vote drives in support of President Obama’s reelection. They also reelected the current team of Hispanic Caucus officers and trustees led by George Miranda and Local 36 Secretary-Treasurer Art Cantu, the body’s First Vice President. Miranda reappointed International Trustee Ron Herrera as Executive Director of the Caucus.

“We still face a lot of discrimination as workers,” Herrera said. “The right wing is going to keep coming at us, but we’re Teamsters and we know how to fight. We’re members of the greatest union in the world.”



Mobilizing the Movement ☆

Three weeks before the Democratic National Convention convened in Charlotte, N.C., the 37th Annual Teamsters National Black Caucus (TNBC) Education Conference kicked off in the city, giving delegates a jump start in mobilizing for the fall elections.

"This is a pivotal election year because the well-being of working families is at stake and this is a major reason why we are in Charlotte," said Al Mixon, International Vice President and TNBC Chairman. "We all need to leave Charlotte and get out and educate people about the importance of electing worker-friendly candidates."

In mid-August, more than 400 delegates attended this year's TNBC conference a short distance from where President Obama accepted his nomination for re-election. The theme of this year's conference was "Mobilizing the Movement and Making a Difference."

The theme was on everyone's minds given that 2012 is a presidential election year. But delegates also heard about the importance of electing pro-worker candidates in state and local elections.

Spreading the Word

Michael Traylor, a member of Local 396 in Covina, Calif., said delegates have a clear message: Go out and persuade friends, family, co-workers and others about the importance of voting for worker-friendly candidates like President Obama.

"We need to make sure everybody gets out to vote," said

Traylor, a 36-year Teamster feeder-truck driver.

This year's conference was the eighth Traylor has attended. "The unity is important," he said. "People come together from all over the United States. The workshops at TNBC are very valuable and it's just a great place to share ideas and solutions to challenges."

This year's mobilization theme re-energized TNBC delegates to help re-elect President Obama and other candidates who support working families, said Harvey Jackson, President of Local 1150 in Stratford, Conn., who is Vice Chairman of the TNBC.

"That's part of the main reason why we're here in Charlotte," Jackson said. "We understand the electoral demographics. North Carolina was a blue state in 2008. It's important that it remain a blue state."

But the choice to have the TNBC in North Carolina goes beyond presidential politics.

"North Carolina was also chosen to highlight the important relationships between labor, civil rights and political groups," Jackson said. "Many of the civil rights sit-ins that took place happened in North Carolina. In addition to mobilizing for the fall elections, we are preparing for next year's TNBC meeting in Atlanta, to coincide with the 50th anniversary of the civil rights movement there."

After Mixon welcomed delegates on the opening day, Carrie Twigg, national labor outreach director for Obama for America, talked about the importance of voting in this year's election, especially because many states are trying to



TNBC DELEGATES MEET IN CHARLOTTE, ★ FOCUS ON VOTER TURNOUT ★

pass voter-suppression laws aimed at keeping blacks, Latinos and other minority groups away from the polls.

Later, James Andrews, president of the North Carolina AFL-CIO, warned delegates that corporate interests will stop at nothing to attack workers, labor rights and the rights of people to vote.

"I come by today to sound the alarm," Andrews said. "We are under attack like never before."

Throughout the four-day conference, the voter-turnout message continued loudly and clearly, as speakers challenged those in attendance to educate others about worker-friendly candidates.

Huge Stakes

"Our livelihood, your family's livelihood, depends on what happens in November," said George Miranda, International Vice President, Secretary-Treasurer of Local 210 and President of Joint Council 16, both in New York.

W.C. Smith, President of Local 891 and Secretary-Treasurer of Joint Council 87, both in Jackson, Miss., told delegates that he disagrees with pundits who say certain states, like his native Mississippi, "are not in play" in November. Plenty of important state and local races in Mississippi and other states are critical to the interests of working families and must be fought for, he said.

"Don't just vote, you need to push everyone you can to the polls to vote," Smith said.

The voting message resonated with delegates, including Jerome Singletary, a member of Local 396 in Southern Califor-

nia, who was attending his first TNBC conference. Singletary is a driver at Republic Services, a solid waste company.

"To me, the message was powerful because it means a lot," Singletary said. "So much is at stake with the election and the states trying to suppress the vote. This overall message is something I will take back to my local and to my community."

On the conference's second day, a sea of red shirts filled the hotel ballroom as TNBC delegates celebrated the fourth annual Women's Day with inspiring speeches, recognitions and a special luncheon.

"Today was special because we celebrated Women's Day," said Barbara Williams, a senior toll collector with the Massachusetts Turnpike and member of Local 127 in Quincy, Mass., who drove 12 hours to get to the TNBC conference. "Females are the backbone. More women should get involved with the Teamsters, especially African-American women. Today was an inspiring day."

Several people were recognized for their work, including Ferline Buie, who was honored as the first black woman to serve as an At-Large International Vice President. "I wouldn't be here today if it weren't for you," Buie said. "I love what I do."

"To me, the entire conference focuses on sharing ideas, building relationships and mobilizing and organizing. This is what being in a union is all about. This is how it thrives and how it continues to help the working class," said Safeyyah Edwards, a member of Local 507 in Cleveland and a Red Cross employee.



BUILDING POWER FOR 2012 AND BEYOND



2012 Teamster

Atha Brown has attended the Teamsters Women's Conference before, but this year it was held for the first time in her hometown.

"Welcome to San Francisco, Teamsters! We're all here working together and keeping the union strong," said Brown, a member of Local 853 in San Leandro, Calif., and chief steward at First Transit. "This being an election year, we need to make sure we all get out and vote."

The 12th annual Women's Conference brought together more than 800 Teamsters from across the United States, Canada and Puerto Rico for three days of speakers, workshops and networking opportunities. The conference, themed, "Teamster Women: Building Power by the Bay," focused largely on what Teamsters can do to fight for workers' rights and elect pro-worker candidates in this election year.

"We've got a lot of work to do and the biggest thing we need to do is mobilize Teamsters everywhere for the election. Make sure you vote and everyone back home votes. The stakes have never been higher," said Jim Hoffa, Teamsters General President.

"In Wisconsin, Indiana, Ohio, and all over the country, there is an attack on workers and we need to fight back. We're all in this together and we all need to work together," said Ken Hall, Teamsters General Secretary-Treasurer.

"For the 835 Teamsters in this room, our message is, 'We are the Teamsters and when we are under attack, we get loud, we get proud, we get organized and we fight back!'" said Sue Mauren, Director of the Women's Conference.

Rome Aloise, International Vice President and President of Joint Council 7, which hosted this year's conference, welcomed the Teamster women to San Francisco.

"We are fortunate to have a lot of female leadership in the Bay Area and three female principal officers in our Joint Council," Aloise said, to applause. "We are excited to welcome you to our great town."

Aloise called on Teamsters to mobilize in California and beyond. He noted that Proposition 32, on the ballot this fall in California, would take away the ability of unions to participate in the political process on a statewide level. Such legislation, if it were to pass, could set the stage for similar measures in other states.

"Proposition 32 does nothing more than shut you down and deny you a voice," said Gavin Newsom, California's Lt. Governor and former mayor of San Francisco.

Sen. Barbara Boxer (D-Calif.) called the upcoming presidential election "a stark choice between two visions for America."

"If we don't win this election, the middle class of this country is going to slowly disappear and the middle class is what built this country. We cannot let that happen," Boxer said. Throughout the conference, Teamsters were abuzz about this election season.

Women

"We are at a critical time and it's an emergency that people really understand the facts before they go to the ballot box," said Joan Corey, a member of Local 25 in Boston. "Being from Massachusetts, we know Mitt Romney and we know for sure that he is not pro-labor. He's not for middle class America, and I'm deeply concerned."

"The female vote is a huge factor and this conference provides a great opportunity for us to learn about the issues," said Trish Suzuki, Political Director for Local 856 in San Bruno, Calif.

"Through the women's conference, I've learned to be more assertive, to speak up more and learn about politics. I love coming here and hearing about the experiences of other Teamsters throughout the year," said Tracy Reed, a pharmacy technician and member of Local 743 in Chicago.

Involved and Inspired

The Teamsters at the conference had the opportunity to hear the stories of successful women, including San Francisco Fire Department Chief, Joanne Hayes-White, the first female in that job.

"I thought Chief Hayes-White was an excellent speaker. She's a working mom, too, so it was inspiring to hear how she made it to her position," said Jennifer Casqueiro, a member of Local 853.

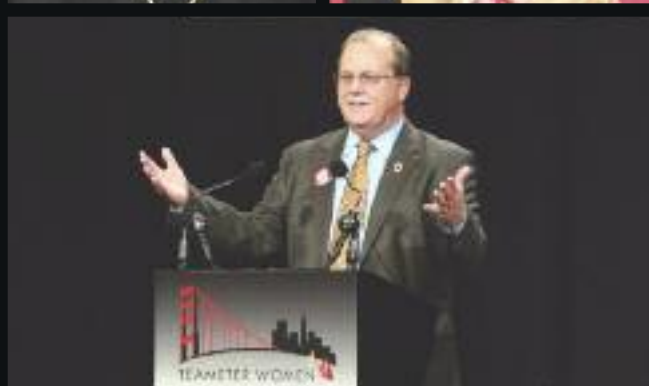
"The Women's Conference is a marvelous place to be," said Carrie Sapienza, a 20-year Teamster and heavy equipment operator at the Chicago Zoological Society. "I've met train conductors, nurses and drivers and I never had a clue of some of the women who are Teamsters until I came here!"

"I work with 40 or 50 guys and I'm the only female. There's so much support and everyone is so positive here, talking about our experiences and giving each other input," said Darlene Hoy, a rock truck driver and member of Local 213 in Vancouver, British Columbia, Canada, who attended her first women's conference in San Francisco.

Some of the women who led organizing efforts spoke on stage, telling their stories of hardship, determination and triumph. The speakers included school bus drivers, aircraft mechanics, pilots and sanitation workers, and reflected the full diversity of the union.

"I'm thrilled to announce that less than 48 hours ago, Allegiant Air pilots voted to join the Teamsters," said Tiffany Tokar-Vlasek, an Allegiant pilot, on stage, to the applause of 800 supportive Teamsters.

"Teamster women are strong, they believe in themselves and they are here because they want something more," said Josephine Lopez, who started out as a temp typist at Local 968 in Houston and worked her way up to become President of the local. "They want to keep learning and continuing the fight for working people. That's why we're all here."



VICTORY

at Allegiant Air

Pilots Seek Scheduling, Pension and Health Care Improvements

Seeking better pension and health care benefits and other improvements, 350 pilots at Allegiant Air have voted to join Teamsters Local 1224, the Airline Professionals Association (APA), in Wilmington, Ohio.

"With this victory, it feels like we've gone from nothing at all to having a brighter future," said Capt. Gary Hawk, who has flown for Allegiant for eight years and flew for TWA for nearly 15 years before that. "We look forward to receiving the professional representation the Teamsters provide. We're going to have more security into the future."

Allegiant Air is a low-cost airline owned by Las Vegas-based Allegiant Travel Company, and employs pilots flying McDonnell Douglas MD80s and Boeing 757s. Pilots want fair work rules, improved scheduling, improved pension and health care benefits and the security of a Teamster contract. Allegiant serves small cities with limited passenger service.



"This election is a major victory for Allegiant Air pilots," said Capt. David Bourne, Director of the Teamsters Airline Division. "The Teamsters Union stands ready to assist these pilots in securing their future with Allegiant Air. Our division continues to grow."

Teamster Power

"The pilots of Allegiant have spoken and chosen to be represented by the Teamsters," said Corey Berger, an Allegiant pilot.

"We look forward to working with management to build a career airline and strong company. We also thank the Teamsters Airline Division, Local 1224 and the 1.4 million Teamsters for their continued support."

Tiffany Tokar-Vlasek, who has flown for Allegiant for seven years and has been a pilot for 18 years, said she is happy to be part of an organization that fights for all workers.

"The Teamsters are an organization with a big membership of like-minded people who fight to improve the lives of workers everywhere," she said. "The union has a huge amount of experience with tremendous resources to make sure we are protected. I am very pleased to be a Teamster."

"I have worked hard over the years and I am very excited to have the opportunity



to fly for Allegiant as a Teamster,” said Cameron Graff, who has been a pilot at Allegiant for four years. “I am most excited about the resources and support that the Teamsters can provide since they represent so many different classes and crafts of workers. Although I know it will take time, I look forward to the day when we can say that we have our first contract as Teamsters at Allegiant Air.”

“We look forward to representing the pilots of Allegiant Air as they begin negotiating their first contract,” said Daniel C. Wells, President of Local 1224. “But even beyond the scope of representation, we are excited about their future participation and professional contributions to our local and the Teamsters.”

“Throughout their drive to organize as Teamsters, I consistently saw a steadfast commitment among the Allegiant Air pilots to secure a voice in their workplace and in their future,” said Traey Liggett, an

International Union Representative. “They are true unionists who understand the value of working together to advance the working conditions of their crew force.”

Allegiant’s specialty is flying vacation travelers from medium size “heartland” cities to vacation destinations.

“We generally fly from our bases to one of the heartland cities and then return to our base,” Hawk said. “Depending on the schedule, we either do this cycle once, or sometimes twice in a day.”

‘Union Proud’

Hawk said he is from a union family—his father was a career union worker, his wife is a union member and he belonged to unions in his previous jobs.

“It feels really good to once again be union proud,” Hawk said.

“Since our vote, I’m starting to hear and feel a renewed sense of optimism about the future,” Hawk said. “Yes, we

have a lot of hard work ahead of us, setting up our structure under Local 1224, voting in our shop stewards, setting up committees and ultimately negotiating our first collective bargaining agreement. But the payoff is having 1.4 million brothers and sisters who have already paved the way standing behind us while we forge ahead as well.”

Hawk urged Teamsters who travel on Allegiant to say hello.

“Speaking of our fellow brothers and sisters, if you ever find yourselves flying on Allegiant to one of our great vacation destinations, please stick your head up in the flight deck and say hello to some of your newest union brothers and sisters!” Hawk said.

Local 1224 now represents flight crew members employed by ABX Air, Allegiant Air, Atlas Air, Cape Air, Horizon Airways, Kalitta Air, Miami Air, Omni Air International, Silver Airways and Southern Air.

REPORT TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: Independent Review Board
Benjamin R. Civiletti
Joseph E. diGenova
William H. Webster

DATED: September 5, 2012

I. INTRODUCTION

This is Report Number 4 of the Independent Review Board ("IRB") for 2012 regarding activities conducted pursuant to the Consent Order. In this Report we will discuss matters currently before us. In some detail, you were previously informed of prior charges against IBT officers and members and recommended Trusteeships by the IRB. This report will provide the status of those prior charges and Trusteeships.

II. PROGRESS OF EXISTING CHARGES

A. IRB HOLDS HEARINGS AND MAKES FINAL DETERMINATIONS ON LOCAL 82, SOUTH BOSTON, MASSACHUSETTS

IRB hearings were held on October 11, 2011 at the Sheraton Boston Hotel, in Boston Massachusetts to address remaining unresolved charges against officers and members of Local 82.

Unresolved charges addressed at these hearings involved members Thomas Flaherty and James Deamicis, five Officers of the Executive Board: Leif Thornton, Cheryl Milisi, Francis Dizoglio, John Logan, and Nicholas Murphy; and member Lawrence Maguire, as discussed below.

James Deamicis and Thomas Flaherty

On January 24, 2012, the IRB issued its opinion and decision regarding charges against Messrs. Deamicis and Flaherty as follows:

Messrs. Deamicis and Flaherty were charged with acting in concert, with two former principal officers of Local 82 to arbitrarily and selectively enforce unauthorized voting rules by knowingly allowing favored ineligible members to vote on a proposed collective bargaining agreement with a trade show contractor. These actions brought reproach upon the Teamsters while injuring fellow members. Mr. Deamicis also brought reproach upon the IBT because he knowingly violated the terms of a prior suspension by exercising all rights of membership, including attending meetings, voting on collective bargaining agreements and serving as a chief steward.

Among the penalties determined for these individuals were the following:

Because Mr. Flaherty has no prior record of bringing reproach upon his Local, he was barred for a period of five years from holding membership in or any position with the IBT or any IBT-affiliated entity.

Since Mr. Deamicis also knowingly violated the terms of a prior suspension, among the penalties imposed was that he was permanently barred from holding membership in or any position with the IBT or any IBT-affiliated entity.

On January 24, 2012, the IRB submitted Application 156 on this matter to Chief Judge Preska for review, and if affirmed, to be entered as an order of the Court.

On April 17, 2012 Mr. Deamicis filed an appeal with Chief Judge Preska. The Chief Investigator and the Assistant United States Attorney subsequently filed their responses. On June 20, 2012 Mr. Deamicis filed a request for an extension to submit his response. On August 22, 2012 Mr. Deamicis submitted his response to the Court.

Application 156 is before Chief Judge Preska.

Leif Thornton, Cheryl Milisi, Francis Dizoglio, John Logan and Nicholas Murphy

On January 25, 2012, the IRB issued its opinion and Decision on charges against members of the Executive Board of Local 82 as follows:

All members of the Executive Board of Local 82 were Charged when significant non-routine expenditures were never put to a vote before the members, nor were their actual costs disclosed to the membership. A second charge applicable to Messrs. Dizoglio, Logan and Murphy, is that they signed approval of financial reports without first verifying the bank account balances or any supporting financial documentation.

The IRB decided that each of the five respondents be barred permanently from holding office or employment with Local 82 or any successor union.

On January 25, 2012, the IRB submitted Application 155 on this matter to Chief Judge Preska for review, and if affirmed, to be entered as an order of the Court.

The IRB was informed that Mr. Murphy has filed an appeal with Chief Judge Preska. This matter is before Chief Judge Preska.

Lawrence Maguire

On February 22, 2010 the IRB issued its opinion and Decision on the charges against Mr. Maguire. Mr. Maguire brought reproach upon the IBT by intimidating a witness and assaulting a Police Officer while an IBT member.

Among the penalties imposed on Mr. Maguire was that he be permanently barred from holding membership in or any position with the IBT or any IBT-affiliated entity.

On January 22, 2012 the IRB submitted Application 158 on this matter to Chief Judge Preska and if affirmed, to be entered as an order of the Court.

B. BERNARD PISCOPO - LOCAL 82, SOUTH BOSTON, MASSACHUSETTS

On February 2, 2012, the IRB issued its opinion and decision on the charges against Mr. Piscopo.

Mr. Piscopo was charged with bringing reproach upon the IBT by killing a man with a weapon while an IBT member, as

evidenced by his conviction for manslaughter.

Among the penalties imposed on Mr. Piscopo was that Mr. Piscopo be permanently expelled from holding membership in Local 82, the IBT and IBT-affiliated entities and permanently barred from holding office or employment (including as an independent contractor or consultant) with Local 82, the IBT and all affiliated entities

On February 2, 2012 the IRB submitted Application 157 on this matter to Chief Judge Preska and if affirmed, to be entered as an order of the Court.

C. MIA LLOPIZ - LOCAL 272, NEW YORK, NEW YORK

On May 3, 2012 the IRB issued an Investigative Report to the Executive Board of Local 272 concerning member Mia Llopiz. The report recommended that Ms. Llopiz be charged with bringing reproach upon the IBT by willfully and without justification failing to appear for her scheduled in-person sworn examination. The Executive Board was given 90 days in which to file the charge, hold a hearing, submit its finding and decision to the IRB. On June 15, 2012 a hearing was held. Ms. Llopiz did not appear. On July 25, 2012, the Local 272's Executive Board issued its July 11, 2012 decision to the IRB permanently barring Ms. Llopiz. On August 14, 2012 the IRB issued a letter to the Local 272 Executive Board finding their decision not inadequate.

D. SIAMAK SHOKOUFANDE - LOCAL 272, NEW YORK, NEW YORK

On April 5, 2012 the IRB issued an Investigative Report to the Executive Board of Local 272 concerning member Siamak Shokoufande. The report recommended that Shokoufande be charged with bringing reproach upon the IBT by willfully and without justification failing to appear for his in-person sworn examination. The Local 272 Executive Board was given 90 days in which to file the charge, hold a hearing, submit its findings and decision to the IRB.

On May 29, 2012, by letter from Bruce J. Cooper, Esq., an agreement signed by Shokoufande was submitted to the IRB for review, approval and submission to the Court. The Agreement was approved by the IRB and submitted to Chief Judge Preska on June 21, 2012, by way of Application 159. On July 2, 2012, Chief Judge Preska approved the agreement thus granting Application 159.

E. PAUL KENNY, ABRAHAM MORENO, GARY GUILLORY – LOCAL 630 –LOS ANGELES, CALIFORNIA

On May 12, 2011 the IRB forwarded an Investigative Report to James P. Hoffa, IBT General President, recommending that Kenny, Moreno and Guillory be charged with bringing reproach upon the IBT and breaching their fiduciary duty, and embezzling union funds from Local 630, Kenny in the amount of \$168,168, Moreno in the amount of \$39,595 and Guillory in the amount of \$32,217.

By letter dated May 19, 2011, General President Hoffa notified the IRB that he adopted and filed the charges referred to

him and stated that a panel would be appointed to hear the charges against Kenny, Moreno and Guillory. The Hearing was held on August 3, 2011.

On August 29, 2011, General President Hoffa forwarded to Kenny, Moreno and Guillory and the IRB, the report and recommendations of the Panel, stating that the Panel's recommendation was reissued as the decision of the General President. As a penalty, Kenny was barred from Office and employment with the Union for a period of ten years, suspended from membership for a period of five years and fined \$168,168. Moreno and Guillory were barred from Office and employment with the Union for a period of five years, suspended from membership for a period of three years. In addition Moreno was fined \$39,595 and Guillory was fined \$32,217. All three were immediately removed from office and employment with Local 630 and prohibited from holding office until their current penalty expires and until they have fully satisfied their respective fines, whichever occurs later. The decision further directed that Kenny, Moreno and Guillory shall not be paid by or accept any contributions or other compensation of any kind from Local 630, the IBT or any affiliates, except that they may receive fully vested or accrued pension, vacation or other benefits under any existing benefit plans or programs maintained or sponsored by Local 630 or other affiliated entities, as well as any payments or benefits mandated by law.

On September 21, 2011, the IRB found General President Hoffa's decision concerning the charges and penalty to be not inadequate.

On August 3, 2012, letters from the Attorneys for Kenny, Moreno and Guillory were sent to the IRB requesting reconsideration of its not-inadequate decision. On August 21, 2012, the IRB responded, denying their request.

In order to provide the proper avenue for Kenny, Moreno and Guillory to submit their appeals to the Court, the IRB on August 23, 2012, submitted Application 162 to Chief Judge Loretta A. Preska, United States District Court S.D.N.Y.

F. TRUSTEESHIP - LOCAL 630, LOS ANGELES, CALIFORNIA

In a letter dated September 27, 2011 from James P. Hoffa, IBT General President, to the Co-Trustees of Local 630, Mr. Hoffa, decided to continue the Trusteeship.

In a notice dated September 26, 2011 to the officers and members of Local 630, Mr. Hoffa pointed out that the trustees had begun to adopt procedures ensuring that the excesses of the past are not repeated.

In a letter dated May 15, 2012 from Mr. Raymond to the IRB, reference is made to a report prepared by the Trustee of Local 630 as of April 2012. The report provides a listing of improvements that were implemented in several areas including finances, litigation, contract and bargaining, participation meetings, and staffing.

The report recommends that the Local be released from Trusteeship after officer elections are conducted in September 2012 and that the 24 month rule be lifted to allow election participation of the entire membership.

G. LOUIS LOMBARDO - LOCAL 831, NEW YORK, NEW YORK

On March 1, 2012, the IRB issued an Investigative Report to General President Hoffa concerning member Louis Lombardo. The report recommended that Mr. Lombardo be charged with bringing reproach upon the IBT and violating his oath of membership by knowingly associating with members of the Gambino La Cosa Nostra Family including Joseph Juliano and Vincent Romano.

In a letter to the IRB from General President Hoffa, dated March 2, 2012, Mr. Hoffa determined to adopt and file the charges against Mr. Lombardo and in accordance with past practice, these charges were referred back to the IRB for adjudication.

On April 26, 2012, a Notice of the May 16, 2012 Hearing was issued to Mr. Lombardo. Just prior to the start of the hearing an agreement was negotiated. Upon receipt, review and approval of the Agreement by the IRB, the Agreement was submitted on July 17, 2012 to Chief Judge Preska by Application 160. On July 23, 2012 Chief Judge Preska approved the Agreement thus granting Application 160.

H. NICHOLAS BERNHARD - LOCAL 917, FLORAL PARK, NEW YORK

On April 25, 2012 the IRB issued an Investigative Report to the Executive Board of Local 917 concerning Nicholas Bernhard, President of Local 917. The report recommended that Mr. Bernhard be charged with bringing reproach upon the IBT by willfully and without justification refusing to answer questions during his in-person sworn examination. The Executive Board of Local 917 was given 90 days in which to file the charge, hold the hearing, submit its findings and decision to the IRB.

In a letter dated May 2, 2012, the IRB was informed that the Executive Board of Local 917 determined to adopt and file the charges against Mr. Bernhard and referred the matter to IBT General President, James P. Hoffa, for adjudication. On May 22, 2012, Mr. Hoffa issued Notice of the June 14, 2012 Hearing to Mr. Bernhard and also appointed a Hearing Panel. The hearing was cancelled because an agreement was in process. On July 10, 2012, the agreement was submitted to the IRB by Mr. Bernhard's Counsel.

After review of the Agreement the IRB found that clarification was needed regarding the benefits to which Mr. Bernhard would be entitled. On July 17, 2012, the IRB sent a letter requesting the clarification, to Mr. Bernhard's Counsel. On July 31, 2012, the requested clarification was submitted to the IRB. Upon review and approval of the Clarification of the Agreement, the IRB submitted the Agreement by way of Application 161 to Chief Judge Preska on August 17, 2012.

III. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received approximately 108 calls reporting alleged improprieties. As in the past, all calls appearing to fall within IRB jurisdiction were referred for investigation.

Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

To assure that all calls are treated confidentially, the system recording hotline calls is located in a cipher-locked IRB room on a dedicated line and accessed only by an IRB investigator. The recorded information, if complete and within IRB jurisdiction, is forwarded directly to the Investigations Office in New York City. Please continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (800-225-5472). If you are calling from within Washington, DC, dial 202-434-8085.

IV. CONCLUSION

As always, our task is to ensure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities through these reports and also through use of the website at www.irbcases.org. The website also makes available a copy of the Consent Decree.

If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline number noted above, use the IRB facsimile number 202-434-8084, or write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator
17 Battery Place, Suite 331
New York, NY 10004

Independent Review Board
444 North Capitol Street, N.W.
Suite 528
Washington, DC 20001



TEAMSTERS

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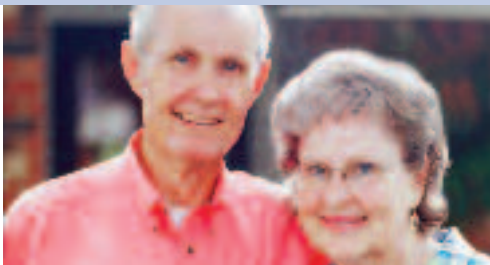


TEAMStar

MEDICARE PART D

Prescription Drug Program (PDP)

Open Enrollment Period Begins October 15, 2012!



The International Brotherhood of Teamsters is proud to announce the open enrollment period for the TEAMStar Medicare Part D Program. This annual open enrollment period will begin on October 15, 2012 and end on December 7, 2012.

Teamster retirees and spouses who are currently enrolled in Medicare Parts A and/or B qualify for TEAMStar Medicare Part D coverage. Enrollment packets will be arriving in the mail soon. If you didn't receive an enrollment packet or need another one, please call us and we will send you one. Don't wait! The open enrollment period is for a limited time.

Enjoy the following TEAMStar Part D Program benefits:

- **Competitive union group rates** – TEAMStar Medicare Part D is not available to the general public. The rates and benefits are set by your union.
- **Union Preferred Pricing** – certain Preferred Generic drugs are available for as low as \$2 at a Union Preferred Pharmacy.
- **Coverage Options** – three unique plans that offer different levels of security to Teamsters.
- **Coverage through the donut hole** – if you select the Platinum Plan you can get coverage for most generics at a low copay after you get to the Coverage Gap.

To get additional information or an enrollment packet,
visit our website at www.teamstarpartd.com or call 1-866-524-4173.